

Varian Sustainability Report 2017 GRI Index

The Global Reporting Initiative (GRI) is a not-for-profit organization that promotes sustainability. It provides a comprehensive reporting framework that enables companies and organizations to disclose their sustainability performance. Varian's Sustainability Report 2017 has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option. To locate the topics and standards contained within the guidelines, and our responses to these standards, use the index below. For a detailed explanation of the standards, visit the [GRI website](#).

This index contains page references to the Varian Sustainability Report 2017 available at <https://www.varian.com/about-varian/citizenship> and also references to the 2016 Annual Report available at <http://investors.varian.com/VarianAnnualReports>

GENERAL STANDARD DISCLOSURES		
GRI Standard	GRI Disclosure	Location and notes
Organizational Profile		
102-1	Name of the organization	Varian Medical Systems, Inc.
102-2	Activities, brands, products, and services	The New Varian, p3 2016 Annual Report: Form 10-K - Item 1: Business, p1-10 https://www.varian.com/about-varian https://www.varian.com/about-varian/varian-technologies
102-3	Location of headquarters	3100, Hansen Way, Palo Alto, CA 94304-1038, USA
102-4	Location of operations	The New Varian, p3
102-5	Ownership and legal form	2016 Annual Report: Form 10-K – Item 1: Business, p1
102-6	Markets served	The New Varian, p3 2016 Annual Report: Form 10-K - Item 1: Business, p1-10 https://www.varian.com/about-varian https://www.varian.com/about-varian/varian-technologies We do business globally with manufacturing, engineering, and development in the United States, India, Canada, Europe and China and with sales and service operations and customers throughout the world.
102-7	Scale of the organization	The New Varian, p3 2016 Annual Report: Form 10-K – Item 1: Business, pp1–13, p19; Item 6: Selected Financial Data, p49; and Item 8: Financial Statements and Supplementary Data, p78 https://www.varian.com/about-varian
102-8	Information on employees and other workers	See GRI Index Appendix.
102-9	Supply chain	Varian has around 140 Level 1 suppliers around the world. Varian has a supply chain to support its design and manufacturing of products. Varian has selected business partners throughout the supply chain to supply products and services in countries in which there is no local Varian office. Please see the Employees and Business Partners section of our corporate website: https://www.varian.com/about-varian/citizenship/employees-and-business-partners

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102-10	Significant changes to the organization and its supply chain	In January this year, Varian Medical Systems became a dedicated cancer management company. The X-ray imaging business that had represented 20 percent of the business was spun-off as the stand-alone Varex Imaging Corporation. What remains is a pure play cancer management company, focused on radiotherapy, radiosurgery, proton therapy, and brachytherapy. This has not affected reporting for this period.
102-11	Precautionary Principle or approach	Varian is in the business of helping to save lives; we are a risk-averse business. We therefore adopt the precautionary approach: where there may be threats of serious or irreversible impact but a lack of full scientific certainty, we will not use this as a reason for postponing cost-effective measures to prevent negative or harmful environmental or social impacts. We are also certified to ISO 14971:2012 Medical Devices – Application of risk management to medical devices. The purpose of which is to establish a framework for effective management of the risks to health, property and environment associated with all Varian Oncology Systems (VOS) medical devices; ensure device marketed are safe to all exposed to them; and to reduce residual risks.
102-12	External initiatives	UICC World Cancer Declaration, CDP Climate Change, CDP Water, Global Reporting Initiative, IAEA PACT Program, Swiss voluntary agreement for the use of SF6 in Particle Beam Accelerators (Electron and Proton Beam Accelerators), Conflict Free Sourcing Initiative.
102-13	Membership of associations	ASTRO – gold membership, ESTRO – gold membership These are the two leading radiotherapy bodies in the US and Europe respectively and our membership is strategic. We do provide funding beyond membership fees. Varian's Field Vice President EMEIA Marketing & Sales Germany sits on COCIR's Board and on COCIR's EHS Policy Committee.
Strategy		
102-14	Statement from senior decision-maker	Welcome, p2 Dow Wilson, CEO has approved the whole report, which covers Varian's material issues and includes the commentary around performance: both achievements and failures.
Ethics and Integrity		
102-16	Values, principles, standards, and norms of behaviour	https://www.varian.com/about-varian/citizenship/mission-and-values http://investors.varian.com/CodeofConduct
Governance		
102-18	Governance structure	Governance and Risk Management, p19 Please see the Corporate Governance section of our website: http://investors.varian.com/corporategovernance Varian's Corporate Citizenship Committee is an expansion of the company's cross-functional Safety and Environmental Executive Committee and is comprised of senior leaders from across the business, including Environmental Affairs, Facilities, Finance, Human Resources, Information Technology, Investor Relations and Corporate Communications, and Legal. In FY16, the Corporate Citizenship Committee, established and overseen by CEO Dow Wilson, linked to Varian's Board through the Board Audit Committee, which was headed by Rudi Naumann. Rudi Naumann was succeeded by Judy Bruner in FY17. CFO Elisha Finney retired and was replaced by CFO Gary Bischooping, Jr. in May of 2017. Our CFO reports periodically to the

