

The *California Transparency in Supply Chains Act of 2010* (SB 657) goes into effect on January 1, 2012. This law requires manufacturers and retailers doing business in the State of California to disclose information regarding their efforts to eradicate slavery and human trafficking from their direct supply chains. Keysight Technologies, Inc. is proud of its record of uncompromising integrity and the measures it takes to uphold the highest standards of conduct among its employees, business partners and suppliers.

Keysight Technologies, Inc.'s efforts to eradicate slavery and human trafficking in its supply chain include the following:

- **Written Policies and Procedures:** Keysight maintains written policies that strictly prohibit the use of slavery or human trafficking in its direct supply chain, including Keysight's Supplier Code of Conduct. Among other provisions, the Supplier Code of Conduct requires all Keysight suppliers to "comply with all applicable labor laws, rules, and regulations, including but not limited to, all laws forbidding the solicitation, facilitation, or any other use of slavery or human trafficking, as those terms are used in the *California Transparency in Supply Chains Act of 2010*, California Civil Code, section 1714.43." The Supplier Code of Conduct also requires Keysight suppliers to abide by the bans on forced or compulsory labor set forth in *Article 2* in the *Forced Labour Convention 29* and *Article 1* in the *Abolition of Forced Labour Convention 105* of the International Labour Organization.
- **Supplier Certifications:** Keysight requires all suppliers to certify their compliance with our Supplier Code of Conduct, including the provisions barring the use of forced labor, slavery or human trafficking.
- **Third-Party Audits:** Keysight has the right to audit all suppliers for compliance with the Keysight Supplier Code of Conduct. Keysight employs an independent third party to audit and evaluate our suppliers' compliance with our Supplier Code of Conduct, including monitoring each supplier's compliance with all applicable labor laws governing forced labor, slavery and human trafficking, as set forth in the *California Transparency in Supply Chains Act of 2010*.
- **Accountability Standards:** Keysight has a zero tolerance policy for violations of the laws banning forced labor, slavery and human trafficking. Keysight's disciplinary policy permits the termination of a supplier for even a single violation and likewise permits a range of measures, up to and including termination, for Keysight employees involved in any similar misconduct.
- **Employee Training:** Keysight conducts training for employees whose job functions include procurement that emphasizes the importance of ensuring that Keysight's suppliers abide by the Keysight. Supplier Code of Conduct, including its prohibitions on slavery and human trafficking.

It is essential to Keysight that all persons involved in the production of our products, whether Keysight employees or not, are treated with dignity and respect. Keysight will continue to update its policies and procedures as needed to ensure that it has appropriate safeguards against any mistreatment of persons involved in our direct supply chain.