



keep reinventing

Data and goals

2015 Sustainability Report

Environment

Our footprint

Carbon footprint (Scopes 1–3, including from operations)*	2011	2012	2013	2014	2015
GHG emissions from operations** [tonnes CO ₂ e]	1,949,800	1,850,400	1,765,100	1,667,700	1,432,100
Americas	1,160,600	1,069,900	1,023,900	992,100	740,900
Europe, Middle East, and Africa	284,700	267,800	259,500	232,800	270,600
Asia Pacific and Japan	504,500	512,700	481,700	442,800	420,600
GHG emissions intensity*** [tonnes CO ₂ e/\$ million of net revenue]	15.3	15.4	15.7	15.0	13.9
GHG emissions by scope [tonnes CO ₂ e]					
Scope 1					
Scope 1 emissions, by region	309,900	247,400	208,300	210,800	188,300
Americas	184,600	145,400	123,000	129,200	117,000
Europe, Middle East, and Africa	102,100	83,600	73,800	72,200	65,700
Asia Pacific and Japan	23,200	18,400	11,500	9,400	5,600
Scope 1 emissions, by type					
Natural gas	77,100	64,500	63,300	62,900	54,700
Americas	45,400	37,300	36,100	37,100	31,400
Europe, Middle East, and Africa	30,300	25,600	25,500	24,000	22,100
Asia Pacific and Japan	1,400	1,600	1,700	1,800	1,200
Diesel/gas/oil****	7,300	8,700	7,200	4,500	3,200
Americas	1,400	2,500	2,500	2,800	1,800
Europe, Middle East, and Africa	900	600	1,200	400	500
Asia Pacific and Japan	5,000	5,600	3,500	1,300	900
Transportation fleet†	142,800	133,100	112,200	115,100	110,900
Americas	77,200	78,900	69,600	73,200	70,000
Europe, Middle East, and Africa	61,700	51,100	41,500	40,800	39,700
Asia Pacific and Japan	3,900	3,100	1,100	1,100	1,200
Refrigerants (hydrofluorocarbons (HFCs))	75,200	37,500	21,300	24,400	16,600
Americas	53,100	23,100	10,500	12,200	10,900
Europe, Middle East, and Africa	9,200	6,300	5,600	7,000	3,400
Asia Pacific and Japan	12,900	8,100	5,200	5,200	2,300
Perfluorocarbons (PFCs)††	7,500	3,600	4,300	3,900	2,900
Americas	7,500	3,600	4,300	3,900	2,900
Europe, Middle East, and Africa	0	0	0	0	0
Asia Pacific and Japan	0	0	0	0	0
Scope 2 (Market-Based Method)†††					
Scope 2 emissions, by region	1,639,900	1,603,000	1,556,800	1,456,900	1,243,800
Americas	976,000	924,500	900,900	862,900	623,900
Europe, Middle East, and Africa	182,600	184,200	185,700	160,600	204,900
Asia Pacific and Japan	481,300	494,300	470,200	433,400	415,000

Carbon footprint (Scopes 1–3, including from operations)*	2011	2012	2013	2014	2015
Scope 2 emissions, by type	1,639,900	1,603,000	1,556,800	1,456,900	1,243,800
Purchased electricity for operations ^{†††}	1,633,400	1,598,400	1,552,800	1,453,600	1,240,800
Americas	976,000	924,500	900,900	862,900	623,900
Europe, Middle East, and Africa	182,400	184,000	185,500	160,400	204,700
Asia Pacific and Japan	475,000	489,900	466,400	430,300	412,200
District cooling and heating (purchased) for operations	6,500	4,600	4,000	3,300	3,000
Americas	0	0	0	0	0
Europe, Middle East, and Africa	200	200	200	200	200
Asia Pacific and Japan	6,300	4,400	3,800	3,100	2,800
Avoided emissions from voluntary purchases of renewable energy and renewable energy credits [^]	-224,600	-242,100	-239,700	-257,300	
Americas	-79,900	-96,000	-89,900	-100,700	
Europe, Middle East, and Africa	-144,700	-146,100	-149,800	-156,600	
Asia Pacific and Japan	0	0	0	0	
Avoided emissions from voluntary upgrades to other no/low-carbon energy sources (such as large hydro) [^]	-52,100	-54,700	-52,500	-46,300	
Americas	0	0	0	0	
Europe, Middle East, and Africa	-52,100	-54,700	-52,500	-46,300	
Asia Pacific and Japan	0	0	0	0	
Scope 2 (Location-Based Method) ^{^^}					
Scope 2 emissions, by region					1,656,200
Americas					886,900
Europe, Middle East, and Africa					354,300
Asia Pacific and Japan					415,000
Scope 2 emissions, by type					1,656,200
Purchased electricity for operations					1,653,200
Americas					886,900
Europe, Middle East, and Africa					354,100
Asia Pacific and Japan					412,200
District cooling and heating (purchased) for operations					3,000
Americas					0
Europe, Middle East, and Africa					200
Asia Pacific and Japan					2,800
Scope 3			52,360,000	47,400,000	44,000,000
Materials extraction through manufacturing (category 1; also see Greenhouse gas emissions on page 20)			17,800,000	17,600,000	16,600,000
Capital goods (category 2)			500,000	500,000	400,000
Upstream energy production (category 3) ^{^^^}			300,000	300,000	300,000
Transport (categories 4 and 9; also see Product transportation suppliers on page 22) ^{^^^^}			1,900,000	1,700,000	1,500,000
Waste generated in operations (category 5)			De minimis ^{^^^^^}	De minimis	De minimis
Commercial air travel (category 6) [†]			260,000	200,000	200,000
Employee commuting (category 7)			900,000	800,000	900,000
Upstream leased assets (category 8)			0 ^{††}	0	0