		Board Audit Committee and sits on the Corporate Citizenship Committee, offering consistency and accountability for the program. The Corporate Citizenship Committee meets periodically and management reports annually to the Board Audit Committee on environmental and health and safety issues.
Stakeholder Engagement		
102-40	List of stakeholder groups	Customers, patients, communities, investors, suppliers, employees, academics/medical research community, regulators, policy-makers
102-41	Collective bargaining agreements	2016 Annual Report: Form 10-K – Item 1: Business, p19 None of our employees based in the United States are unionized or subject to collective bargaining agreements. Employees based in some foreign countries may, from time to time, be represented by works councils or unions, or subject to collective bargaining agreements.
102-42	Identifying and selecting stakeholders	Stakeholders have been identified on the basis of who Varian as a business affects and engages with the most with respect to financial, social, and environmental matters.
102-43	Approach to stakeholder engagement	We engage with our stakeholders formally and informally through our business activities. The key stakeholders for Varian's annual Sustainability Report are investors and employees. Varian engages with the growing number of ESG-focused investors, particularly in Europe, through presenting at ESG/CSR financial events, targeting relevant new investors, and communicating regularly with existing ESG-focused investors such as Generation (London) and PGGM (Amsterdam), both of whom are among Varian's top 10 global investors. No engagement has been undertaken specifically as part of the report preparation process.
102-44	Key topics and concerns raised	Extending Advanced Care, pp4-12 This section covers some of our key engagement with stakeholders, showing how we listened and responded to varying needs.
Reporting Practice		
102-45	Entities included in the consolidated financial statements	2016 Annual Report: Form 10-K – Item 1: Business, pp1–10 The same entities included in Varian's 2016 Annual Report: Form 10-K are covered by this report.
102-46	Defining report content and topic Boundaries	We have undertaken desk-based research involving a review of Varian's communications and stakeholder engagement, as well as peer and media review to identify a list of key issues. We then mapped the boundary of each issue based on whether the impact was internal or external. This review helped to inform and determine the content of this report.
102-47	List of material topics	<ul style="list-style-type: none"> • Access to healthcare • Product safety and quality • Innovating solutions • Profitable growth • Adherence to international regulation • Managing hazardous waste • Natural resource use • Reliable supply chain • Conflict minerals • GHG emissions

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		<ul style="list-style-type: none"> • Operational health and safety • Attracting, retaining and developing talent • Educating global practitioners • Patient data security
102-48	Restatements of information	There are no restatements.
102-49	Changes in reporting	There are no significant changes in the list of material topics, topic Boundaries, or measurement methods applied.
102-50	Reporting period	October 2015 to September 2016
102-51	Date of most recent report	The previous report was launched in September 2016: https://www.varian.com/sites/default/files/resource_attachments/55072_Varian_Sust%20report%202016_FINAL.pdf
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	sustainability@varian.com
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option
102-55	GRI content index	Please see our GRI Index
102-56	External assurance	The report is not externally assured.

