US corporate human rights index:

Tracking changes in company commitments to human rights

Findings as of July 2026

HP Inc.

Indicator	Finding - 2025	Source	Source Link	Yes/No Change	Change
Policies and commitments					
General					
Human rights policy - UNGPs	HP is committed to respecting all internationally recognized human rights as set out in the Universal Declaration of Human Rights (UDHR), International Covenant on Civil and Political Rights (ICCPR) and International Covenant on Economic, Social and Cultural Rights (ICESCR) (together,the InternationalBill of Human Rights). HP is also committed to respecting the rights set out in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work (ILO Declaration) (covering freedom ofassociation and the right to collective bargaining, the rights not to be subjected to forced or compulsory labor, child labor or discrimination inrespect of employment and occupation, and therightto a safe and healthy work environment), and to upholding the UN Guiding Principles on Business and Human Rights (UNGPs) and OECD Guidelinesfor Multinational Enterprises.	Human Rights Policy (September 2024), pg 4	https://h20195.www2.hp.com/v2/getpdf.aspx/c05075378.pdf	no change	
Human rights policy - ILO Core Labor Standards	See above			no change	
Forced labor & prison labor	We prohibit allforms of modern slavery, including forced and bonded labor and human trafficking,consistent with the ILO Declaration, Article 4 of the UDHR and Article 8 of the ICCPR	Human Rights Policy (September 2024), pg 5	https://h20195.www2.hp.com/v2/getpdf.aspx/c05075378.pdf	no change	
Human rights defenders & civic space	We acknowledge the important role that human rights defenders play in advocating for responsible business practices, and the serious threats faced by human rights defenders around the world. We are committed to engaging constructively with, and respecting the human rights of, human rights defenders, and working with them to create safe and enabling environments for civic engagement and human rights at local,national or international levels. Human rights defenders must be able to safely engage with us, whether to provide feedback or raise concerns. HP does not tolerate or contribute to threats, intimidation, or attacks against human rights defenders.	Human Rights Policy (September 2024), pg 9	https://h20195.www2.hp.com/v2/getpdf.aspx/c05075378.pdf		
Gender equality and women's empowerment	Fostering a culture of diversity, equity, and inclusion has long been integral to HP's success– and it is a core part of our strategy moving forward. We will continue working to break down barriers and use our platforms to help advance the Women's Empowerment Principles. This supports HP's broader commitment to gender and racial equality, social justice, and human rights across our communities.[WEPs] Our policy and practice at HP are to maintain a culture and work environment free from unlawful discrimination and harassment, in which employees are treated with dignity and respect. HP does not discriminate against any employee or applicant for employment based on any legallyrecognized basis, including, but not limited to: gender, color, race, creed, ethnicity, religion, national origin, ancestry, age, marital status, sexual orientation, gender identity and expression, disability, pregnancy (including childbirth, lactation or related medical conditions), covered veteran status, covered uniformed servicemember status, protected genetic information, political affiliation, or any other consideration protected by federal, state or	WEPs Signatories Global Non-Discrimination Policy	https://www.weps.org/company/hp-inc https://h20195.www2.hp.com/V2/getpdf.aspx/c06237951.pdf	no change	
Indigenous Peoples					
Natural resources					
Responsible mineral sourcing	We are committed to responsible sourcing of minerals from conflict-affected and high-risk areas in line with the OECD Due Diligence Guidance for Responsible Supply Chain of Minerals from Conflict-Affected and High-Risk Areas. As part of our due diligence, we require suppliers of columbite-tantalite (tantalum), cassiterite (tin), gold, wolframite (tungsten), and cobalt, to have due diligence processes in place that are consistent with this OECD guidance. Our expectations of suppliers of these minerals are further set out in our Supply Chain Social and Environmental Responsibility Policy and in the General Specification for the Environment. More information in relation to our approach to responsible sourcing of minerals is set out in our annual Conflict Minerals Report.	Human Rights Policy (September 2024), pg 8	https://h20195.www2.hp.com/v2/getpdf.aspx/c05075378.pdf	yes change	HP Inc Responsible Mineral sourcing policy https://h20195.www2.hp.com/v2/getpdf.aspx/c09220351.pdf. HP Inc. (HP) is committed to the responsible sourcing of minerals worldwide, including from conflict-affected and high-risk regions which include the Democratic Republic of Congo and its adjoining countries1. To meet this commitment, HP conducts appropriate due diligence and engages with its suppliers. Our due diligence approach is consistent with the Organization for Economic Cooperation and Development Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas and the related Supplements (OECD Guidance), as well as other applicable international standards and frameworks and considers human rights and environmental risks and impacts3
Conflict minerals	See responsible mineral sourcing			See above	
No deepsea mining	No evidence			No Change	
Land rights	No evidence			No Change	
Free, Prior, and Informed Consent (FPIC)	No evidence			No Change	

