

Company Name HP Inc.
Industry ICT (Supply Chain only)
Overall Score (*) 42.2 out of 100

| Theme Score | Out of | For Theme |
|-------------|--------|---|
| 2.9 | 10 | A. Governance and Policies |
| 10.1 | 25 | B. Embedding Respect and Human Rights Due Diligence |
| 5.8 | 15 | C. Remedies and Grievance Mechanisms |
| 6.1 | 20 | D. Performance: Company Human Rights Practices |
| 12.5 | 20 | E. Performance: Responses to Serious Allegations |
| 4.7 | 10 | F. Transparency |

(*) Please note that any small differences between the Overall Score and the added total of Measurement Theme scores are due to rounding the numbers at different stages of the score calculation process.

Please note also that the "Not met" labels in the Explanation boxes below do not necessarily mean that the company does not meet the requirements as they are described in the bullet point short text. Rather, it means that the analysts could not find information *in public sources* that met the requirements *as described in full* in the CHRB 2019 Methodology document. For example, a "Not met" under "General HRs Commitment", which is the first bullet point for indicator A.1.1, does not necessarily mean that the company does not have a general commitment to human rights. Rather, it means that the CHRB could not identify a public statement of policy in which the company commits to respecting human rights.

Detailed assessment

A. Governance and Policies (10% of Total)

A.1 Policy Commitments (5% of Total)

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
|----------------|------------------------------------|------------------|---|
| A.1.1 | Commitment to respect human rights | 1 | <p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> Met: General HRs commitment: In its Human Rights Policy, the Company states: 'Respecting human rights is embedded in the way we do business. We believe respect for human rights is integral to advancing sustainability, and therefore we have chosen to express our policy commitment to respecting human rights in this Policy' [Sustainable Impact and Human Rights Policy, 2019: www8.hp.com] Met: UNGC principles 1 & 2: The Company is signatory of the UN Global Compact. [Sustainable Impact and Human Rights Policy, 2019: www8.hp.com] <p>Score 2</p> <ul style="list-style-type: none"> Not met: UNGPs: The Company indicates that: 'HP strives to uphold the relevant fundamental rights and freedoms of all people across our business, in line with the United Nations (UN) Universal Declaration of Human Rights (UDHR), the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, and the UN Global Compact.' Furthermore, in its 2018 SI Report, the Company states: 'We respect and uphold relevant human rights in alignment with the UN Universal Declaration of Human Rights, the UN Guiding Principles for Business and Human Rights, and the UN Global Compact'. However, the expression 'in line with' or 'in alignment with' are not considered a statement of commitment according to CHRB wording criteria. [Sustainable Impact and Human Rights Policy, 2019: www8.hp.com & 2018 Sustainability Impact Report, 05/2019: www8.hp.com] |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
|----------------|---|------------------|--|
| | | | <ul style="list-style-type: none"> • Not met: OECD: As indicated above, the Company states that it 'strives to uphold the relevant fundamental rights and freedoms of all people across our business, in line with [...] the OECD Guidelines for Multinational Enterprises, and [...]'. However, the expression 'in line with' is not considered a statement of commitment to the initiative according to CHRB wording criteria. [Sustainable Impact and Human Rights Policy, 2019: www8.hp.com] |
| A.1.2 | Commitment to respect the human rights of workers | 0.5 | <p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: ILO Core: In its Human Rights Policy the Company includes provisions covering all ILO core, such as: 'HP is committed to taking action against human trafficking, child labor and forced labor in our operations and supply chain.'; 'HP respects the right of employees to organize in labor unions and collectively bargain in accordance with local laws and established practices.'; 'HP is committed to maintain a work environment free from discrimination and harassment, one where employees are treated with dignity and respect.' The Company has a specific policy with respect Non discrimination. However, it is not clear whether the Company's commitment to freedom of association and collective bargaining covers all contexts as it clarifies that is respected 'in accordance with local laws and established practices'. [Sustainable Impact and Human Rights Policy, 2019: www8.hp.com & Nondiscrimination Policy (Website), 08/2019: hp.com] • Met: UNGC principles 3-6 [Un Global Compact, n/a: unglobalcompact.org] • Not met: Explicitly list ALL four ILO for ICT suppliers: Its Supplier Code of Conduct includes provisions covering all ILO core, such as: 'Forced, bonded (including debt bonded) or indentured labor'. 'Child labor is not to be used in any stage of manufacturing or in the provision of services or supplies.'; 'Suppliers should be committed to a workforce free of harassment and unlawful discrimination. Companies shall not engage in discrimination based on race, color, age, gender, [...] or marital status in hiring and employment practices such as wages, promotions, rewards, and access to training.'; 'In conformance with local law, suppliers shall respect the right of all workers to form and join trade unions, of their own choosing, to bargain collectively and to engage in peaceful assembly as well as respect the right of workers to refrain from such activities.' However, it is not clear whether the Company is requiring to respecting those rights in all contexts, as it indicates 'in conformance with local law' (i.e. alternative mechanisms for those countries where there are legal restrictions to the exercise of these rights). [Supplier Code of Conduct, Ag 2018: h20195.www2.hp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Explicit commitment to All four ILO Core: See above [Sustainable Impact and Human Rights Policy, 2019: www8.hp.com & Nondiscrimination Policy (Website), 08/2019: hp.com] • Met: Respect H&S of workers: In its Human Rights Policy, the Company states: 'HP is committed to [...] to conducting our operations in an environmentally responsible manner and to leading our business in a manner that ensures the health, safety, and security of our workforce, our workplaces, and the protection of our brand, products, reputation, and assets.' [Sustainable Impact and Human Rights Policy, 2019: www8.hp.com] • Met: H&S applies to ICT suppliers: The Company's Supplier Code include provisions with respect Health and Safety, including the following topics: Occupational Safety, Emergency Preparedness, Occupational Injury and Illness, Industrial Hygiene, Food, Sanitation and Housing among others. [Supplier Code of Conduct, Ag 2018: h20195.www2.hp.com] • Not met: working hours for workers: According to its Sustainable Impact and Human Rights Policy 'HP is committed to complying with applicable wage and hours laws and will generally pay employees regularly and at intervals not exceeding one month'; No further details found on working hours. [Sustainable Impact and Human Rights Policy, 2019: www8.hp.com] • Not met: Working hours for ICT suppliers: In addition, its Supplier Code of Conduct indicates: 'a workweek should not be more than 60 hours per week, including overtime, except in emergency or unusual situations. Workers shall be allowed at least one day off every seven-day week'. However, no evidence found of references to standard weekly hours or the Company explicitly committing to respect ILO conventions on working hours. [Supplier Code of Conduct, Ag 2018: h20195.www2.hp.com] |
| A.1.3.ICT.a | Commitment to responsible sourcing of minerals | 1 | <p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Responsible mineral sourcing in conflict areas: In its 2017 Sustainable Impact Report, the Company states: 'We are committed to [...], sourcing minerals responsibly, [...].' 'Through collaborative efforts, we aim to expand the market for |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
|----------------|--|------------------|--|
| | | | <p>responsibly sourced minerals. [...] The Company also defines the term Conflict minerals: '[it] refers to the mineral precursors of the metals tantalum, tin, tungsten, and gold (3TG) [...]. Revenue from mining these minerals in the Democratic Republic of Congo (DRC) and adjoining countries has been widely linked to funding for groups engaged in extreme violence and human rights atrocities.' Furthermore, in its 2018 SI Report, the Company indicates: 'Learning from our experience combating conflict minerals in the DRC and surrounding countries, we are expanding our efforts. This aligns with growing awareness of minerals sourcing issues beyond the DRC and surrounding countries covered by the U.S. Dodd–Frank Act. The EU Conflict Minerals Regulation, which covers EU imports of 3TG minerals from all regions of the world, requires all large EU 3TG metal importers and smelters to become “responsible importers” consistent with the OECD Due Diligence Guidance. Although HP’s operations are not within the scope of the EU regulation, we are aligning our policy and approach to the extent practicable and preparing to support our customers’ requirements consistent with the regulation.' [2017 Sustainable Impact Report: www8.hp.com & 2018 Sustainability Impact Report, 05/2019: www8.hp.com]</p> <ul style="list-style-type: none"> • Met: Based on OECD Guidance: The Company states in its 2018 Conflict Mineral Report the following: 'We design our due diligence measures to conform with applicable portions of the OECD Due Diligence Guidance for Responsible Supply Chain of Minerals from Conflict-Affected and High-Risk Areas (Third Edition OECD 2016) and the related Supplements [...]. The design of our due diligence measures took into account our individuals facts and circumstances, our downstream position in the minerals supply chain, the OECD recommendations for downstream actors that have no direct relationships to smelters or refiners and the use of independent assessment programs to provide information about smelters or refiners.' [Conflict Mineral Report 2018, 05/2019: www8.hp.com] • Met: Requires responsible mineral sourcing from suppliers: In its Supply Chain SER Policy, the Company indicates: 'Suppliers are expected to ensure that parts and products supplied to HP are DRC conflict-free [...]. Suppliers are to establish policies, due diligence frameworks, and management systems, consistent with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, that are designed to accomplish this goal.' In addition, its Supplier Code of Conduct requires that 'Suppliers shall have a policy to reasonably assure that the tantalum, tin, tungsten and gold in the products, parts, components, and materials they manufacture does not directly or indirectly finance or benefit armed groups or contribute to serious human rights abuses in Conflict-Affected and High-Risk Areas, as defined in the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. Suppliers shall exercise due diligence on the source and chain of custody of these minerals and make their due diligence measures available to customers upon customer request.' [Supply Chain SER Policy, May 2017: h20195.www2.hp.com & Supplier Code of Conduct, Ag 2018: h20195.www2.hp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Responsible conflict mineral sourcing covers all minerals • Not met: Suppliers expected to make similar requirements of their suppliers: The Company also expects that its 'Battery-related direct suppliers to HP are to establish policies, due diligence frameworks, and management systems consistent with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, designed to respond to and mitigate child labor risks associated with cobalt mineral sourcing. Suppliers are expected to survey their supply chain and report to HP cobalt sourcing information relevant to HP production.' However this expectation does not cover all minerals from conflict affected and high-risks areas. [Supply Chain SER Policy, May 2017: h20195.www2.hp.com] |
| A.1.3.ICT.b | Commitment to respect human rights particularly relevant to the industry (ICT) | 0.5 | <p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Women's Rights: The Company indicates in its 2018 SI Report, that it is committed to pay equity ' We believe people should be paid for what they do and how they do it, regardless of their gender, race, or other personal characteristics.' However, no evidence found of a general commitment to respect women's rights. [2018 Sustainability Impact Report, 05/2019: www8.hp.com] • Not met: Children's Rights • Not met: Migrant worker's rights: The Company has a specific document to protect Migrants from inadequate recruitment practices: 'Supply Chain Foreign Migrant Worker Standard'. In this policy, the Company states: 'Recognizing the particular vulnerability of foreign migrant workers to exploitative labor practices and risks of forced labor, this policy sets out the minimum requirements for the |