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MATERIAL TOPICS			
GRI Standard	GRI Disclosure	Location and notes	
<i>ECONOMIC</i>			
Economic Performance			
GRI 103: MANAGEMENT APPROACH 2016	103-1	Explanation of the material topic and its Boundaries	The New Varian, p3 https://www.varian.com/about-varian/citizenship <i>Internal Boundary: Varian Medical Systems External Boundary: N/A</i>
	103-2	The management approach and its components	The New Varian, p3 Governance and Risk Management, p19 https://www.varian.com/about-varian/citizenship
	103-3	Evaluation of the management approach	Governance and Risk Management, p19
GRI 201: ECONOMIC PERFORMANCE 2016	201-1	Direct economic value generated and distributed	The New Varian, p3 2016 Annual Report: Form 10-K Item 7: Results of Operations, pp57-67; and Item 7 Liquidity and Capital Resources, pp67-72 2016 Annual Report: Form 10-K Item 8: Financial Statement and Supplementary Data, pp78-82
Indirect Economic Impacts			
GRI 103: MANAGEMENT APPROACH 2016	103-1	Explanation of the material topic and its Boundaries	Please see the Giving section of our corporate website: https://www.varian.com/about-varian/citizenship/giving <i>Internal Boundary: N/A External Boundary: Global communities</i>
	103-2	The management approach and its components	About Varian Medical Systems, p3 Governance and Risk Management, p19
	103-3	Evaluation of the management approach	Governance and Risk Management, p19
GRI 203: INDIRECT ECONOMIC IMPACTS 2016	203-1	Infrastructure investments and services supported	Extending Advanced Care, pp5-8
	203-2	Significant indirect economic impacts	Extending Advanced Care, pp5-8
<i>ENVIRONMENTAL</i>			
Materials			
GRI 103: MANAGEMENT	103-1	Explanation of the material topic and its Boundaries	Please see the Environment section of our corporate website: https://www.varian.com/about-varian/citizenship/environment <i>Internal Boundary: All Varian Operations External Boundary: Suppliers</i>

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APPROACH 2016			To continue providing life-saving products and services, we rely on finite natural resources. To help reduce our impact on the availability of these resources, we consider the materials we use directly as well as indirectly through our supply chain.
	103-2	The management approach and its components	2016 Environmental Highlights, p13 Governance and Risk Management, p23
	103-3	Evaluation of the management approach	Governance and Risk Management, p23
GRI 301: MATERIALS 2016	301-1	Materials used by weight or volume	We do not currently report the weight or volume of materials used although we will consider doing so in the next several years. We have a large and complicated supply chain that makes measuring mass and volume of materials difficult. Varian's global operations place great emphasis on working with suppliers who follow good manufacturing practice and have an established quality system in place. We recently developed a Supplier Code of Conduct which covers issues such as conflict minerals, human trafficking, and the prohibition of corrupt acts.
Energy			
GRI 103: MANAGEMENT APPROACH 2016	103-1	Explanation of the material topic and its Boundaries	Please see the Environment section of our corporate website: https://www.varian.com/about-varian/citizenship/environment <i>Internal Boundary: All Varian Operations External Boundary: Suppliers</i>
	103-2	The management approach and its components	2016 Environmental Highlights, p13 Governance and Risk Management, p23 CDP Climate Change submission 2017, CC2 and CC2
	103-3	Evaluation of the management approach	Governance and Risk Management, p23 CDP Climate Change submission 2017, CC2 and CC2
GRI 302: ENERGY 2016	302-1	Energy consumption within the organization	Progress Against Key Environmental Goals, p14 CDP Climate Change submission 2017, CC11.2, CC11.3, CC11.3a and CC11.4 For information on standards, methodology and assumptions used please see our CDP Climate Change submission 2017, CC7. Emissions Methodology and CC8.5
Water			
GRI 103: MANAGEMENT APPROACH 2016	103-1	Explanation of the material topic and its Boundaries	Please see the Environment section of our corporate website: https://www.varian.com/about-varian/citizenship/environment CDP Water submission 2017, W1 <i>Internal Boundary: All Varian Operations External Boundary: Suppliers</i>
	103-2	The management approach and its components	2016 Environmental Highlights, p13 Governance and Risk Management, p23 CDP Water submission 2017, W2, W6 and W8
	103-3	Evaluation of the management approach	Governance and Risk Management, p23 CDP Water submission 2017, W2 and W6

