

Company Name HP
Industry ICT (Supply Chain only)
Overall Score 33.6 out of 100

Theme Score	Out of	For Theme
4.5	10	A. Governance and Policies
10.4	25	B. Embedding Respect and Human Rights Due Diligence
8.0	20	C. Remedies and Grievance Mechanisms
6.5	25	D. Performance: Company Human Rights Practices
4.2	20	E. Performance: Responses to Serious Allegations

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 2022 Methodology document for the sector concerned. 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	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: General HRs commitment: The Company states in its Human Rights Policy: 'We commit to respect internationally recognized human rights as expressed in the: International Bill of Human Rights meaning the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights, International Labour Organization's Declaration on Fundamental Principles and Rights at Work.' [Human Rights Policy, 2021: h20195.www2.hp.com] <p>Score 2</p> <ul style="list-style-type: none"> Met: Commitment to the UNGPs: The Company states in its Human Rights Policy: 'This policy serves to ensure HP's respect for human rights in accordance with the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines for Multinational Enterprises'. [Human Rights Policy, 2021: h20195.www2.hp.com] & [Human Rights Progress Report 2019, 2019: h20195.www2.hp.com] Met: Commitment to the OECD Guidelines for Multinational Enterprises: The Company states in its Human Rights Policy: 'This policy serves to ensure HP's respect for human rights in accordance with the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines for Multinational Enterprises.' [Human Rights Policy, 2021: h20195.www2.hp.com]
A.1.2.a	Commitment to respect the human rights of workers: ILO	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: Company has a commitment to the ILO Core: The Company states in its Human Rights Policy: 'We commit to respect internationally recognized human rights as expressed in the: [...] International Labour Organization's Declaration on

Indicator Code	Indicator name	Score (out of 2)	Explanation
	Declaration on Fundamental Principles and Rights at Work		<p>Fundamental Principles and Rights at Work'. [Human Rights Policy, 2021: h20195.www2.hp.com] & [Nondiscrimination Policy (Website), N/A: hp.com]</p> <ul style="list-style-type: none"> • Not Met: Company has a explicit commitment to All four ILO Core: The Company has a commitment to non-discrimination in it specific non-discrimination policy. No explicit evidence found of commitment to respect each ILO core area for own operations. [No discrimination policy, N/A: hp.com] & [Nondiscrimination Policy (Website), N/A: hp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Company expect suppliers to commit to ILO Core: The Company indicates in its Supplier Code: 'Suppliers shall respect the rights expressed in the ILO Declaration on Fundamental Principles and Rights at Work.' [Supplier Code of Conduct, 2021: h20195.www2.hp.com] • Met: Company explicitly list All four ILO for suppliers: Its Supplier Code of Conduct includes provisions covering all ILO core. With respect freedom of association and collective, it indicates: 'Suppliers shall respect the rights expressed in the ILO Declaration on Fundamental Principles and Rights at Work. 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'. [Supplier Code of Conduct, 2021: h20195.www2.hp.com]
A.1.2.b	Commitment to respect the human rights of workers: Health and safety and working hours	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: Commitment to respect H&S of workers: In its Human Rights Policy, the Company states: 'HP is committed to delivering a leading environmental, health and safety (EHS) program that strives for continual improvement for the safety of our employees. [...] We remain committed to conducting our business in a responsible manner to minimize our operational impacts on human health and the environment, while providing products and services that are safe and environmentally sound throughout their lifecycles. To deliver on our commitments, we will: Meet or exceed applicable legal requirements; Proactively identify, assess and mitigate EHS risks, to reduce occupational injury and illness risks wherever we work and promote employee health and well-being; [...]' [Environmental health and safety policy, 10/2020: www8.hp.com] • Not Met: Respect ILO labour standards on working hours or Commits to 48 hours regular work week <p>Score 2</p> <ul style="list-style-type: none"> • Met: Expect suppliers to commit to H&S of their workers: 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, 2021: h20195.www2.hp.com] • Not Met: Expect suppliers to commit to ILO labour standard or to 48 hours regular work week: With respect working hours, the Supplier Code 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. All overtime must be voluntary. Workers shall be allowed at least one day off every seven days. [...] workers shall be compensated for overtime at pay rates greater than regular hourly rates'. However, no formal commitment about respecting the ILO conventions on working hours was found. Alternatively, the Company would achieve this by committing to a 48 hours regular working week, and consensual overtime. [Supplier Code of Conduct, 2021: h20195.www2.hp.com]
A.1.3.a.ICT	Commitment to respect human rights particularly relevant to the industry – responsible sourcing of minerals (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: Responsible mineral sourcing: The Company states in its Human Rights Policy: 'Specialized policies and practices have been developed to reinforce and effectively fulfil our commitment to respect human rights. These include those relating to environmental sustainability, responsible mineral sourcing, [...]'. Also, 'HP's key human rights areas of focus include modern slavery, unfavorable conditions of work, discrimination, risks to privacy, conflict minerals, and the environment'. The Conflict Mineral Report indicates: 'We have a long-standing commitment to sustainability. As part of our commitment, we expect our suppliers to conduct their worldwide operations in a socially and environmentally responsible manner pursuant to HP's Supply Chain Social and Environmental Responsibility Policy. In 2011, we added to this policy a section on conflict minerals. We engage in ongoing supplier outreach and communications regarding the substance of our conflict minerals policy, our expectations of suppliers with respect to conflict minerals, and our objective of responsible mineral sourcing'. However,

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			<p>no publicly available policy statement explicitly committing it to the responsible sourcing of minerals was found. [Human Rights Policy, 2021: h20195.www2.hp.com] & [2021 Conflict Minerals, 2022: hp.com]</p> <ul style="list-style-type: none"> • Met: Based on OECD Guidance: The Conflict Mineral Report [SD Form] states 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 [...]. [Conflict Minerals Report 2019, 05/2020] • Met: Requires suppliers to commit to responsible mineral sourcing: The 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'. [Supplier Code of Conduct, 2021: h20195.www2.hp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Commits to follow OECD Guidance for 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 no evidence found of requirement to cover all minerals from conflict affected and high-risks areas. [Supply Chain SER Policy, May 2017: h20195.www2.hp.com]
A.1.3.b.ICT	Commitment to respect human rights particularly relevant to the industry – vulnerable groups (ICT)	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: Women's rights: The Company states in its Human Rights Policy: 'Embedded in this commitment, is respect for the rights of all people, with a careful focus on marginalized or underrepresented groups including women and girls, [...]' [Human Rights Policy, 2021: h20195.www2.hp.com] • 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 recruitment, selection, hiring and management of foreign migrant workers by or on behalf of suppliers doing business with HP'. 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, 09/2015: h20195.www2.hp.com] • Met: Expects suppliers to respect at least one of 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 HP'. [Supply Chain Foreign Migrant Worker Standard, 09/2015: h20195.www2.hp.com] <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 remedy	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: The Company commits to remedy: In its Human Rights Policy, the Company states: 'Where HP determines that it has caused or contributed to adverse human rights impacts, we provide for or participate in effective remediation through legitimate processes. Where we believe HP is directly linked to an adverse impact, we expect our business partners to operate their own remediation mechanism and will collaborate with them to provide access to remedy for the impacted individuals.' [Human Rights Policy, 2021: h20195.www2.hp.com] • Met: Company expect suppliers to make this commitment: As indicated above, the Company indicates in its Human Rights Policy that it expects its 'business

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			<p>partners to operate their own remediation mechanism and will collaborate with them to provide access to remedy for the impacted individuals'. [Human Rights Policy, 2021: h20195.www2.hp.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Collaborating with other remedy initiatives: Also in its Human Rights Policy: 'We collaborate in initiatives to provide access to effective remedy and do not obstruct access.' However, no statement committing to collaborate with judicial mechanisms to provide access to remedy. [Human Rights Policy, 2021: h20195.www2.hp.com] • Met: Work with suppliers to remedy impact: As indicated above, the Company states in its Human Rights Policy: 'Where we believe HP is directly linked to an adverse impact, we expect our business partners to operate their own remediation mechanism and will collaborate with them to provide access to remedy for the impacted individuals'. [Human Rights Policy, 2021: h20195.www2.hp.com]
A.1.5	Commitment to respect the rights of human rights defenders	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: Zero tolerance attacks on HRs Defenders (HRDs): The Company states in its Human Rights Policy: 'HP also commits to a business culture that prohibits threats, intimidation, or attacks (both physical and legal) against human rights defenders. Human rights defenders must be able to engage with us, whether to provide feedback or raise concerns.' [Human Rights Policy, 2021: h20195.www2.hp.com] • Not Met: Company expect suppliers to make this commitment <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Work with HRD to create safe and enabling environment

