

Global Supply Chain Responsibility

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1st to publish a complete carbon and water footprint (2013)

1st to publish supply chain responsibility code of conduct (2002)

Voted **most trusted technology company** by consumers (Ponemon Institute, 2015)

Transparent social values

HP has a history of industry leading transparency

Named to DJSI World Index, FSTE4Good, and CDP Climate A lists

1st IT company to publish aggregate supplier audit results (2005)

1st IT company to require direct hiring of workers in the supply chain (2014)



Every person
deserves dignity
and respect

We insist that workers in
our supply chain have fair
treatment, safe working
conditions, and freely
chosen employment.



SER external pressures

- NGO focus on ICT industry

GoodElectronics

DANWATCH



Servants of servers

Rights violations and forced labour in the supply chain of ICT equipment in European universities

A Journalistic investigation

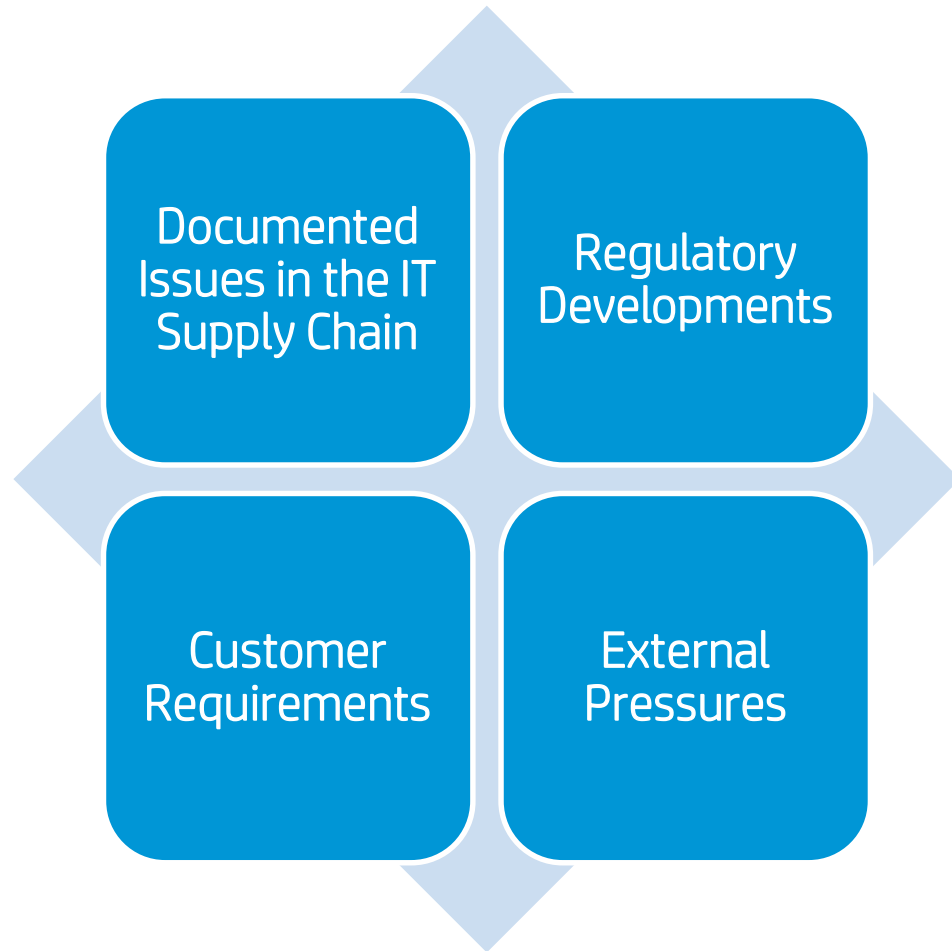
Author: Danwatch
October 2015



FORCED LABOR IN THE PRODUCTION OF ELECTRONIC GOODS IN MALAYSIA
A Comprehensive Study of Scope and Characteristics