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GRI 303: WATER 2016	303-1	Water withdrawal by source	CDP Water submission 2017, W1.2, W1.2a, W5.1 and W5.1a. For information on standards, methodology and assumptions used please see our CDP Water submission 2017.
Emissions			
GRI 103: MANAGEMENT APPROACH 2016	103-1	Explanation of the material topic and its Boundaries	Please see the Environment section of our corporate website: https://www.varian.com/about-varian/citizenship/environment <i>Internal Boundary: All Varian Operations External Boundary: N/A</i>
	103-2	The management approach and its components	2016 Environmental Highlights, p13 Governance and Risk Management, p23 CDP Climate Change submission 2017, CC2 and CC2
	103-3	Evaluation of the management approach	Governance and Risk Management, p23 CDP Climate Change submission 2017, CC2 and CC2
GRI 305: EMISSIONS 2016	305-1	Direct (Scope 1) GHG emissions	2016 Environmental Highlights, p13 Progress Against Key Environmental Goals, p14 CDP Climate Change submission 2017, CC8.2, CC8.9, CC9.1, CC9.1a, CC9.2, and CC9.2d For information on base year, standards, methodology, and assumptions used, please see our CDP Climate Change submission 2017, CC7 Emissions Methodology, CC8.1, CC8.4, and C8.5.
	305-2	Energy indirect (Scope 2) GHG emissions	2016 Environmental Highlights, p13 Progress Against Key Environmental Goals, p14 CDP Climate Change submission 2017, CC8.3, CC8.3a, CC10.1, CC10.1a, CC10.2, and 10.2c For further information see the GRI Index Appendix For information on base year, standards, methodology, and assumptions used, please see our CDP Climate Change submission 2017, CC7 Emissions Methodology, CC8.1, CC8.4, and C8.5.
	305-3	Other indirect (Scope 3) GHG emissions	2016 Environmental Highlights, p13 Progress Against Key Environmental Goals, p14 CDP Climate Change submission 2017, CC14.1 For information on base year, standards, methodology, and assumptions used, please see our CDP Climate Change submission 2017, CC7 Emissions Methodology.
	305-5	Reduction of GHG emissions	2016 Environmental Highlights, p13 Progress Against Key Environmental Goals, p14 CDP Climate Change submission 2017, CC3.1b, CC3.1e, CC3.3a, CC3.3b, CC12.1, CC12.2, C12.3, CC14.3, and CC14.3a For information on base year, standards, methodology, and assumptions used, please see our CDP Climate Change submission 2017, CC7 Emissions Methodology, CC8.1, CC8.4, and C8.5.

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Effluents and Waste			
GRI 103: MANAGEMENT APPROACH 2016	103-1	Explanation of the material topic and its Boundaries	Please see the Environment section of our corporate website: https://www.varian.com/about-varian/citizenship/environment <i>Internal Boundary:</i> All Varian Operations <i>External Boundary:</i> Local environment surrounding our operations
	103-2	The management approach and its components	2016 Environmental Highlights, p13 Governance and Risk Management, p23
	103-3	Evaluation of the management approach	Governance and Risk Management, p23
GRI 306: EFFLUENTS AND WASTE 2016	306-2	Waste by type and disposal method	See the GRI Index Appendix for details.
	306-3	Significant spills	We disclose any material current spills in the company's Annual Report on Form 10-K for the applicable fiscal year. For the reporting period, please see the company's Annual Report on Form 10-K for our fiscal year 2016, Part I "Business". As set forth in our Annual Report on Form 10-K for the company's fiscal year 2016, there have been no material spills reported.
Environmental Compliance			
GRI 103: MANAGEMENT APPROACH 2016	103-1	Explanation of the material topic and its Boundaries	Please see the Environment section of our corporate website: https://www.varian.com/about-varian/citizenship/environment <i>Internal Boundary:</i> All Varian Operations <i>External Boundary:</i> Local environment surrounding our operations
	103-2	The management approach and its components	Progress Against Key Environmental Goals, p14 Governance and Risk Management, p23
	103-3	Evaluation of the management approach	Governance and Risk Management, p23
GRI 307: ENVIRONMENTAL COMPLIANCE 2016	307-1	Non-compliance with environmental laws and regulations	We disclose any material current fines and sanctions for non-compliance with environmental laws and regulations in the company's Annual Report on Form 10-K for the applicable fiscal year. As set forth in our Annual Report on Form 10-K for the company's fiscal year 2016, there have been no identified material fines and sanctions for non-compliance with environmental laws and regulations.
Supplier Environmental Assessment			
GRI 103: MANAGEMENT APPROACH 2016	103-1	Explanation of the material topic and its Boundaries	Please see the Employees and Business Partners section of our corporate website: https://www.varian.com/aboutvarian/citizenship/employees-and-businesspartners <i>Internal Boundary:</i> N/A <i>External Boundary:</i> Suppliers
	103-2	The management approach and its components	Governance and risk management, p23