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|----------------|--|------------------|---|
| | | | <p>recruitment, selection, hiring and management of foreign migrant workers by or on behalf of suppliers doing business with Hewlett Packard Enterprise'. However no evidence found of a statement committing to respect Migrant's rights from the Company. The Company has indicated to CHRB that it does not employ migrant workers, and therefore this issue is not relevant to its own particular operations. [Supply Chain Foreign Migrant Worker Standard, Sep 2015: h20195.www2.hp.com]</p> <ul style="list-style-type: none"> • Met: Expecting suppliers to respect these rights: As indicated above, the Company has a specific supply chain foreign migrant worker standards 'for the appropriate and ethical recruitment and management of foreign migrant workers by or on behalf of suppliers doing business with Hewlett Packard Enterprise'. <p>[Supply Chain Foreign Migrant Worker Standard, Sep 2015: h20195.www2.hp.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Not met: CEDAW/Women's Empowerment Principles • Not met: Child Rights Convention/Business principles • Not met: Convention on migrant workers • Not met: Expecting suppliers to respect these rights |
| A.1.4 | Commitment to engage with stakeholders | 0 | <p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Commits to stakeholder engagement • Not met: Regular stakeholder engagement: In its 2017 Sustainable Impact Report, the Company states: 'The success of our Sustainable Impact strategy relies on engagement with a range of stakeholders, including employees, investors, suppliers, customers, peer companies, public policy makers, industry bodies, nongovernmental organizations (NGOs), sector experts, and others. [...] Individual functions across the company drive our decentralized approach, engaging in ways that are most relevant to their objectives and operations. These include partnerships, sponsorships, collaboration on industry initiatives, customer and supplier education, supplier capability-building programs, supplier audits and assessments, conference participation, employee surveys, mentoring, and more.' However, no details found on engagement activities with local communities. [2018 Sustainability Impact Report, 05/2019: www8.hp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Commits to engage stakeholders in design • Not met: Regular stakeholder design engagement: In addition, the Company adds: 'We collaborate with a range of stakeholders to ensure that our commitment to environmental and social responsibility, and our expectations around ethical business conduct, are applied across our value chain, from sourcing and manufacturing, to HP's own operations, to product use, repair, reuse, and recovery.' However, there is no further evidence on how the Company is engaging potentially and actually affected stakeholders in the design or monitoring of the human rights approach. No new relevant evidence found in latest report. [2017 Sustainable Impact Report: www8.hp.com] |
| A.1.5 | Commitment to remedy | 0 | <p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Commits to remedy: In its 2017 Sustainable Impact Report, the Company indicates: 'We take all alleged violations seriously, respond quickly, and take disciplinary or remedial actions when appropriate.' Furthermore, in its Sustainable Impact and Human Rights Policy, the Company states: 'Sustainable impact at HP is based on the following principled commitments: [...] Conduct due diligence to avoid complicity in human rights violations and cooperate in access to remediation for those impacted'. However, no evidence found of statement of commitment to remedy any adverse impact that the company may have caused or contributed to. [2017 Sustainable Impact Report: www8.hp.com & Sustainable Impact and Human Rights Policy, 2019: www8.hp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Not obstructing access to other remedies • Not met: Collaborating with other remedy initiatives • Not met: Work with ICT suppliers to remedy impacts |
| A.1.6 | Commitment to respect the rights of human rights defenders | 0 | <p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Zero tolerance attacks on HRs Defenders (HRDs) <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Expects ICT suppliers to reflect company HRD commitments |

A.2 Policy Commitments (5% of Total)

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
|----------------|---------------------------------------|------------------|--|
| A.2.1 | Commitment from the top | 1 | <p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: CEO or Board approves policy: The Company states in its 2018 SI Report that its 'CEO has approved HP's Sustainable Impact and Human Rights Policy and signs our annual public statement about our efforts to eradicate modern slavery.' [Sustainable Impact and Human Rights Policy, 2019: www8.hp.com] • Met: Board level responsibility for HRs: The Company indicates: 'The HP Board of Directors' Nominating, Governance and Social Responsibility (NGSR) Committee oversees the company's policies and programs relating to global citizenship and other legal, regulatory, and compliance matters relating to current and emerging political, environmental, global citizenship, and public policy trends.' In addition, the purpose of the Nominating Governance and Social Responsibility Committee is: 'To review, assess, report and provide guidance to management and the full Board regarding HP's policies and programs relating to global citizenship'. This includes human rights. [2017 Sustainable Impact Report: www8.hp.com & Nominating, Governance and Social Responsibility Committee Charter, Nov 2018: s2.q4cdn.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Speeches/letters by Board members or CEO |
| A.2.2 | Board discussions | 1 | <p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Board/Committee review of salient HRs: The purpose of the Nominating, Governance and Social Responsibility Committee (the "Committee") of the Board of Directors (the "Board") of HP Inc. ("HP") is: [...]; To review, assess, report and provide guidance to management and the full Board regarding HP's policies and programs relating to global citizenship (which includes, among other things, human rights, privacy, sustainability and corporate social responsibility) and the impact of HP's operations on employees, customers, suppliers, partners and communities worldwide, as well as reviewing the annual Global Citizenship Report. [...] The Committee will convene at least four times each year, with additional meetings as appropriate.' [Nominating, Governance and Social Responsibility Committee Charter, Nov 2018: s2.q4cdn.com] • Not met: Examples or trends re HR discussion: According to its 2018 SI Report: 'The Nominating, Governance and Social Responsibility Committee (NGSRC) of the Board of Directors oversees human rights within HP, including reviewing the results of the annual human rights assessment and approving HP's modern slavery statements'. However, no details found on specific human rights issues discussed (or trends discussed) during last reporting period. [2018 Sustainability Impact Report, 05/2019: www8.hp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both examples and process |
| A.2.3 | Incentives and performance management | 0 | <p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Incentives for at least one board member: The Company indicates in its 2019 Proxy Statement that its 'primary focus in compensating executives is on the longer-term [Long-term incentives] and performance-based [Annual incentives] elements of compensation. [...] The percentages are based on the average percentage among the NEOs including the CEO.' The factors included in its Annual incentive plan are 'Target awards based on competitive marketplace, level of position, skills and performance of executive; and Actual awards based on achievement against annual corporate, business unit, and individual goals as set and approved by the HRC'. And in the Long-Term Incentive plans the Company evaluates 'Target awards based on competitive marketplace, level of position, skills and performance of the executive; and Actual values based on performance against corporate goals and total stockholder return ("TSR") performance'. However, it is not clear whether aspects related with human rights issues were included in any of these incentives mechanisms. [2019 Proxy Statement: s2.q4cdn.com] • Not met: At least one key ICT HR risk, beyond employee H&S <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Performance criteria made public |

B. Embedding Respect and Human Rights Due Diligence (25% of Total)

B.1 Embedding Respect for Human Rights in Company Culture and Management Systems (10% of Total)

