

The *Modern Slavery Act 2015* came into effect on 29th October 2015. This law requires companies that supply goods and/or services in the United Kingdom to disclose information regarding their efforts to eradicate slavery and human trafficking from their own organisation and direct supply chains. Keysight Technologies UK Limited ("Keysight UK") 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 UK strictly adheres to the [Keysight Technologies, Inc. Standards of Business and Conduct](#) ("SBC"), which state: "We are committed to respecting human rights throughout our global supply chain and do not knowingly conduct business with any individual or company that participates in the exploitation of children (including child labor), physical punishment, forced labor or human trafficking. We expect that anyone who conducts business on our behalf will operate ethically, in compliance with the law and in a manner that is consistent with our Standards and our policies." This commitment is also reflected in the [Keysight Human Rights and Labour Policy](#).

All employees are required to take annual SBC training and re-certification. In addition, Keysight conducts training for procurement employees 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.

Keysight UK's efforts to eradicate slavery and human trafficking in its supply chain:

- **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." The Supplier Code of Conduct also requires Keysight suppliers to abide by the bans on forced or compulsory labor set forth in Article 2 of the *Forced Labour Convention 29* and Article 1 of the *Abolition of Forced Labour Convention 105* of the International Labour Organization.
- **Supplier Expectations Communicated:** Keysight communicates to all suppliers its expectation that they comply 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 *Modern Slavery Act 2015*.
- **Accountability Standards:** Keysight has a zero tolerance policy for violations of laws banning forced labor, slavery and human trafficking. Keysight's contractual terms and conditions permit the termination of a supplier for even a single violation, and likewise Keysight's disciplinary policy permits a range of measures, up to and including termination, for Keysight employees involved in any similar misconduct.

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.

Reviewed and approved by the Board of Directors of Keysight Technologies UK Limited Keysight on 1st April 2016.

Date: 1st April 2016

Signed



Chris Rennie
Managing Director
Keysight Technologies UK Limited