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Goals and Data

2016 Sustainability Report

To learn more about our sustainability programs, goals, and performance, see the comprehensive [HP 2016 Sustainability Report](#).

HP sustainability goals

Driving progress across our value chain

Setting bold, long-term goals for HP focuses our strategy where we can have the greatest impact. We measure success by how our actions and solutions help create a more sustainable future for people, businesses, and communities. Our efforts also drive progress toward the [United Nations SDGs](#).

Progress indicators

- ✓ Achieved
- On target
- ✗ Needs attention

Goal	Progress in 2016	UN SDGs
Environment		
Climate change		
Scope 1 and 2 GHG emissions ↓ 25%	Reduce Scope 1 and Scope 2 GHG emissions from global operations by 25% by 2025, compared to 2015. ↓ 5%	HP's global operations produced 383,700 tonnes of Scope 1 and Scope 2 CO ₂ e emissions, 5% less than our 2015 baseline. ○ 13
Renewable electricity 100%	Use 100% renewable electricity in our global operations, with a goal of 40% by 2020. 14%	Renewable electricity purchased and generated on-site accounted for 14% of our total consumption. ○ 7, 13
Supply chain GHG intensity ↓ 10%	Reduce first-tier production supplier and product transportation-related GHG emissions intensity 10% by 2025, compared to 2015. ¹ N/A	The base year 2015 is the first year data is available. N/A 13
Supplier CO₂e emissions ↓ 2 million tonnes	Help suppliers cut 2 million tonnes of carbon dioxide equivalent (CO ₂ e) emissions between 2010 and 2025. ² ↓ 940,000 tonnes CO ₂ e	Through December 2016, suppliers achieved 47% of this target through new and ongoing energy efficiency projects, energy management programs, and renewable energy use. ○ 13
Product GHG emissions intensity ↓ 25%	Reduce the GHG emissions intensity of HP's product portfolio by 25% by 2020, compared to 2010. ³ ↓ 19%	Achieved a 19% decrease, partly due to an ongoing shift in our personal systems product mix to smaller, more energy-efficient devices. ○ 7, 13
Natural resources		
Zero Deforestation	Achieve zero deforestation associated with HP brand paper and paper-based product packaging ⁴ by 2020. 100% HP brand paper	Achieved for HP brand paper, and surveyed our paper-based packaging suppliers to establish a baseline for the percentage of certified and recycled fiber. ○ 13, 15
Potable water consumption ↓ 15%	Reduce potable water consumption in global operations by 15% by 2025, compared to 2015. ↓ 3%	Potable water consumption equaled 2,477,000 cubic meters globally, 3% less than in 2015. ○ 6
Product recycling 1.2 million tonnes	Recycle 1.2 million tonnes of hardware and supplies by 2025, since the beginning of 2016. 119,900 tonnes	Recycled 102,800 tonnes of hardware and 17,100 tonnes of ink and toner cartridges. ○ 12
Society		
Empowering 500,000 workers	Develop skills and improve well-being of 500,000 factory workers by 2025, since the beginning of 2015. 45,700 factory workers	45,700 supplier factory workers participated in 14 worker skills development and well-being projects, bringing the total to 123,700 workers trained since the beginning of 2015. ○ 8, 5
Doubling factory participation 2x	Double factory participation in our supply chain sustainability programs by 2025, compared to 2015. N/A	The methodology for measuring progress against this goal and baseline data will be published in HP's 2017 Sustainability Report. ○ 8, 12, 13
Better learning outcomes for 100 million	Enable better learning outcomes for 100 million people by 2025, since the beginning of 2015. 4.9 million people	More than 9.5 million students and adult learners have benefited from HP solutions that advance quality learning and digital literacy and enable better learning outcomes since the beginning of 2015. ○ 4
Integrity		
Business conduct training ↑ 99%+	Maintain greater than 99% completion rate of annual Standards of Business Conduct training among active HP employees and the Board of Directors. 99.74%	Achieved a 99.74% participation rate, despite reducing the training window from 18 to five weeks. ✓

