



# Supply Chain Worker Wages and Benefits

HP Inc. recognizes the importance of workers earning a wage that amounts to a safe and decent standard of living. We believe workers should be compensated fairly and not be burdened with fees associated to their work. We have publically committed to the implementation of the Employer Pays principle and are a founding member of the Leadership Group for Responsible Recruitment.

## Our policy for wages and benefits

Suppliers that have business with HP must agree to the company's Social and Environmental Responsibility Supplier Expectations. According to HP's Supplier Code of Conduct, compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. For each pay period, workers shall be provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed. In compliance with local laws, workers shall be compensated for overtime at pay rates greater than regular hourly rates. Deductions from wages as a disciplinary measure shall not be permitted.

The HP Code is a total supply chain requirement. At a minimum, Suppliers shall require their next tier Suppliers to acknowledge and implement the HP Code and hand the HP Code down to their sub-tier Suppliers. The requirements apply to all workers including temporary, migrant, student, contract, direct employees, and any other type of worker.