Key Drivers

Growing Urgency to Address Risks of Forced Labor in the Supply Chain



The New York Times

INTERNATIONAL BUSINESS

Report Cites Forced Labor in Malaysia's Electronics Industry

By STEVEN GREENHOUSE SEPT. 17, 2014

1 in 3

Foreign migrant workers in forced labor situations in Malaysia IT factories

85%

Foreign migrant workers felt it was impossible to leave their job before paying off their debt

71%

Foreign migrant workers reporting it was impossible or difficult to get their passports back

HP Supply Chain Foreign Migrant Worker Standard

HP Mandates Better Protection of Foreign Migrant Workers

No recruitment fees paid by workers



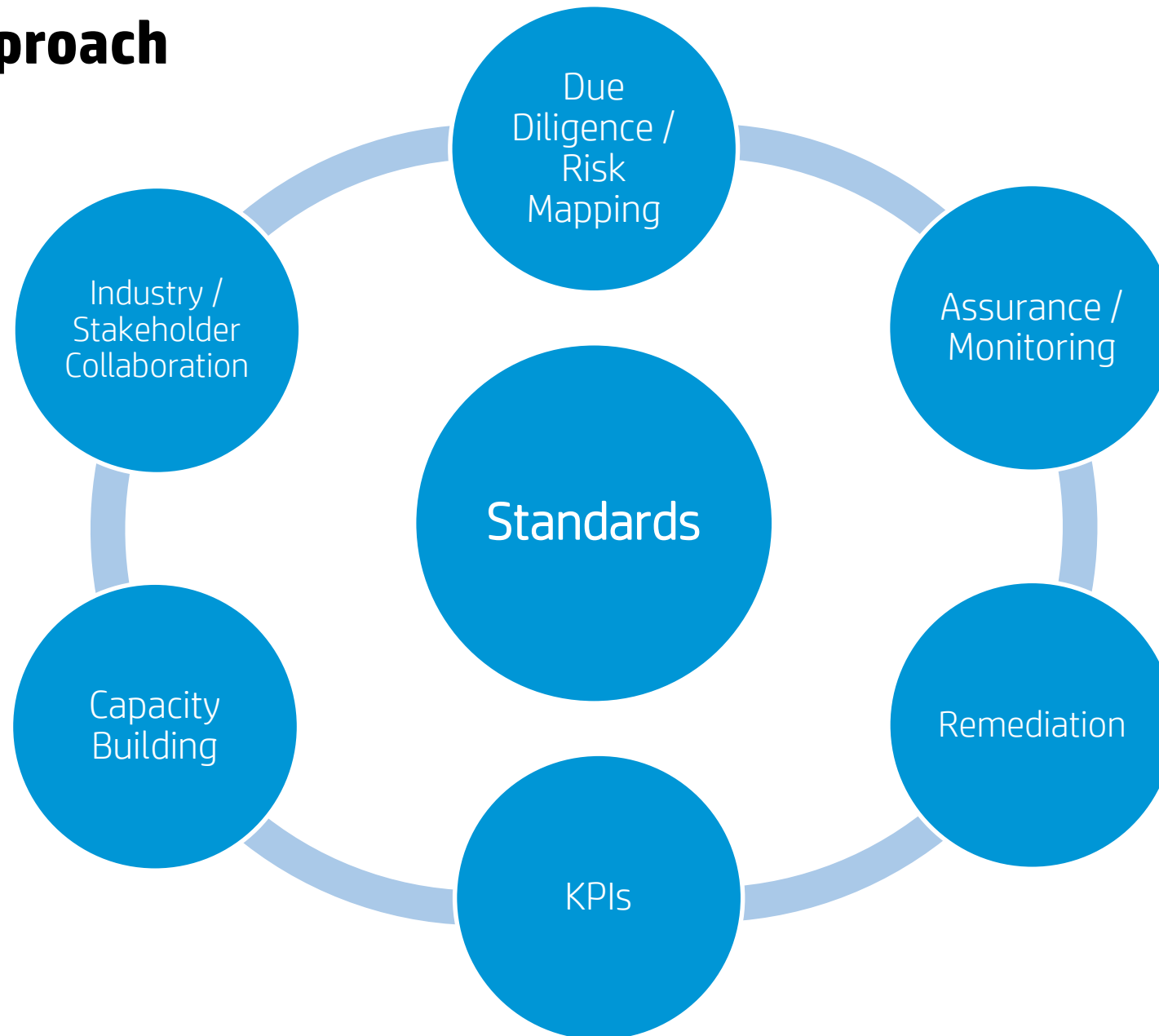
No document retention by suppliers or agents



Direct employment relationships with suppliers



Program Approach



Capability Building Program

HP SER Program on Anti – Human Trafficking Training in Johor, Kuala Lumpur, Penang in 2014 & 2015

The training sessions involving participants from suppliers and labor agencies. Participants learned how to build strong management systems and labor agencies encourage to undergo EICC audits.