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	103-3	Evaluation of the management approach	Governance and risk management, p23
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016	308-1	New suppliers that were screened using environmental criteria	We do not currently report the percentage of new suppliers screened for environmental criteria. We are working with Product Compliance to evaluate inclusion of environmental and other sustainability criteria into our new supplier screening process

SOCIAL			
Employment			
GRI 103: MANAGEMENT APPROACH 2016	103-1	Explanation of the material topic and its Boundaries	Please see the Employees and business partners section of our corporate website: https://www.varian.com/about-varian/citizenship/employees-and-business-partners <i>Internal Boundary: All Varian employees External Boundary: N/A</i>
	103-2	The management approach and its components	Governance and Risk Management, p23 2016 Annual Report: Form 10K, Item 1: Business, p19
	103-3	Evaluation of the management approach	Governance and Risk Management, p23
GRI 401: EMPLOYMENT 2016	401-1	New employee hires and employee turnover	Varian's turnover is 9.6% a year and almost 56% of that is voluntary. The average age of employees is 43 and the average length of service is eight years. See GRI Index Appendix for details.
Occupational Health and Safety			
GRI 103: MANAGEMENT APPROACH 2016	103-1	Explanation of the material topic and its Boundaries	Health & safety, p16 Governance and risk management, p23 <i>Internal Boundary: All Varian employees External Boundary: N/A</i>
	103-2	The management approach and its components	Health & safety, p16 Governance and risk management, p23
	103-3	Evaluation of the management approach	Governance and risk management, p23
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2016	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Health and safety, p16
Training and Education			
GRI 103: MANAGEMENT APPROACH 2016	103-1	Explanation of the material topic and its Boundaries	Please see the Employees and Business Partners section of our corporate website: https://www.varian.com/about-varian/citizenship/employees-and-business-partners Transforming human resources, p17 <i>Internal Boundary: All Varian employees External Boundary: Prospective employees</i>

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	103-2	The management approach and its components	Governance and risk management, p23
	103-3	Evaluation of the management approach	Governance and risk management, p23
GRI 404: TRAINING AND EDUCATION 2016	404-1	Average hours of training per year per employee	Varian employees receive on average approximately 69.98 hours of training per year. Varian encourages employees to attend external courses or degree programs related to their job or a role they aspire to within the company and provides up to 100% reimbursement for registration, tuition, books, and fees for work-related courses, up to \$7,500 per calendar year in the U.S. (outside, the policy varies based on local custom and tax treatment). See GRI Index Appendix for details.
	404-2	Programs for upgrading employee skills and transition assistance programs	See GRI Index Appendix.
	404-3	Percentage of employees receiving regular performance and career development reviews	For FY15, 89.4% of employees had regular check-ins. Of these, 25.6% were female. More importantly, the company put extra emphasis on employee development in FY17. We did this by setting a companywide goal that 90% of employees would have at least one aligned work goal in our performance management system by January, and one development goal in the system by March. We achieved both of these goals companywide.
Supplier Social Assessment			
GRI 103: MANAGEMENT APPROACH 2016	103-1	Explanation of the material topic and its Boundaries	Please see the Employees and Business Partners section of our corporate website: https://www.varian.com/about-varian/citizenship/employees-and-business-partners <i>Internal Boundary: N/A External Boundary: Suppliers</i>
	103-2	The management approach and its components	Governance and risk management, p23
	103-3	Evaluation of the management approach	Governance and risk management, p23
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016	414-1	New suppliers that were screened using social criteria	We do not report the percentage of new suppliers screened for labor practices criteria. China is using social criteria to evaluate suppliers through a suppliers awards programme.
Customer Health and Safety			
GRI 103: MANAGEMENT APPROACH 2016	103-1	Explanation of the material topic and its Boundaries	The New Varian, p3 Extending advanced care, pp7-8 <i>Internal Boundary: N/A External Boundary: Customers, practitioners, patients</i>
	103-2	The management approach and its components	Governance and risk management, p23
	103-3	Evaluation of the management approach	Governance and risk management, p23