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
|----------------|--|------------------|---|
| B.1.1 | Responsibility and resources for day-to-day human rights functions | 2 | <p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Commits to ILO core conventions: See indicator A.1.2. Commitment to Global Compact. • Met: Senior responsibility for HR: The Company indicates in its 2017 Sustainable Impact Report that its 'executive leadership team, led by our CEO, retains 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, sets HP's Sustainable Impact strategy and drives progress companywide. These leaders also provide updates to the NGRS Committee and other relevant executive committees. <p>' [2018 Sustainability Impact Report, 05/2019: www8.hp.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Met: Day-to-day responsibility: In addition, the Company indicates: 'Ethics and Compliance Office (within Global Legal Affairs) Manages ethical issues across our global operations. Specific responsibilities include oversight of Integrity at HP, coordination of the company's Compliance Assessment Program, management of anti-corruption and privacy, and the design and management of processes that prevent, mitigate, and remediate all related business impacts.' [2018 Sustainability Impact Report, 05/2019: www8.hp.com] • Met: Day-to-day responsibility for ICT in supply chain: Furthermore, in its 'Supply Chain: our approach' document, the Company indicates that its 'Supply Chain Responsibility Program' depends on the Ethics and Compliance Office and the Supply Chain Sr. VPs from each HP business unit. [Supply Chain Responsibility: Our Approach, 2016: www8.hp.com] |
| B.1.2 | Incentives and performance management | 0 | <p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Senior manager incentives for human rights: The Company indicates in its 2019 Proxy Statement that its 'primary focus in compensating executives is on the longer-term [Long-term incentives] and performance-based [Annual incentives] elements of compensation. [...] The percentages are based on the average percentage among the NEOs including the CEO.' The factors included in its Annual incentive plan are 'Target awards based on competitive marketplace, level of position, skills and performance of executive; and Actual awards based on achievement against annual corporate, business unit, and individual goals as set and approved by the HRC '. And in the Long-Term Incentive plans the Company evaluates 'Target awards based on competitive marketplace, level of position, skills and performance of the executive; and Actual values based on performance against corporate goals and total stockholder return ("TSR") performance'. However, it is not clear whether aspects related with human rights issues were included in any of these incentives mechanisms. [2019 Proxy Statement: s2.q4cdn.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: At least one key ICT HR risk, beyond employee H&S • Not met: Performance criteria made public |
| B.1.3 | Integration with enterprise risk management | 1 | <p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: HR risks is integrated as part of enterprise risk system: Among the risks identified by the Company in its 10K Form 2018, we can find the following: 'We depend on third-party suppliers, and our financial results could suffer if we fail to manage our suppliers effectively. [...] We work with our suppliers to improve their labor practices and working conditions, such as by including requirements in our agreements with our suppliers that workers receive fair treatment, safe working conditions and freely chosen employment, that materials are responsibly sourced and that business operations are conducted in an environmentally responsible and ethical way. Brand perception and customer loyalty could be adversely impacted by a supplier's improper practices or failure to comply with the above-mentioned requirements or those included in our Supplier Code of Conduct, General Specification for the Environment and other related provisions and requirements of our procurement contracts, including supplier audits, reporting of smelters, wood fibre certification (for HP brand paper and product packaging) and GHG emissions, water and waste data.' [10K Form 2018: s2.q4cdn.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Audit Ctte or independent risk assessment |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
|----------------|--|------------------|--|
| B.1.4.a | Communication /dissemination of policy commitment(s) within Company's own operations | 1 | <p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Commits to ILO core conventions: See indicator A.1.2. Commitment to Global Compact. • Met: Communicates its policy to all workers in own operations: The Company indicates in its 2018 Sustainable Impact Report that '99.69% of employees, including senior executives, completed Integrity at HP training, as well as all members of our Board of Directors.' The 'Integrity at HP training (Code of Conduct), include a reference to the 'Sustainable Impact and Human Rights Policy', which include all ILO core. In addition, the Company adds: 'Our annual Integrity at HP training covers key policies, procedures, and high-risk issues that employees might face, such as anti-corruption, conflicts of interest, and privacy.' [Integrity at HP - Code of Conduct, Ap 2018: s2.q4cdn.com & 2018 Sustainability Impact Report, 05/2019: www8.hp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Commits to all 4 ILO core conventions • Not met: Communication of policy commitments to stakeholder • Not met: How policy commitments are made accessible to audience |
| B.1.4.b | Communication /dissemination of policy commitment(s) to business relationships | 0.5 | <p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Commits to all 4 ILO core conventions for suppliers: See indicator A.1.2 • Met: Requiring ICT suppliers to communicate policy down the chain: Through the Supplier SER Agreement, the Company's Supplier agree to confirm ' that it has read HP Supplier Code of Conduct (also known as the HP Electronic Industry Code of Conduct or HP EICC Code of Conduct) and HP's General Specification for the Environment and agrees with its statement of requirements.' The Supplier Code indicates: 'Suppliers are required to understand and meet these and other requirements where applicable. 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.' [Supplier Code of Conduct, Ag 2018: h20195.www2.hp.com & Supplier SER Agreement, Nov 2015: h20195.www2.hp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: How HR commitments made binding/contractual: See above [Supplier SER Agreement, Nov 2015: h20195.www2.hp.com & Supplier Code of Conduct, Ag 2018: h20195.www2.hp.com] • Met: Including on ICT suppliers: As indicated above, the 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'. [Supplier Code of Conduct, Ag 2018: h20195.www2.hp.com] |
| B.1.5 | Training on Human Rights | 0.5 | <p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Scores at least 1 on A.1.2 • Met: Trains all workers on HR policy commitments: The Company indicates in its 2018 Sustainable Impact Report that '99.69% of employees, including senior executives, completed Integrity at HP training, as well as all members of our Board of Directors.' The 'Integrity at HP training (Code of Conduct), include a reference to the 'Sustainable Impact and Human Rights Policy', which include all ILO core. In addition, the Company adds: 'Our annual Integrity at HP training covers key policies, procedures, and high-risk issues that employees might face, such as anti-corruption, conflicts of interest, and privacy.' [2018 Sustainability Impact Report, 05/2019: www8.hp.com & Integrity at HP - Code of Conduct, Ap 2018: s2.q4cdn.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Trains relevant ICT managers including procurement: In its 2018 Sustainable Impact Report, the Company indicates: 'HP also provides an annual training for relevant procurement staff that covers the context of forced labor and slavery, identification of forced labor conditions, company policies and standards to combat modern slavery, who to contact for help, and how to report related information .' [2018 Sustainability Impact Report, 05/2019: www8.hp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Score of 2 on A.1.2 • Met: Both requirements under score 1 met: See above |
| B.1.6 | Monitoring and corrective actions | 0.5 | <p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Scores at least 1 on A.1.2 |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
|----------------|---------------------------------|------------------|---|
| | | | <ul style="list-style-type: none"> • Met: Monitoring implementation of HR policy commitments: In its 2018 Sustainable Impact Report, the Company indicates: 'HP's investigation process continues to evolve, with improved resources and technology to perform investigation related functions in-house and deal with concerns promptly. This approach creates new opportunities for employees to discuss concerns outside of formal investigations. Additionally, our new global case management tool, which will launch in 2019, will enable us to identify emerging trends in ethics violations and determine where additional controls may be needed. [...] In 2018, the Human Rights Council approved an initiative to carry out third-party audits of a number of HP offices to expand our monitoring and validate the company's approach.' [2018 Sustainability Impact Report, 05/2019: www8.hp.com] • Met: Monitoring ICT suppliers: It also indicates: 'Our supplier audit process is an essential component of our risk assessment framework and a key mechanism for identifying opportunities for sustained improvement with our suppliers. Supplier audits measure conformance with all provisions of the HP Supplier Code of Conduct in the areas of labor, health and safety, environmental, ethics, and management systems.' [2018 Sustainability Impact Report, 05/2019: www8.hp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Score of 2 on A.1.2 • Met: Describes corrective action process: With respect the corrective action process, the Company indicates: 'HP requires suppliers to provide a detailed corrective action plan addressing all identified nonconformances within 30 days of receipt of the site audit report (except immediate priority findings, which are addressed expeditiously), and have processes in place to monitor progress and subsequent closure of nonconformances.' It also discloses the distribution of the major-non-conformances found, focused in only 6 provisions (Working hours 34%, Emergency preparedness 51%, Occupational safety 55%, Wages and benefits 55%, Hazardous substances 71% and Occupational injury and illness 71%) and indicates the following: '. In 2018, we identified eight immediate priority findings, equivalent to 0.12 findings on average for each initial audit and full re-audit of production suppliers conducted. Four issues related to charging of recruitment fees, two related to passport and personal document withholding, and two related to fire exits. We required the issues to be immediately addressed and are working with the suppliers to complete remediation to the workers and implement corrective actions to adjust their management systems.' [2018 Sustainability Impact Report, 05/2019: www8.hp.com] • Met: Example of corrective action: The Company describes the corrective actions taken in the four immediate priority findings related to recruitment fees, freedom of movement and fire exits: 'We required the issues to be immediately addressed and are working with the suppliers to complete remediation to the workers and implement corrective actions to adjust their management systems.' [2018 Sustainability Impact Report, 05/2019: www8.hp.com] • Not met: Discloses % of ICT supply chain monitored: In addition, it adds: 'Every year, we evaluate a list of suppliers that make up 95% of HP's production supplier spend. We then look at geography, type of manufacturing, and external information sources such as news and NGO reports to determine which suppliers require an on-site audit.' However, no evidence found about the proportion of its supply chain that is audited. No new relevant evidence found in latest report. [2017 Sustainable Impact Report: www8.hp.com] |
| B.1.7 | Engaging business relationships | 1.5 | <p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: HR affects ICT selection of suppliers: In its 'Supply Chain: Our approach' document, the Company indicates: 'As part of our onboarding process, the team evaluates key new suppliers against SER performance standards, which engages suppliers early and demonstrates the connection between SER and procurement. Once a supplier is selected for business, our procurement team includes HP SER requirements in business contracts with suppliers.' According to the website section Supplier SER requirements, referenced for this paragraph, these requirements include the Supplier Code of Conduct. However, it is not clear if there's a due-diligence process prior to deciding supplier, as part of the supplier selection, as it seems the process triggers once the suppliers has been chosen. [Supply Chain Responsibility: Our Approach, 2016: www8.hp.com & Supplier SER requirements, Ap 2019: www8.hp.com] • Met: HR affects on-going ICT supplier relationships: In addition, it adds: 'Our SER scorecard directly ties ongoing procurement decisions to supplier SER performance and participation in capability building, ensuring SER is prioritized in business decisions. A supplier's SER score acts as a multiplier to its general supplier management score. This allows suppliers with strong SER performance greater |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
|----------------|---|------------------|--|
| | | | <p>opportunities for new or expanded business with HP, while suppliers with persistently low SER performance will have much lower overall scores and may see large reductions in our business. [...] If a supplier rejects the continual improvement approach, we emphasize that we will not tolerate serious or repeated violations of HP's Supplier Code of Conduct and will terminate the relationship if needed. Terminating a contract can mean the loss of jobs, so we prefer to collaborate with suppliers to improve SER performance where possible.' [Supply Chain Responsibility: Our Approach, 2016: www8.hp.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirement under score 1 met: See above • Met: Working with ICT suppliers to improve performance: The Company states that it helps 'suppliers improve SER performance through programs and partnerships with NGOs, training partners, governmental organizations, and suppliers focusing primarily on worker empowerment and management systems development. See our Capability building page for more information. [...] In conjunction with local and international NGOs and training groups, our capability-building programs include collaboration with suppliers on key drivers of SER performance improvement, such as worker empowerment and SER management system development. In addition, our varied, independent assessments are often paired with capability-building opportunities to help the supplier through improvement planning.' [Supply Chain Responsibility: Our Approach, 2016: www8.hp.com] |
| B.1.8 | Approach to engagement with potentially affected stakeholders | 0 | <p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Stakeholder process or systems: The Company indicates that it identifies 'appropriate stakeholders based on factors such as expertise, willingness to collaborate, reputation, location, and sphere of influence.' However, it is not clear whether it considers how the stakeholder is affected as a factor to identify affected and potentially affected stakeholders. Its stakeholder groups identified are: 'suppliers, customers, peer companies, public policy makers, industry bodies, nongovernmental organizations (NGOs), sector experts, and others.' [2018 Sustainability Impact Report, 05/2019: www8.hp.com] • Not met: Frequency and triggers for engagement • Not met: Workers in ICT SC engaged: See above. In addition, in its 'Supply Chain: our approach' document, the Company states: 'HP engages with a broad range of stakeholders including workers (through interviews, surveys, capability building programs, and our ethics concerns reporting system), industry bodies, governments, socially responsible investors (SRIs), and non-governmental organizations (NGOs) to research and better understand issues of concern regarding SER in our supply chain.' Although the Company indicates how it engage with workers in the supply chain, CHRB could not find information about the frequency and triggers for the engagement. [Supply Chain Responsibility: Our Approach, 2016: www8.hp.com] • Not met: Communities in the ICT SC engaged: See above <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Analysis of stakeholder views and company's actions on them |