A.2 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.2.1	Commitment from the top	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: 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 the impact of HP's operations; provides guidance and recommendations to the Board on legal, regulatory, and compliance matters relating to political, environmental, global citizenship, and public policy trends; and reviews the annual Sustainable Impact Report'. 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 (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 report on HP's supply chain and environment and sustainability performance'. This includes human rights. The 2022 Proxy Statement also indicates: 'The HRC Committee provides guidance and direction regarding our talent recruitment and retention strategies, including management succession planning, with a focus on ensuring our leadership represents the diversity of our workforce and customers worldwide. The Audit Committee's oversight of our ERM program includes oversight of our global human rights program and supply chain responsibility program and policies, which involves working with our suppliers to protect and empower all workers in our supply chain, not just HP employees'. The HRC Committee is composed by Board members. [Sustainable Impact Report 2019, 05/2020: h20195.www2.hp.com] & [Nominating, Governance and Social Responsibility Committee Charter, 01/2020: s2.q4cdn.com] • Met: Describe HR expertise of Board member: The 2022 Proxy Statement discloses a Skills Matrix for the Board. Eight Board members have 'Environmental and Social Responsibility' experiences or skills: 'Experience in environmental and social responsibility related issues and topics strengthens the Board's oversight of HP's policies and programs relating to these issues and reinforces HP's commitment to sustainability and social responsibility'. Four out of the five Board members that compose the HRC Committee figure as having 'Environmental and Social Responsibility' experiences or skills'. The Company also indicates that these include human rights. [2022 Proxy Statement, 2022: hpannualmeeting.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> Met: Speeches/letters by Board members or CEO: In its feedback to CHRB the Company provides various examples where the CEO, Enrique Lores, signals the Company's commitment to human rights. For example, in the article 'Doing the right thing at the worst time': '[...] Because until everyone has access to their basic human rights—safety, healthcare, education, a life free of discrimination—we still have work to do. [...] As companies, we each have platforms to drive positive societal change. And there has never been a more important moment for us to use our platforms to stand up for human rights, in our country and all around the world, than right now'. Also, in the piece 'Fellow CEOs: Reject the false choice between making a profit and making a difference': 'It's about doing the right things—and holding ourselves accountable to the commitments we make. That is what we've been doing at HP, from using 3D printing to produce Personal Protective Equipment for hospitals fighting COVID-19, to using our platform, tools, and resources to help advance the cause of equality and human rights, to making sure we are delivering a positive impact on people, the planet, and the communities we serve. To show both the progress we are making, as well as the areas where we simply must do better, we are releasing our 2019 Sustainable Impact Report and our first standalone Human Rights Progress Report'. It then includes the highlights of the report (human rights). [Doing the right thing (web), 05/08/2022: weforum.org] & [Fellow CEOs: Reject the false choice between (web), 24/06/2020: linkedin.com]
A.2.2	Board responsibility	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 HRs strategy: The purpose of the Nominating, Governance and Social Responsibility Committee of the Board of Directors 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, 01/2020: s2.q4cdn.com] Not Met: Examples/trends re HR discussion in the last reporting period: According to Annual Report 2021: 'Specific duties and responsibilities of the NGSR Committee include, among other things: [...] ESG Matters: reviewing emerging corporate governance issues and practices; reviewing HP's annual "Sustainable Impact Report," which addresses HP's supply chain and environment and sustainability performance; and overseeing the policies relating to, and the way HP conducts, its government relations activities.' In addition, in its MSA 2020: 'The Nominating, Governance and Social Responsibility (NGSR) Committee of the HP Board of Directors oversees human rights across HP, including reviewing the results of the annual human rights assessment and approving HP's annual company-wide modern slavery statement'. However, no details found on specific human rights issues discussed (or trends discussed) during last reporting period. Evidence seems to refer to the process the Committee has, not actual discussions from last year. [Annual Report 2021 and Proxy Statement 2022, 2022: s2.q4cdn.com] & [MSA Statement 2020, 2021: www8.hp.com] <p>Score 2</p> <ul style="list-style-type: none"> Not Met: Meets both requirements under score 1 Not Met: How affected stakeholders/HR experts informed discussions
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 Proxy Statement 2022 that its executive compensation program primarily comprises performance-based components including Long-term incentives and performance-based (Annual incentives): 'Percentages are the averages of pay components at target for the NEOs, including the CEO. [...] The factors considered in its Annual incentive plan include: 'To ensure leadership has a key focus on Innovation/Growth, Digital Transformation, People and Sustainable Impact each executive leadership team member has MBOs pertaining to these areas.'; and in its Long-term incentive: 'Supports long-term sustained performance and growth-oriented strategy; [...] Focuses executives on critical long-term performance goals; Target awards based on competitive marketplace, level of position, skills and performance of the executive'. However, it is not clear whether aspects related with human rights issues were included in any of these incentives mechanisms. Regarding its Annual Incentive Performance Against Non-Financial Component

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			<p>(MBOs) of the CEO [Board member], the 2022 Proxy Statement indicates: 'Mr. Lores' fiscal 2021 MBOs included but were not limited to: [...] enhancing HP's sustainability vision; [...] and driving employee commitment and engagement while strengthening the HP culture and continuing to drive diversity throughout the organization'. As a result, it also indicates: 'Mr. Lores had strong accomplishments, including the following: [...] Introduced a new 10-year vision for HP to become the world's most sustainable and just technology company, incorporating measurable goals across Climate Action, Human Rights and Digital Equity to be achieved by 2030'. However, although the Company indicates that has sustainability related incentives and some of the outcomes were related to Human Rights strategies, no incentive or performance management scheme specifically linked to the Company's human rights policy commitment found [it seemed to be one of the possible outcomes of the incentive]. [Annual Report 2021 and Proxy Statement 2022, 2022: s2.q4cdn.com] & [2022 Proxy Statement, 2022: hpannualmeeting.com]</p> <ul style="list-style-type: none"> • Not Met: At least one key HR risk, beyond employee H&S <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Performance criteria made public • Not Met: Review of other board performance criteria
A.2.4	Business model strategy and risks	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: Board process to review business model and strategy: The 2022 Proxy Statement indicates: 'The HRC Committee provides guidance and direction regarding our talent recruitment and retention strategies, including management succession planning, with a focus on ensuring our leadership represents the diversity of our workforce and customers worldwide. The Audit Committee's oversight of our ERM program includes oversight of our global human rights program and supply chain responsibility program and policies, which involves working with our suppliers to protect and empower all workers in our supply chain, not just HP employees'. Additionally, the 2021 Form 10-K notes: 'At HP, we believe how we do things is just as important as what we do, and so efforts to make a sustainable impact on people, the planet and our communities are integrated into HP's business strategy and operations'. However, no description found of the process it has in place to discuss and review its business model and strategy for inherent risks to human rights at board level or a Board committee. [2022 Proxy Statement, 2022: hpannualmeeting.com] & [2021 10K Form, 09/12/2021: s2.q4cdn.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describe frequency and triggers for reviewing • Not Met: Meets both requirements under score 1 • Not Met: Example of actions decided

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	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: Score of 1 on A.1.2.a: See A.1.2.a • Met: Senior responsibility for HR implementation and decision making: The Company indicates: 'The Human Rights Office then works with our local senior management team, in consultation with the boards of our subsidiary entities, as appropriate, to develop, adopt, and approve statements that are responsive to local requirements. HP's Chief Supply Chain Officer oversees implementation of our human rights commitments (found within our Sustainable Impact and Human Rights Policy) and the design of processes to prevent, mitigate, and remediate related impacts, including any relating to modern slavery and human trafficking.' [Sustainable Impact Report 2019, 05/2020: h20195.www2.hp.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> • Met: How it assigns Day-to-day responsibility: In addition to the explanation above, the Company indicates in its Human Rights Report: '[...] the Privacy Office and the Ethics and Compliance Office (which owns the company's grievance mechanism); and Strategy and Business Management includes management and due diligence of our non-manufacturing suppliers, and our facilities management.' In addition, its SI Report 2018 reads: '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: h20195.www2.hp.com] & [Human Rights Progress Report 2019, 2019: h20195.www2.hp.com] • Not Met: Day-to-day resources and expertise allocation in own ops • Not Met: Resources and expertise allocation in the supply chain
B.1.2	Incentives and performance management	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: Senior manager incentives for human rights: The 2021 Sustainable Impact Report indicates: 'The company operates an internal Human Rights Council to further promote the integration of our Human Rights Policy. The Council is chaired by an HP executive who has performance incentives to manage the company's human rights program'. Also, 'To ensure leadership embeds a strong focus on DEI [diversity, equity, and inclusion], each member of our executive leadership team has individual performance goals under the Management by Objectives program tied to DEI. Our executive leadership team members are evaluated on their actions to advance DEI'. [Annual Report 2021 and Proxy Statement 2022, 2022: s2.q4cdn.com] & [2021 Sustainability Impact Report, 2022: www8.hp.com] • Not Met: At least one key HR risk, beyond employee H&S <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Performance criteria made public • Not Met: Review of other senior management performance
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: The Company indicates in its Annual Report that the ERM Program 'is designed to enable effective and efficient identification of, and management's visibility into, critical enterprise risks. It also facilitates the incorporation of risk considerations into decision making [...] Under the ERM program, management develops a holistic portfolio of our enterprise risks by facilitating business and function risk assessments, performing targeted risk assessments and incorporating information regarding specific categories of risk gathered from various internal HP organizations [...]'. 'HP Management advises the Board and its Committees of key risks and the status of ongoing efforts to address these risks'. The Audit Committee's 'oversight of our ERM program includes oversight of our global human rights program and supply chain responsibility program and policies, which involves working with our suppliers to protect and empower all workers in our supply chain, not just HP employees'. [Annual Report 2021 and Proxy Statement 2022, 2022: s2.q4cdn.com] • Met: Provides an example: Among the risks identified, the Company reports the following: 'We are heavily dependent on third-party suppliers and supply chain issues have adversely affected, and could continue to adversely affect, our financial results. [...] supplier problems that we could face include [...] Working conditions, human rights and materials sourcing. Our brand perception, customer loyalty and legal compliance could be adversely impacted by a supplier's improper practices or failure to comply with our requirements for environmentally, socially or legally responsible practices and sourcing, including those in our Supplier Code of Conduct, General Specification for the Environment or other related provisions in our procurement contracts. These provisions include supplier audits, reporting of smelters, human rights due diligence, wood fiber certification and GHG emissions, water and waste data'. [Annual Report 2021 and Proxy Statement 2022, 2022: s2.q4cdn.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Audit Ctte or independent risk assessment
B.1.4.a	Communication /dissemination of policy commitment(s)	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: Score of 1 on A.1.2.a: See indicator A.1.2.a • Met: Communicates its policy to all workers in own operations: The Company indicates in the Sustainable Impact Report 2020: '99.1% of employees, including