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GRI 416: CUSTOMER HEALTH AND SAFETY 2016	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	There have been no material incidents of non-compliance with regulation and voluntary codes concerning health and safety impacts of Varian's products and services. We disclose any material current incidents of non-compliance in the company's Annual Report on Form 10-K for the applicable fiscal year. As set forth in our Annual Report on Form 10-K for the company's fiscal year 2016, there have been no identified reported incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of our services.
Marketing and Labeling			
GRI 103: MANAGEMENT APPROACH 2016	103-1	Explanation of the material topic and its Boundaries	The New Varian, p3 2016 Annual Report: Form 10-K, Item 1: Business, pp15-18, pp21-45 <i>Internal Boundary: N/A External Boundary: Customers, practitioners</i>
	103-2	The management approach and its components	2016 Annual Report: Form 10-K, Item 1: Business, pp15-18, pp21-45 Governance and risk management, p23
	103-3	Evaluation of the management approach	Governance and risk management, p23
GRI 417: MARKETING AND LABELING 2016	417-1	Requirements for product and service information and labeling	2016 Annual Report: Form 10-K, Item 1: Business, p15-18, p21-45
	417-2	Incidents of non-compliance concerning product and service information and labeling	We disclose any material current incidents of non-compliance in the company's Annual Report on Form 10-K for the applicable fiscal year. As set forth in our Annual Report on Form 10-K for the company's fiscal year 2016, there have been no identified material incidents of non-compliance with regulations and voluntary codes concerning product and service information.
Customer Privacy			
GRI 103: MANAGEMENT APPROACH 2016	103-1	Explanation of the material topic and its Boundaries	The New Varian, p3 2016 Annual Report: Form 10-K, Item 1A, pp21-45 <i>Internal Boundary: N/A External Boundary: Customer, patients</i> Keeping customer data secure is central to being a responsible business. We do our utmost to ensure we maintain customer privacy.
	103-2	The management approach and its components	2016 Annual Report: Form 10-K, Item 1A, pp21-45 Governance and risk management, p23
	103-3	Evaluation of the management approach	Governance and risk management, p23
GRI 418: CUSTOMER PRIVACY 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	We disclose any material current substantiated complaints in the company's Annual Report on Form 10-K for the applicable fiscal year. As set forth in our Annual Report on Form 10-K for the company's fiscal year 2016, there have been no identified material substantiated complaints regarding breaches of customer privacy and losses of customer data.
Socioeconomic Compliance			

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GRI 103: MANAGEMENT APPROACH 2016	103-1	Explanation of the material topic and its Boundaries	2016 Annual Report: Form 10-K, pp15–18, pp21–45 <i>Internal Boundary: N/A External Boundary: Global Communities</i>
	103-2	The management approach and its components	2016 Annual Report: Form 10-K, pp15–18, pp21–45 Governance and risk management, p23
	103-3	Evaluation of the management approach	Governance and risk management, p23
GRI 419: SOCIOECONOMIC COMPLIANCE 2016	419-1	Non-compliance with laws and regulations in the social and economic area	We disclose any material current fines and sanctions in the company's Annual Report on Form 10-K for the applicable fiscal year. For the reporting period, please see the company's Annual Report on Form 10-K for our fiscal year 2016, Part I "Business" and Note 9 "Commitments and Contingencies" of the Notes to the Consolidated Financial Statements, pages 102-106.