B.2 Human Rights Due Diligence (15% of Total)

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
|----------------|--|------------------|---|
| B.2.1 | Identifying: Processes and triggers for identifying human rights risks and impacts | 0.5 | <p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Identifying risks in own operations: In its 2018 Sustainable Impact Report, the Company states: 'In 2018, we evaluated eight corporate functions that have a role in respecting the human rights of workers against the appropriate UN UDHR rights. We identified salient risks in our Supply Chain Responsibility, Global Indirect Procurement, Human Resources, and Technical Regulations functions. Our due diligence process aims to address actual and potential adverse impacts in our operations and supply chain. This process is risk-based and commensurate to the severity and likelihood of the impact. It focuses on three key aspects: embedding responsible business conduct; ceasing, preventing, or remedying the impact; and reporting on implementation and results'. [2018 Sustainability Impact Report, 05/2019: www8.hp.com] |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
|----------------|--|------------------|---|
| | | | <ul style="list-style-type: none"> • Not met: Identifying risks in ICT suppliers: See above, although the Company indicates that it identified risks in Supply chain responsibility and in 'Global Indirect procurement', it is not clear the process it followed to identify the potential risks and impacts that take place in the supply chain, caused by suppliers. See above, although the Company indicates that it identified risks in Supply chain responsibility and in 'Global Indirect procurement', it is not clear the process it followed to identify the potential risks and impacts that take place in the supply chain, caused by suppliers. [2018 Sustainability Impact Report, 05/2019: www8.hp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Ongoing global risk identification: As indicated above, the identification process took place in 2018. [2018 Sustainability Impact Report, 05/2019: www8.hp.com] • Not met: In consultation with stakeholders • Not met: In consultation with HR experts • Not met: Triggered by new circumstances |
| B.2.2 | Assessing: Assessment of risks and impacts identified (salient risks and key industry risks) | 1 | <p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Salient risk assessment (and context): In its 2018 Sustainable Impact Report, the Company states: 'Our due diligence process aims to address actual and potential adverse impacts in our operations and supply chain. This process is risk-based and commensurate to the severity and likelihood of the impact. It focuses on three key aspects: embedding responsible business conduct; ceasing, preventing, or remedying the impact; and reporting on implementation and results.' However, CHRB could not find further information describing the process for assessing its human rights risks and impacts including how relevant factors are taken into account (geographical, economic, social). [2018 Sustainability Impact Report, 05/2019: www8.hp.com] • Met: Public disclosure of salient risks: The Company discloses its salient human rights risks: forced labor, excessive working hours, unsafe working conditions, conflict and forced labor associated with raw materials extraction, harassment and discrimination, malfunctioning or unsafe products. [2018 Sustainability Impact Report, 05/2019: www8.hp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met |
| B.2.3 | Integrating and Acting: Integrating assessment findings internally and taking appropriate action | 2 | <p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Action Plans to mitigate risks: For each salient issue identified, the Company discloses in a table 'Human rights risks and plans'. For instance, the Company's risks mitigation tactics to face the risk of 'forced labor', 'excessive working hours' and 'unsafe working conditions', all of them identified in the Supply chain, include to 'Conduct risk-based due diligence across HP's supplier base; Prioritize suppliers for self-assessment questionnaires, capability building, and onsite audits, and expand those programs; Provide remedy to victims (more than \$1.2 million in repayments to over 1,000 workers); Participate in multi-stakeholder initiatives that develop and encourage responsible labor practices'. [2018 Sustainability Impact Report, 05/2019: www8.hp.com] • Met: Including in ICT supply chain: See above • Met: Example of Actions decided: With respect to 'Conflict and forced labor associated with raw material extraction', the Company decided the following actions: 'Conduct due diligence; Participate in multi-stakeholder initiatives that develop and promote responsible minerals sourcing; Engage with and encourage smelters to participate in responsible minerals sourcing assurance programs and drive our suppliers to source from those smelters.' [2018 Sustainability Impact Report, 05/2019: www8.hp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Both requirements under score 1 met: See above |
| B.2.4 | Tracking: Monitoring and evaluating the effectiveness of actions to respond to human rights risks and impacts | 0 | <p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: System to check if Actions are effective: No evidence found in sources provided by the Company to CHRB in relation to this indicator. • Not met: Lessons learnt from checking effectiveness <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirement under score 1 met |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
|----------------|---|------------------|--|
| B.2.5 | Communicating : Accounting for how human rights impacts are addressed | 0.5 | <p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Comms plan re identifying risks: See indicator B.2.1 [2018 Sustainability Impact Report, 05/2019: www8.hp.com] • Not met: Comms plan re assessing risks: See indicator B.2.2, although the Company discloses salient issues, no evidence found of description of the assessment process. [2018 Sustainability Impact Report, 05/2019: www8.hp.com] • Met: Comms plan re action plans for risks: See indicator B.2.3 [2018 Sustainability Impact Report, 05/2019: www8.hp.com] • Not met: Comms plan re reviewing action plans: See indicator B.2.4 • Not met: Including ICT suppliers: Although evidence presented in B.2.3 shows risk mitigation in suppliers, no evidence found for the others. <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Responding to affected stakeholders concerns • Not met: Ensuring affected stakeholders can access communications |