Environment

Our footprint

Carbon footprint (Scopes 1–3, including from operations)*	2015	2016
GHG emissions from operations** [tonnes CO ₂ e]	403,000	383,700
Americas	173,400	164,100
Europe, Middle East, and Africa	98,600	88,400
Asia Pacific and Japan	131,000	131,200
GHG emissions intensity*** [tonnes CO ₂ e/\$ million of net revenue]	7.8	8.0
GHG emissions by scope [tonnes CO ₂ e]		
Scope 1		
Scope 1 emissions, by region	68,700	66,000
Americas	54,100	50,500
Europe, Middle East, and Africa	13,500	14,400
Asia Pacific and Japan	1,100	1,100
Scope 1 emissions, by type		
Natural gas	28,600	28,000
Americas	21,300	21,700
Europe, Middle East, and Africa	6,900	5,800
Asia Pacific and Japan	400	500
Diesel/gas/oil****	100	0
Americas	0	0
Europe, Middle East, and Africa	0	0
Asia Pacific and Japan	100	0
Transportation fleet†	32,700	31,000
Americas	26,400	23,400
Europe, Middle East, and Africa	6,000	7,300
Asia Pacific and Japan	300	300
Refrigerants (hydrofluorocarbons (HFCs))	4,400	4,300
Americas	3,500	2,700
Europe, Middle East, and Africa	600	1,300
Asia Pacific and Japan	300	300
Perfluorocarbons (PFCs)	2,900	2,700
Americas	2,900	2,700
Europe, Middle East, and Africa	0	0
Asia Pacific and Japan	0	0
Scope 2 (Market-Based Method)††		
Scope 2 emissions, by region	334,300	317,700
Americas	119,300	113,600
Europe, Middle East, and Africa	85,100	74,000
Asia Pacific and Japan	129,900	130,100
Scope 2 emissions, by type	334,300	317,700
Purchased electricity for operations	334,300	317,700

Carbon footprint (Scopes 1–3, including from operations)*	2015	2016
Americas	119,300	113,600
Europe, Middle East, and Africa	85,100	74,000
Asia Pacific and Japan	129,900	130,100
District cooling and heating (purchased) for operations	0	0
Americas	0	0
Europe, Middle East, and Africa	0	0
Asia Pacific and Japan	0	0
Scope 2 (Location-Based Method)		
Scope 2 emissions, by region	372,900	352,400
Americas	143,700	128,700
Europe, Middle East, and Africa	99,300	93,600
Asia Pacific and Japan	129,900	130,100
Scope 2 emissions, by type	372,900	352,400
Purchased electricity for operations	372,900	352,400
Americas	143,700	128,700
Europe, Middle East, and Africa	99,300	93,600
Asia Pacific and Japan	129,900	130,100
District cooling and heating (purchased) for operations	0	0
Americas	0	0
Europe, Middle East, and Africa	0	0
Asia Pacific and Japan	0	0
Scope 3	36,250,000	35,860,000
Materials extraction through manufacturing (category 1; also see Greenhouse gas emissions on page 25)	15,300,000	14,700,000
Capital goods (category 2)	200,000	200,000
Upstream energy production (category 3)^	100,000	100,000
Transport (categories 4 and 9; also see Product transportation on page 28)^^	1,300,000	1,300,000
Waste generated in operations (category 5)	De minimis^^^	De minimis
Business travel (category 6)†	50,000	60,000
Employee commuting (category 7)	200,000	200,000
Upstream leased assets†† (category 8)	De minimis	De minimis
Processing of sold products (category 10)	De minimis	De minimis
Product use (category 11)††† †††	19,100,000	19,300,000
Product end of service (category 12)	De minimis	De minimis
Buildings leased to others (category 13)	De minimis	De minimis
Franchises (category 14)	Not applicable	Not applicable
Investments (category 15)	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. Additional details on calculations and methodology can be found in the [HP carbon accounting manual](#). Taking into account the separation of Hewlett-Packard Company on November 1, 2015, calculation for all years relates to supply chain, operations, and products and solutions associated with the business units that are now a part of HP Inc.

†† Total includes HP's reported values for Scope 1 and Scope 2 market-based method emissions in table.

††† Emissions-intensity value was calculated using HP'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 account for less than 1% of total CO₂e emissions in this category.

†† Data in this section uses the market-based method. The company did not obtain supplier-specific emission rates other than the emission rate for the Palo Alto, California, United States, site due to the availability and feasibility of acquiring the data.

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

^^ These figures are based on product life cycle assessment-based estimates. They use a combination of HP-specific and industry data, and include additional upstream and downstream transport related to our products, as well as retail and storage. This data may differ from data reported by product transportation suppliers that HP contracts to deliver our products, as presented on pages 28 and 70.