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	to workers and external stakeholders		<p>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 'Human Rights Policy', which includes ILO core. In the previous report it also indicated that: The 'Integrity at HP training (Code of Conduct), include a reference to the 'Sustainable Impact and Human Rights Policy', which includes ILO core. In addition, the Company adds: 'Our annual training on Integrity at HP, our employee code of conduct, covers key policies, procedures, and high-risk issues that employees might face, and incorporates scenarios based on actual investigations'. [Integrity at HP - Code of Conduct, 2022: s2.q4cdn.com] & [Sustainable Impact Report 2020, 2021: www8.hp.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • 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	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: Meets ILO requirement for suppliers on A.1.2.a: See indicator A.1.2.a • Met: Requires suppliers to communicate policy requirements: 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 Responsible Business Alliance Code of Conduct or HP RBA 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 SER Agreement, 44657: h20195.www2.hp.com] & [Supplier Code of Conduct, 2021: 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, 44657: h20195.www2.hp.com] • Met: Company requires suppliers to cascade down to their 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, 2021: 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.a: See indicator A.1.2.a • Met: How workers are trained on HR policy commitments: The Company indicates in the Impact Report that 'In 2019, 99.4% of employees (including senior executives), as well as all members of our Board of Directors, completed annual Integrity at HP training, which includes content related to human rights'. The 'Integrity at HP training (Code of Conduct), include a reference to the 'Sustainable Impact and Human Rights Policy', which includes ILO core. In addition, the Company adds: 'Our annual training on Integrity at HP, our employee code of conduct, covers key policies, procedures, and high-risk issues that employees might face, and incorporates scenarios based on actual investigations'. [Sustainable Impact Report 2019, 05/2020: h20195.www2.hp.com] & [Integrity at HP - Code of Conduct, 2022: s2.q4cdn.com] • Met: Trains relevant managers including procurement: In its Sustainable Impact Report, the Company indicates: 'We also provide annual training for relevant procurement staff. This covers the context of forced labor and slavery, identification of forced labor conditions, company policies and standards to combat modern slavery, whom to contact for help, and how to report related information'. [Sustainable Impact Report 2019, 05/2020: h20195.www2.hp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Score of 2 on A.1.2.a: See indicator A.1.2.a • Met: Meets both requirements under score 1: See above • Met: Trains suppliers to meet company's HR commitment: The Company indicates: 'In collaboration with nongovernmental organization (NGO) partners and other external organizations, we provide programs designed to help suppliers continually improve along their sustainability journeys. During 2021, we reached 37,000 workers through our capability-building programs, in areas such as worker wellbeing, rights and responsibilities, and environmental, health, and safety (EHS) awareness. This included more than 16,000 employees at customer support-related and other nonproduction suppliers who completed training on the HP Supplier

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Code of Conduct. [...] in addition to production suppliers, nonproduction suppliers, and our own manufacturing operations. [...] In October 2020, we launched MOVE, a program to help empower migrant workers in Southeast Asia. The initiative provides information on COVID-19 and delivers free training on workers' rights in four languages to support workers and managers in Cambodia, Laos, Myanmar, and Thailand. In 2019, we launched a two-year worker wellbeing program in collaboration with Verité, an international nonprofit that promotes safe, fair, and legal working conditions in global supply'. The Company discloses focus areas of the training, for examples 'Baseline conformance with HP standards' and examples of trainings and opportunities, including: 'EHS awareness training; Foreign migrant worker training; RBA Code of Conduct training; Rights and Responsibilities training'. [2021 Sustainability Impact Report, 2022: www8.hp.com]</p> <ul style="list-style-type: none"> • Not Met: Disclose % trained: As indicated above, the 2021 Sustainable Impact Report indicates: 'In collaboration with nongovernmental organization (NGO) partners and other external organizations, we provide programs designed to help suppliers continually improve along their sustainability journeys. During 2021, we reached 37,000 workers through our capability-building programs, in areas such as worker wellbeing, rights and responsibilities, and environmental, health, and safety (EHS) awareness. This included more than 16,000 employees at customer support-related and other nonproduction suppliers who completed training on the HP Supplier Code of Conduct'. However, it is not clear the percentage of suppliers who have received training to help them meet its human rights policy commitment. [2021 Sustainability Impact Report, 2022: www8.hp.com]
B.1.6	Monitoring and corrective actions	0.5	<p>The individual elements of the assessment are met or not as follows: Score 1</p> <ul style="list-style-type: none"> • Not Met: Scores at least 1 on A.1.2.a: See indicator A.1.2.a • Met: Monitoring implementation of HR policy commitments across global ops and supply chain: In its 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. Additionally, our new global case management tool (outlined above) enables us to identify emerging trends in ethics violations and determine where additional controls may be needed. [...] In addition to our work with suppliers, we also plan to complete audits of 100% of HP manufacturing operations every two years and began this process during 2019. [...] Audits of production suppliers, product transportation suppliers, suppliers supporting HP manufacturing, and HP manufacturing sites followed the RBA Code of Conduct Audit Protocol 6.0.' 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'. [Sustainable Impact Report 2019, 05/2020: h20195.www2.hp.com] • Not Met: Proportion of supply chain monitored: The Company reports: 'Suppliers representing 95% of HP's total production supplier spend have gone through a social and environmental assessment, and suppliers representing about 40% of production supplier spend completed on-site social and environmental audits during 2020.' However, no evidence found about the proportion of its supply chain that is audited. No new relevant evidence found in latest review. [Sustainable Impact Report 2020, 2021: www8.hp.com] • Not Met: Describe how workers are involved in monitoring: The 2019 Human Rights Progress Report indicates: 'We leverage the RBA Validated Audit Process (VAP) and Audit Protocol for all the audits that we conduct involving the Code. [...] For example, the audit protocol requires the auditor to conduct a management system (policies and procedures) review to assess how the entity manages their operation. The auditor then examines records and data, capturing information and evidence that enable the implementation of policies and procedures to be assessed. Finally, the auditor conducts interviews with workers and supervisors to assess the rights-holder's perspective and experience of working in the facility. Through this systematic assessment against the Code, findings are determined by triangulating the information learned from each part of the assessment'. Additionally, the 2021 Sustainable Impact Report indicates: 'We communicate openly with workers and management in our supply chain to identify and understand workers' questions, concerns, and priorities. We train our procurement teams, supplier managers, and other employees to be vigilant and report instances of practices that violate our standards. In 2021, we focused on building additional communication channels to collect more extensive worker feedback that will inform future work'. Also: 'As an example of our programs in this area, in 2019 we

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>launched a partnership with Issara Institute, an NGO that helps tackle issues related to human trafficking and forced labor, to support the monitoring of recruitment processes in Myanmar. In 2021, we kept our focus on worker voice, using Issara’s expertise to help understand and address worker concerns and improve factory worker-management communication as we continued to deal with borders being closed due to COVID-19. We plan to resume our focus on responsible recruitment when borders reopen as the pandemic eases’. However, although the Company indicates that workers are engaged during the monitoring process, the indicator looks for evidence of how the Company’s own workers are involved in the monitoring process itself. It is not clear whether Company’s employees act as internal auditors performing audits on the code. [Human Rights Progress Report 2019, 2019: h20195.www2.hp.com] & [2021 Sustainability Impact Report, 2022: www8.hp.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Score of 2 on A.1.2.a: See indicator A.1.2.a • Met: Describes 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. [...]' [Sustainable Impact Report 2019, 05/2020: h20195.www2.hp.com] • Met: Disclose findings and number of corrective action: It also adds: 'Sixty-five initial audits and full re-audits of production suppliers conducted in 2019 identified 455 major nonconformances, equivalent to 7.0 per audit on average.' It also discloses the distribution of the major-non-conformances found, focused in only 6 provisions (Working hours 22%, Emergency preparedness 52%, Occupational safety 51%, Wages and benefits 62%, Hazardous substances 72% and Dormitory and canteen 74%). 'In 2019, we identified six immediate priority findings, equivalent to 0.092 findings on average for each initial audit and full re-audit of production suppliers conducted. Four issues related to fire exits, one related to emergency drill preparedness, and one related to personal protection equipment'. The Company describes the corrective actions taken in the four immediate priority findings related to fire exits, emergency drill preparedness, and personal protection equipment: 'We required the issues to be immediately addressed and are working with the suppliers to complete remediation and implement corrective actions to adjust their management systems.' [Sustainable Impact Report 2019, 05/2020: h20195.www2.hp.com]
B.1.7	Engaging and terminating business relationships	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: HR affects selection of suppliers: According to its Sustainable Impact Report 2020: 'More than 95% of HP production suppliers, by spend, have been screened using social criteria. This includes new suppliers that were onboarded during 2020.' Additionally, the Human Rights Policy indicates: 'Evaluate suppliers and service providers with the aim of selecting and retaining those whose policies and practices align with our human rights standards'. The 2021 Sustainable Impact Report reiterates: 'In 2021, we piloted a new priority screening assessment at 12 facilities that will aid faster detection of high-priority human rights risks throughout our supply chain, so we can more efficiently drive targeted improvement.' [Sustainable Impact Report 2020, 2021: www8.hp.com] & [Human Rights Policy, 2021: h20195.www2.hp.com] • Met: HR affects on-going supplier relationships: The Company indicates in its Sustainable Impact Report 2020: '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. See Our approach to a sustainable supply chain for detail about the audit process'. This document reads: '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. [...] 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'. [Sustainable Impact Report