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Know the Chain

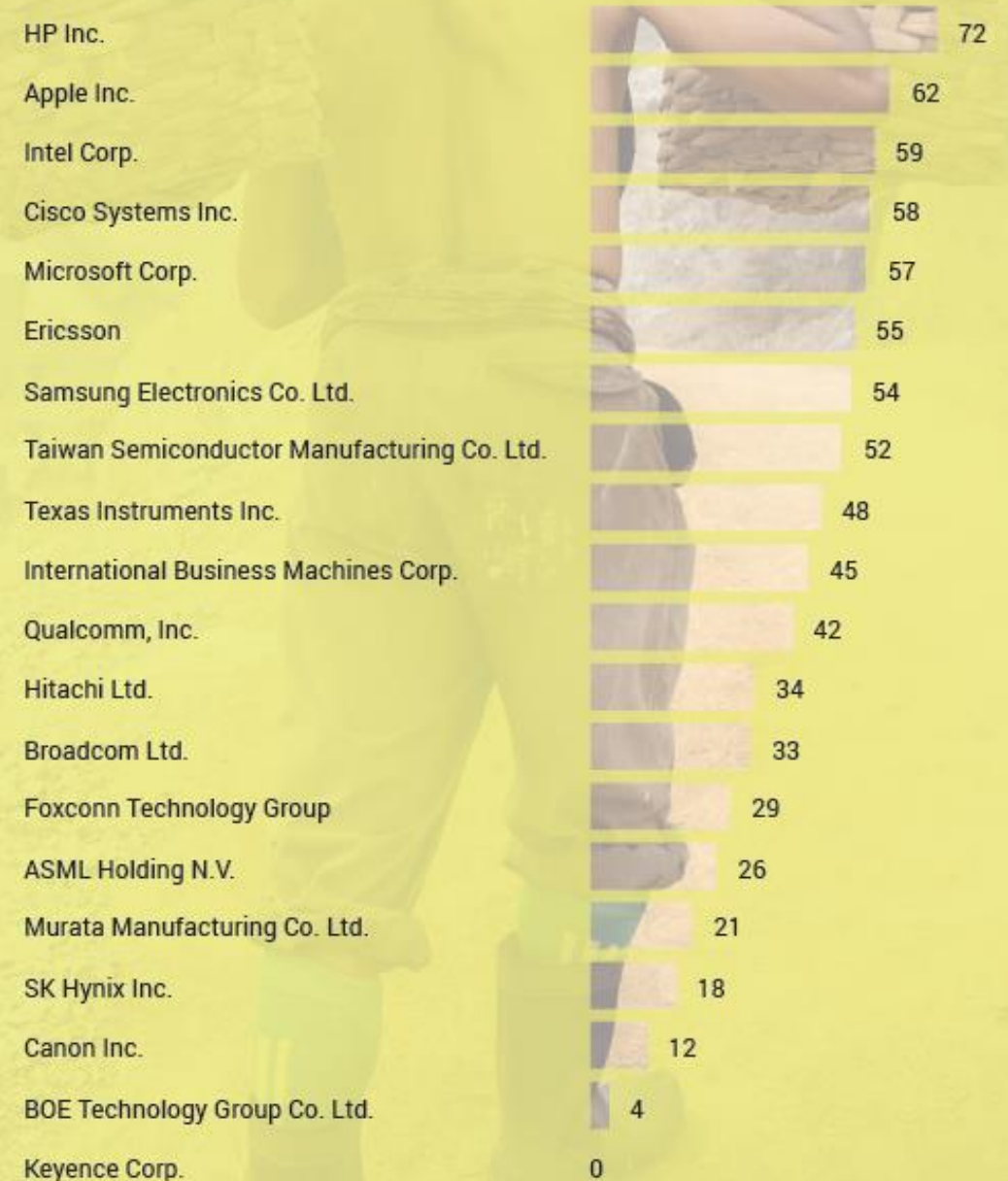
A resource for businesses and investors who need to understand and address forced labor abuses within their supply chains.