^^^ 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 load, cabin class, and miles traveled for each ticketed trip. This data also includes rail travel carrier and distance traveled. Although these values fall below our quantitative reporting threshold of less than 0.25% of total Scope 3 emissions and could be reported as de minimis, we choose to report this category due to our ability to directly track this data, our level of influence over these emissions, and stakeholder expectations in this category

††† 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 52, due to rounding.

††††† In 2016, we added commercial and industrial graphics printing solutions, which use large amounts of paper, to our product use footprint calculations. Overall GHG emissions from product use across our portfolio increased by 1% year over year. Without the addition of commercial and industrial graphics printing solutions, there would have been a 4% decrease overall.

Water footprint*	2015	2016
Water consumed by HP suppliers in their operations** [cubic meters]	13,900,000	12,600,000
Water consumption associated with the generation of electricity used by HP suppliers [cubic meters]	34,800,000	31,800,000
Water consumption in HP operations [cubic meters]	3,260,000	3,224,000
Water consumption associated with the generation of electricity used in HP operations [cubic meters]	3,400,000	3,200,000
Water consumption associated with the generation of electricity used by HP products [cubic meters]	106,900,000	103,300,000***
Water consumption associated with the manufacturing of paper used by HP customers with HP products [cubic meters]	46,800,000	52,900,000****

* Taking into account the separation of Hewlett-Packard Company on November 1, 2015, calculation for all years relates to supply chain, operations, and products and solutions associated with the business units that are now a part of HP Inc.

** This metric reports the amount of water consumed by HP's multi-tier supply chain, and not the amount withdrawn by first-tier suppliers as reported in Supply chain environmental impact on page 30. Because water withdrawn can also be returned, water consumption is inherently lower.

*** In 2016, we added commercial and industrial graphics printing solutions, which use large amounts of paper, to our footprint calculations. Consumption in this category decreased by 3% including those products and 5% without them.

**** In 2016, we added commercial and industrial graphics printing solutions, which use large amounts of paper, to our footprint calculations. Consumption in this category increased by 13% including those products and decreased 2% without them.

Supply chain environmental impact

	2010	2013	2014	2015	2016
First-tier production supplier and product transportation-related GHG emissions intensity* [tonnes CO ₂ e/\$ million of HP net revenue]	95.0	70.1	71.8	74.6	
Production supplier GHG emissions**					
Scope 1 and Scope 2 emissions [tonnes CO ₂ e]	4,900,000	2,700,000	2,900,000	3,000,000	
Scope 3 emissions**** [tonnes CO ₂ e]		15,800,000	14,600,000	9,800,000	
Production suppliers with GHG emissions reduction-related goals [% of spend]		68%	95%	93%	
Production suppliers that reported using renewable energy**** [% of spend]		28%	10%	47%	
Product transportation GHG emissions† [tonnes CO ₂ e]					
Total	1,430,000	1,200,000	1,260,000	1,280,000	1,200,000
Road (includes rail)	350,000	350,000	330,000	330,000	350,000
Ocean	150,000	250,000	230,000	200,000	150,000
Air	930,000	600,000	700,000	750,000	700,000
Nonproduction supplier Scope 1 and Scope 2 emissions†† [tonnes CO ₂ e]				240,000	
Production supplier nonhazardous waste generation†††**** [tonnes]		91,000	123,000	105,000	
Production supplier hazardous waste generation†††**** [tonnes]		31,000	45,000	48,000	

	2010	2013	2014	2015	2016
Production suppliers with waste-related goals [% of spend]		58%	59%	57%	
Production supplier water withdrawal for use^{††††} [cubic meters]		26,000,000	40,000,000	44,000,000	
Production suppliers with water withdrawal-related goals [% of spend]		59%	74%	80%	

* Intensity is calculated as the portion of first-tier production and product transportation suppliers' reported GHG emissions attributable to HP divided by HP's annual revenue. This method normalizes performance based on business productivity. Intensity is reported as a three-year rolling average to decrease the impact of variance year over year and highlight longer-term trends. Production supplier GHG emissions include Scope 1 and Scope 2. Taking into account the separation of Hewlett-Packard Company on November 1, 2015, calculation for all years uses HP revenue and spend associated with the business units that are now a part of HP Inc. The year 2015 is the most recent for which data is available. Data reflects extrapolation to 100% of first-tier production suppliers.