Carbon footprint (Scopes 1–3, including from operations)*	2011	2012	2013	2014	2015
Processing of sold products (category 10)			De minimis	De minimis	De minimis
Product use (category 11)*** ****			30,700,000	28,200,000	24,100,000
Product end of service (category 12)			De minimis	De minimis	De minimis
Buildings leased to others (category 13)			De minimis	De minimis	De minimis
Franchises (category 14)			Not applicable	Not applicable	Not applicable
Investments (category 15)			De minimis	De minimis	De minimis

* To calculate Scope 1, Scope 2, and Scope 3 emissions, HP has followed the principles outlined in the [Greenhouse Gas Protocol](#). For 2015, the company used the IPCC 5th Assessment for converting CH₄ and N₂O to CO₂e. Additional details on calculations and methodology can be found in the [HP carbon accounting manual](#).

** Total includes Hewlett-Packard Company's reported values for Scope 1 and Scope 2 market-based method emissions in table.

*** Historical emissions-intensity values were calculated using Hewlett-Packard Company's annual revenue as characterized in financial reporting and Scope 1 and Scope 2 GHG emissions.

**** HP does not estimate or extrapolate diesel use for nonreporting sites.

† CO₂e emissions associated with CH₄ and N₂O were calculated and reported for the first time in 2014. These emissions account for less than 1% of total CO₂e emissions in this category.

†† This data is based on the calendar year.

††† Data in this section for 2015 use the market-based method. For that year, the company did not obtain supplier-specific emission rates other than the emission rate for the Palo Alto, California, site due to the availability and feasibility of acquiring the data. Data for 2011–2014 reflect a similar approach, using location-based method totals and subtracting the GHG emissions impact from renewables and no/low-carbon energy.

†††† Previously published data for 2011–2014 have been adjusted to incorporate the avoided emissions from voluntary purchases of renewable energy, renewable energy credits, and no/low-carbon energy so that the totals more closely align with the new market-based method.

††††† Data are not included for 2015, because these data are not relevant to the market-based method. Totals are reflected in the totals for "Purchased electricity for operations" above.

†††††† Data calculated using the location-based method are not included for 2011–2014, because HP used a variation on the market-based method to calculate Scope 2 GHG emissions for those years. See note †††.

††††††† Scope 2 GHG emissions used to calculate this category for 2015 were determined using the location-based method.

†††††††† These figures are based on product life cycle assessment-based estimates. They use a combination of Hewlett-Packard Company-specific and industry data, and include additional upstream and downstream transport related to our products, as well as retail and storage. These data may differ from data reported by product transportation suppliers that HP contracts to deliver our products, as presented on pages 22 and 68.

††††††††† De minimis values are less than 0.25% of total Scope 3 emissions.

†††††††††† HP's global travel agency provides values which take into account the type of aircraft, passenger and cargo load, cabin class, and miles traveled for each ticketed trip.

††††††††††† All facilities accounted for in Scope 1 and 2.

†††††††††††† Total GHG emissions from product use differ by less than 1% from values reported on page 70, due to rounding.

†††††††††††††† Hewlett-Packard Company improved the accuracy of carbon footprint calculations in 2015 related to printers by incorporating new customer use data on observed duplex rates into our methodology. Relevant data for 2014 were restated to reflect this change.

Water footprint	2013	2014	2015
Hewlett-Packard Company water footprint [cubic meters]	364,778,000	335,216,000	296,140,000
Water consumed by Hewlett-Packard Company suppliers in their operations*	23,214,000	23,296,000	21,664,000
Water consumption associated with the generation of electricity used by Hewlett-Packard Company suppliers	60,342,000	60,811,000	57,019,000
Water consumption in Hewlett-Packard Company operations	7,684,000	7,431,000	7,226,000
Water consumption associated with the generation of electricity used in Hewlett-Packard Company operations	16,149,000	15,391,000	15,025,000
Water consumption associated with the generation of electricity used by HP products	213,691,000	176,960,000	148,451,000
Water consumption associated with the manufacturing of paper used by Hewlett-Packard Company customers with HP products**	43,698,000	51,327,000	46,755,000

* This metric reports the amount of water consumed by Hewlett-Packard Company's multi-tier supply chain, and not the amount withdrawn by first-tier suppliers as reported in Supply chain environmental impact on page 25. Because water withdrawn can also be returned, water consumption is inherently lower.

** Hewlett-Packard Company improved the accuracy of water footprint calculations in 2015 related to printers by incorporating new customer use data on observed duplex rates into our methodology. Relevant data for 2014 were restated to reflect this change.

Supply chain environmental impact

	2011	2012	2013	2014	2015
Reduction in first-tier manufacturing and product transportation-related GHG emissions intensity* [tonnes CO ₂ e/\$ million of Hewlett-Packard Company net revenue, 2010 = 100%]	92%	88%	80%	80%	
Production supplier GHG emissions**					
Scope 1 and Scope 2 emissions [tonnes CO ₂ e]	4,100,000	3,700,000	3,200,000***	3,600,000	
Scope 3 emissions**** [tonnes CO ₂ e]	6,400,000	12,200,000	22,500,000	19,800,000	
Production suppliers with GHG emissions reduction-related goals [% of spend]		89%	69%	94%	
Product transportation supplier GHG emissions† [tonnes CO₂e]					
Total	1,900,000	1,700,000	1,600,000	1,700,000	1,600,000
Road (includes rail)	400,000	500,000	400,000	400,000	400,000
Ocean	200,000	300,000	400,000	400,000	300,000
Air	1,300,000	900,000	800,000	900,000	900,000
Nonproduction supplier Scope 1 and Scope 2 emissions†† [tonnes CO₂e]		1,200,000	1,300,000	700,000	
Production supplier nonhazardous waste generation††† [tonnes]		179,000	163,000	213,000	
Production supplier hazardous waste generation††† [tonnes]		60,000	74,000	85,000	
Production suppliers with waste-related goals [% of spend]		44%	59%	59%	
Production supplier water withdrawal for use†††† [cubic meters]	73,000,000	44,000,000	46,000,000	52,000,000	
Production suppliers with water withdrawal-related goals [% of spend]	38%	41%	59%	71%	

* Intensity is calculated as suppliers' reported GHG emissions divided by Hewlett-Packard Company's annual revenue. This method normalizes performance based on business productivity. Intensity is reported as a three-year rolling average. Production supplier GHG emissions include Scope 1 and Scope 2. Data for 2011–2013 were restated due to updated reported emissions from a large supplier.

