



# Sustainable Impact Strategy



## Sustainable Impact Strategy

Sustainable Impact is at the heart of our reinvention journey—fueling our innovation and growth, and strengthening our business for the long term.

At HP, we believe in the power of technology to enable people and communities to change the world for the better. We are driven to reinvent the future each day through our products and services so that our customers, partners, and communities can shape the future.

Sustainable Impact is at the heart of our reinvention journey—fueling our innovation and growth, and strengthening our business for the long term, from designing and delivering core products and services, to developing new business models that generate growth, and unlocking value through breakthrough technologies such as 3D printing. Our vision encompasses:

### Planet

**Be one of the world's most environmentally sustainable companies.**

Rising standards of living and population growth worldwide present market opportunities for HP and other companies, while putting tremendous pressure on natural resources and the environment. At HP, we seek to decouple growth from consumption and drive progress toward a more efficient, circular, and low-carbon economy. We aim to deliver the most environmentally sustainable product and services portfolio in the IT industry so that our partners and customers can achieve more, with less impact.

### People

**Be an industry leader in diversity and inclusion—and help to create a more equitable world.**

Global inequality has the potential to stagnate economic growth and hold back innovation. From our supply chain, to our employees, to our partners and beyond, we stand for equality and human rights for all so that business and society can thrive

### Community

**Be a catalyst for lasting change in our local communities.**

We embrace the opportunity and responsibility to positively impact the communities where we live, work, and do business. Through our products and solutions, global programs, and key strategic partnerships, we are working to deliver quality technology-enabled learning that engages students, empowers educators.



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## Planet goals

1. Reduce first-tier production supplier and product transportation-related GHG emissions intensity by 10% by 2025, compared to 2015<sup>1</sup>
2. Prevent 2 million tonnes of CO<sub>2</sub>e emissions from suppliers between 2010 and 2025<sup>2</sup>
3. Reduce the GHG emissions from our global operations by 25% by 2025, compared to 2015
4. Commit to 100% renewable electricity in our global operations with 40% by 2020
5. Reduce fresh water consumption in operations 10% by 2025, compared to 2015
6. Reduce the GHG emissions intensity of our product portfolio by 25% by 2020, compared to 2010.<sup>3</sup>
7. Achieve zero deforestation caused by HP paper-based products and packaging<sup>4</sup> by 2020
8. Recycle 1.2 million tonnes of hardware and supplies by 2025, beginning in 2016

## People goals

1. Double factory participation in our supply chain programs by 2025, compared to 2015
2. Develop skills and improve well-being of 500,000 factory workers by 2025, since the beginning of 2015
3. Maintain 99% completion rate of Integrity at HP\* training

## Community goal

1. Enable better education outcomes for 100 million people by 2025, since the beginning of 2015

HP also supports the [United Nations Sustainable Development Goals, \(SDGs\)](#)  which rally the business community and other sectors around shared global ambitions. We remain committed to driving progress on select goals that are closely aligned to our Sustainable Impact strategy

## Engaging stakeholders and identifying priorities

For our Sustainable Impact strategy to succeed, we need to hear from everyone our business affects. Key stakeholders include suppliers, customers, peer companies, public policy makers, industry bodies, NGOs, sector experts, and others. We engage in ways that are most relevant to their objectives and operations, including partnerships, sponsorships, collaboration on industry initiatives, customer and supplier education, supplier capability building programs and audits, employee surveys, white papers – and more. For examples, see our [Sustainable Impact Report](#).

We conduct periodic materiality assessments, to review relevant environmental, social, and governance topics, reconfirm our long-standing areas of focus, and clarify and shape our Sustainable Impact strategy and investments. This enables us to focus on the areas where we can have the greatest positive impact, determine any gaps, and identify relevant trends and leadership opportunities for our business. We have set aggressive goals related to several of our most material topics, to manage performance and drive long-term progress.. View our materiality matrix and findings [here](#).

## Sustainable Impact governance

At all levels of the company, starting with our Board of Directors, we embed Sustainable Impact throughout our strategy, policies, programs, and value chain. The HP Board of Directors' Nominating, Governance, and Social Responsibility Committee oversees global citizenship policies and programs as well as other legal, regulatory, and compliance matters. Our executive leadership team, led by our CEO, has overall responsibility for Sustainable Impact as part of our business strategy. A team of executives, led by our Global Head of Sustainability and Product Compliance, set HP's Sustainable Impact strategy and drives progress company-wide.

<sup>1</sup> 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.

<sup>2</sup> Includes data from suppliers associated with HP Inc. and HP Inc. pre-separation business units.

<sup>3</sup> E1 Emissions intensity of HP's product portfolio refers to tonnes CO<sub>2</sub>e/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.

<sup>4</sup> Packaging is the box that comes with the product and all paper (including packaging and materials) inside the box.