



HP's Supply Chain Social and Environmental Responsibility Policy

July 19th, 2013

HP's commitment to Global Citizenship extends to our supply base. We expect HP suppliers to conduct their worldwide operations in a socially and environmentally responsible manner. At HP, we work collaboratively with our suppliers to encourage compliance with the following principles:

Legal and Regulatory Compliance: Suppliers are to ensure their operations and the products and services supplied to HP comply with all national and other applicable laws and regulations.

Environmental Performance Improvement: Suppliers are to understand and reduce the environmental impacts of their operations and of the products and services they provide to HP. This will include programs that promote efficient use of energy and other resources, minimize the use of hazardous materials, promote reuse and recycling, and reduce emissions to air, soil and water.

Conflict Minerals: Suppliers are expected to ensure that parts and products supplied to HP are DRC conflict-free (do not contain metals derived from "conflict minerals"; columbite-tantalite (tantalum), cassiterite (tin), gold, wolframite (tungsten), or their derivatives such that they do not directly or indirectly finance or benefit armed groups through mining or mineral trading in the Democratic Republic of the Congo or an adjoining country). Suppliers are to establish policies, due diligence frameworks, and management systems, consistent with the [OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas](#), that are designed to accomplish this goal.

Management Systems: Suppliers are to maintain effective management systems that integrate environmental, occupational health and safety, human rights and labor policies, and ethics into their business and decision-making processes. This includes establishing appropriate objectives and targets, regularly measuring and assessing performance, and practicing continual improvement.

Transparency: Suppliers shall disclose to HP within 48 hours of any such incident:

1. All supplier on-site incidents of worker fatality or accidents resulting in debilitating injury.
2. All known supplier off-site incidents of worker fatality or injury resulting from suicide or suicide attempt.
3. Any actual or alleged priority finding related to HP Supplier Code of Conduct compliance whether discovered by Supplier or by a third party including, but not limited to:
 - a. underage workers,
 - b. forced labor,
 - c. health and safety issues posing immediate danger to life or risk of serious injury,
 - d. significant excessive overtime as defined by the Electronic Industry Citizenship Coalition (EICC),
 - e. violation of environmental laws posing serious and immediate potential or actual harm to the immediate or surrounding community.

In addition, suppliers are to provide clear, timely, accurate and appropriate reporting to HP upon request.

Substance of Initial Disclosure; Protecting Privacy. Supplier shall in the first instance disclose to HP only that an incident (as described in 1-3 above) has occurred and provide basic information regarding the incident. To protect the privacy of individuals involved, initial disclosures should be made without reference to Personal Data. Should HP require additional information, Supplier shall comply with all applicable data protection and privacy laws when transferring or sharing information with HP. "Personal Data" shall mean any information related to any identified or identifiable natural person, including but not limited to employees and customers of the parties, and any other data deemed as personal data under applicable personal data protection or privacy laws.

In selecting and retaining qualified suppliers, HP will show preference to suppliers that meet the above requirements, [HP's Supplier Code of Conduct](#), and [HP's General Specification for the Environment](#).