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>2020, 2021: www8.hp.com] & [Supply Chain Responsibility: Our Approach, 2016: www8.hp.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Met: Describe positive incentives offered to respect human rights: See above. In addition, the Company indicates in its MSA 2020: 'The HP social and environmental responsibility manufacturing supplier scorecard is used to measure and incentivize supplier performance on a range of factors including audit results and other performance metrics. Suppliers who have exceptional performance in these areas realize a benefit in their commercial relationship with HP. This process has enabled continuous supplier improvement. In fiscal year 2020, the scorecard was used to evaluate manufacturing suppliers representing approximately 74% of HP's manufacturing spend.' [MSA Statement 2020, 2021: www8.hp.com] • Met: Working with suppliers to meet HR requirements: The Company reports: 'In partnership with the RBA, industry peers, and sub-tier suppliers, in 2020 we hosted a training titled "Mitigating Risks of Forced Labor and Impacts of COVID-19 on Migrant Workers in the Supply Chain" for suppliers, to mitigate the risks of workers' rights being violated due to travel restrictions associated with COVID-19. The webinar is designed to help suppliers understand global legal requirements against forced labor and the RBA's Code of Conduct and audit process, sharing best practices to mitigate the impact of the pandemic on workers.' [Sustainable Impact Report 2020, 2021: www8.hp.com]
B.1.8	Approach to engagement with affected stakeholders	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: Discloses stakeholders that HRs may be affected: The Sustainable impact report indicates that the Company identifies 'appropriate stakeholders based on factors such as expertise, willingness to collaborate, reputation, location, and sphere of influence'. Its stakeholder groups identified are: 'suppliers, customers, peer companies, public policy makers, industry bodies, nongovernmental organizations (NGOs), sector experts, and others'. The 2019 Human Rights Progress Report discloses a table which represents: 'The aspects of the business where we have identified the responsibility to respect human rights [...]'. It includes business function, role, rights holders, mitigation approach and Human Rights. Among the right holders are: HP employees, Manufacturing, logistics, and recycling , supplier workers; Labor and service supplier workers; HP and supplier workers in HP operations; Customers. [Human Rights Progress Report 2019, 2019: h20195.www2.hp.com] & [Sustainable Impact Report 2019, 05/2020: h20195.www2.hp.com] • Not Met: Provides two examples of engagement with stakeholders: Example 1. MSA 2021: 'Once they have confirmed payment to workers (usually via signed receipts or pay slips), HP schedules an onsite validation visit which consists of document review and confidential worker interviews conducted by certified auditors.' <p>No other example of engagement with affected stakeholder with respect human rights issues was found. [MSA Statement 2020, 2021: www8.hp.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Analysis of stakeholder views on company's HR issues • Not Met: Describe how views influenced company's HR approach

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

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.1	Identifying human rights risks and impacts	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: Identifying risks in own operations: According to its Human Rights Report: 'Due diligence for HP is a systematic process to address actual and potential adverse impacts in operations, supply chain, and in our business model, in relation to customers, community members, workers, and other rights holders. It is a risk-based assessment that is commensurate with the severity and likelihood of adverse impacts. [...] Since 2011, we have regularly conducted internal human rights impact assessments (HRIA) to take stock of actual and potential human rights risks across our business. Our approach is to: Identify and engage relevant business functions that have the potential for human rights risks, followed by a review of those functions to assess the types of rights holders that may be impacted; Compare potential and actual risks of rights holders served by the function against the rights described by the UDHR – enabling us to uncover new or emerging risks that have not previously been identified. We characterize risk based on scope, likelihood, severity, and difficulty to remediate the impact. We consider risks salient based on the combination of likelihood, severity, and difficulty to remediate'. In addition, in its Sustainable Impact Report, the Company states: 'During 2019, we evaluated seven global corporate functions that have a role in respecting the human rights of workers against the UDHR, to identify salient risks across our value chain. These risks were further evaluated against HP's policies, processes, and practices to determine any gaps. This process was informed by desk research related to the industry, as well as interviews with internal and external leaders. The assessment highlighted several salient risks that we are now addressing through our human rights program'. In addition, in its MSA 2020: 'In 2020, HP completed a human rights risk assessment ("HRRR"). An HRRR is a systematic analysis designed to identify potential human rights risks that are associated with a company's business model and operations. Through this work, the potential for forced labor, debt bondage and child labor were confirmed as salient human rights risks.' [Sustainable Impact Report 2019, 05/2020: h20195.www2.hp.com] & [Human Rights Progress Report 2019, 2019: h20195.www2.hp.com] • Met: Identifying risks through relevant business relationships: See above. Also, the Company indicates: 'Due diligence for HP is a systematic process to address actual and potential adverse impacts in operations, supply chain, and in our business model, in relation to customers, community members, workers, and other rights holders'. In addition, in its MSA 2020, it indicates: 'HP monitors the risks of modern slavery through our human rights assessments and due diligence program. [...] We also consider risks associated with our manufacturing and non-manufacturing suppliers (operating in their own facilities) where we may be directly linked through a business relationship'. [Human Rights Progress Report 2019, 2019: h20195.www2.hp.com] & [MSA Statement 2020, 2021: www8.hp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Describe ongoing global risk identification in consultation with stakeholder/HR experts: As indicated above: 'Since 2011, we have regularly conducted internal human rights impact assessments (HRIA) to take stock of actual and potential human rights risks across our business'. In addition, in its 2019 Sustainable Impact Report it indicates: 'This process was informed by desk research related to the industry, as well as interviews with internal and external leaders'. The 2021 Sustainable Impact Report indicates: 'In late 2021, we engaged external human rights experts to assist us in governance assessment and a global human rights risk assessment. The process, which is ongoing, will include reviewing stakeholder concerns across our sector, engaging with potentially affected stakeholders and civil society organizations, and reviewing policies and procedures with reference both to proposed human rights laws and to how our voluntary commitments align to the UN Guiding Principles on Business and Human Rights and the UN Sustainable Development Goals. The assessments will help us identify our priority human rights risks across our value chain, assess the ability of our policies and procedures to encompass new expectations and requirements, and inform creation of a tailored action plan to help drive further enhancements to our human rights efforts. We plan to share highlights when our evaluation is finalized'. [Human Rights Progress Report 2019, 2019: h20195.www2.hp.com] & [2021 Sustainability Impact Report, 2022: www8.hp.com] • Not Met: Triggered by new circumstances • Not Met: Describes risks identified

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.2	Assessing human rights risks and impacts	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: Describe process for assessment of HR risks and discloses salient HR issues: The Company indicates that 'Our due diligence process aims to address actual and potential adverse impacts of our salient issues in our supply chain and operations. This risk-based process is commensurate with 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. In early 2021, we completed an evaluation of seven global corporate functions that have a role in respecting the human rights of workers against the UDHR, to identify salient risks and other areas of focus across our value chain. These risks were further evaluated against HP's policies, processes, and practices to determine any gaps. This process was informed by desk research related to the industry, as well as interviews with internal and external leaders'. The previous report also indicated that 'Our approach is to: [...] Compare potential and actual risks of rights holders served by the function against the rights described by the UDHR – enabling us to uncover new or emerging risks that have not previously been identified. We characterize risk based on scope, likelihood, severity, and difficulty to remediate the impact'. [Sustainable Impact Report 2020, 2021: www8.hp.com] & [Human Rights Progress Report 2019, 2019: h20195.www2.hp.com] • Met: How process applies to supply chain: See above [Sustainable Impact Report 2020, 2021: www8.hp.com] • Met: Public disclosure of the results of HR assessment: According its Sustainable Impact Report 2020, its salient human rights issues are the following: 'Discrimination: When persons are treated unequally, unfairly, or differently because they are of a particular group; Unfavorable working conditions: Conditions that negatively impact worker dignity and wellbeing. Environment: Potential impacts of greenhouse gas emissions, waste, and use of non-renewable resources; Privacy: Risks to privacy and data protection rights of people interacting with HP products, services, and operations; Modern slavery: Use of coercion, threats, or deception to exploit individuals and undermine or deprive them of their freedom; Conflict minerals: Risk of forced labor, child labor, and armed group conflict associated with raw minerals extraction. [Sustainable Impact Report 2020, 2021: www8.hp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Meets all requirements under score 1: See above • Not Met: How it involved affected stakeholders in the assessment: The 2021 Sustainable Impact Report indicates: 'In late 2021, we engaged external human rights experts to assist us in governance assessment and a global human rights risk assessment. The process, which is ongoing, will include reviewing stakeholder concerns across our sector, engaging with potentially affected stakeholders [...]. The assessments will help us identify our priority human rights risks across our value chain, assess the ability of our policies and procedures to encompass new expectations and requirements, and inform creation of a tailored action plan to help drive further enhancements to our human rights efforts'. No details were found, however, on how it is actually involving these affected stakeholders. [2021 Sustainability Impact Report, 2022: www8.hp.com]
B.2.3	Integrating and acting on human rights risks and impact assessments	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: 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'. No new relevant evidence found in latest review. [2018 Sustainability Impact Report, 05/2019: h20195.www2.hp.com] • Met: Description of how global system applies to supply chain: See above • Met: Example of actions decided on at least 1 salient HR issues: 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.' No new

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>relevant evidence found in latest revision. [2018 Sustainability Impact Report, 05/2019: h20195.www2.hp.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Met: Meets all requirements under score 1 • Not Met: Involve stakeholders in decisions about actions
B.2.4	Tracking 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 for tracking or monitor if actions taken are effective: The Company indicates in its Human Rights Report: 'As a part of conducting due diligence and engagement with our partners, suppliers and employees, we look to identify recurring issues, gaps, or challenges in performance that need to be systematically addressed. Integrating this knowledge into our communications, training and capability building helps to better prevent and mitigate risks. Through our collaborations with the RBA and others, we work to build industry tools, standards, and training to support continuous improvement.' However, no evidence found of a system to check the effectiveness of actions put in place to face the salient human rights issues. No further information found in latest review. [Human Rights Progress Report 2019, 2019: h20195.www2.hp.com] • Not Met: Lessons learnt from checking system effectiveness <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets both requirements under score 1 • Not Met: Involve stakeholders in evaluation of actions taken
B.2.5	Communicating on human rights 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: Provides two examples of comms with stakeholders <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describe challenges to effective comms and how it is working to address them