** Emissions are estimated based on suppliers' emissions and their dollar volume of Hewlett-Packard Company business compared to their total revenue. The majority of these companies report on a calendar year basis. The year 2014 is the most recent for which data is available. Updated production supplier data for 2010–2013 includes revised estimated data from one of our suppliers and extrapolation to 100% of first-tier production suppliers. For each year reported, data collected represented 95% of supplier spend. The World Resources Institute defines Scope 1, 2, and 3 GHG emissions in its Greenhouse Gas Protocol; see www.ghgprotocol.org/calculation-tools/faq.

*** Data is revised from previous reporting.

**** Suppliers may not report all Scope 3 categories, although the number of categories reported by many suppliers has increased over the last few years. For this reason, and due to increased accuracy in reporting, we have seen substantial variance in the amounts reported over the last few years.

† The figures for product transportation supplier GHG emissions are based on data reported by product transportation suppliers that Hewlett-Packard Company contracted to deliver products. They may differ from the product life cycle assessment-based estimates presented on pages 16 and 66, which are based on a different calculation methodology, use a combination of Hewlett-Packard Company-specific and industry data, and include additional upstream and downstream transport related to the company's products, as well as retail and storage.

†† Emissions are estimated based on suppliers' emissions and their dollar volume of Hewlett-Packard Company business compared to their total revenue. Data are extrapolated to 100% of first-tier nonproduction suppliers. The majority of these companies report on a calendar year basis. For 2012, data collected represented 27% of supplier spend; for 2013, 24%; for 2014, 31%. Due to the level of estimation and rounding involved in these calculations, we are unable to determine whether the differences between 2012, 2013, and 2014 reflect changes in actual supplier performance. We believe the decrease from 2013 to 2014 reflects more sophisticated reporting by some suppliers rather than a substantial reduction in emissions.

††† Waste data is estimated based on suppliers' waste data and their dollar volume of Hewlett-Packard Company business compared to their total revenue. The majority of these companies report on a calendar year basis. The year 2014 is the most recent for which data is available; 2012 is the earliest. Data for all years reflects extrapolation to 100% of first-tier production suppliers. In 2012, data collected represented 54% of supplier spend for nonhazardous waste and 64% for hazardous waste. In 2013, data collected represented 48% of supplier spend for nonhazardous waste and 48% for hazardous waste. In 2014, data collected represented 55% of supplier spend for nonhazardous waste and 55% for hazardous waste.

†††† This metric reports the amount of water withdrawn by suppliers, not the amount consumed by our multi-tier supply chain as reported in our water footprint on page 17. Because water withdrawn can also be returned, this footprint is inherently larger. Refers to first-tier suppliers for manufacturing, materials, and components. Withdrawal is estimated based on suppliers' reported water withdrawal and their dollar volume of Hewlett-Packard Company business compared to their total revenue. The majority of these companies report on a calendar year basis. The year 2014 is the most recent for which data is available. Data for all years reflects extrapolation to 100% of first-tier production suppliers. For 2011, data collected represented 38% of supplier spend; for 2012, 62%; for 2013, 50%; for 2014, 72%.

Operations*

2020 goal

We are committed to sourcing 100% of our electricity for our global operations from renewable energy. As an interim goal, we will work to achieve 40% renewable electricity for our global operations by 2020.

	2011	2012	2013	2014	2015
Energy use [million kWh]	4,250	4,122	4,018	3,852	3,698
Energy intensity** [thousand kWh/\$ million of net revenue]	33.4	34.2	35.8	34.6	35.8
Direct energy use in operations (corresponds to Scope 1 emissions)*** [million kWh]	448	380	371	367	320
Natural gas	423	354	348	345	300
Americas	249	205	199	204	172
Europe, Middle East, and Africa	166	141	140	132	121
Asia Pacific and Japan	8	9	9	10	7
Electricity (generated on-site)	24	25	23	22	20
Renewable (generated on-site)	3	3	3	7	8
Diesel/gas/oil/LPG ****	22	22	20	15	12
Indirect energy use (corresponds to Scope 2 emissions) [million kWh]	3,803	3,742	3,647	3,484	3,378
Electricity (purchased)	3,793	3,735	3,642	3,480	3,373
Americas	2,187	2,115	2,055	1,992	1,942
Europe, Middle East, and Africa	952	947	941	880	843
Asia Pacific and Japan	654	673	645	608	588
Voluntary purchases of renewable energy†	467	494	496	528	814
Voluntary purchases of no/low-carbon energy	125	131	125	111	93
District cooling and heating (purchased)	10	7	6	5	4
Americas	0	0	0	0	0
Europe, Middle East, and Africa	0	0	0	0	0
Asia Pacific and Japan	9	6	5	4	4
Nonhazardous waste [tonnes]	82,900	117,600	70,800	63,200	63,200
Americas	51,300	88,900	43,000	36,800	34,200
Europe, Middle East, and Africa	15,900	13,500	12,800	11,900	12,100
Asia Pacific and Japan	15,800	15,200	15,000	14,500	16,900
Nonhazardous waste landfill diversion rate [% of total produced]					
Global	82.1%	88.2%	87.0%	88.0%	87.2%
Americas	80.4%	88.9%	85.4%	85.8%	85.2%
Europe, Middle East, and Africa	87.4%	89.1%	93.0%	92.9%	90.6%
Asia Pacific and Japan	82.0%	83.3%	86.4%	89.6%	88.8%
Hazardous waste [tonnes]	7,400	8,060	7,920	6,470	6,850
Americas	3,030	2,760	2,020	2,560	1,990
Europe, Middle East, and Africa	2,560	3,040	3,560	1,910	1,740
Asia Pacific and Japan	1,810	2,270	2,340	2,000	3,120
Water consumption, by region [cubic meters]	8,517,000	8,542,000	7,665,000	7,431,000	7,226,000
Americas	4,836,000	4,643,000	4,011,000	3,789,000	3,627,000
Europe, Middle East, and Africa	1,245,000	1,291,000	1,113,000	982,000	901,000