** Emissions are estimated based on suppliers' emissions and their dollar volume of HP's business compared to their total revenue. Taking into account the separation of Hewlett-Packard Company on November 1, 2015, calculation for all years uses spend associated with the business units that are now a part of HP Inc. The majority of these companies report on a calendar year basis. The year 2015 is the most recent for which data is available. Data reflects extrapolation to 100% of first-tier production suppliers. Data collected represented 95% of HP 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. This data differs from the product life cycle assessment-based estimates for materials extraction through manufacturing presented on pages 22 and 69, which are based on a different calculation methodology and use a combination of HP-specific and industry data.

*** Suppliers may not report all Scope 3 categories, although the number of categories reported by many suppliers has increased over the last few years. We believe that variation in this data reflects inconsistent reporting practices more than changes in actual performance.

**** We believe that variation in this data reflects inconsistent reporting practices more than changes in actual performance.

† The figures for product transportation GHG emissions are based on data reported by product transportation suppliers that HP contracted to deliver products (for years prior to 2016, before the split of Hewlett-Packard Company, calculations are adjusted to reflect emissions attributable to HP's current business units). They may differ from the product life cycle assessment-based estimates presented on pages 22 and 69 which are based on a different calculation methodology, use a combination of HP-specific and industry data, and include additional upstream and downstream transportation related to the company's products, as well as retail and storage.

†† Emissions are estimated based on suppliers' emissions and their dollar volume of HP business compared to their total revenue. Accounting for the separation of Hewlett-Packard Company on November 1, 2015, the calculation uses spend associated with the business units that are now part of HP Inc. In cases where spend cannot be disaggregated, 2016 spend is used as an estimate. The majority of these companies report on a calendar year basis. The year 2015 is the most recent for which data is available. Data reflects extrapolation to 100% of strategic nonproduction suppliers. Data collected represented 28% of supplier spend.

††† Waste data is estimated based on suppliers' waste data and their dollar volume of HP business compared to their total revenue. Taking into account the separation of Hewlett-Packard Company on November 1, 2015, calculation for all years uses spend associated with the business units that are now a part of HP Inc. The majority of these companies report on a calendar year basis. The year 2015 is the most recent for which data is available. Data reflects extrapolation to 100% of first-tier production suppliers. Data collected represented 60% of supplier spend for nonhazardous waste and 50% for hazardous waste, compared to 52% and 52% the prior year. We believe that variation in this data reflects inconsistent reporting practices more than changes in actual performance.

†††† 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 pages 23 and 70.

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 HP business compared to their total revenue. Taking into account the separation of Hewlett-Packard Company on November 1, 2015, calculation for all years uses spend associated with the business units that are now a part of HP Inc. The majority of these companies report on a calendar year basis. The year 2015 is the most recent for which data is available. Data reflects extrapolation to 100% of first-tier production suppliers. Data collected represented 72% of supplier spend, compared to 73% the prior year.

Operations*

	2015	2016
Energy use [million kWh]	931	879
Energy intensity** [thousand kWh/\$ million of net revenue]	18.1	18.2
Direct energy use in operations (corresponds to Scope 1 emissions)*** [million kWh]	161	157
Natural gas [million kWh]	157	154
Americas	117	119
Europe, Middle East, and Africa	38	32
Asia Pacific and Japan	2	3
Electricity (generated on-site)	4	3
Renewable	3	2
Diesel/gas/oil/LPG ****	1	1
Indirect energy use (corresponds to Scope 2 emissions) [million kWh]	770	722
Electricity (purchased)	770	722
Americas	352	316
Europe, Middle East, and Africa	198	187
Asia Pacific and Japan	220	219
Voluntary purchases of renewable energy [†]	93	75
Voluntary purchases of no/low-carbon energy	0	0