C. Remedies and Grievance Mechanisms (15% of Total)

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
|----------------|---|------------------|--|
| C.1 | Grievance channel(s)/mechanism(s) to receive complaints or concerns from workers | 1.5 | <p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Channel accessible to all workers: On its website, the Company indicates: 'We encourage anyone with a concern to speak up and report things that don't seem right. We provide multiple channels, making it easy to ask questions or report a concern. Use any of the options listed on this page when you have questions or concerns about a potential violation of law, company policy, or Integrity at HP.' The Company also states that Integrity at HP is a program which pertains not only to its 'conduct within the company but also to conduct involving our customers, channel partners, suppliers and competitors.' [Integrity at HP, Ap 2019: investor.hp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Number grievances filed, addressed or resolved: In its 2018 Sustainability Report, the Company discloses the number of reports to HP global Integrity at HP team or other compliance functions in 2018: 161. It also break down this number by reported item, including conflict of interest, fraud, anti-corruption, misuse of assets, workplace security, etc. However, none of the items is related to human rights, so it is not clear whether there was none human rights related reports or if this system is only focused on its Anti-Corruption Code. [2018 Sustainability Impact Report, 05/2019: www8.hp.com] • Met: Channel is available in all appropriate languages: The Company indicates that there is a GuideLine available 'from anywhere in the world 24 hours a day. Translators are available and callers can remain anonymous, except where anonymous reporting is prohibited by local law.' In addition, the Company has translated its document about 'Report an Ethics concern' to 21 languages (available in its website section 'Integrity at HP'). [Integrity at HP, Ap 2019: investor.hp.com] • Met: Expect ICT supplier to have equivalent grievance systems: In its Supplier Code the Company indicates: 'The management system should contain the following elements: [...] Ongoing processes, including an effective grievance mechanism, to assess employees' understanding of and obtain feedback on or violations against practices and conditions covered by this Code and to foster continuous improvement.' In addition, the Supplier Code requires that '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'. [Supplier Code of Conduct, Ag 2018: h20195.www2.hp.com] • Met: Opens own system to ICT supplier workers: See above [Integrity at HP, Ap 2019: investor.hp.com] |
| C.2 | Grievance channel(s)/mechanism(s) to receive complaints or concerns from external individuals and communities | 2 | <p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Grievance mechanism for community: On its website, the Company indicates: 'We encourage anyone with a concern to speak up and report things that don't seem right. We provide multiple channels, making it easy to ask questions or report a concern. Use any of the options listed on this page when you have questions or concerns about a potential violation of law, company policy, or Integrity at HP.' [Integrity at HP, Ap 2019: investor.hp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Describes accessibility and local languages: The Company indicates that there is a GuideLine available 'from anywhere in the world 24 hours a day. Translators are available and callers can remain anonymous, except where anonymous reporting is prohibited by local law.' In addition, the Company has |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
|----------------|--|------------------|---|
| | | | translated its document about 'Report an Ethics concern' to 21 languages (available in its website section 'Integrity at HP)'. [Integrity at HP, Ap 2019: investor.hp.com] <ul style="list-style-type: none"> • Not met: Expects ICT supplier to have community grievance systems • Met: ICT supplier communities use global system: See above. The channel is open to anyone in 21 languages (plus English) [Integrity at HP, Ap 2019: investor.hp.com] |
| C.3 | Users are involved in the design and performance of the channel(s)/mechanism(s) | 0 | The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Engages users to create or assess system • Not met: Description of how they do this Score 2 <ul style="list-style-type: none"> • Not met: Engages with users on system performance • Not met: Provides user engagement example on performance • Not met: ICT suppliers consult users in creation or assessment |
| C.4 | Procedures related to the mechanism(s)/channel(s) are publicly available and explained | 0 | The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Response timescales • Not met: How complainants will be informed • Not met: Who is handling the complaint Score 2 <ul style="list-style-type: none"> • Not met: Escalation to senior/independent level |
| C.5 | Commitment to non-retaliation over complaints or concerns made | 0.5 | The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Public statement prohibiting retaliation: In its Code of Conduct the Company indicates: 'HP does not tolerate retaliation against anyone who raises a concern or question honestly and in good faith. Every HP employee must feel free to speak out about potential Integrity at HP violations without fear of retaliation.' The Company also states in its website that Integrity at HP is a program which pertains not only to its 'conduct within the company but also to conduct involving our customers, channel partners, suppliers and competitors.' However, the prohibition of retaliation is not clear for other stakeholders beyond its own employees. [Integrity at HP - Code of Conduct, Ap 2018: s2.q4cdn.com & Integrity at HP, Ap 2019: investor.hp.com] • Met: Practical measures to prevent retaliation: The Company indicates: 'callers can remain anonymous, except where anonymous reporting is prohibited by local law.' No evidence found, however, about practical measure to prevent retaliation in such cases. [Integrity at HP - Code of Conduct, Ap 2018: s2.q4cdn.com] Score 2 <ul style="list-style-type: none"> • Not met: Has not retaliated in practice • Met: Expects ICT suppliers to prohibit retaliation: In its Supplier Code, the Company indicates: 'Programs that ensure the confidentiality, anonymity and protection of Supplier and employee whistleblowers are to be maintained unless prohibited by law. Suppliers should have a communicated process for their personnel and workers to be able to raise any concerns without fear of retaliation.' No evidence found of a requirement to commitment to non-retaliation against both suppliers' employees and other stakeholders. [Supplier Code of Conduct, Ag 2018: h20195.www2.hp.com] |
| C.6 | Company involvement with State-based judicial and non-judicial grievance mechanisms | 0 | The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Won't impede state based mechanisms • Not met: Complainants not asked to waive rights Score 2 <ul style="list-style-type: none"> • Not met: Will work with state based or non judicial mechanisms • Not met: Example of issue resolved (if applicable) |
| C.7 | Remedying adverse impacts and incorporating lessons learned | 1.5 | The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Describes how remedy has been provided: In its 2017 Sustainable Impact Report, the Company indicates: 'In 2017, we identified two immediate priority findings related to forced labor risk at a final assembly site. In one instance, workers were charged without consent for health checkups that should be included as a benefit of their work placement. In a priority closure audit, we confirmed that workers are no longer charged for health check-ups, and the workers identified in the original audit were returned their medical fees. Additionally, the administrative office of the supplier was holding passports. Our policy requires that workers have control of their personal documentation, so the office determined how to effectively contact individual workers when their |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
|----------------|----------------|------------------|---|
| | | | documentation was needed. The facility installed personal pouches and lockers for worker use.' No new relevant evidence found in latest report. [2017 Sustainable Impact Report: www8.hp.com] Score 2 <ul style="list-style-type: none"> • Not met: Changes introduced to stop repetition • Not met: Approach to learning from incident to prevent future impacts • Met: Evaluation of the channel/mechanism: In its 2017 Sustainable Impact Report, the Company indicates: 'Researched the grievance mechanisms available to workers in our commodity and final assembly suppliers. Based on this assessment, all of HP's final assembly suppliers have accessible grievance mechanisms in place and have informed workers about how to access those systems. According to the recent RBA Code revision, these suppliers must now prove effectiveness of those mechanisms, including the percentage of grievances addressed and closed.' In addition, it adds: 'In 2016, we evaluated all nine relevant corporate functions against the appropriate UN UDHR rights. [...] We found effective monitoring and grievance mechanisms in place in Human Resources and Technical Regulations, and remediation available.' No new relevant evidence found in latest report. [2017 Sustainable Impact Report: www8.hp.com] |