GRI Index AppendixGRI 102-8**As of June 30, 2017
Employee Type by Geo
Region**

AMERICAS	3,989
Agency Temp	70
Executives	14
Independent Contract	1
Intern	85
Regular Employee	3,152
Retiree - Transition	10
Service Provider	655
Varian Casual	2
APAC	935
Agency Temp	46
Independent Contract	5
Intern	6
Regular Employee	840
Service Provider	35
Varian Temp	3
EMEIA	2,783
Agency Temp	120
Executives	2
Independent Contract	14
Intern	17
Regular Employee	2,413
Service Provider	187
Varian Casual	8
Varian Temp	22
Grand Total	7,707

**As of June 30, 2017
Employee Gender by Geo Region**

Full Time	6,676
Female	1,625
Male	4,976
Unknown	75
LMS Contingent	11
Female	1
Male	3
Unknown	7
Part Time	143
Female	113
Male	25
Unknown	5
unknown	877
Female	12
Male	51
Unknown	814
Grand Total	7,707

GRI 305-2

	Description	Varian 2016 Response
a.	Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent	13,833 tCO ₂ e
b.	Gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent	10,757 tCO ₂ e
c.	GHG Gases included	CO ₂ , CH ₄ , N ₂ O
d.	Base year for the calculation	2010
d.i.	the rationale for choosing it	<ul style="list-style-type: none"> • The base year was set in 2010 during the GHG goal setting process
d.ii.	emissions in the base year	<ul style="list-style-type: none"> • Location-based = 11,249 tCO₂e • Market-based = 9,703 tCO₂e
d.iii.	the context for any significant changes in emissions that triggered recalculations of base year emissions	<ul style="list-style-type: none"> • The base year inventory is adjusted in response to any structural or methodology changes, if the resulting adjustment is more than 1% of base year emissions. Adjustments less than this threshold are considered insignificant and will be evaluated on a case by case basis
e.	Source of the emission factors and the global warming potential (GWP) rates used	<ul style="list-style-type: none"> • U.S. EPA, Year 2012 eGRID Subregion Emission Factors (Source: eGRID 2012, October 2015) • International Energy Agency - Year 2011 factors from "CO2 Emissions from Fuel Combustion (2013 Edition)". • European Residual Mix Factors from the Association of Issuing Bodies - (AIB),Version 1.0corr2, 15th May 2015 (corrected 21 May 2015, editorial changes 15 June 2015), Year 2014 Factors • Intergovernmental Panel on Climate Change Fourth Assessment Report 100 year GWP's • Supplier specific factor for the City of Palo Alto. • Others as provided in Varian master 2010-2016 GHG inventory workbook
f.	Consolidation approach for emissions	Operational Control
g.	Standards, methodologies, assumptions, and/or calculation tools used	<ul style="list-style-type: none"> • The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition). World Resources Institute (WRI) and World Business Council for Sustainable Development (WBCSD) • The Greenhouse Gas Protocol: Scope 2 Guidance

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GRI 306-2

	Hazardous (short tons)	Non-hazardous (short tons)	b) Method
Re-use	0	0	Disposed of directly by the organization or otherwise directly confirmed
Recycling	8.45	2,017.93	
Composting	0	17.76	
Recovery, including energy recovery	0.78	1,114.42	
Incineration (mass burn)	0.66	0	
Deep well injection	0	0	
Landfill	3.74	393.45	
On-site storage	0	0	
Other (to be specified by the organization)	0.10	0	
Grand Total	13.73	3,543.57	

GRI 401-1

New employee hires and employee turnover by age group, gender, and region

a. Total number and rate of new employee hires during the reporting period, by age group, gender, and region.

Age Group	Executive	Intern	Regular Employee	Varian Casual	Grand Total
29 and Under		127	281	1	409
30 to 39		8	409		417
40 to 49	1	1	216		218
50 to 59			102		102
60 to 64			13	1	14
65 and Over					
Grand Total	1	136	1,021	2	1,160

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Gender	Executive	Intern	Regular Employee	Varian Casual	Grand Total
Female		55	293	2	350
Male	1	81	728		808
Grand Total	1	136	1,021	2	1,160

Super Region	Executive	Intern	Regular Employee	Varian Casual	Grand Total
Americas	1	92	502		595
APAC		14	182		196
EMEA		30	337	2	369
Grand Total	1	136	1021	2	1,160

b. Total number and rate of employee turnover during the reporting period, by age group, gender, and region.