	2015	2016
Supplier-specific renewable energy	33	28
District cooling and heating (purchased)	0	0
Americas	0	0
Europe, Middle East, and Africa	0	0
Asia Pacific and Japan	0	0
Nonhazardous waste [tonnes]	28,100	27,800
Americas	16,000	15,900
Europe, Middle East, and Africa	7,400	8,000
Asia Pacific and Japan	4,700	3,900
Nonhazardous waste landfill diversion rate [% of total produced]		
Global	90.9%	90.1%
Americas	91.6%	91.2%
Europe, Middle East, and Africa	85.5%	85.4%
Asia Pacific and Japan	97.2%	95.1%
Hazardous waste** [tonnes]		5,560
Americas		1,600
Europe, Middle East, and Africa		2,370
Asia Pacific and Japan		1,590
Water consumption, by region [cubic meters]	3,260,000	3,224,000
Americas	1,640,000	1,615,000
Europe, Middle East, and Africa	306,000	285,000
Asia Pacific and Japan	1,314,000	1,324,000
Water consumption, by source*** [cubic meters]	3,260,000	3,224,000
Municipal water	2,548,000	2,473,000
Wastewater from another organization**** (NeWater)	703,000	747,000
Tanker water†	9,000	0
Well water	0	4,000
Reused treated sewage treatment plant water** [cubic meters]	20,000	75,000
Ozone depletion potential of estimated emissions*** [kg of CFC-11 equivalent]	194	128
Americas	120	16
Europe, Middle East, and Africa	0	33
Asia Pacific and Japan	73	80

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

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

*** Fuel consumption from HP'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.

†† Accounting for the separation of Hewlett-Packard Company on November 1, 2015, it was not feasible to include hazardous waste data specific to HP Inc. for 2015.

††† "Water consumption" includes municipal water, wastewater from another organization, tanker water, and well water. Direct use of surface water and rainwater are insignificant and not included in data reported. Water consumption does not include reused treated sewage treatment plant water. Water consumption is referred to as "Direct consumption" in the Operations segment of HP's water footprint on page 23.

†††† NeWater is ultra-purified wastewater used in manufacturing operations in Singapore.

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

†† This water is used for landscaping and toilets.

††† We calculate ODS emissions by tracking sites that have reported replacing refrigerants due to leakage, and apply an intensity factor based on those actual quantities for nonreporting sites. This approach and the relatively small number of sites reporting data each year can result in significant variations in data that do not necessarily reflect changes in actual performance.

Products and solutions

	2012	2013	2014	2015	2016
Recycled plastic used in HP toner and ink cartridges, cumulative [tonnes]	53,755	62,163	71,749	80,468	89,478
Ink	32,304	37,512	43,798	50,080	55,597
Toner	21,451	24,651	27,951	30,388	33,881
Estimated materials use intensity for HP high-volume personal systems and printers* [tonnes/\$ millions of net revenue]					
Personal systems					
Metal			4.5	3.6	3.0
Plastic			1.9	1.5	1.6
Wires/cables			0.8	0.6	0.6
PCAs			0.7	0.6	0.6
LCDs			1.4	1.2	1.8
Batteries			0.3	0.2	0.1
Total			9.4	7.7	7.7
Printers					
Metal			14.7	15.4	17.6
Plastic			28.0	30.9	33.8
Wires/cables			0.4	0.4	0.5
PCAs			1.7	1.7	2.0
LCDs			0.0	0.0	0.0
Batteries			0.0	0.0	0.0
Total			45	48	54
GHG emissions from product use** [tonnes CO₂e]					
Personal systems				9,100,000	8,200,000
Desktop and enterprise printers (energy)				3,600,000	3,600,000
Commercial and industrial graphics printing solutions (energy)				Not available	250,000
Printing consumables for desktop and enterprise printers (paper and ink/toner cartridges)				6,400,000	6,500,000
Printing consumables for commercial and industrial graphics printing solutions (paper and other supplies)				Not available	790,000
Total				19,100,000	19,300,000
Water consumption related to product use*** [cubic meters]					
Personal systems				76,400,000	70,000,000
Desktop and enterprise printers (energy)				30,500,000	31,100,000
Commercial and industrial graphics printing solutions (energy)				Not available	2,200,000
Printing consumables for desktop and enterprise printers (paper)				46,800,000	45,800,000
Printing consumables for commercial and industrial graphics printing solutions (paper)				Not available	7,200,000
Total				153,700,000	156,300,000

* Personal systems data is based on individual products that are representative of the HP product portfolio for those years and does not include accessories sold separately. 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 fiscal year for 2016 and calendar year for 2014 and 2015. Net revenue data is based on HP's fiscal year. In some cases, segments do not add up to total due to rounding.

** Segments for 2016 do not add up to total due to rounding.

*** Total water consumption related to product use differs by less than 1% from the values reported on pages 23 and 70, due to rounding.