D. Performance: Company Human Rights Practices (20% of Total)

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
|----------------|---|------------------|--|
| D.4.1.b | Living wage (in the supply chain) | 0 | The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Living wage in supplier code or contracts: The Company indicates in its Supplier Code: 'Compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits.' No evidence found in relation to living wages. [Supplier Code of Conduct, Ag 2018: h20195.www2.hp.com] • Not met: Improving living wage practices of suppliers Score 2 <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met • Not met: Provide analysis of trends demonstrating progress |
| D.4.2 | Aligning purchasing decisions with human rights | 1 | The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Avoids business model pressure on HRs • Met: Positive incentives to respect human rights: In its 'Supply Chain Responsibility: Our approach' document, the Company indicates: "Our SER scorecard directly ties ongoing procurement decisions to supplier SER performance and participation in capability building, ensuring SER is prioritized in business decisions. A supplier's SER score acts as a multiplier to its general supplier management score. This allows suppliers with strong SER performance greater opportunities for new or expanded business with HP, while suppliers with persistently low SER performance will have much lower overall scores and may see large reductions in our business." [Supply Chain Responsibility: Our Approach, 2016: www8.hp.com] Score 2 <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met |
| D.4.3 | Mapping and disclosing the supply chain | 0.5 | The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Identifies suppliers back to product source: In its website section 'Supply Chain', the Company discloses information about where its products are manufactured in an interactive map and its Supplier List which includes 'final assembly suppliers, which may include contract manufacturers, electronic manufacturing service providers, and original design manufacturers, as well as commodity and component suppliers'. However, it is not clear whether this mapping includes indirect suppliers. [People - Supply Chain, Ap 2019: www8.hp.com] Score 2 <ul style="list-style-type: none"> • Met: Discloses significant parts of supply chain and why: The Company discloses its Supplier List: 'These suppliers represent more than 95% of HP's procurement expenditures for materials, manufacturing, and assembly at the time of publication.' The List includes Suppliers' Name, Address, Number of Workers. [Supplier List: h20195.www2.hp.com] |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
|----------------|--|------------------|---|
| D.4.4.b | Prohibition on child labour: Age verification and corrective actions (in the supply chain) | 0 | <p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> Not met: Child Labour rules in codes or contracts: Its Supplier Code includes a section dedicated to the prohibition to Child Labour and the management of Young workers. Moreover, the Company states in its 2018 SI Report that ' in 2018 we adopted version 6.0 of the RBA Code of Conduct [...] and that '86% of production supplier audits were third-party certified RBA VAP audits.' RBA Validated Assessment Program (VAP) Operations Manual, include the following requirements with respect child labour: 'adequate and effective policy and process is established to ensure that workers below the legal minimum working age are not hired either directly or indirectly via labor agencies/contractors.' However, not all suppliers are audited against RBA Code and there is no reference to remediation programmes. Although the RBA Code Interpretation Guidance (found in the RBA Validated Assessment Program (VAP) Operations Manual) provides guidelines on child labour and age verification to be followed in supplier audits, the CHRB is looking for child labour requirements to be systematically included in its contractual arrangements with suppliers or supplier code of conduct. [Supplier Code of Conduct, Ag 2018: h20195.www2.hp.com & RBA Validated Assessment Program (VAP) Operations Manual, 08/2019: responsiblebusiness.org] Not met: How working with suppliers on child labour: In its Sustainable Impact Report 2017, the Company indicates: 'Through the Responsible Cobalt Initiative, we are working to address child labor risks in the cobalt supply chain.' However, CHRB could not find further information. No new relevant evidence found in latest report. [2017 Sustainable Impact Report: www8.hp.com] <p>Score 2</p> <ul style="list-style-type: none"> Not met: Both requirements under score 1 met Not met: Provide analysis of trends demonstrating progress |
| D.4.5.b | Prohibition on forced labour: Debt bondage and other unacceptable financial costs (in the supply chain) | 1.5 | <p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> Met: Debt and fees rules in codes or contracts: In its Supplier Code, the Company indicates: 'Forced, bonded (including debt bonded) or indentured labor; involuntary or exploitative prison labor; or slavery or trafficking of persons shall not be used.[...] Workers shall not be required to pay for their employment. Suppliers shall maintain adequate controls to ensure that workers have not been charged recruitment or placement fees during their recruitment process. If any such fees are found to have been paid by workers, such fees shall be repaid to the worker.' In addition, the Company put in place the Supply Chain Foreign Migrant Worker Standard which sets put 'minimum requirements for the recruitment, selection, hiring and management of foreign migrant workers by or on behalf of suppliers doing business with HP'. [Supplier Code of Conduct, Ag 2018: h20195.www2.hp.com & Supply Chain Foreign Migrant Worker Standard, Sep 2015: h20195.www2.hp.com] Met: How working with suppliers on debt & fees: In its 2018 Sustainable Impact Report, the Company states: 'through our partnership with the Responsible Labor Initiative, we are working to certify recruitment agencies and train them on proper practices that uphold workers' rights. HP also requires its suppliers to reimburse workers for fees charged by these agencies.' In addition, in its SI Report 2017, the Company indicates: 'We conducted workshops in Thailand and Malaysia to train 118 supplier factory managers and 36 labor agents on our expectations for the recruitment and management of foreign migrant workers, student workers, and juvenile workers, as well as delivering training to 213 supplier workers in Malaysia. In China, approximately 3,000 workers subscribe to training modules about worker rights and effective communication in the workplace through the WeChat social media platform.' [2017 Sustainable Impact Report: www8.hp.com & 2018 Sustainability Impact Report, 05/2019: www8.hp.com] <p>Score 2</p> <ul style="list-style-type: none"> Met: Both requirements under score 1 met: See above |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
|----------------|---|------------------|--|
| | | | <ul style="list-style-type: none"> • Not met: Provide analysis of trends in progress made: The Company analyse trends of six provisions which represented 60% of all nonconformances identified, one of them is related with wages and benefits: 'The most common issue in wages and benefits is suppliers not paying appropriate social insurance. More broadly, corrective actions in nonconformances related to wages and benefits include documentation of pay stubs, communication to workers, and records of employer contributions to worker insurance schemes. In 2018, we continued to work directly with suppliers that had nonconformances related to social insurance to help them fully understand our requirements and resolve the issues.' The percentage of non-conformance related with this issue went from 69% in 2016 to 55% in 2018. However, there is no information about cases of recruitment fees or other kind of financial burdens. [2018 Sustainability Impact Report, 05/2019: www8.hp.com] |
| D.4.5.d | Prohibition on forced labour: Restrictions on workers (in the supply chain) | 1 | <p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Free movement rules in codes or contracts: In its Supplier Code, the Company indicates: 'There shall be no unreasonable restrictions on workers' freedom of movement in the facility [...]. All work must be voluntary, and workers shall be free to leave work at any time or terminate their employment. Suppliers and agents may not hold or otherwise destroy, conceal, confiscate or deny access by employees to employees' identity or immigration documents, such as government-issued identification, passports, or work permits, unless the holding is required by law.' [Supplier Code of Conduct, Ag 2018: h20195.www2.hp.com] • Not met: How these practices are implemented and monitored for agencies, labour brokers or recruiters <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met • Not met: Provide analysis of trends in progress made: The Company analyse trends of six provisions which represented 60% of all nonconformances identified, however, none of them is related with freedom of movement issues. [2018 Sustainability Impact Report, 05/2019: www8.hp.com] |
| D.4.6.b | Freedom of association and collective bargaining (in the supply chain) | 0 | <p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: FoA & CB rules in codes or contracts: In its Supplier Code, the Company indicates: 'In conformance with local law, suppliers shall respect the right of all workers to form and join trade unions, of their own choosing, to bargain collectively and to engage in peaceful assembly as well as respect the right of workers to refrain from such activities. Workers and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation or harassment.' Moreover, the Company states in its 2018 SI Report that 'in 2018 we adopted version 6.0 of the RBA Code of Conduct [...]' and that '86% of production supplier audits were third-party certified RBA VAP audits.' RBA Validated Assessment Program (VAP) Operations Manual, include the following requirements with respect collective bargaining and freedom of association: 'In conformance with local law, participants shall respect the right of all workers to form and join trade unions of their own choosing, to bargain collectively and to engage in peaceful assembly as well as respect the right of workers to refrain from such activities. Workers and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation or harassment'. However, not all suppliers are audited against RBA Code and it is not clear whether the Company is respecting those rights in all contexts, as it indicates 'in conformance with local law'. [Supplier Code of Conduct, Ag 2018: h20195.www2.hp.com & RBA Validated Assessment Program (VAP) Operations Manual, 08/2019: responsiblebusiness.org] • Not met: How working with suppliers on FoA and CB <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met • Not met: Provide analysis of trends in progress made: The Company analyse trends of six provisions which represented 60% of all nonconformances identified, however none of them is related with collective bargaining nor freedom of association rights. [2018 Sustainability Impact Report, 05/2019: www8.hp.com] |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
|----------------|---|------------------|---|
| D.4.7.b | Health and safety: Fatalities, lost days, injury rates (in the supply chain) | 0.5 | <p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Sets out clear Health and Safety requirements: The Company's Supplier Code includes provisions with respect Health and Safety, including the following topics: Occupational Safety, Emergency Preparedness, Occupational Injury and Illness, Industrial Hygiene, Food, Sanitation and Housing among others. [Supplier Code of Conduct, Ag 2018: h20195.www2.hp.com] • Not met: Injury rate disclosures: The Company discloses figures about Recordable incidence rate (2018: 0,23). This rate is ' the number of all work-related lost-time and no-lost-time cases requiring more than first aid per 100 employees and contractors that HP manages working a full year'. However, it is not clear if suppliers' workers are covered. [2018 Sustainability Impact Report, 05/2019: www8.hp.com] • Not met: Lost days or near miss disclosures: The Company discloses figures about Lost workday case rate (2018: 0,09). This rate is 'the number of work-related injuries that result in time away from work per 100 employees and contractors that HP manages working a full year. 'However, it is not clear if suppliers' workers are covered. [2018 Sustainability Impact Report, 05/2019: www8.hp.com] • Not met: Fatalities disclosures: 'HP experienced zero fatalities for the years reported (fiscal year 2016 and calendar years 2017 and 2018). ' However, it is not clear if suppliers' workers are covered. [2018 Sustainability Impact Report, 05/2019: www8.hp.com] • Not met: Occupational disease rates: The Company also reports on the 'Leading causes of recordable incidents', such as: Struck by/against/cut by (26%), Slips, trips, and falls (27%), Automobile accidents (13%). However, it is not clear whether suppliers' workers are included in this figures. [2018 Sustainability Impact Report, 05/2019: www8.hp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: How working with suppliers on H&S: In its 2018 Sustainable Impact Report, the Company indicates: 'In 2018, the safe management of chemicals was a key topic in an environmental, health and safety (EHS) summit hosted by HP in China. Representatives from 68 supplier sites attended. HP presented on EHS case studies, risk assessment, capability-building programs, and shared best practices. During the year, we also held nine events at supplier sites in China. These focused on observed and recurring risks including chemicals management, licenses and systems, fire safety, and PPE and occupational health standards.' [2018 Sustainability Impact Report, 05/2019: www8.hp.com] • Met: Provide analysis of trends in progress made: The Company analyse trends of six provisions which represented 60% of all nonconformances identified, one of them is related to Occupational safety' and another to 'Occupational injury and illness'. On the one hand, with respect 'Occupational safety' the Company indicates: 'Major nonconformances related primarily to presence of current safety permits and first aid response reporting. Suppliers are required to have a tracking mechanism and keep documentation of remediation and compensation provided to workers involved in an incident. A supplier with a nonconformance must also prove that training has been or will be conducted within 180 days. ' On the other hand, with respect Occupational injury and illness, it reports: 'Most non-conformances relate to lack of documentation (availability and access to medical records, injury logs, doctor visits, etc.), and recent certifications required (valid certificates for occupational health must be made available for review to fully correct non-conformance). During 2018, we continued to work directly with suppliers that had nonconformances in this area, to help them fully understand our requirements and resolve the issues. We also collaborated with 3M to deliver personal protective equipment and training. Suppliers are required to train all employees on a regular basis and report incidents to HP. ' [2018 Sustainability Impact Report, 05/2019: www8.hp.com] |