Benchmarked 20 ICT companies on the transparency of their efforts to eradicate forced labor from their global supply chains (Jun, 2016)

Methodology with seven themes

1. commitment and governance
2. traceability and risk assessment
3. purchasing practices
4. recruitment
5. worker voice
6. monitoring
7. remedy

Figure 1: Overall Company Scores



HP Inc. Scores: 72

Commitment & Governance:

- Awareness & Commitment
- Supply Chain Standards
- Management and Accountability
- Training
- Stakeholder Engagement

Traceability & Risk Assessment:

- Traceability & Risk Assessment
- Transparency

Monitoring:

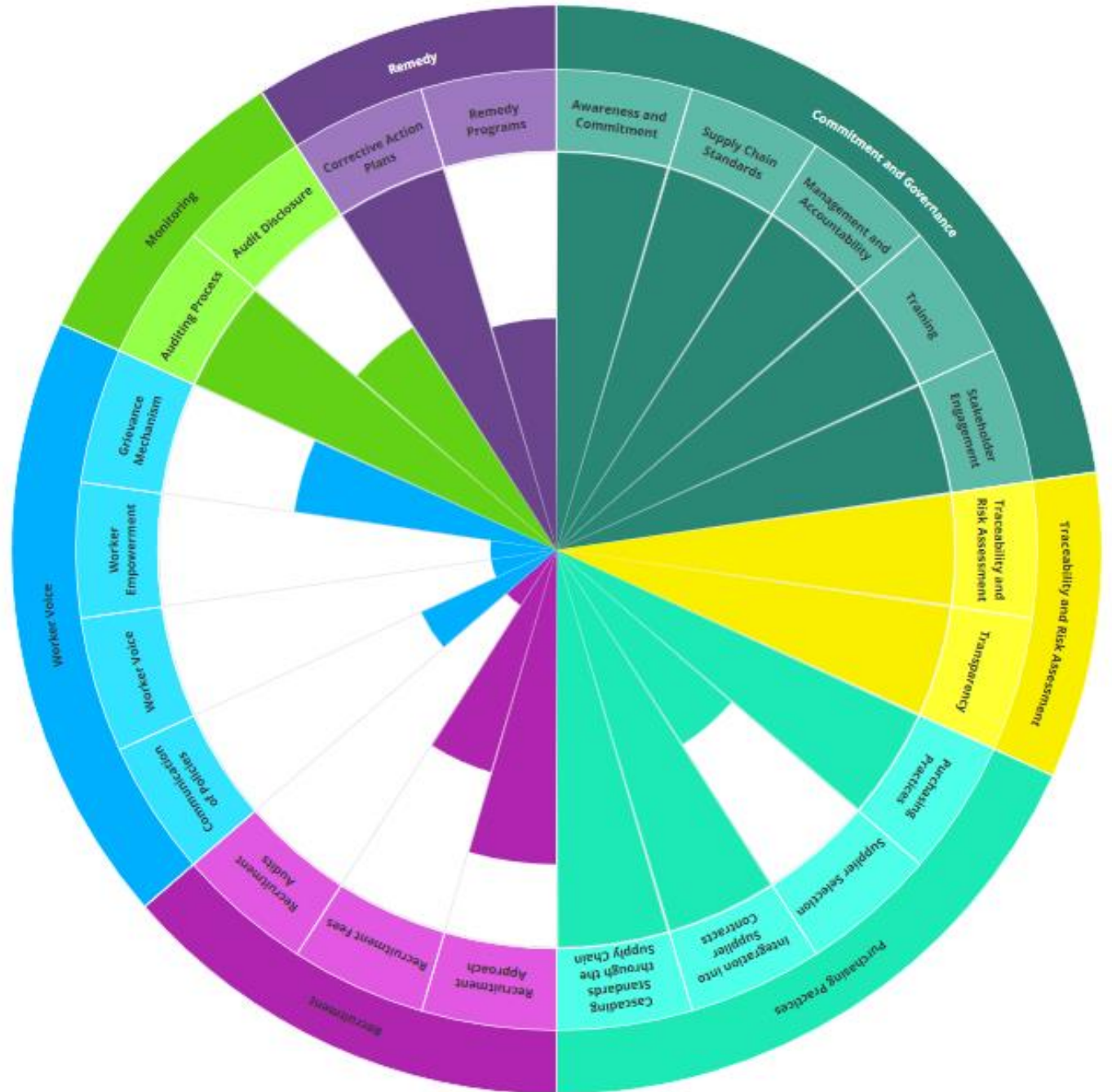
- Transparency

Remedy:

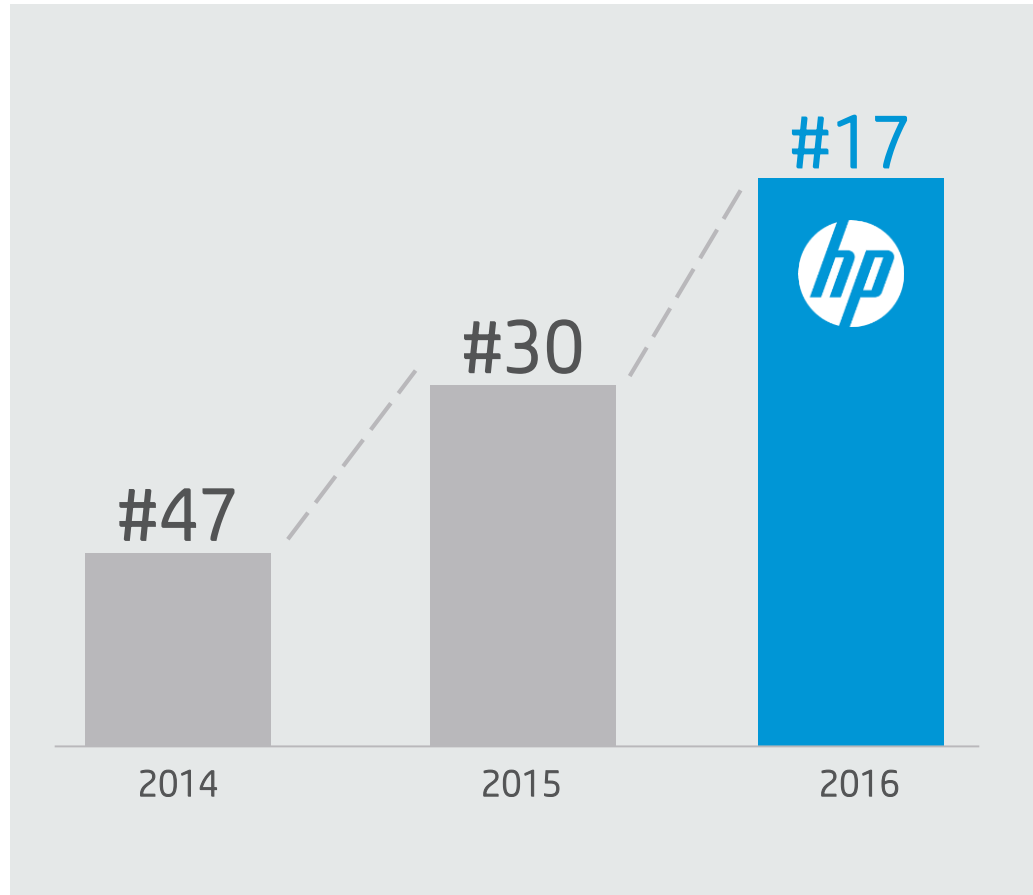
- Corrective Action Plan

Purchasing Practices:

- Purchasing Practices
- Integration into suppliers contract
- Cascading Standards through the Supply Chain



Gartner 2016 Supply Chain Top 25 – HP jumped 30 spots in two years



A perfect ten in corporate social responsibility