Product repair, reuse, and recycling*

	2016
Total recycling of hardware and supplies [tonnes, approximate]	119,900
Electronic equipment repaired [units]	5,050,000
Electronic equipment returned before use and remarketed [units]	1,250,000
Number of countries and territories with HP return and recycling programs	73
Total recycling, by region [tonnes]	
Americas	48,800
Europe, Middle East, and Africa	59,200
Asia Pacific and Japan	11,900
Total recycling, by type [tonnes]	
Hardware	102,800
HP toner cartridges**	15,400
HP ink cartridges**	1,700
HP toner cartridge recycling	
HP LaserJet market covered by program [%]	92%
Composition [%]	
Materials recycled into new products	80.9%
Materials used for energy recovery	16.8%
Reuse of components	2.3%
Material in storage—pending processing	0.0%
Incineration	0.0%
Landfill	0.0%
HP ink cartridge recycling	
HP ink market covered by program [%]	91%
Composition [%]	
Materials recovered for recycling	77.9%
Materials used for energy recovery	21.6%
Reuse of components	0.0%
Material in storage—pending processing	0.4%
Incineration	0.0%
Landfill	0.0%

* 2016 is HP's new baseline for this data, following the separation of Hewlett-Packard Company on November 1, 2015. Totals include all hardware and supplies returned to HP for processing, with ultimate dispositions including recycling, energy recovery, and, where no suitable alternatives exist, responsible disposal. HP LaserJet toner and ink cartridge recycling data is for calendar year. The remaining data is based on the HP 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. Although we do not include data prior to 2016 in the Product repair, reuse, and recycling section, the vast majority of product hardware recycling data, and all toner and ink cartridge recycling data, reported in past years was associated with the business units that are now a part of HP Inc. Through 2015, Hewlett-Packard Company reported 1,497,500 tonnes of cumulative computer hardware and supplies recycling combined.

** Includes cartridges returned by customers only.

Society

Supply chain responsibility*

	2016
Suppliers publishing sustainability reports using the GRI framework [% of production supplier spend]	86%
Capability building	
Number of capability-building programs	14
Workers and managers reached through capability-building programs**	45,700
Workers' rights	
Suppliers' employees working fewer than 60 hours per week on average*** [%]	89%
Suppliers' employees receiving at least one day of rest each seven-day workweek*** [%]	96%
Suppliers in China with student workers representing 20% or less of total employees*** [%]	98%
Zero-tolerance audit findings (immediate action required) related to the ILO Declaration on Fundamental Principles and Rights at Work: freedom of association; forced, bonded, or indentured labor; child labor; or discrimination†	2
Zero-tolerance audit findings (immediate action required) related to occupational safety, emergency preparedness, or industrial hygiene†	2
Workers at sites audited** [total]	96,400
SER audits and assessments conducted [total]	
Initial audits	58
Follow-up audits	67
Full reaudits	30
Assessments	29
Rates of major nonconformance of sites audited (see below)	

* Data in this table is specific to production suppliers, except SER audits conducted, which also includes 23 initial audits and 9 follow-up audits of nonproduction suppliers. The results of those audits are not included in the nonconformance data in this section or in the total number of workers at sites audited.

** 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 HP KPI program. We continue to expand the list of suppliers in the KPI program based on business risk, country risk, and identified nonconformances.

† See page 82 for detail.

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

Rates of major nonconformance of sites audited, 2016*				
HP Supplier Code of Conduct category/provision	Global	Greater China	Asia Pacific	Americas
Labor				
Freely chosen employment management systems	17%	17%	20%	15%
Presence of forced labor	5%	3%	7%	8%
Young worker protection management systems	3%	6%	0%	0%
Presence of child labor	0%	0%	0%	0%
Working hours	63%	81%	40%	46%
Wages and benefits	31%	44%	20%	8%
Humane treatment	2%	0%	7%	0%
Nondiscrimination management systems	23%	22%	27%	15%
Presence of discriminatory practices	6%	6%	13%	0%
Freedom of association	13%	14%	13%	8%
Health and safety				
Occupational safety	45%	58%	20%	38%
Emergency preparedness	58%	67%	33%	69%
Occupational injury and illness	38%	47%	20%	38%
Industrial hygiene	26%	33%	20%	15%
Physically demanding work	12%	11%	13%	15%