	2011	2012	2013	2014	2015
Asia Pacific and Japan	2,436,000	2,608,000	2,540,000	2,660,000	2,698,000
Water consumption, by source** [cubic meters]	8,517,000	8,542,000	7,665,000	7,431,000	7,226,000
Municipal water	7,811,000	7,742,000	6,786,000	6,507,000	6,401,000
Tanker water***	0	0	124,000	137,000	121,000
Wastewater from another organization**** (NeWater)	707,000	800,000	734,000	780,000	703,000
Well water	0	0	21,000	7,000	1,000
Reused treated sewage treatment plant water† [cubic meters]	0	0	98,000	93,000	48,000
Ozone depletion potential of estimated emissions** [kg of CFC-11 equivalent]	6,678	474	305	330	220
Americas	5,894	320	149	234	175
Europe, Middle East, and Africa	82	45	46	19	1
Asia Pacific and Japan	702	110	111	77	44

* Some segments do not add up to total due to rounding.

** Historical energy intensity values were calculated using Hewlett-Packard Company's annual revenue as characterized in financial reporting and direct and indirect energy use.

*** Fuel consumption from Hewlett-Packard Company's transportation fleet is not included in the Direct energy use in operations figures.

**** Diesel is mostly used at HP for testing generators. In limited cases, diesel is also used for long-term on-site energy generation.

† Renewable energy and renewable energy credits, excluding renewable energy provided by default in the power grid.

†† Prior to 2013, well water and tanker water were included in the Municipal water category. Direct use of surface water and rainwater are insignificant and not included in data reported.

††† Well water that is delivered to the site by tanker truck.

†††† NeWater is ultrapurified wastewater used in manufacturing operations in Singapore.

† This water is used for landscaping and toilets.

†† In 2012, we began to calculate ODS emissions by tracking sites that have reported replacing refrigerants due to leakage. We apply an intensity factor based on those actual quantities for nonreporting sites. Previously, we estimated the level of leakage across the entire real estate portfolio based on the inventory of refrigerants in equipment and in storage.

Products and solutions

2020 goals

Reduce the GHG emissions intensity of HP's product portfolio by 25% by 2020, compared to 2010.¹

All HP brand paper and paper-based product packaging² will be derived from certified and recycled sources by 2020 to meet our objective of zero deforestation.

	2011	2012	2013	2014	2015
Recycled plastic used in HP toner and ink cartridges, cumulative [tonnes]	45,239	53,755	62,163	71,749	80,468
Ink	26,588	32,304	37,512	43,798	50,080
Toner	18,651	21,451	24,651	27,951	30,388
Estimated materials use intensity for Hewlett-Packard Company high-volume personal systems and printers* [tonnes/\$ millions of net revenue]					
Personal systems				9.4	7.7
Metal				4.5	3.6
Plastic				1.9	1.5
Wires/cables				0.8	0.6
PCAs				0.7	0.6
LCDs				1.4	1.2
Batteries				0.3	0.2
Printers				45	48
Metal				14.7	15.4
Plastic				28.0	30.9

	2011	2012	2013	2014	2015
Wires/cables				0.4	0.4
PCAs				1.7	1.7
LCDs				0.0	0.0
Batteries				0.0	0.0
GHG emissions from product use** [tonnes CO₂e]				28,100,000	24,000,000
Personal Systems				11,600,000	9,100,000
Printers (energy)				3,700,000	3,600,000
Printers (paper and ink/toner cartridges)***				6,700,000	6,400,000
Servers				6,100,000	4,900,000
Water consumption related to product use**** [cubic meters]				228,287,000	194,075,000
Personal Systems				95,486,000	76,380,000
Printers (energy)				30,821,000	29,394,000
Printers (paper)†				51,327,000	46,755,000
Servers				50,653,000	41,546,000

* Personal systems data are based on individual products that are representative of the Hewlett-Packard Company product portfolio for those years. Printer values are based on individual product data. Estimates for printer volumes do not include graphic arts, industrial, web press printers, scanners, or ink or toner cartridges. Product data is based on calendar year. Net revenue data is based on HP's fiscal year. In some cases, segments do not add up to total due to rounding.

** Total GHG emissions from product use differ by less than 1% from the values reported on pages 16 and 67, due to rounding.

*** Hewlett-Packard Company improved the accuracy of carbon footprint calculations in 2015 related to printers by incorporating new customer use data on observed duplex rates into our methodology. Relevant data for 2014 were restated to reflect this change.

**** Total water consumption related to product use differs by less than 1% from the values reported on pages 18 and 67, due to rounding.