| D.4.8.b | Women's rights (in the supply chain) | 1 | <p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Women's rights in codes or contracts: In its Supplier Code, the Company indicates: 'Reasonable steps must also be taken to remove pregnant women/nursing mothers from working condition with high hazards, remove or reduce any workplace health and safety risks to pregnant women and nursing mothers including those associated with their work assignments, as well as include reasonable accommodations for nursing mothers.' However, there is no reference to equal pay requirement or to have measures to ensure equal opportunities throughout all levels of employment. [Supplier Code of Conduct, Ag 2018: h20195.www2.hp.com] |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
|----------------|---|------------------|--|
| | | | <ul style="list-style-type: none"> • Met: How working with suppliers on women's rights: In its 2017 Sustainable Impact Report, the Company indicates: 'Developed in partnership with Diageo, Plan W provides women in our supply chain training and practical skills including effective communication, time management, problem solving, and decision making. Women completing the program at the end of 2017 reported increased confidence, assertiveness, and effectiveness, helping them to develop their careers and become more equal in the workplace. [...] In January 2018, we launched a similar program for a cohort of women at all of our major suppliers in Chongqing. These women will become advisors, peer educators, and support group leaders on topics developed by the workers.' In addition, in its 2018 SI Report, the Company discloses information about its supplier diversity initiatives: 'In 2018, we continued to develop our Global Supplier Diversity program in the United States and South Africa. We also work with the National Minority Supplier Development Council and Women's Business Enterprise National Council. We encourage small businesses and companies owned by women, minorities, [...] to compete for our business.' [2017 Sustainable Impact Report: www8.hp.com & 2018 Sustainability Impact Report, 05/2019: www8.hp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirement under score 1 met • Not met: Provide analysis of trends in progress made |
| D.4.9.b | Working hours (in the supply chain) | 1.5 | <p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Working hours in codes or contracts: In its Supplier Code, the Company indicates: 'Working hours are not to exceed the maximum set by local law. Further, a workweek should not be more than 60 hours per week, including overtime, except in emergency or unusual situations. Workers shall be allowed at least one day off every seven-day week.' However, no evidence found of references to international standards, standard weekly hours. In addition, it not clear what 'exceptional or unusual situations' would be. The Company provided information in relation with this indicator, however it was not material. [Supplier Code of Conduct, Ag 2018: h20195.www2.hp.com] • Met: How working with suppliers on working hours: In its 2018 Sustainable Impact Report, the Company states' is supporting suppliers to improve their forecasting ability, track shifts and working hours more accurately, and hire workers directly instead of by contract. Suppliers have also implemented IT systems to better manage shifts, and some have dedicated lines for student and juvenile workers to facilitate conformance with overtime or night shift requirements. We provide training to student workers and their managers about our requirements and their rights.' [2018 Sustainability Impact Report, 05/2019: www8.hp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met: See above. • Met: Provide analysis of trends in progress made: In its 2018 Sustainable Impact Report, the Company include a short analysis of trends with respect the most common major non-conformance, including Working hours: 'Excessive working hours remains the single largest labor challenge in our supply chain, especially around times of peak production and labor shortages. Workers often voluntarily work long hours to earn more money and suppliers may lack effective management systems in this area. Among suppliers in our KPI program (about 50 at the end of 2018 representing approximately 74,600 workers), 94% met our requirements related to working hours in 2018, up from 92% in 2017.' [2018 Sustainability Impact Report, 05/2019: www8.hp.com] |
| D.4.10.a | Responsible Mineral Sourcing: Arrangements with Suppliers and Smelters/Refiners in the Mineral Resource Supply Chains | 0.5 | <p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Responsible mineral sourcing due diligence in supplier contracts: The supplier code states that: 'Suppliers shall have a policy to reasonably assure that the tantalum, tin, tungsten and gold in the products, parts, components, and materials they manufacture does not directly or indirectly finance or benefit armed groups or contribute to serious human rights abuses in Conflict-Affected and High-Risk Areas, as defined in the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. Suppliers shall exercise due diligence on the source and chain of custody of these minerals and make their due diligence measures available to customers upon customer request.' In addition, the Supplier SER Agreement requires that the 'Supplier confirms that it has read HP Supplier Code of Conduct [...] and agrees with its statement of requirements.' [Supplier Code of Conduct, Ag 2018: h20195.www2.hp.com & Supplier SER Agreement, Nov 2015: h20195.www2.hp.com] |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
|----------------|---|------------------|---|
| | | | <ul style="list-style-type: none"> • Not met: Builds capacity with smelters/refiners: The Company indicates that ' We assess these suppliers' responses to the RMI Conflict Minerals Reporting Template, [...]. We request corrective action from suppliers where needed and provide them training upon request. If any 3TG supplier reports sourcing from a smelter that triggers one of our potential risk indicators, we work with the supplier to establish whether unverified material is potentially used in HP products. When we identify a risk of this occurring, we request the supplier to remove the smelter from our supply chain. If a supplier is non-responsive, we use our procurement leverage to engage the supplier and improve performance. Should the issue persist, we use our sustainability incident management process to drive cooperation with the non-responsive supplier.' No evidence found on capacity building on suppliers and smelters/refiners. [2018 Sustainability Impact Report, 05/2019: www8.hp.com] Score 2 • Met: Disclosure of smelter information in supplier requirements: See above requirements of supplier SER Agreement. In addition, the Company indicates in its 2018 Sustainable Impact Report: 'To identify and disclose the smelters and refiners in our supply chain, between January and December 2018 HP surveyed suppliers which contributed material, components, or manufacturing for products containing 3TG. Each smelter or refiner reported was identified in at least one of the RMI Conflict Minerals Reporting Templates we received.' [2018 Sustainability Impact Report, 05/2019: www8.hp.com & Supplier Code of Conduct, Ag 2018: h20195.www2.hp.com] • Not met: Responsible conflict mineral sourcing covers all minerals: The Company adds: 'We have expanded minerals due diligence and reporting to also include cobalt, which has been linked to human rights risks.' However, although the Company is expanding its responsible sourcing policy commitments, is not clear if covers all minerals. [2018 Sustainability Impact Report, 05/2019: www8.hp.com] |
| D.4.10.b | Responsible Mineral Sourcing: Risk Identification in Mineral Supply Chain | 0.5 | <p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Risk identification and disclosure in line with OECD Guidance: The Company indicates that conducted reasonable country of origin inquiry (RCOI) to determine whether any conflict minerals in its products originated from DRC or adjoining countries, or were from recycled or scrap sources. It asked direct suppliers (who in turn asked theirs) to provide with relevant information and reporting the entities that were providing conflict minerals. It then reviewed information on countries of origin and engaged with expert consultants to review information and determine if the source was either from covered countries or only from recycled or scrap sources. Those facilities from covered countries, entered the due diligence process. No further details found, including which are the risks identified. • Met: Identification of smelter/refiners and OECD due diligence: In its 2018 Sustainable Impact Report, the Company states: 'To identify and disclose the smelters and refiners in our supply chain, between January and December 2018 HP surveyed suppliers which contributed material, components, or manufacturing for products containing 3TG. Each smelter or refiner reported was identified in at least one of the RMI Conflict Minerals Reporting Templates we received.' [2018 Sustainability Impact Report, 05/2019: www8.hp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Discloses smelters/refiners judged in line with OECD due diligence: The Company discloses in its Conflict Minerals Report 2018 the List of all qualified smelters/refiners in it supply chain that it has independently judged. In its 2018 Sustainable Impact Report, the Company indicates: ' 89% of [311 3TG facilities] were compliant or in process to become compliant with an independent assessment program, and/ or that we reasonably believe exclusively source conflict minerals from recycled or scrap sources or from outside of the Covered Countries (as of March 2019)' [Conflict Mineral Report 2018, 05/2019: www8.hp.com & 2018 Sustainability Impact Report, 05/2019: www8.hp.com] • Not met: Responsible conflict mineral sourcing covers all minerals: The Company adds: 'We have expanded minerals due diligence and reporting to also include cobalt, which has been linked to human rights risks. We ask battery suppliers to confirm they have policies addressing cobalt, to report to HP the cobalt refiners they use, and to encourage these refiners to complete an RMI audit.' However, although the Company is expanding its responsible sourcing policy commitments, this action is not finished yet and is not clear if covers all minerals. [2018 Sustainability Impact Report, 05/2019: www8.hp.com] |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
|----------------|---|------------------|---|
| D.4.10.c | Responsible Mineral Sourcing: Risk Management in the Mineral Supply Chain | 0 | <p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Describes mineral risk management plan for supply chain: The Company includes in its Conflict Minerals Report a list of 'steps to Further Mitigate Risk and Improve Due Diligence in 2019', however these steps are not related with the management and respond to risks identified in its mineral supply chain. They consist in engaging with 3TG direct suppliers to update information provided (including visits to supplier sites), repeat request that 3TG direct suppliers encourage facilities in their supply chain to join the RMAP and support the development of the RMAP. It indicates that 'we engaged facilities when sourcing was unknown (directly or through a third party) to provide conflict minerals education, collect information on necessary conflict minerals such as country of origin, or encourage participation in RMAP'. [Conflict Mineral Report 2018, 05/2019: www8.hp.com] • Not met: Monitoring, tracking and whether better risk prevention/mitigation over time <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Supplier and stakeholders engaged in risk management strategy • Not met: Responsible conflict mineral sourcing covers all minerals |