Rates of major nonconformance of sites audited, 2016*				
HP Supplier Code of Conduct category/provision	Global	Greater China	Asia Pacific	Americas
Machine safeguarding	11%	14%	7%	8%
Dormitory and canteen	35%	36%	27%	46%
Health and safety communication	6%	6%	7%	8%
Environmental				
Environmental permits and reporting	14%	19%	7%	8%
Pollution prevention and resource reduction	2%	0%	0%	8%
Hazardous substances	35%	39%	27%	38%
Wastewater and solid waste	8%	14%	0%	0%
Air emissions	9%	11%	0%	15%
Storm water management	31%	36%	20%	31%
Energy consumption and GHG emissions	9%	8%	0%	23%
Ethics				
Business integrity	8%	3%	7%	23%
No improper advantage	3%	0%	0%	15%
Disclosure of information	5%	3%	0%	15%
Intellectual property	2%	3%	0%	0%
Fair business, advertising, and competition	11%	8%	13%	15%
Protection of identity	6%	3%	7%	15%
Responsible sourcing of minerals	12%	14%	0%	23%
Privacy	6%	0%	7%	23%
Nonretaliation	5%	0%	7%	15%
Management system				
Company commitment	5%	3%	0%	15%
Management accountability and responsibility	14%	8%	7%	38%
Legal and customer requirements	11%	8%	0%	31%
Risk assessment and risk management	23%	17%	7%	62%
Performance objectives with implementation plan and measures	17%	19%	0%	31%
Training	6%	6%	7%	8%
Communication	8%	0%	13%	23%
Worker feedback and participation	6%	3%	7%	15%
Audits and assessments	17%	8%	13%	46%
Corrective action process	5%	3%	7%	8%
Documentation and records	5%	6%	0%	8%
Supplier responsibility	29%	22%	20%	62%

* Data is from audits of production suppliers; data from assessments is not included. Audit data does not necessarily represent the same supplier sites as the previous year. Results from a single audit in Europe are included in the global totals.

HP's spend with U.S. diverse suppliers* [\$ million]	2016
Small businesses	\$1,065
Minority-owned businesses**	\$190
Women-owned businesses**	\$159
Veteran-owned businesses, service disabled veteran-owned businesses, HUBZone businesses, and others***	\$53

* Figures 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. These categories include all sizes of businesses.

*** Includes all sizes of business in these categories.

Employees

	2016
Women employees [% of total]	
Americas	34.0%
Asia Pacific and Japan	40.0%
Europe, Middle East, and Africa	37.8%
Worldwide	37.2%
Women managers [% of total]	
Americas	30.4%
Asia Pacific and Japan	24.2%
Europe, Middle East, and Africa	28.0%
Worldwide	28.0%
Global new hires, by gender* [% of total]	
Female	40.9%
Male	58.2%
U.S. new hires, by race** [% of total]	
White	48.0%
All minorities	26.8%
Black	5.3%
Hispanic	6.3%
Asian	10.7%
Native American	0.7%

* Sum of "Female" and "Male" 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 employment type and gender, 2016*	Women	%	Men	%	Total
Full time					
Executives	75	25.9%	215	74.1%	290
Directors	265	27.5%	698	72.4%	964
Managers	1,212	27.9%	3,130	72.1%	4,343
Professionals	11,411	36.0%	20,226	63.9%	31,674
Other	4,699	43.3%	6,141	56.6%	10,856
Subtotal	17,662	36.7%	30,410	63.2%	48,127
Part time					
Executives	0	0%	0	0%	0
Directors	4	100%	0	0%	4
Managers	16	84.2%	3	15.8%	19
Professionals	354	85.3%	61	14.7%	415
Other	45	93.8%	3	6.3%	48
Subtotal	419	86.2%	67	13.8%	486
Total					
Total	18,081	37.2%	30,477	62.8%	48,558

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

Employees (regular full time and part time) by region and gender, 2016*	Men	Women	Total
Americas	12,531	6,472	19,012
Asia Pacific and Japan	11,090	7,417	18,525
Europe, Middle East, and Africa	6,856	4,192	11,076
Total	30,477	18,081	48,613

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

World workforce by age group, 2016*	% of total*
30 and under	20.4%
31–50	62.5%
51 and over	16.3%

* Sum of age groups does not equal 100% because the age of some employees is uncategorized.

