

Effective: 1 August 2014

Keysight Technologies Human Rights and Labor Policy

Keysight Technologies, Inc. acknowledges and respects the fundamental principles contained in the Universal Declaration of Human Rights. Keysight's core values and culture reflect a commitment to ethical business practices and good corporate citizenship. Our policies and practices require Keysight to conduct our business with uncompromising integrity and to promote human rights within the company's sphere of influence.

Freely-chosen employment: Keysight supports the elimination of all forms of forced, bonded or involuntary prison labor.

No Child Labor: Keysight condemns all forms of exploitation of children. Keysight will not recruit child labor and supports the elimination of exploitive child labor.

Minimum Wages: Keysight will compensate our employees with wages and benefits that meet or exceed the legally required minimum.

Working Hours: Keysight will not require employees to work more than the maximum hours of daily labor set by local laws.

No Discrimination: Keysight supports and upholds the elimination of discriminatory practices with respect to employment, and promotes and embraces diversity in all aspects of its business operations. Our policies prohibit discrimination based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity, religion, disability, veteran status, national origin or any protected class.

No Harsh or Inhumane Treatment: Keysight prohibits physical abuse, harassment or the threat of either. Keysight will provide a safe and healthy working environment for all of its employees.

Freedom of Association: Keysight respects the rights of employees to organize in labor unions in accordance with local laws and established practice, if desired.

Ethical Business Conduct: Keysight's Standards of Business Conduct requires that business be conducted with honesty and reflects high ethical standards that are the basis for achieving our goals. The standards establish clear ethical guidelines for how we do business and establish accountability. All employees are expected to comply with these standards.

Keysight Technologies Supplier Environmental and Social Responsibility Code of Conduct: Keysight's suppliers are required to support and promote the fundamental human rights referenced in this document.

This policy is approved by Keysight's executive management and applies to Keysight operations worldwide.

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