E. Performance: Responses to Serious Allegations (20% of Total)

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
|----------------|--|------------------|---|
| E(1).0 | Serious allegation No 1 | | <ul style="list-style-type: none"> • Headline: HP faces child labour claims in its supply chain in the Democratic Republic of Congo • Area: Child labour • Story: On November 15, 2017, Amnesty International, a Human Rights NGO, released a report which reveals that electronic and electric vehicle companies, including HP, are still not doing enough to stop human rights abuses entering their cobalt supply chains. <p>The report assessed the policies and practices of 29 companies and how much their cobalt-sourcing practices have improved since its previous report published in January 2016. More than half of the world's cobalt, a key element in lithium-ion batteries, is sourced from the Democratic Republic of Congo (DRC), where Amnesty has found human rights abuses. Amnesty International stated that about a fifth of the country's cobalt production is mined by informal miners including children, often in dangerous conditions.</p> <p>Amnesty International found that HP has made some improvements to its supply chain policies and practices with respect to cobalt, but that these do not yet conform to international standards. the Company still has room for additional improvement, particularly in terms of disclosure of its cobalt smelters and refiners and information about identified risks and mitigation or remediation efforts. Therefore, Amnesty International assessed HP's level of response as 'moderate action taken'.</p> <p>The electronics companies and the automobile manufacturers included in the report are: Apple, Samsung SDI, Dell, HP, BMW, Tesla, LG Chem, Sony, Samsung Electronics, General Motors, Volkswagen, Fiat-Chrysler, Daimler, Hunan, Shanshan, Amperex Technology, Tianjin Lishen, Microsoft, Lenovo, Renault, Vodafone, Huawei, L&F, Tianjin B&M, BYD, Coslight, Shenzhen BAK and ZTE..</p> <ul style="list-style-type: none"> • Sources: [Amnesty International, 15/11/2017: amnesty.org][Reuters, 15/11/2017: reuters.com] |
| E(1).1 | The Company has responded publicly to the allegation | 2 | <p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Public response available: The Company provides a detailed response to the Amnesty International allegations on the BHRRRC website, outlining a number of actions that were undertaken in the wake of the allegations. [Amnesty International's report on child labour in DRC, 2017: amnesty.org & Response to Amnesty DRC allegation, 19/07/2019: bhrrc.org] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Response goes into detail: The company details the actions it undertook, saying "We informed our Chief Supply Chain Officer of this allegation and agreed on a course of action with our suppliers...We initiated onsite procurement audits with relevant direct battery suppliers to identify the cobalt smelters that may be in our supply chain...Because neither HP nor our direct suppliers have a direct business relationship with smelters or their mining partners, our suppliers relied on declarations made with respect to the smelters and refiners of cobalt of their |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
|----------------|---|------------------|---|
| | | | sub suppliers...Based on the information we obtained from our suppliers, we believe cobalt processed by Huayou was likely less than 5% of our total cobalt usage in 2016. [Response to Amnesty DRC allegation, 19/07/2019: bhrrc.org] |
| E(1).2 | The Company has appropriate policies in place | 1 | <p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Company policies address the general issues raised: In its Human Rights Policy the Company includes provisions covering all ILO core. [Sustainable Impact and Human Rights Policy, 2019: www8.hp.com] • Met: Policies apply to the type of business relationships involved: The policy also applies to the Company's suppliers. [Supplier Code of Conduct, Ag 2018: h20195.www2.hp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Policies address the specific rights in question: CHRB could not find evidence of the Company's measures to verify the age of workers. |
| E(1).3 | The Company has taken appropriate action | 1 | <p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Engages with affected stakeholders: The company in its response says it is engaged with the Responsible Raw Minerals Initiative (RRMI) and states that "The RRMI aims to work with mid and upstream actor efforts, facilitate dialogue with external actors, and coordinate downstream actors to develop standards, tools, and programs that advance responsible sourcing. HP is a member of the cobalt work group". The company states that the work group is engaged in developing several tools to advance the responsible sourcing of cobalt. [Response to Amnesty DRC allegation, 19/07/2019: bhrrc.org] • Met: Encourages linked business to engage affected stakeholders: The company says upon becoming aware of the allegations "We initiated onsite procurement audits with relevant direct battery suppliers to identify the cobalt smelters that may be in our supply chain...The supply of cobalt to our suppliers occurs through a web of supply chain actors, including smelters of ore, refiners, chemical manufacturers, and cathode manufacturers. Because neither HP nor our direct suppliers have a direct business relationship with smelters or their mining partners, our suppliers relied on declarations made with respect to the smelters and refiners of cobalt of their sub suppliers...Based on the information we obtained from our suppliers, we believe cobalt processed by Huayou was likely less than 5% of our total cobalt usage in 2016. " [Response to Amnesty DRC allegation, 19/07/2019: bhrrc.org] • Not met: Provides remedies to affected stakeholders: HP is a member of both the RCI and RRMI, but it has not disclosed details of any mitigation or remediation efforts directed at risks or abuses identified in its own cobalt supply chain. [Amnesty International's report on child labour in DRC, 2017: amnesty.org & Response to Amnesty DRC allegation, 19/07/2019: bhrrc.org] • Met: Has reviewed management systems to prevent recurrence: HP stated that it "initiated on-site procurement audits with relevant battery suppliers to identify the cobalt smelters that may be in [its] supply chain". These audits "included inspections of the labelling of cobalt-containing materials within the manufacturing operations as well as reviewing purchase orders by the manufacturing operations". [Amnesty International's report on child labour in DRC, 2017: amnesty.org & Response to Amnesty DRC allegation, 19/07/2019: bhrrc.org] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Remedies are satisfactory to the victims: HP is a member of both the RCI and RRMI, but it has not disclosed details of any mitigation or remediation efforts directed at risks or abuses identified in its own cobalt supply chain. • Not met: Has improved systems and engaged affected stakeholders: The company has also provided details of its membership of initiatives such as the RRMI. Additionally HP stated that it "initiated on-site procurement audits with relevant battery suppliers to identify the cobalt smelters that may be in [its] supply chain". These audits "included inspections of the labelling of cobalt-containing materials within the manufacturing operations as well as reviewing purchase orders by the manufacturing operations...Based on the information we obtained from our suppliers, we believe cobalt processed by Huayou was likely less than 5% of our total cobalt usage in 2016." However there is no evidence of the company having improved its systems to prevent similar occurrences in the future. [Amnesty International's report on child labour in DRC, 2017: amnesty.org & Response to Amnesty DRC allegation, 19/07/2019: bhrrc.org] |

F. Transparency (10% of Total)

| Indicator Code | Indicator name | Score | Explanation |
|----------------|--|---------------|--|
| F.1 | Company willingness to publish information | 2.73 out of 4 | Out of a total of 44 indicators assessed under sections A-D of the benchmark, HP Inc. made data public that met one or more elements of the methodology in 30 cases, leading to a disclosure score of 2.73 out of 4 points. |
| F.2 | Recognised Reporting Initiatives | 2 out of 2 | The individual elements of the assessment are met or not as follows: Score 2 <ul style="list-style-type: none"> • Met: Company reports on GRI: 'HP considered the Global Reporting Initiative (GRI) 2016 Sustainability Reporting Standards in the development of this report.' The 2018 SI Report includes a GRI Index. [2018 Sustainability Impact Report, 05/2019: www8.hp.com] |
| F.3 | Key, High Quality Disclosures | 0 out of 4 | HP Inc. met 0 of the 8 thresholds listed below and therefore gets 0 out of 4 points for the high quality disclosure indicator. Specificity and use of concrete examples <ul style="list-style-type: none"> • Not met: Score 2 for A.2.2 : Board discussions • Not met: Score 2 for B.1.6 : Monitoring and corrective actions • Not met: Score 2 for C.1 : Grievance channel(s)/mechanism(s) to receive complaints or concerns from workers • Not met: Score 2 for C.3 : Users are involved in the design and performance of the channel(s)/mechanism(s) Discussing challenges openly <ul style="list-style-type: none"> • Not met: Score 2 for B.2.4 : Tracking: Monitoring and evaluating the effectiveness of actions to respond to human rights risks and impacts • Not met: Score 2 for C.7 : Remedying adverse impacts and incorporating lessons learned Demonstrating a forward focus <ul style="list-style-type: none"> • Not met: Score 2 for A.2.3 : Incentives and performance management • Not met: Score 2 for B.1.2 : Incentives and performance management |

Disclaimer

A score of zero for a particular indicator does not mean that bad practices are present. Rather it means that we have been unable to identify the required information in public documentation.

See the 2019 Key Findings report and technical annex for more details of the research process.

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As CHRB Ltd, we want to emphasise that the results will always be a proxy for good human rights management, and not an absolute measure of performance. This is because there are no fundamental units of measurement for human rights. Human rights assessments are therefore necessarily more subjective than objective. The Benchmark also captures only a snap shot in time. We therefore want to encourage companies, investors, civil society and governments to look at the broad performance bands that companies are ranked within rather than their precise score because, as with all measurements, there is a reasonably wide margin of error possible in interpretation. We also want to encourage a greater analytical focus on how scores improve over time rather than upon how a company compares to other companies in the same industry today. The spirit of the exercise is to promote continual improvement via an open assessment process and a common understanding of the importance of the UN Guiding Principles on Business and Human Rights.