C. Remedies and Grievance Mechanisms (20% 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	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: 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, N/A: investor.hp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Channel is available in all appropriate languages and workers aware: 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 on its website section 'Integrity at HP'). With respect awareness, the Company indicates in its Sustainable Impact Report 2020: 'In 2019, HP launched a new ethics case reporting and management tool that provides centralized and automated case workflow,[...]. In January 2020, this tool and its enhanced reporting methods became the main mechanism for employees and third parties to report integrity concerns within HP. We informed employees about these changes through a global "Speak Up, Listen Up" communications campaign. [...] 99.1% of employees, including senior executives, completed Integrity at HP training, as well as all members of our Board of Directors.' Integrity at HP (Code of Conduct), includes references to its grievance mechanism. [Integrity at HP, N/A: investor.hp.com] • Met: Describe how workers in the supply chain have access to grievance mechanism: 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. Workers must be given a safe environment to provide grievance and feedback without fear of reprisal or retaliation'. [Supplier Code of Conduct, 2021: h20195.www2.hp.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> Met: Expect Suppliers to convey expectation to their own suppliers: 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, 2021: h20195.www2.hp.com]
C.2	Grievance channel(s)/mechanism(s) to receive complaints or concerns from external individuals and communities	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: Grievance mechanism for community: On its website, in the 'Report ethic concern' link the Company indicates: 'We encourages 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, N/A: investor.hp.com] <p>Score 2</p> <ul style="list-style-type: none"> Not Met: Describes accessibility and local languages and stakeholder awareness: The Company indicates: 'Call the Ethics Helpline 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 on its website section 'Integrity at HP'). However, no further information describing how the Company ensures stakeholder awareness was found. [Integrity at HP, N/A: investor.hp.com] Not Met: Communities access mechanism direct or through suppliers: Although the supplier code requires grievance mechanisms for employees, no evidence found on whether this channel has to be accessible to suppliers' external stakeholders. [Supplier Code of Conduct, 2021: h20195.www2.hp.com] Not Met: Expect supplier to convey expectation to their own suppliers
C.3	Users are involved in the design and performance of the channel(s)/mechanism(s)	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: Engages users to create or assess system Not Met: Examples (at least two) of how they do this <p>Score 2</p> <ul style="list-style-type: none"> Not Met: Engages with potential or actual users on the improvement of the mechanism Not Met: Provides user engagement example (at least two) on improvement
C.4	Procedures related to the mechanism(s)/channel(s) are equitable, publicly available and explained	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: Response timescales and how complainants will be informed Not Met: Describe support (technical, financial,etc) available for equal access by complainants <p>Score 2</p> <ul style="list-style-type: none"> Not Met: Describe types of outcome to complainant through use of mechanism Not Met: Escalation to senior/independent level: The Company indicates: 'Escalated allegations are investigated by a dedicated global Integrity investigations team'. However, no further information found to assess whether the escalation process to more senior levels or to independent parties is available at the complainant request. [Sustainable Impact Report 2020, 2021: www8.hp.com]
C.5	Prohibition of retaliation for raising complaints or concerns	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: Public statement prohibiting retaliation: The Company states in its MSA 2020: 'We encourage anyone with a concern to speak up without fear of retaliation. Multiple communication channels make it convenient for employees and other stakeholders, such as business partners and suppliers, to ask questions or report a concern to HP. At HP, we do not tolerate retaliation against anyone who raises a concern or question honestly and in good faith.' In addition, 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 on 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.' [Integrity at HP - Code of Conduct, 2022: s2.q4cdn.com] & [MSA Statement 2020, 2021: www8.hp.com] Met: Practical measures to prevent retaliation: The Company indicates on its website: 'Reports are kept confidential and can even be submitted anonymously. We take each and every report seriously; we review every concern raised, respond promptly and investigate alleged violations as appropriate.' The Code also states

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>that 'the phone line is available 24 hours a day and supports anonymous reporting'. [Integrity at HP, N/A: investor.hp.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Company indicate it will not retaliate against workers/stakeholders • Not Met: Expects suppliers to prohibit retaliation against workers/stakeholders: 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.
C.6	Company involvement with state-based judicial and non-judicial grievance mechanisms	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: Complainants not asked to waive rights • Not Met: Company does not require confidentiality provisions <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Will work with state based non judicial mechanisms: The Company indicates in its Sustainable Impact Report 2020: 'We collaborate to provide access to effective remedy and monitor reported grievances, regardless of source, through to resolution.' However, no further information found showing that the Company works with state based non-judicial mechanisms. [Sustainable Impact Report 2020, 2021: www8.hp.com] • Not Met: Example of issue resolved (if applicable)
C.7	Remedying adverse impacts	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: Describes how remedy has been provided: In its MSA 2020, the Company indicates: 'Two suppliers were found to have indicators of modern slavery. One supplier had charged recruitment fees, and the other supplier had workers without a direct employment contract. We required the issues to be immediately addressed and worked with the suppliers to provide remedy to the workers and implement corrective actions to adjust their management systems. [...]. As a part of addressing priority findings, HP has confirmed remedy to more than 900 workers in our operations and supply chain including more than \$0.5 million USD in repayments in FY20 addressing findings associated with modern slavery'. [MSA Statement 2020, 2021: www8.hp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Changes to systems, processes and practices to stop similar impact: The 2021 Sustainable Impact Report indicates: 'Where significant risks are identified, we work with suppliers and partners to address challenges and enact risk-mitigation plans. [...] As an example of our programs in this area, in 2019 we launched a partnership with Issara Institute, an NGO that helps tackle issues related to human trafficking and forced labor, to support the monitoring of recruitment processes in Myanmar'. However, although it indicates that has launched a partnership to address forced labor related issues, no evidence of changes to systems, processes and practices to prevent similar adverse impacts in the future after facing adverse human rights impacts which it has caused or to which it has contributed. [2021 Sustainability Impact Report, 2022: www8.hp.com] • Met: Describe approach to monitoring implementation of agreed remedy: the Company reports process to address remedy in fees paid cases 'we work with the supplier to agree on a CAP. [...] In parallel, our local auditing teams help provide the support and feedback suppliers need to achieve resolution and to reimburse the workers. We also work to build suppliers' capabilities through partnerships with external organizations. Suppliers are then able to conduct their own due diligence within their operations. This due diligence involves conducting worker interviews, reviewing documents, and researching migration costs as estimated by external organizations. Once they have confirmed payment to workers (usually via signed receipts or pay slips), HP schedules an onsite validation visit which consists of document review and confidential worker interviews conducted by certified auditors. Finally, we take the additional step of internally monitoring these suppliers from non-conformance identification to corrective action and beyond through our quarterly key performance indicator program to ensure timely resolution and continuous improvement'. [MSA Statement 2020, 2021: www8.hp.com] • Met: Approach to learning from incident to prevent future impacts: In addition, in its Human Rights Report, the company states: 'As a part of conducting due diligence and engagement with our partners, suppliers and employees, we look to identify recurring issues, gaps, or challenges in performance that need to be

Indicator Code	Indicator name	Score (out of 2)	Explanation
			systematically addressed. Integrating this knowledge into our communications, training and capability building helps to better prevent and mitigate risks. Through our collaborations with the RBA and others, we work to build industry tools, standards, and training to support continuous improvement'. [Human Rights Progress Report 2019, 2019: h20195.www2.hp.com]
C.8	Communication on the effectiveness of grievance mechanism(s) and incorporating lessons learned	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: Number grievances filed, addressed or resolved and outcome achieved: In its Sustainability Report, the Company discloses the number of reports to HP global Integrity at HP team or other compliance functions in the last year: 153. It also break down this number by reported item, including labor law/human resources (29%), conflict of interest, fraud, anti-corruption, misuse of assets, etc. However, no further information was found about the total number of reports related to human rights issues were received, addressed or resolved. [Sustainable Impact Report 2020, 2021: www8.hp.com] • Not Met: How lessons from mechanism improve management system <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Evaluation of the channel/mechanism and changes made as result: 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. However, this document, dated 2018, is now out of the three-year timeframe that the methodology requires. No further information found in latest review. • Not Met: Describes procedures to address delays of outcomes agreed with stakeholders

D. Performance: Company Human Rights Practices (25% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.4.1.b	Living wage (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"> • Not Met: Discloses living wage requirements 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, 2021: h20195.www2.hp.com] • Not Met: Improving living wage practices of suppliers <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of number affected by payment below living wage • Met: Provides analysis of trends demonstrating progress: The 2021 Sustainable Impact Report discloses figures for the 'Issues with lowest rates of conformance of sites audited, 2019 and 2021', among which was 'wages and benefits': 62% (2019) and 55% (2021). It also indicates: 'In countries without a set minimum wage, the industry prevailing wage applies. The most common issue in wages and benefits is suppliers not paying appropriate social insurance. Examples of corrective actions related to wages and benefits include maintaining documentation of pay stubs and employer contributions to worker insurance schemes, and worker communication'.
D.4.2	Aligning purchasing decisions with human rights	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: Avoids business model pressure on HRs (purchasing practices) • Not Met: Practices adopted to pay suppliers in line with agreed timeframes • Not Met: Review own operations to mitigate negative impact <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Examples of how it assessed, addressed and change purchasing practices

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.4.3	Mapping and disclosing 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: Identifies direct and indirect suppliers back to manufacturing sites (factories or fields): The Company discloses its Supplier List indicating: 'These suppliers represent more than 95% of HP's procurement expenditures for materials, manufacturing, and assembly at the time of publication. This list includes final assembly suppliers, which may include contract manufacturers, electronic manufacturing service providers, and original design manufacturers, as well as commodity and component suppliers'. [Supplier List, 2021: h20195.www2.hp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Discloses names and locations of significant parts of SP 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, 2021: h20195.www2.hp.com] • Not Met: Discloses which direct or indirect suppliers is involved in higher-risk activities
D.4.4.b	Prohibition of child labour: Age verification and corrective actions (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: Child Labour rules in codes or contracts: Its Supplier Code requires: 'Child labor is not to be used in any stage of manufacturing or in the provision of services or supplies. [...] Participants shall implement an appropriate mechanism to verify the age of workers. [...] If child labor is identified, assistance/remediation is provided'. [Supplier Code of Conduct, 2021: h20195.www2.hp.com] • Not Met: How working with suppliers on child labour <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of number affected by child labour in supply chain • Not Met: Analysis of trends in progress made: The Company discloses information about the Rate of conformance of sites audited in 2018 and 2020 by topic: Risk of child labor: 2018 - 98%, 2020 - 100%' However, no further details found. [Sustainable Impact Report 2020, 2021: www8.hp.com]
D.4.5.b	Prohibition of forced labour: Recruitment fees and costs (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: Debt and fees rules in codes or contracts: In its Supplier Code, the Company indicates: 'Forced, bonded (including debt bondage) 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, 2021: h20195.www2.hp.com] & [Supply Chain Foreign Migrant Worker Standard, 09/2015: 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.' No new relevant evidence found in latest reports. [2018 Sustainability Impact Report, 05/2019: h20195.www2.hp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of the number affected by payment of recruitment fees • Not Met: Analysis of trends in progress made