† Hewlett-Packard Company improved the accuracy of water footprint calculations in 2015 related to printers by incorporating new customer use data on observed duplex rates into our methodology. Relevant data for 2014 were restated to reflect this change.

Product return and recycling*

	2011	2012	2013	2014	2015
Total cumulative recycling—computer hardware and supplies combined [tonnes]	1,018,400	1,152,000	1,265,000	1,383,400	1,497,500
Total cumulative recycling—computer hardware and supplies combined [million pounds]	2,245	2,540	2,789	3,050	3,301
Total reuse and recycling combined [tonnes]	160,600	159,600	134,500	157,500	155,200
Reuse of equipment**	26,700	26,000	21,400	39,100	41,100
Recycling—hardware and supplies	133,900	133,600	113,200	118,400	114,100
Number of returned units of electronic equipment for reuse [millions]	3.4	3.9	3.7	4.2	4.9
Number of countries and territories with Hewlett-Packard Company return and recycling programs	60	69	70	73	73
Total recycling, by region [tonnes]	133,900	133,600	113,200	118,400	114,100
Americas	49,600	60,165	55,200	56,700	53,700
Europe, Middle East, and Africa	77,100	67,700	50,600	53,100	51,000
Asia Pacific and Japan	7,200	5,685	7,400	8,600	9,300
Total recycling, by type [tonnes]	133,900	133,600	113,200	118,400	114,100
Hardware	113,700	114,500	95,000	100,000	96,300
HP toner cartridges***	18,550	17,350	16,200	16,400	16,100
HP ink cartridges***	1,700	1,745	2,040	1,990	1,680

	2011	2012	2013	2014	2015
HP toner cartridge recycling					
HP LaserJet market covered by program [%]	94%	94%	90%	91%	91%
Composition [%]					
Materials recycled into new products****	82.1%	80.1%	78.8%	74.6%	76.4%
Materials used for energy recovery	13.9%	15.9%	17.3%	22.4%	21.0%
Reuse of components	4.0%	4.0%	4.0%	3.0%	2.6%
Material in storage—pending processing	0.0%	0.0%	0.0%	0.0%	0.0%
Incineration	0.0%	0.0%	0.0%	0.0%	0.0%
Landfill	0.0%	0.0%	0.0%	0.0%	0.0%
HP ink cartridge recycling					
HP ink market covered by program [%]	88%	88%	88%	90%	88%
Composition [%]					
Materials recovered for recycling	74.2%	69.1%	70.9%	70.4%	78.6%
Materials used for energy recovery	21.6%	29.3%	27.6%	28.9%	20.5%
Reuse of components	0.0%	0.0%	0.0%	0.0%	0.0%
Material in storage—pending processing	0.2%	0.0%	0.0%	0.4%	0.7%
Incineration	4.0%	1.5%	1.5%	0.3%	0.2%
Landfill	0.0%	0.0%	0.0%	0.0%	0.0%

* Totals include all hardware and supplies returned to Hewlett-Packard Company for processing, with ultimate dispositions including recycling, energy recovery, and, where no suitable alternatives exist, responsible disposal. Hardware recycling data from Europe, Middle East, and Africa, and HP toner cartridge recycling data are calendar year. The remaining data is based on the Hewlett-Packard Company fiscal year. Although for HP supplies we report the composition of recovered materials, we cannot provide this data for hardware because we do not have operational control over all recycling processes and so do not have access to this information. Some segments do not add up to total due to rounding.

** The decrease in tonnage from 2011–2013 was due to a decreasing average weight of returned units, rather than a decline in the total number of returned units. The weight of reuse volume reported nearly doubled between 2013 and 2014, due to an increase in the number of units returned and a refinement to the calculation methodology used to estimate total weight.

*** Includes cartridges returned by customers only. The reduction in ink cartridge recycling from 2014 to 2015 is partly due to lower sales volumes.

**** The decrease in toner cartridge materials recycled into new products between 2013 and 2014 is mainly due to improvements in data collection by our contractor.

Society

Supply chain responsibility

	2011	2012	2013	2014	2015
Suppliers engaged in SER program [total, cumulative]	907	958	969	975	984
Suppliers publishing sustainability reports using the GRI framework* [% of production supplier spend]	66%	82%	74%	72%	85%
Capability building					
Number of capability-building programs	12	12	12	15	11
Number of worker empowerment programs	7	8	10	10	8
Workers and managers reached through capability-building and worker empowerment programs** [cumulative]	120,700	310,000	441,400	533,300	611,100
Workers' rights					
Suppliers' employees working less than 60 hours per week on average*** [%]			83%	84%	88%
Suppliers' employees receiving at least one day of rest each seven-day workweek*** [%]			89%	91%	96%
Suppliers in China with student workers representing 20% or less of total employees*** [%]			96%	94%	91%
Zero-tolerance audit findings related to the ILO Declaration on Fundamental Principles and Rights at Work: freedom of association; forced, bonded, or indentured labor; child labor; or discrimination†	0	0	1	0	1
Zero-tolerance audit findings related to occupational safety, emergency preparedness, or industrial hygiene††	0	0	5	5	5
Workers at sites audited††† [total, cumulative]	532,600	636,700	878,200	1,013,500	1,060,200
SER audits and assessments conducted‡ [total, cumulative]	773	921	1,094	1,307	1,499
Initial audits	334	413	467	512	542
Follow-up audits	345	390	443	496	539
Full re-audits	94	118	150	193	230
Assessments	0	0	34	106	188
Rates of major nonconformance of sites audited (see page 110)					
3TG smelters or refiners reported in HP's supply chain††					
Not yet participating			120	61	44
In process†††			21	44	38
Compliant††††			60	152	215
Hewlett-Packard Company's spend with U.S. diverse suppliers^ [\$ million]					
Small businesses	\$4,400	\$4,792	\$3,910	\$3,376	\$2,467
Minority-owned businesses^^	\$733	\$989	\$881	\$965	\$513
Women-owned businesses^^	\$476	\$547	\$536	\$550	\$403
Veteran-owned businesses, service disabled veteran-owned businesses, HUBZone businesses, and others^^^				\$141	\$127
Amount spent by Hewlett-Packard Company strategic suppliers^^^^ on diverse suppliers^^^^ [\$ million]	\$318	\$498	\$431	\$610	\$440

* This figure may be lower in years with larger numbers of new suppliers, which often do not publish sustainability reports; HP motivates suppliers to develop more mature SER practices, including GRI-based reporting.