	2016
Lost workday case rate, 2016*	
Global	0.16
Americas	0.12
Europe, Middle East, and Africa	0.36
Asia Pacific and Japan	0.06
Recordable incidence rate, 2016**	
Global	0.22
Americas	0.23
Europe, Middle East, and Africa	0.43
Asia Pacific and Japan	0.07

	2016
Leading causes of lost workdays (% of total)	
Slips, trips, and falls	34%
Automobile accidents	26%
Struck by/against/cut by	22%
Ergonomics—materials handling	11%
Overexertion—not materials handling	3%
Leading causes of recordable incidents (with and without lost time) (% of total)	
Struck by/against/cut by	35%
Slips, trips, and falls	27%
Automobile accidents	13%
Ergonomics—materials handling	11%
Ergonomics—office environment	6%

* 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 2016 for the “Other Information Services”—NAICS #519 industry was 0.16. Americas includes incidents occurring in Argentina, Brazil, Canada, Colombia, Costa Rica, and the United States. Asia Pacific and Japan includes incidents in Australia, China, India, Japan, Malaysia, New Zealand, Pakistan, Philippines, Singapore, South Korea, Taiwan, Thailand, and Vietnam. 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 2016 for the “Other Information Services”—NAICS #519 industry was 0.22. Americas includes incidents occurring in Argentina, Brazil, Canada, Colombia, Costa Rica, and the United States. Asia Pacific and Japan includes incidents in Australia, China, India, Japan, Malaysia, New Zealand, Pakistan, Philippines, Singapore, South Korea, Taiwan, Thailand, and Vietnam. 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.

Communities

Total social investment spend	2016
Social investment* [\$ million]	
Cash	\$1.06
Products**	\$1.91
Services***	\$1.41
Social investment [% of net earnings]	0.2%
U.S. employee participation in Cash Matching Program [number of employees]	
Cash Matching Program	2,800
Contributions to Cash Matching Program [\$ million]	
U.S. employee contributions to Cash Matching Program	\$1.13
HP Foundation contributions to Cash Matching Program	\$1.02

* Social investments include all grants made to nonprofit organizations from HP, plus the valuation of employee volunteer hours. Data excludes investments in some of the initiatives described in the Communities section, such as HP Reinvent the Classroom, HP Learning Studios, and HP National Education Technology Assessment. Data excludes contributions to the HP Foundation and employee donations but includes HP’s matching contributions and contributions from the HP Foundation to other organizations.

** Product donations are valued at the Internet list price. This is the price a customer would have paid to purchase the equipment through the HP direct sales channel on the Internet at the time the grant was processed.

*** Services include the valuation of HP employee volunteer hours. Valuation rates are based on CECP standards.

Disaster preparedness and relief, 2016*			
Description of event	Location	Partners	Amount
Disaster Responder Grant		American Red Cross	\$250,000
Earthquake	Italy	Silicon Valley Community Foundation	\$100,000
Flooding	Louisiana, United States	American Red Cross	\$100,000
Fire	Romania	Romanian Red Cross	\$50,000
Shooting	Paris, France	Assistance Publique- Paris Hospital	\$50,000
Flooding	Texas, United States	American Red Cross	\$50,000
Cyclone	Fiji	International Federation of Red Cross	\$25,000
Earthquake	Ecuador	American Red Cross	\$25,000
Earthquake	Japan	Silicon Valley Community Foundation	\$25,000
Total			\$675,000

* The totals shown in this table represent the total donation per disaster, to the nearest \$1,000, and may span multiple fiscal years. Figures include employee donations as well as matched funds and grants from the HP Foundation.

Endnotes

HP sustainability goals

- ¹ Intensity is calculated as the portion of first-tier production and product transportation suppliers' reported GHG emissions attributable to HP divided by HP's annual revenue. This method normalizes performance based on business productivity. Intensity is reported as a three-year rolling average to decrease the impact of variance year over year and highlight longer-term trends. Production supplier GHG emissions include Scope 1 and Scope 2.
- ² This continues a goal from before the separation of Hewlett-Packard Company on November 1, 2015, extending the goal to 2025. Includes data from suppliers associated with HP Inc. and HP Inc. pre-separation business units.
- ³ HP product GHG emissions intensity measures GHG emissions during product lifetime use per unit for personal systems and per printed page for printers based on anticipated lifetime usage. These values are then weighted by contribution of personal systems and printing products to overall revenue in the current year. These emissions represent more than 99% of HP product units shipped each year, including notebooks, tablets, desktops, mobile computing devices, and workstations; and HP inkjet, LaserJet, DesignJet, Indigo, and Scitex printers, and scanners.
- ⁴ Packaging is the box that comes with the product and all paper (including packaging and materials) inside the box.