Our commitment to equitable pay

How are compensation decisions made at HP?
HP establishes ranges of compensation based on market and benchmark data. Within this context, HP's compensation approach is designed to pay men and women equitably, considering factors such as employees' roles, the location of their job, their experience, and their performance.

How does HP prevent bias in decision-making?
To create a positive work environment for our employees around the world, we've instituted innovative global programs on topics such as growth mindset, unconscious bias, and leadership development. These programs are designed to eliminate bias in performance and compensation decisions and further develop our managers and leaders.

How does HP ensure fairness?
HP regularly reviews compensation practices and analyzes the fairness of compensation results, both as to individual employees and our workforce as a whole. We are pleased to report that in our most recent compensation review in the US, we did not find any systemic inequity. When we have found individuals—whether women, men, or any particular race—with unexplained pay gaps, we have adjusted the individual's pay. We will continue to analyze compensation and implement processes designed to achieve fair pay.