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.4.5.d	Prohibition of forced labour: Wage practices (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: Requirement for suppliers to pay workers in full and on time in codes or contracts: The Supplier Code requires: 'For each pay period, workers shall be provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed.' [Supplier Code of Conduct, 2021: h20195.www2.hp.com] • Not Met: How working with supply chain to pay workers regularly and on time <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of the number affected by failure to pay directly • Not Met: Provides analysis of trends demonstrating progress: The 2021 Sustainable Impact Report discloses figures for the 'Issues with lowest rates of conformance of sites audited, 2019 and 2021', among which was 'wages and benefits': 62% (2019) and 55% (2021). It also indicates: 'In countries without a set minimum wage, the industry prevailing wage applies. The most common issue in wages and benefits is suppliers not paying appropriate social insurance. Examples of corrective actions related to wages and benefits include maintaining documentation of pay stubs and employer contributions to worker insurance schemes, and worker communication'. However, it is not clear these figures refer to payment of workers in full and on time, which is what the indicator looks for. [2021 Sustainability Impact Report, 2022: www8.hp.com]
D.4.5.f	Prohibition of 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, in addition to unreasonable restrictions on entering or exiting company- provided facilities, including, if applicable, workers' dormitories or living quarters. [...]. All work must be voluntary, and workers shall be free to leave work at any time or terminate their employment without penalty if reasonable notice is given as per worker's contract. Suppliers, agents and sub-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. In this case, at no time should workers be denied access to their documents. Workers shall not be required to for their employment.' [Supplier Code of Conduct, 2021: h20195.www2.hp.com] • Met: How working with suppliers on free movement: In its MS Statement 2020, it indicates: 'We also seek to raise supplier awareness of and conformance to HP's Supplier Code of Conduct and specialized labor standards, including ways to identify and address the risks of modern slavery. HP's supply chain capability building program conducts regular workshops on the RBA Code of Conduct and educates suppliers on our Foreign Migrant Worker Standard. As previously mentioned in this statement, in fiscal year 2020, HP supported virtual training with suppliers in Asia and Latin America on mitigating the risks of forced labor and the impacts of COVID-19 in which we reached more than 500 supplier managers and supervisors. We also supported virtual supplier sessions on how to conduct due diligence to ensure responsible recruitment in Taiwan and Malaysia. HP supported a multi-stakeholder initiative called MOVE in Thailand with the creation of a mobile app and website to provide training and assistance to migrant workers from Cambodia, Laos, and Myanmar in order to mitigate risks of COVID-19 and employment exploitation.' The 2019 Sustainable Impact Report indicates: 'In 2019, in collaboration with Verité, we held a customized workshop for three suppliers in Taiwan with potential foreign migrant worker risk. The workshop strengthened management's understanding of ethical recruitment and hiring processes'. [MSA Statement 2020, 2021: www8.hp.com] & [Sustainable Impact Report 2019, 05/2020: h20195.www2.hp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of the number affected by retaining docs or restricting movement • Not Met: Provides analysis of trends demonstrating progress

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.4.6.b	Freedom of association and collective bargaining (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: FoA & CB rules in codes or contracts: In its Supplier Code, the Company indicates: 'Suppliers shall respect the rights expressed in the ILO Declaration on Fundamental Principles and Rights at Work. 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'. [Supplier Code of Conduct, 2021: h20195.www2.hp.com] • Not Met: How working with suppliers on FoA and CB <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of the number affected by restrictions to FoA and CB in the SP • Met: Provides analysis of trends demonstrating progress: The 2021 Sustainable Impact Report discloses figures for the 'Rates of conformance of sites audited, 2019 and 2021', among which was 'freedom of association': 98% (2019) and 100 % (2021). The Company indicates, in its feedback to CHRB the following: 'We do not provide a more detailed analysis of trends demonstrating progress since the rate of conformance has been 100% in 2021'. [2021 Sustainability Impact Report, 2022: www8.hp.com]
D.4.7.b	Health and safety: Fatalities, lost days, injury, occupational disease 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, 2021: h20195.www2.hp.com] • Not Met: Injury rate disclosures and lost days (or near miss disclosures) for the last reporting period: The Company discloses figures about Recordable incidence rate (2020: 0,10). 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'. However, it is not clear if suppliers' workers are covered. [Sustainable Impact Report 2020, 2021: www8.hp.com] • Not Met: Fatalities disclosures for lasting reporting period • Not Met: Occupational disease rates for the last reporting period: The Company also reports on the 'Leading causes of recordable incidents', such as: Struck by/against/cut by (22%), Slips, trips, and falls (16%), Automobile accidents (22%). However, it is not clear whether suppliers' workers are included in this figures. [Sustainable Impact Report 2020, 2021: www8.hp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: How working with suppliers on H&S: In its 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.' No new relevant evidence found in latest review. [2018 Sustainability Impact Report, 05/2019: h20195.www2.hp.com] • Not Met: Assessment of the number affected by H&S issues in the SP

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Met: Provide analysis of trends in progress made: The Company analyses trends of six provisions which represented 72% of all nonconformances identified, one of them is related to Occupational safety' and another to 'Occupational injury and illness'. With respect 'Occupational safety' the Company indicates: 'Nonconformances related primarily to current safety permits and first aid response reporting. Suppliers must have tracking mechanisms 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.' In relation to Occupational injury and illness, it reports: 'Most nonconformances relate to lack of documentation (medical records, injury logs, etc.), and certifications (occupational health certificates are required to fully resolve a nonconformance). Suppliers are required to train all employees on a regular basis and report incidents to HP. In 2020, we continued to work directly with suppliers with nonconformances, helping them understand and address our requirements.' The Company has provided comments to CHRB regarding this indicator. However, the content of it was already in use. [Sustainable Impact Report 2020, 2021: www8.hp.com]
D.4.8.b	Women's rights (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: 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, 2021: h20195.www2.hp.com] • Not Met: How working with suppliers on women's rights: The 2021 Sustainable Impact Report indicates: 'We periodically increase our expectations of suppliers, so suppliers must continually improve to maintain a consistent audit score. For example, in 2021 we adopted version 7.0 of the RBA Code of Conduct, which includes requirements related to worker voice and training, pregnant and nursing women, process chemicals, and water management'. Additionally, 'In 2019, we launched a two-year worker wellbeing program in collaboration with Verité, [...]. This program aimed to strengthen health and safety knowledge and equip workers with the tools and skills needed to grow professionally and personally. In 2021, we completed our final assessment, in which we found that this program improved workers' knowledge about occupational health and safety, worker rights, and life skills. The worker wellbeing program reached 10,700 workers'. The 2020 Sustainable Impact Report indicates: 'We will continue to collaborate with local organizations to strengthen factory workers' awareness and skills, through programs focused on women's leadership, peer advice, use of personal protective equipment (PPE), and other areas. Capability building for workers has been integral to our supply chain responsibility program for over a decade'. However, although the Company indicates that it has some programs 'focused on women's leadership', no further details found. The Company is expected to explain its work done with suppliers specifically to improve working conditions for women workers in the supply chain. <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment on the number affected by discrimination or unsafe working conditions • Not Met: Provide analysis of trends in progress made
D.4.9.b	Working hours (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"> • 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. All overtime must be voluntary. Workers shall be allowed at least one day off every seven days.' However, no evidence found of references to international standards, standard weekly hours. [Supplier Code of Conduct, 2021: 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 working hours: In its Sustainable Impact Report, the Company states that it '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'. [Sustainable Impact Report 2019, 05/2020: h20195.www2.hp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of number affected by excessive working hours • Met: Provide analysis of trends in progress made: In its Sustainable Impact Report, the Company include a short analysis of trends with respect to the most common major non-conformance, including Working hours: 'Excessive working hours remains the most pressing 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. The rate of conformance decreased significantly in 2020 compared to 2018, partly due to COVID-19. Social distancing protocols reduced the number of workers allowed in a factory at one time, and many factories had to make up production following extended closures. These factors both put pressure on working hours. Although the RBA declared certain exemptions to working hours requirements of its Code of Conduct due to the COVID-19 pandemic, we audited suppliers during 2020 based on the regular requirements. Among suppliers in our KPI program (78 at the end of 2020 representing approximately 106,800 workers), 93% met our requirements related to working hours in 2020, compared to 95% in 2019. This relatively small decrease demonstrated the ability of KPI program members to effectively manage this issue in the context of changing production demands during an unusually challenging year.' The Company has provided comments to CHRB regarding this indicator. However, the content of it was already in use. [Sustainable Impact Report 2020, 2021: 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: Due diligence in accordance with OECD Guidance in supplier contracts: The Supplier Code requires: '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, 2021: h20195.www2.hp.com] & [Supplier SER Agreement, 44657: h20195.www2.hp.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not Met: Works with smelters/refiners and suppliers to build capacity: The Company reports, in its 2020 Sustainable Impact Report: 'We require 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 require 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'. The 2021 Sustainable Impact Report indicates: 'We collaborate widely with businesses, NGOs, government agencies, and our production suppliers to advance the use of responsibly sourced minerals. Through RMI, we help develop and share due diligence standards, tools, trainings, and white papers to build the capabilities of the IT industry and beyond. We also support broader policy efforts through participation in RMI and its Due Diligence Practices, Smelter Engagement, and Sensing and Prioritization Teams. Additionally, we collaborate through external forums and initiatives, including the European Partnership for Responsible Minerals, Material Insights, and Public-Private Alliance for Responsible Minerals Trade'. The 2022 Conflict Mineral Report notes: 'As part of our due diligence measures: [...] we asked 3TG Direct Suppliers to encourage the facilities in their supply chain to participate in the RMAP'. However, no evidence found on proactive capacity building on both suppliers and smelters/refiners (including through industry-wide initiatives). [Sustainable Impact Report 2020, 2021: www8.hp.com] & [2021 Sustainability Impact Report, 2022: www8.hp.com] Score 2 • Met: Contractual requirement to disclosure smelter/refiner information: As indicated above, in the Supplier Code of Conduct, the Company requires its suppliers to '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'. The Supplier Code is included in the 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 2019 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'. 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.' [Sustainable Impact Report 2019, 05/2020: h20195.www2.hp.com] & [Supplier Code of Conduct, 2021: h20195.www2.hp.com] • Not Met: Contractual requirement 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. No further information found in latest documents. [Sustainable Impact Report 2019, 05/2020: h20195.www2.hp.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.4.10.b	Responsible mineral sourcing: Risk identification and responses 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 2020 Conflict Minerals Report indicates: 'Our risk assessment is designed to identify risks in our supply chain. This includes direct supplier not meeting our contractual requirements related to conflict minerals as well as smelters and refiners that are not conformant to a responsible validation program or that we have reason to believe may source conflict minerals from Covered Countries.' Additionally, the 2021 Conflict Minerals Report notes: 'Consistent with the OECD Guidance, the design of our due diligence has the following features: [...] Identification and assessment of risks in the supply chain, including through the Supply Chain Transparency System, the mechanism by which risks are identified and assessed in the supply chain. The system is designed to support the Conflict Minerals Program team in systematically surveying, collecting, and analyzing information relating to 3TG facilities' use of necessary conflict minerals in the supply chain for our products'. Also, 'We undertook due diligence on the source and chain of custody of necessary conflict minerals from the relevant 3TG facilities (having excluded as a result of our reasonable country of origin inquiry, or "RCOI", those 3TG facilities that we reasonably believe exclusively source conflict minerals from recycled or scrap sources or from outside of the Covered Countries) and reviewed the results with senior supply chain management, including our Chief Supply Chain Officer'. However, no evidence found in relation to which are the risks identified (i.e suppliers/SORs at risk, which are the impacts they can cause, etc.) [Conflict Minerals Report 2020, 2021] & [2021 Sustainability Impact Report, 2022: www8.hp.com] • Met: Identification of smelter/refiners and OECD Guidance: See above. In addition, its Sustainable Impact Report, the Company states: 'To identify and disclose the smelters and refiners in our supply chain, between January and December 2019 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' [Sustainable Impact Report 2019, 05/2020: h20195.www2.hp.com] Score 2 • Met: Discloses smelters/refiners judged in line with OECD Guidance: The Company discloses in its Conflict Minerals Report the List of all qualified smelters/refiners in its supply chain that it has independently judged. In its 2019 Sustainable Impact Report, the Company indicates it received responses about 295 facilities '86% of which 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 2020).' [Conflict Minerals Report 2019, 05/2020] & [2018 Sustainability Impact Report, 05/2019: h20195.www2.hp.com] • Not Met: Risk identification and disclosure 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 expect our battery suppliers to have policies addressing cobalt, to report to HP the names of the cobalt refiners they use, and to join us in encouraging these refiners to complete an RMI audit. Additionally, we encourage these suppliers to engage in collaborative industry action through RMI.' The Company has a specific report on cobalt. However, no evidence could be found on the Company identifying risks on all minerals. No further information found in latest review. [Sustainable Impact Report 2019, 05/2020: h20195.www2.hp.com]
D.4.10.c	Reporting on responsible sourcing of minerals	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 discloses information about its strategy to respond to identified risks in its Conflict Minerals Report. They consist in: report findings to senior management; devise and adopt a risk management plan, Implement a risk management plan, and monitoring risks. Similarly, the 2021 Conflict Mineral Report indicates: 'Consistent with the OECD Guidance, the design of our due diligence has the following features: [...] Design and implementation of a strategy to respond to such risks as they are identified, including assessment of information on the due diligence practices of 3TG facilities, formulation of a risk management plan, and reporting to senior management. [...]'. However, no further details found. Current evidence seems to refer to reinforce the existing system to identify risks. [Conflict Minerals Report 2020, 2021] & [2021 Conflict Minerals, 2022: hp.com] • Not Met: Monitoring, tracking and whether better risk prevention/mitigation over time