Age Group	Executive	Intern	Regular Employee	Retiree – Transition	Varian Casual	Grand Total
29 and Under		123	297		2	422
30 to 39		4	517		1	522
40 to 49			418			418
50 to 59	3		467	4		474
60 to 64	2		184	8	4	198
65 and Over			89	6	1	96
Grand Total	5	127	1,972	18	8	2,130

Gender	Executive	Intern	Regular Employee	Retiree – Transition	Varian Casual	Grand Total
Female	2	51	503	3	3	562
Male	3	76	1,469	15	5	1,566
Grand Total	5	127	1,972	18	8	2,130

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Super Region	Executive	Intern	Regular Employee	Retiree – Transition	Varian Casual	Grand Total
Americas	4	93	1,429	18		1,544
APAC		12	262			274
EMEA	1	22	281		8	312
Grand Total	5	127	1,972	18	8	2,130

GRI 404-1

Average hours of training per year per employee by gender and employee category

User Type	Average Hours of Training per User			
	AMS	APAC	EMEA	Grand Total
Contingent	68.70	4.98	21.41	46.90
Executives	9.46		9.08	9.41
Intern	23.39		15.66	19.96
Regular Employee	74.60	126.02	58.83	69.73
Retiree – Transition	3.39			3.39
Third Party	93.30		155.23	126.08
Varian Casual			4.14	4.14
Varian Temp	11.71		40.50	34.74
Grand Total	74.33	117.55	60.86	69.98

GRI 404-2

Programs for upgrading employee skills and transition assistance programs

a. Type and scope of programs implemented and assistance provided to upgrade employee skills.

- For people managers, Varian provides globally the Varian Professional Manager program, which is a comprehensive skill development program covering fundamental management and leadership skills. The program is designed to provide the skills and capabilities required to deliver business results through

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superior execution, and helps participants: better manage the performance of those they lead; set clear goals that are aligned with Varian's Mission, Vision, Values, and Strategic Priorities; hire, coach, and develop the right talent; improve their ability to execute through teams; and make strategic business decisions that will drive organizational success. (See program overview.)

- Women in Leadership: Maximizing Your Potential is a leadership development initiative for high-performing, high-potential women leaders who have not yet moved into executive-level roles. It is a six-month program combining professionally facilitated peer coaching circles, proven leadership tools to equip participants to handle tough leadership challenges, and individual coaching sessions with an experienced external coach. This program is run with a new group of women annually.
- The 360 Feedback tool provides individual feedback on expected leadership behaviors to managers and leaders, to give them personal insight for development and growth. It is available for use by individuals and teams.
- The Hermann Brain Dominance Instrument measures and provides insights into thinking styles and is used for self-awareness building, team building, conflict resolution between individuals, and generally to help build awareness for cognitive diversity. 15+ Human Resources professionals globally are certified to work with this tool with teams and individuals.
- Globesmart is a tool to help individuals become more culturally competent. It raises self-awareness and provides education to individuals and teams about the differences and similarities between countries and cultures, and tools and tips for being successful in different cultures.
- Compliance training – Varian provides extensive compliance training globally, covering data privacy, legal compliance, regulatory compliance, health, safety, and quality.
- Skills training – Varian provides extensive technical product and skill-building training to our field service engineers, who must be certified when they are hired before they begin working with customers; and to all of our manufacturing employees whose work requires a high degree of technical skill.
- Harvard ManageMentor is a just-in-time performance support tool available to all managers, and to individual contributors upon request, providing guidance, tools, and tips for 42 different functional areas primarily related to management.
- The Varian benefits package in the U.S. provides a substantial Tuition Reimbursement program available to all employees for pursuing bachelors' and advanced degree programs.
- Varian also funds employee attendance at conferences, webinars, external training programs, professional organization events, and the like, to support growth in specific technical and functional areas.

b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.

- In reduction in force situations, site relocations/shutdowns, and the like, Varian provides notice and severance pay (according to current policy) and various levels of outplacement assistance. Outplacement assistance consists of help with, and workshops on, resume writing and job search strategies, and provides one-to-one coaching with a career coach and the use of business facilities with access to jobs databases.
- Varian does informal but explicit knowledge transfers when we know someone is on a path to retirement.
- The company coordinates, and brings in outside experts to run, an extensive program for increasing financial wellness of employees at all stages, which includes webinars and courses on topics including:
 - Plan the Retirement You Want
 - Financial Literacy for a Recent Grad
 - Social Security and Medicare Overview
 - Preparing for the Unexpected
 - Estate Planning
 - College Planning

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- Financial Planning

The company also sponsors employee one-to-one sessions with Fidelity Investments, which holds the company's 401K plan.