** With the exception of train-the-trainer programs, HP only accounts for workers and managers directly reached by our capability-building programs. Number of workers and managers reached each year depends on the programs executed; some programs address issues broadly across suppliers and workers, other programs focus more narrowly on individual supplier sites or specific vulnerable worker groups.

*** Based on production-line workers at final assembly and select commodity sites participating in the Hewlett-Packard Company KPI program and audit results. We continue to expand the list of suppliers in the KPI program based on business risk, country risk, and identified nonconformances.

† 2015 findings relate to labor rights. See page 84.

†† 2015 findings relate to emergency preparedness and industrial hygiene. See page 84.

††† Number of workers as of the date of the site visit per the production and nonproduction initial supplier audit reports.

† Data for past years may differ from previous reports because HP receives the details of some audits after the Sustainability Report publication deadline. Metric shows number of production and nonproduction supplier audits and assessments per type (including recycling vendor SER audits) for the period 2011–2015. Ernst & Young has reviewed 2012, 2013, 2014, and 2015 reported data only. Please see page 83. regarding the number of audits by type completed in 2015.

†† 2013 data are as of January 2014. 2014 data are as of April 2015. 2015 data are as of April 2016.

††† Smelters or refiners listed by CFSI as currently in the process of becoming CFSP-compliant or that are Tungsten Industry–Conflict Minerals Council (TI-CMC) Category A members.

†††† Smelters or refiners compliant with assessment programs: CFSI’s CFSP, Responsible Jewellery Council’s (RJC) Chain-of-Custody Certification Program, or the London Bullion Market Association’s (LBMA) Responsible Gold Programme.

* Figures for 2011 are for U.S. purchases from U.S.-based businesses. Figures for 2012–2015 are for purchases in the United States, Puerto Rico, Canada, Europe, and Asia from U.S.-based businesses.

** Suppliers are categorized as minority-owned or women-owned, not both.

*** Hewlett-Packard Company did not report this data in the Living Progress Report prior to 2014.

**** Strategic suppliers defined through a number of factors, including various macroeconomic indicators. This list was updated annually and never included more than 100 suppliers.

***** Figures include production and nonproduction suppliers.

Rates of major nonconformance of sites audited*

HP Supplier Code of Conduct category/provision	Global	Greater China	Asia Pacific	Americas	Europe**
Labor					
Freely chosen employment management systems	19%	28%	15%	0%	0%
Presence of forced labor	3%	3%	8%	0%	0%
Young worker protection management systems	9%	17%	0%	0%	0%
Presence of child labor	0%	0%	0%	0%	0%
Working hours	63%	92%	38%	15%	0%
Wages and benefits	27%	47%	0%	0%	0%
Humane treatment	2%	3%	0%	0%	0%
Nondiscrimination management systems	11%	19%	0%	0%	0%
Presence of discriminatory practices	0%	0%	0%	0%	0%
Freedom of association	11%	11%	15%	8%	0%
Health and safety					
Occupational safety	38%	53%	0%	38%	0%
Emergency preparedness	47%	56%	23%	46%	50%
Occupational injury and illness	30%	36%	15%	31%	0%
Industrial hygiene	22%	28%	0%	31%	0%
Physically demanding work	16%	14%	0%	38%	0%
Machine safeguarding	14%	17%	8%	15%	0%
Dormitory and canteen	31%	36%	31%	23%	0%
Health and safety communication	2%	3%	0%	0%	0%
Environmental					
Environmental permits and reporting	22%	36%	0%	8%	0%
Pollution prevention and resource reduction	5%	8%	0%	0%	0%
Hazardous substances	38%	44%	15%	46%	0%
Wastewater and solid waste	5%	3%	0%	15%	0%
Air emissions	8%	6%	0%	23%	0%
Storm water management	14%	25%	0%	0%	0%
Energy consumption and GHG emissions	5%	8%	0%	0%	0%
Ethics					
Business integrity	3%	3%	0%	8%	0%
No improper advantage	5%	6%	0%	8%	0%
Disclosure of information	3%	0%	0%	15%	0%
Intellectual property	3%	3%	0%	8%	0%
Fair business, advertising, and competition	6%	8%	0%	8%	0%
Protection of identity	5%	6%	0%	8%	0%
Responsible sourcing of minerals	9%	11%	0%	15%	0%
Privacy	3%	3%	0%	8%	0%
Nonretaliation	3%	3%	0%	8%	0%

HP Supplier Code of Conduct category/provision	Global	Greater China	Asia Pacific	Americas	Europe**
Management system					
Company commitment	3%	0%	0%	15%	0%
Management accountability and responsibility	17%	14%	0%	46%	0%
Legal and customer requirements	8%	11%	0%	8%	0%
Risk assessment and risk management	23%	19%	0%	62%	0%
Performance objectives with implementation plan and measures	13%	8%	0%	38%	0%
Training	5%	6%	0%	8%	0%
Communication	5%	8%	0%	0%	0%
Worker feedback and participation	5%	6%	0%	8%	0%
Audits and assessments	20%	14%	8%	54%	0%
Corrective action process	9%	8%	0%	23%	0%
Documentation and records	6%	6%	0%	15%	0%
Supplier responsibility	28%	28%	15%	46%	0%

* Data is from audits; data from assessments is not included. Audit data does not necessarily represent the same supplier sites as the previous year.