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not Met: Disclose better risk prevention/mitigation over time Score 2 • Not Met: Suppliers and stakeholders engaged in risk management strategy: The 2021 Conflict Mineral Report indicates: ‘ As part of our due diligence measures: [...] 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; if any 3TG Direct Supplier reported to us a facility for which we had information that triggered one of our potential risk indicators, we then requested the supplier investigate whether or not that facility contributed 3TG to HP products, and if the supplier reported that it did, we asked that the supplier remove the facility from our supply chain; if we obtained information that indicated there was a potential risk associated with a particular facility, we sought information from industry sources, news and media, stakeholders, and other relevant sources to support our decisions and actions; [...] and we asked 3TG Direct Suppliers to encourage the facilities in their supply chain to participate in the RMAP’. Moreover, the 2021 Sustainable Impact Report indicates: ‘We assess these suppliers’ responses to the RMI Conflict Minerals Reporting Template, which gives companies a common format for sharing information about 3TG sources with business partners and suppliers across the supply chain. We require corrective action from suppliers where needed, and provide them with training upon request.[...] If a supplier is non-responsive, we use our procurement leverage to engage the supplier and improve performance’. However, it is not clear how it engages with suppliers and affected stakeholders to agree on its strategy for risk management. [2021 Conflict Minerals, 2022: hp.com] & [2021 Sustainability Impact Report, 2022: www8.hp.com] • Not Met: Risk management and response processes cover 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"> • Area: Forced labour; discrimination • Headline: HP among companies accused of using suppliers linked to forced labour in China • Story: On March 1st, 2020, the Australian Strategic Policy Institute (ASPI) released a report called "Uyghurs for sale" that named HP among 83 other companies benefiting from the use of potentially abuse labour transfer programmes. According to the report, more than 80,000 Uighur residents and former detainees from the north-western region of Xinjiang, China, have been transferred to factories, implicating global supply chains. It is alleged that Muslim minorities are thought to be working in forced labour conditions across the country. The ASPI report alleged that workers live in segregated dormitories, are required to study Mandarin and undergo ideological training. The workers were transferred out of Xinjiang between 2017 and 2019, claiming that people are being effectively "bought" and "sold" by local governments and commercial brokers. <p>The ASPI used open-source public documents, satellite imagery, and media reports, the institute identified 27 factories in nine Chinese provinces that have used labourers. The research found up to 700 workers were transferred to work several factories including to O-Film Technology, O-Film lists as strategic partners companies like: Acer, ASUSTeK, HP, HTC, LG display, Xiaomi, ZTE, among others.</p> <p>ASPI researchers stated: "This report exposes a new phase in China's social re-engineering campaign targeting minority citizens, revealing new evidence that some factories across China are using forced Uighur labour under a state-sponsored labour transfer scheme that is tainting the global supply chain". The report calls on companies mentioned to "conduct immediate and thorough human rights due diligence on its factory labour in China, including robust and independent social audits and inspections."</p> <p>On July 22, 2020, O-Film subsidiary Nanchang, an HP supplier, was one of the eleven companies blacklisted by the U.S. Department of Commerce's Bureau of Industry and Security over alleged human rights abuses involving Uighur Muslims in China.</p> <p>According to the U.S. Department of Commerce, the O-Film subsidiary was named on the list "in connection with the forced labour of Uighurs and other Muslim minority groups in western China". Companies on the list must apply for special licenses to access U.S. technologies.</p> <p>[ZDNet, 22/07/2020, "US adds 11 more Chinese companies to entity list for Uyghur human rights violations": zdnet.com] [ABC, 01/03/2020, "Apple, Nike and other major companies implicated in Muslim forced labour in China": abc.net.au] [Australian Strategic Policy Institute, 01/03/2020, "Uyghurs for sale": aspi.org.au] [The Guardian, 01/03/2020, "China transferred detained Uighurs to factories used by global brands – report": theguardian.com]</p>
E(1).1	The company has responded publicly to the allegation	0	<p>The individual elements of the assessment are met or not as follows: Score 1</p> <ul style="list-style-type: none"> • Not Met: Public response: In response to an inquiry by the UN Working Group, the company stated "Embedded in our commitment is a risk-based approach to conduct due diligence to identify, prevent, mitigate, and document potential and actual severe adverse human rights impacts. This requires risk sensing, risk assessment, engagement with a range of different entities, and auditing using relevant industry standards. We also assess performance and complete corrective action where required and integrate what we learn into our capability-building and prevention programs. We require our contracted suppliers to follow the HP Supplier Code of Conduct which outlines our expectations for our suppliers, including treating workers with fairness, dignity, and respect". However, in this statement, the company does not identify the human rights violations that are being alleged. Instead the company uses vague terms to refer to "Involuntary labour of any kind", "treating workers with fairness, dignity, and respect", and "respect the fundamental human rights of all individuals and ethnic groups of all origins". It does not directly acknowledge the issue of forced labour and discrimination the Uyghur community is allegedly subjected to. [HP response to joint communication by UN Special Rapporteurs dated 12/03/21 (OTH 107/2021), 14/05/2021: spcommreports.ohchr.org]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			Score 2 • Not Met: Detailed response
E(1).2	The company has investigated and taken appropriate action	0	The individual elements of the assessment are met or not as follows: Score 1 • Not Met: Engaged with stakeholders: The company states that its approach includes "engagement with a range of different entities and auditing". However, there is no clear mention of this including engagement with affected stakeholders. The CHRB is aware of the difficulties companies face regarding engagement with Uyghur workers at the moment, however, there is no evidence suggesting that the company undertook engagement with relevant organisations representing the Uyghur community in exile. [HP response to joint communication by UN Special Rapporteurs dated 12/03/21 (OTH 107/2021), 14/05/2021: spcommreports.ohchr.org] • Not Met: Identified cause Score 2 • Not Met: Identified and implemented improvements • Not Met: Stakeholder input to steps taken
E(1).3	The company has engaged with affected stakeholders to provide for or cooperate in remedy(ies)	0	The individual elements of the assessment are met or not as follows: Score 1 • Not Met: Provided remedy • Not Met: Evidence for lack of Impact or link Score 2 • Not Met: Remedy satisfactory to stakeholders • Not Met: Remedy delivered • Not Met: Independent remedy process used
E(2).0	Serious allegation No 2		• Area: Forced labour • Headline: Cal-Comp Electronic accused of sourcing from recruitment agencies linked to systematic exploitation of migrant labourers in Thailand • Story: October 2018, Electronics Watch released a report which found that many migrant workers at Cal-Comp Electronics' manufacturing operations in Thailand remain at a heightened risk of exposure to conditions of forced labour. The report notes that despite changes undertaken by the company in 2016, migrant workers from Myanmar continue to report excessive recruitment fees, in excess of the 79 Euro limit they should have to pay under Myanmar regulations, which are being required by recruitment agencies in Thailand. The report notes that "In some cases workers have reported nearly €700 in recruitment related service fees or costs, equivalent to more than two months salary". A second report, released in February 2020, explains how the situation has improved throughout three years of monitoring and action taken by Electronics Watch and the Migrant Workers Rights Network. It states that while Cal-Comp was not able to control its recruiting agencies, since 2017 all workers controlled their own passports and work permits, they have received their contracts in their native languages, and had received partial reimbursement for their fees. By 2019, the company agreed to pay back all workers' fees who started at the company during or after January 2016. [Business and Human Rights Resource Centre, 15/03/2019, "Thailand: NGOs allege ongoing recruitment fees & migrant worker abuses at supplier to global electronics brands; Incl. co. Responses": business-humanrights.org] [Electronics Watch, 02/2020, "Cal-Comp: A Lesson in the Importance of Worker-Driven Monitoring to End Forced Labour in Global Supply Chains": electronicswatch.org] [Electronics Watch, 10/2018, "Compliance Report Update": electronicswatch.org]
