PUBLIC RESPONSES

1. Please provide one or two examples that demonstrate how your company has identified, assessed, and mitigated risks to Human Rights Defenders through its human rights and environmental due diligence processes since the adoption of your commitment.

- Inclusion and non-discrimination are factored into how we identify and prioritize human rights risks. In line with our commitment to the UNGPs and our Commitment to Respect the Rights of Marginalized Groups (see page 9), we carry out additional due diligence across our value chain to identify when human rights of vulnerable groups are particularly at risk. This includes all human rights impact assessments conducted across the business, as well as AI ethics assessments.
- We encourage team members and any stakeholder to raise any concerns through one of our many reporting channels. We take allegations seriously. We hold people accountable when we find misconduct. And we never tolerate retaliation against team members who speak up honestly and in good faith.
- As part of our expanding downstream human rights due diligence (HRDD), we operate human rights screenings and intervention on high-risk sales. For potentially high risks sales, we assess the degree, nature, and probability of risk based on "know-your-customer" principles, geography, product, and purpose of use.
- We work with NGOs both in our regular engagements and in the rare event when specific risks are identified. We also seek ways to engage proactively with NGOs.

2. What steps does your company take to ensure that affected or potentially affected stakeholders - including local communities, Indigenous Peoples, workers, and civil society organisations - are aware of its commitments regarding Human Rights Defenders? Please provide an example of how these commitments have been communicated in practice.

- HPE promotes our Commitment to Respect the Rights of Marginalized Groups online and through multistakeholder fora such as our participation in the Business Network on Civic Freedoms and Human Rights Defenders and the UN B-Tech Community of Practice.
- The HPE Supplier Code of Conduct is a total supply chain requirement, and includes standards for labor, health and safety, environmental practices, and ethical business conduct. At a minimum, Suppliers shall require their next tier Suppliers to acknowledge and implement the HPE's Supplier Code of Conduct

and hand the HPE Supplier Code of Conduct down to their sub-tier Suppliers. Amongst other things, Suppliers are required to also share and uphold HPE's commitment to respect the rights of human rights defenders, and allow them to exercise their rights to freedom of expression without threats, intimidation, or attacks (see section E.8 on "Worker/Stakeholder Engagement and Access to Remediation").

3. What steps does your company take to ensure that business partners - including suppliers, contractors, and other relevant business relationships - understand and respect its commitments regarding Human Rights Defenders? Please provide an example of how a business partner has engaged with or implemented these commitments.

- Our HPE Global Human Rights Policy applies to our own operations and that of our business partners. We require our sales partners and suppliers to share our commitment to protecting human rights. The policy clearly does not tolerate retaliation: "Communicate that threats, intimidation, and physical or other attacks against individuals, including those advocating for working conditions in the supply chain, are unacceptable." As part of this policy, all partners must respect for all vulnerable groups. We translate this into specific requirements in certain high risk areas. For example, when critical forced labor findings are identified, we require suppliers ensure ongoing worker engagement and feedback throughout to validate that improvements and remedy are completed and that no further harm or threat to workers emerges.
- See above response at Q3 regarding HPE's Supplier Code of Conduct and its total supply chain requirements, which amongst other things, also expressly require Suppliers to also share and uphold HPE's commitment to respect the rights of human rights defenders, and allow them to exercise their rights to freedom of expression without threats, intimidation, or attacks (see section E.8 on "Worker/Stakeholder Engagement and Access to Remediation").

4. Please provide an example of how a Human Rights Defender or affected community member safely raised a concern related to your company's operations, projects, or business relationships, and describe the steps the company took to address the concern and prevent retaliation.

- We do not currently have an example to share in this context, but will continue to promote and uphold our commitment to respect the rights of human rights defenders and allowing them to exercise their rights to freedom of expression

without threats, intimidation or attacks, and where appropriate, and will explore whether there may be opportunities to share relevant insights in the future.