** Results based on two audits.

Employees

	2011	2012	2013	2014	2015
Women employees [% of total]					
Americas	33.3%	33.1%	33.5%	33.3%	33.1%
Asia Pacific and Japan	32.3%	32.6%	33.1%	33.0%	33.5%
Europe, Middle East, and Africa	29.8%	30.0%	30.3%	31.2%	32.0%
Worldwide	32.0%	32.1%	32.5%	32.6%	33.0%
Women managers [% of total]					
Americas	28.7%	30.1%	30.1%	30.7%	30.8%
Asia Pacific and Japan	22.3%	22.2%	21.8%	22.0%	21.8%
Europe, Middle East, and Africa	20.9%	22.4%	23.3%	24.2%	25.8%
Worldwide	24.8%	25.5%	25.6%	26.2%	26.6%
Global new hires, by gender* [% of total]					
Female	32.7%	34.6%	36.2%	35.1%	36.5%
Male	67.3%	65.4%	63.8%	64.9%	63.4%
U.S. new hires, by race and ethnicity** [% of total]					
White	52.4%	64.8%	54.0%	52.1%	44.7%
All minorities	31.1%	34.9%	46.0%	35.1%	29.4%
Black	7.7%	10.8%	11.3%	9.8%	9.0%
Hispanic	6.7%	7.5%	9.1%	6.7%	4.8%
Asian	14.6%	12.6%	15.3%	15.6%	12.9%
Native American	0.4%	0.3%	0.4%	0.4%	0.3%

* Sum of "Female" and "Male" for 2015 does not equal 100% due to a small number of new hires that did not declare a gender.

** Sum of "White" and "All minorities" does not equal 100%, and the sum of "Black," "Hispanic," "Asian," and "Native American" does not equal the total for "All minorities" because some people do not declare or do not fall into these categories. For the purpose of this table, those who did not declare were not included in the analysis nor placed into a default classification.

Employees (regular full time and part time) by region and gender, 2015	Men	Women	Total*
Americas	63,901	31,611	95,531
Asia Pacific and Japan	58,406	29,477	87,947
Europe, Middle East, and Africa	44,876	21,180	66,093
Employees not categorized by region	7	5	12
Other**	-	-	37,417
Total	-	-	287,000

* In some cases, the total does not equal the sum of the segments because the gender of some employees is uncategorized.

** This row includes employees of certain majority-owned, consolidated subsidiaries for which this human resource data was not available to Hewlett-Packard Company.

World workforce by age group, 2015*	% of total*
30 and under	23.3%
31–50	57.7%
51 and over	19.1%
Total	100%

* Data do not add up to 100% due to rounding.

Employees (regular full time and part time) by employment type and gender, 2015	Women	%	Men	%	Total
Full time*					
Executives	199	18.3%	886	81.7%	1,085
Directors	864	22.7%	2,938	77.3%	3,803
Managers	4,911	26.2%	13,797	73.7%	18,709
Professionals	54,131	30.2%	125,249	69.8%	179,456
Other	19,051	45.0%	23,238	54.9%	42,331
Subtotal	79,156	32.3%	166,108	67.7%	245,384
Part time*					
Executives	-	0.0%	5	100.0%	5
Directors	13	38.2%	21	61.8%	34
Managers	107	72.8%	40	27.2%	147
Professionals	2,240	73.2%	821	26.8%	3,061
Other	757	79.5%	195	20.5%	952
Subtotal	3,117	74.2%	1,082	25.8%	4,199
Total					
Other**	-	-	-	-	37,417
Total	-	-	-	-	287,000

* In some cases, the total does not equal the sum of the segments because the gender of some employees is uncategorized.

** This row includes employees of certain majority-owned, consolidated subsidiaries for which this human resource data was not available to Hewlett-Packard Company.

	2011	2012	2013	2014	2015
Lost workday case rate*					
Global	0.09	0.07	0.08	0.07	0.06
Americas	0.13	0.12	0.11	0.10	0.07
Europe, Middle East, and Africa	0.11	0.08	0.11	0.08	0.10
Asia Pacific and Japan	0.01	0.01	0.02	0.03	0.02
Recordable incidence rate**					
Global	0.22	0.20	0.19	0.21	0.14
Americas	0.41	0.36	0.34	0.35	0.24
Europe, Middle East, and Africa	0.17	0.18	0.19	0.19	0.17
Asia Pacific and Japan	0.02	0.01	0.04	0.04	0.03

* Lost workday case rate is the number of work-related injuries that result in time away from work per 100 employees working a full year. Rates are calculated using Occupational Safety and Health Administration (OSHA) definitions for recordability around the world and using OSHA calculation methodologies. The figures are based on employees working an average of 2,000 hours during a full year. The U.S. average in 2014 (the most recent year available) for the "Other Information Services"—NAICS #519 industry was 0.2. Americas includes incidents occurring in Argentina, Brazil, Canada, Colombia, Costa Rica, and the United States. Asia Pacific and Japan includes incidents in Australia, India, Japan, Malaysia, New Zealand, and Singapore. Europe, Middle East, and Africa includes incidents in Austria, Belgium, Bulgaria, Czech Republic, France, Germany, Hungary, Ireland, Israel, Italy, Poland, Portugal, Spain, Switzerland, and the United Kingdom.