E(2).1	The Company has responded publicly to the allegation	1	The individual elements of the assessment are met or not as follows: Score 1 • Met: Public response: The Company provided a public response, stating 'HP conducted multiple assessments at NKG and is working to address concerns and drive improvement. We are working on the ground with Cal-Comp/NKG, who has since made notable improvements including returning workers their personal documentation, directly hiring contract workers and reimbursing workers for placement fees. Cal-Comp/NKG have improved their communication tools so that workers have a clearer understanding of payroll, recruitment and benefits during their employment. Contracts and communication throughout the facility are in workers' native languages. HP is aware of the most recent Electronics Watch report and we are working with industry peers and a third-party audit firm to carry out a specialized assessment that looks further into the allegations highlighted in their report.' [Business and Human Rights Resource Centre, 07/03/2019, "HP's response": business-humanrights.org]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Detailed response: The response outlines steps taken by the company and the linked business after the allegations. These steps indicate some of the rights violations alleged, however, the company does not expressly address the alleged violations themselves. [Business and Human Rights Resource Centre, 07/03/2019: business-humanrights.org]
E(2).2	The Company has appropriate policies in place	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: Engaged with stakeholders: The Company has worked 'on the ground with Cal-Comp/NKG, who has since made notable improvements including returning workers their personal documentation, directly hiring contract workers and reimbursing workers for placement fees.' However, there is no information available as to whether that included engagement with affected stakeholders to investigate the claims. [Business and Human Rights Resource Centre, 07/03/2019: business-humanrights.org] • Met: Identified cause: The company response outlines steps taken by Cal-Comp/NKG following the allegations, this indicates that the areas addressed are the causes underlying the events. [Business and Human Rights Resource Centre, 07/03/2019: business-humanrights.org] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Identified and implemented improvements: The company supports a multi-stakeholder initiative called MOVE in Thailand with the creation of a mobile app and website to provide training and assistance to migrant workers [...] in order to mitigate risks of [...] employment exploitation. [MSA Statement 2020, 2021: www8.hp.com] • Not Met: Stakeholder input to steps taken
E(2).3	The Company has taken appropriate action	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: Provided remedy: The Company has worked on the ground with Cal-Comp/NKG, who has since made notable improvements including returning workers their personal documentation, directly hiring contract workers and reimbursing workers for placement fees. <p>Cal-Comp Electronics has agreed to compensate the affected stakeholders. According to a company spokesperson "the company ... has developed appropriate remediation plans for workers which has yielded substantial successes by including but not limited to the ongoing repayment of recruitment fees and costs to workers". The company did not provide details of the amount the workers would receive. [Reuters, 11/12/2019, "Thai electronics firm compensates exploited workers in rare award": reuters.com]</p> <ul style="list-style-type: none"> • Not Met: Evidence for lack of Impact or link <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Remedy satisfactory to stakeholders: Although remedy has been provided to 10,570 workers, Electronics Watch notes that the remedy is not complete, stating that "Ongoing monitoring by Electronics Watch and MWRN suggests that more than 1,000 workers employed in one legally separate division were bypassed and have not received compensation for the recruitment fees they paid as of the time of this writing. Tracking down former workers who are owed reimbursement is also an ongoing process in which MWRN and others who can communicate with former workers have a vital role." [Electronic Watch, 02/2020, "Cal-Comp: A Lesson in the Importance of Worker-Driven Monitoring to End Forced Labour in Global Supply Chains": electronicswatch.org] • Met: Remedy delivered: The Thomson Reuters Foundation has seen two payslips showing that Cal-Comp has started the payments. • Not Met: Independent remedy process used
E(3).0	Serious allegation No 3		<ul style="list-style-type: none"> • Area: Health & safety • Headline: HP among leading electronics firms fall short in protecting female workforce from exposure to hazardous chemicals • Story: On 25 January, 2021, Swedewatch published a follow-up report to its report of 23 June, 2020, that presented Swedewatch's research on exposure of female workers to toxic chemicals in factories in the Philippines. <p>The manufacturing of ICT products in the Philippines takes place in Special Economic Zones (SEZs) where working conditions are often poor and the social and</p>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>legal protections for workers insufficient. Women interviewed for this report work in poorly ventilated rooms where they are exposed to chemicals with well-known hazardous effects. The laws in place to protect them are not sufficiently implemented and the women state that they work without appropriate protective equipment and safety instructions. The workers describe severe effects on their health and the health of their unborn children; effects that to a large degree corresponds with the known effects of the chemicals used in the processes. In fact, for the women interviewed in this study, cancer and miscarriages are so common that they have become the norm. Swedwatch's research thus indicates that the human rights of the workers are severely impacted. Companies sourcing ICT components and products from the Philippines are linked to these impacts through their business relationships.</p> <p>The follow-up report takes into account company responses to the issues raised. [Business and Human Rights Resource Centre, 25/01/2021, "Philippines: Leading electronics firms fall short in protecting female workforce from exposure to hazardous chemicals; incl. co. Comments": business-humanrights.org] [Briefing, 25/01/2021, "Hazardous chemicals in ICT manufacturing and the impacts on female workers in the Philippines": swedwatch.org]</p>
E(3).1	The Company has responded publicly to the allegation	0	<p>The individual elements of the assessment are met or not as follows: Score 1</p> <ul style="list-style-type: none"> • Not Met: Public response: In response to the allegation, the company stated that it "requires all suppliers to conform to its code of conduct and its associated standards, and that all suppliers are required to follow its restrictions on the use of manufacturing process chemicals. Suppliers are expected to pass on these requirements to their next tier suppliers and to monitor compliance". This response, cited by Swedwatch, does not address the content of the allegation, but only outlines the company's policies. It does not address the health impacts alleged by the female workforce but only generally mentions the "findings of the Toxic Tech report" and that "protecting workers' rights is a primary focus area which includes the safe use of process chemicals. <p>In addition, the company provided feedback for this indicator. However, the document sent by the company does not address the specific allegation. [Briefing, 25/01/2021: swedwatch.org]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Detailed response: The company confirmed that protecting workers' rights is a primary focus area, which includes the safe use of process chemicals. The company said that it has restrictions in place for the three chemicals mentioned in Toxic Tech. DCM is not used at all, while toluene is "not used as a cleaner degreaser or mold-release agent". Lead is used, but with restrictions. However, the response, cited by Swedwatch, does not address the content of the allegation such as the effects of exposure to the chemicals to the affected women's health. <p>In addition, the company provided feedback for this indicator. However, the document sent by the company does not address the specific allegation. [Briefing, 25/01/2022: swedwatch.org]</p>
E(3).2	The Company has appropriate policies in place	0.5	<p>The individual elements of the assessment are met or not as follows: Score 1</p> <ul style="list-style-type: none"> • Met: Engaged with stakeholders: The company stated that it "engages with a broad range of stakeholders, including workers, to understand issues of concern regarding social and environmental responsibility in the supply chain." [Briefing, 25/01/2021: swedwatch.org] • Not Met: Identified cause: According to HP, one of the risk factors it assesses is geographic location. It uses the RBA's risk assessment tool,⁴³ which draws data from the International Labour Organization, the UN and various NGOs. It then addresses any identified risks through an assurance program. Suppliers in the Philippines are part of this program, which includes comprehensive audits using the supplier code of conduct. However, HP did not provide information on what risks it has identified nor did it directly address and explain the cause of the events. [Briefing, 25/01/2021: swedwatch.org] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Identified and implemented improvements: The company said that it has restrictions in place for the three chemicals mentioned in Toxic Tech. DCM is not used at all, while toluene is "not used as a cleaner degreaser or mold-release agent". Lead is used, but with restrictions. [Briefing, 25/01/2021: swedwatch.org]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not Met: Stakeholder input to steps taken: There is no evidence suggesting that the views of affected stakeholders were taken into account in the improvement of the company policies.
E(3).3	The Company has taken appropriate action	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: Provided remedy [Briefing, 25/01/2021: swedwatch.org] • Not Met: Evidence for lack of Impact or link <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Remedy satisfactory to stakeholders • Not Met: Remedy delivered • Not Met: Independent remedy process used

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 2020 Key Findings report and the 2019 technical annex for more details of the research process.

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As WBA, 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.

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