

HP Human Rights Policy



Human Rights at HP

At HP Inc., our corporate vision is to create technology that makes life better for everyone, everywhere — every person, every organization, and every community around the globe. Across our business, we focus on three key pillars - Planet, People and Community. Human Rights forms the foundation of our People Pillar.

Implicit within this vision is the understanding that we will respect human rights across our ecosystem. Our technology, digital experiences and business practices, should not be beneficial to some while negatively impacting the human rights of others. This drives us to work directly with affected individuals¹ and produce meaningful outcomes for them.

The HP Way is led by our shared values. These values have stood the test of time and are as important to our human rights commitments and responses as they are to any other area of our business.

Our human rights commitment

This policy serves to ensure HP's respect for human rights in accordance with the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines for Multinational Enterprises. We commit to respect internationally recognized human rights as expressed in the:

- International Bill of Human Rights meaning the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights
- International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

We prohibit modern slavery within HP and require our suppliers' adherence to the HP Supplier Code of Conduct and other implementing policies and labor standards.

HP also commits to a business culture that prohibits threats, intimidation, or attacks (both physical and legal) against human rights defenders. Human rights defenders must be able to engage with us, whether to provide feedback or raise concerns.

We embrace our responsibility to respect human rights – to avoid infringing on the human rights of others and address adverse human rights impacts with which we are materially involved. We are committed to embedding this respect throughout our business.

Embedded in this commitment, is respect for the rights of all people, with a careful focus on marginalized or underrepresented groups including women and girls, people with disabilities, and racial or ethnic minorities. Our respect for human rights involves direct and meaningful engagement with affected employees, contingent workers, business partners, customers, and communities. We remain cognizant of power imbalances, and work to remove barriers to participation.

¹ The term 'individuals' is used by HP Inc. to denote rights-holders.

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HP's key human rights areas of focus include modern slavery, unfavorable conditions of work, discrimination, risks to privacy, conflict minerals, and the environment.

We commit to comply with local laws and regulations. Where laws are silent as to protected human rights or run contrary to our human rights principles, we will work diligently to develop smart and creative solutions to advance our values and commitment to respect human rights.

We have a large and diverse network of business partners and other external stakeholders and recognize the critical role they play in helping fulfill our commitment to respecting human rights. We recognize that each entity in the network should seek to undertake its own efforts to respect human rights and we are committed to working with them in concert with their own efforts.

Our human rights actions

In implementing our commitment to respect human rights, we undertake the following enduring actions:

Meaningful Engagement

- Engage with and develop strong and effective relationships with stakeholders including affected individuals, local communities, civil society organizations, women's organizations, international human rights institutions, regional and country-level governmental authorities and human rights defenders.
- Seek to collaborate with these stakeholders in good faith to develop, implement, and monitor our approach globally, considering language and other potential barriers to effective engagement.
- Strive to include individuals from groups or populations that may have a heightened risk of vulnerability or marginalization (e.g., women, foreign migrant workers, indigenous peoples, ethnic minorities, and persons with disabilities) in our engagement processes.
- Draw meaningfully from our engagement to inform our human rights responses.

Human Rights Due Diligence

- Continue to identify and assess our salient human rights issues
- Practice human rights due diligence across our business on our salient human rights issues (starting with our own operations) including identification, investigation, prevention and mitigation of adverse human rights impacts that the business may cause or contribute to through its own activities, or which may be directly linked to our operations, products or services by our business relationships.
- Conduct regular reviews of situations we see as high-risk to anticipate and address potentially irremediable impacts as soon as possible.
- Our due diligence will include measures to identify and address risks associated with product misuse.

Business Relationships

- Maintain human rights standards (Supplier Code of Conduct and Partner Code of Conduct) for our business partners, and deliver capability building programs to our suppliers and service providers to facilitate their adherence to these standards.
- Require through contractual and other arrangements, that our partners, suppliers and other business relationships uphold respect for human rights and cascade this requirement through their respective supply chains.
- Require that our business partners comply with all applicable laws, regulations and international standards relating to human rights (including minimum wage, maximum working hours, the prevention of forced, bonded or indentured labor, involuntary or prison labor, slavery or trafficking of persons and child labor, and

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- protection of human rights defenders), and provide evidence of compliance with all such laws, regulations and standards upon reasonable written notice.
- Require that our contracted business partners conduct human rights due diligence with their partners, and cooperate in mitigation and remedy when needed, and provide evidence of their human rights due diligence upon reasonable prior written notice.
- Require our suppliers and service providers work to ensure that no worker pays for any recruitment-related or job on-boarding fees and that no personal documentation is retained from workers.
- Evaluate suppliers and service providers with the aim of selecting and retaining those whose policies and practices align with our human rights standards.

Grievance and Remediation

- We collaborate in initiatives to provide access to effective remedy and do not obstruct access.
- Where HP determines that it has caused or contributed to adverse human rights impacts, we provide for or participate in effective remediation through legitimate processes. Where we believe HP is directly linked to an adverse impact, we expect our business partners to operate their own remediation mechanism and will collaborate with them to provide access to remedy for the impacted individuals.
- We prohibit retaliation against those who choose to engage in our grievance processes to raise human rights-related concerns and expect our business partners to do the same.

Tracking Performance

- We establish measurable and transparent indicators to assess implementation of policy and process, drawing on internal and external sources and feedback from individuals and communities.
- We gather and analyze gender-disaggregated data where relevant.
- Throughout the tracking, monitoring and evaluation process, we will engage and seek feedback from affected individuals.

Reporting

- Communicate promptly and effectively, both internally and externally, on our human rights due diligence, responses, and performance.
- Report on our human rights performance through our annual human rights reporting.

Specialized policies and practices have been developed to reinforce and effectively fulfill our commitment to respect human rights. These include those relating to environmental sustainability, responsible mineral sourcing, diversity, equity and inclusion, human resources, privacy and data protection, accessibility, racial equality and supply chain responsibility. Further information can be found here [[HP policies](#)].

Our human rights accountability

Our Chief Executive Officer, who is also a member of our Board of Directors, approves this policy, and our Chief Corporate Affairs Officer holds operational accountability for this policy. HP operates an internal Human Rights Council to further promote the internalization of this policy, which is chaired by an HP executive whose performance is incentivized to manage HP's human rights program. The Council is informed by independent external human rights experts. Board-level oversight is provided by the Nominating, Governance and Social Responsibility Committee of HP's Board of Directors.

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We challenge ourselves to continuously improve our human rights performance. This involves building internal knowledge, capabilities, and skills to advance a culture of respect for human rights within HP and in our expectations of our business partners.

The development of this policy was informed by relevant internal and external experts. This Human Rights Policy governs all other policies and documents related to HP's efforts to respect human rights across our global operations. This Policy is communicated to all HP personnel on confirmation of employment, and through routine compulsory HP training.

Any affected or concerned person or group may submit human rights related questions, or feedback to <mailto:humanrights@hp.com>.