** Recordable incidence rate is the number of all work-related lost-time and no-lost-time cases requiring more than first aid per 100 employees working a full year. Rates are calculated using OSHA definitions for recordability around the world and using OSHA calculation methodologies. The figures are based on employees working an average of 2,000 hours during a full year. The U.S. average in 2014 (the most recent year available) for the "Other Information Services"—NAICS #519 industry was 0.4. Americas includes incidents occurring in Argentina, Brazil, Canada, Colombia, Costa Rica, Puerto Rico, and the United States. Asia Pacific and Japan includes incidents in Australia, India, Japan, Malaysia, New Zealand, Philippines, and Singapore. Europe, Middle East, and Africa includes incidents in Austria, Belgium, Bulgaria, Czech Republic, France, Germany, Hungary, Ireland, Israel, Italy, Netherlands, Poland, Portugal, South Africa, Spain, Switzerland, and the United Kingdom.

	2013	2014	2015
Leading causes of lost workdays			
Slips, trips, and falls	38%	42%	42%
Struck by/against/cut by	10%	13%	13%
Ergonomics—materials handling	18%	10%	13%
Automobile accidents	18%	15%	11%
Overexertion—not materials handling	1%	4%	7%
Leading causes of recordable incidents (with and without lost time)			
Slips, trips, and falls	30%	35%	35%
Struck by/against/cut by	13%	14%	14%
Ergonomics—office environment	16%	16%	13%
Ergonomics—materials handling	17%	10%	12%
Automobile accidents	11%	11%	11%

Communities

	2011	2012	2013	2014	2015
Total social investment spend					
Social investment* [\$ million]	\$51.5	\$118.6	\$135.3	\$119.0	\$89.6
Cash	\$20.3	\$22.3	\$23.8	\$20.8	\$17.1
Products and services**	\$31.2	\$96.3	\$111.5	\$98.2	\$72.5
Social investment*** [% of pretax profits]	0.57%	Not applicable	2.08%	1.81%	1.89%
U.S. employee participation in Cash Matching Program and Product Matching Program [number of employees]					
Cash Matching Program	7,000	7,100	8,600	6,200	9,000
Product Matching Program	1,700	1,600	2,700	900	0
Contributions to Cash Matching Program and Product Matching Program**** [\$ million]					
U.S. employee contributions to Cash Matching Program	\$3.8	\$4.2	\$4.9	\$4.4	\$4.8
Hewlett-Packard Company Foundation contributions to Cash Matching Program	\$3.1	\$3.5	\$3.9	\$3.6	\$4.4
U.S. employee contributions to Product Matching Program†	\$1.3	\$1.2	\$1.1	\$0.6	\$0.0
Hewlett-Packard Company contributions to Product Matching Program†	\$3.8	\$3.5	\$3.4	\$1.9	\$0.0

* Social investments include all grants made to nonprofit organizations from Hewlett-Packard Company and the Hewlett-Packard Company Foundation, plus the valuation of employee volunteer hours. Data excludes contributions to the Hewlett-Packard Company Foundation and employee donations but includes Hewlett-Packard Company's matching contributions and contributions from the Hewlett-Packard Company Foundation to other organizations. Some segments do not add up to total due to rounding.

** Product donations are valued at the Internet list price. This is the price a customer would have paid to purchase the equipment through the Hewlett-Packard Company direct sales channel on the Internet at the time the grant was processed. Services include the valuation of Hewlett-Packard Company employee volunteer hours. Valuation rates are based on CECP standards. The numbers in 2012–2015 are considerably higher than past years due to increased employee programs and more complete volunteer hour data.

*** In FY12, Hewlett-Packard Company recorded a pretax net loss, therefore a percentage of pretax profits cannot be calculated for that year.

**** Fiscal year totals vary based on the payment cycle completing after the fiscal year end. Does not reflect donations made to disaster relief efforts.

† The year-over-year decrease in U.S. employee contributions to the Product Matching Program and Hewlett-Packard Company contributions to the U.S. Product Matching Program after FY13, was due to the fact that the U.S. Product Matching Program was put on hiatus after the second quarter of FY14.

Integrity

Corporate ethics

2016 goals

- Continue to improve the amenities screening and approval process and related training.
- Develop, implement, and enhance controls tailored to HP's corruption risks.
- Continue to improve and enhance U.S. public sector business controls.
- Maintain greater than 99% completion rate of annual SBC training among active HP employees and the Board of Directors.
- Streamline the SBC investigations process to increase speed and transparency.
- Tailor ethics communications and tools to align with HP's culture and ensure that our values are carried forward and upheld.

Government relations

Political contributions [*]	2011	2012	2013	2014	2015
Hewlett-Packard Company and Hewlett-Packard Company PAC contributions to U.S. federal, state, and local candidates, political memberships/sponsorships, and other ballot measure campaigns ^{**} *** [\$]	\$1,136,447	\$1,422,375	\$1,175,636	\$1,097,601	\$787,725

^{*} Data are calendar year.

^{**} Includes minimal operating expenditures.

^{***} On August 11, 2015, the Hewlett-Packard Company PAC (HP PAC) became the Hewlett Packard Enterprise PAC (HPE PAC). Financials for 2015 reflect the HP PAC and the HPE PAC combined.

Endnotes

Products and solutions

- ¹ Emissions intensity of HP's product portfolio refers to tonnes CO₂e/net revenue arising from use of more than 95% of HP product units shipped each year, including notebooks, tablets, desktops, mobile computing devices, and workstations; and HP inkjet, LaserJet, and DesignJet printers, and scanners. Expressed as emissions generated per unit of output, based on anticipated usage. For personal systems products, this reflects energy consumed by each product unit during customer use. For printing products, this reflects energy and paper consumed to print each page. Through 2015, progress against this goal equaled a 17% reduction.
- ² Packaging is the box that comes with the product and all paper (including packaging and materials) inside the box.