Technology				
Responsible AI	At HP, we leverage the power of Artificial Intelligence (AI) to develop products and solutions that inspire innovation and make a positive difference in the world. Firmly rooted in the values of the HP Way, our AI Governance Principles embody our forward-thinking approach to responsible, ethical, and beneficial AI development and usage. While we recognize the exciting and seemingly endless potential of AI, weunderstand our responsibility to ensure all of ourAI products and solutions are designed and deployed with these important principles at theircore. Trust & Respect - Maintaining trapnsparency... upholding sringent standards for data privacy... Safety & Security - . . . Ensuring that AI-enabled products and solutions.... are designed to prevent harm . . . Implementing robust security controls and other mesures to protect AI systems . . . from unauthorized access and malicious use Fairness & Accountability - Striving to eliminate biases, discrimination, and related impacts . ..Continuously refining . . . to anticipate and address emerging ethical challenges Innovation & IP Protection - . . . Ensuring that existing intellectual property rights are considered and respected . . . Engagement & Education - Supporting and advocating globally for policies and regulations that promote responsible, ethical, and beneficial AI development and usage . . .	HP's AI Governance Principles	https://www.hp.com/content/dam/sites/worldwide/privacy/pdf/ai/ENG.pdf	No change
Human rights policy - freedom of expression and information and privacy	We are committed to the rights to privacy and freedom of expression,and we recognizethe importance of privacy, security, and data protection to our customers and partners worldwide. We strive to provide protections that exceed legal minimums in the design, development, and delivery of our products and services, and acrossouroperations.Wealso deploy consistent,rigorous policies and procedures to give our customers, employees, and partners confidence when sharingpersonal informationwith us and usingourproducts and services. We are committed to the responsible collection and use of personal information and respectthe right to privacy ofall stakeholders, in accordance with applicable laws and regulations. We also recognize that our products and services can enable and support freedom of expression and accessto information.Our commitments to privacy are key in helping to protect this right. Our Privacy Statement sets out further information on our commitments and approach to privacy. [Human Rights Policy] HP recognizes that privacy is a fundamental human right and further recognizes the importance of	Human Rights Policy (September 2024), pg 7 HP Privacy Statement	https://h20195.www2.hp.com/v2/getpdf.aspx/c05075378.pdf https://www.hp.com/content/dam/sites/worldwide/privacy/pdf/master-level/HP-Privacy-Statement-2021.pdf	No change
Living wage				
Living wage, own operations	We are committed to providing our employees fair and equal pay for equal work regardless of gender, race or other personal characteristics, consistent with Article 23 of the UDHR and Article 7 of the ICESCR. We also recognize the importance of workers earning a wage that allows a safe and decent standard of living.	Human Rights Policy (September 2024), pg 6	https://h20195.www2.hp.com/v2/getpdf.aspx/c05075378.pdf	no change
Living wage in supply chain	See living wage, own operations			no change
Human rights due diligence and supply chain				
Process for assessing human rights risks and impacts	We undertake an ongoing process of human rights due diligence to identify, assess, mitigate, and account for the actual and potential adverse human rights impacts in ouroperations and throughout our value chain. We do this through a rangeof policies, processes, assessments, governance systems, and our audit program. We prioritize our efforts by focusing on our salient human rights issues that is,the human rights that are atrisk of the most severe negative impacts through our activities and business relationships. When we identify human rights risks or impacts,we integrateourfindings into ourinternal management systems and take appropriate action to cease, prevent, and mitigate them.	Human Rights Policy (September 2024), pg 10	https://h20195.www2.hp.com/v2/getpdf.aspx/c05075378.pdf	no change
Heightened human rights due diligence in Conflict Affected and High Risk Areas (CAHRAs)	See responsible mineral sourcing			See responsible minerals sourcing
Affected stakeholder engagement	Our human rights efforts benefit from the valuable insight gained from our regular engagement with a range of key stakeholders and identified rightsholders, including our workers and suppliers' workers (and theirrepresentatives), investors, suppliers and other business partners, local communities, customers, peer companies, public policymakers, industry bodies, civil society organizations (CSOs), sector experts and others.	Human Rights Policy (September 2024), pg 9	https://h20195.www2.hp.com/v2/getpdf.aspx/c05075378.pdf	No change

Human rights requirements in supplier code/requirements	Fundamental to HP's SCoC is the understanding that a business, in all of its activities, must operate in full compliance with applicable laws, rules, and regulations of the countries in which it operates and international standards relating to human rights. In alignment with internationally recognized standards as listed under the References of this document, and drawing upon best practices in global supply chains, elements of HP's SCoC may go beyond legal compliance in order to advance social and environmental responsibility and business ethics. In no case can complying with HP's SCoC violate applicable laws. Where HP's SCoC and national or local laws have requirements for the same subject matter, Suppliers shall meet the more stringent requirements... ....The provisions of HP's SCoC are derived from and respect internationally recognized standards, including: • OECD Guidelines for Multinational Enterprises (OECD Guidelines for MNEs) • UN Guiding Principles on Business and Human Rights (UNGPs) • ILO Declaration on Fundamental Principles and Rights at Work • ILO Fundamental Conventions • UN Universal Declaration of Human Rights	HP Supplier Code of Conduct, pg 1-2	https://h20195.www2.hp.com/v2/getpdf.aspx/c04797684	No change	
Access to remedy					
Grievance mechanism for own employees	We encourage stakeholders to report concerns orfeedback to us using the following channels. • Online web form • From the U.S.: 1-800-461-9330 • OutsidetheU.S.,find your directin-country phone line HP Integrity Reporting (available 24 hours a day) • Mail: HPInc. Ethics andComplianceOffice 1501 Page Mill Road Palo Alto, CA 94304-1112 United States • humanrights@hp.com	Human Rights Policy (September 2024), pg 12	https://h20195.www2.hp.com/v2/getpdf.aspx/c05075378.pdf	No Change	
Grievane mechanism for workers - supply chain	See above			no change	
Grievance mechanism for external individuals & communities	See above			no change	
Governance and staffing					
Board and/or C-Suite-level oversight	Finally, Board level oversight of HP's significant strategies, policies, positions, and goals relating to human rights is provided by the Nominating, Governance andSocialResponsibilityCommittee (NGSRC) of the HP Board of Directors.	Human Rights Policy (September 2024), pg 12	https://h20195.www2.hp.com/v2/getpdf.aspx/c05075378.pdf	no change	
Senior level responsibility for human rights	HP's Chief Sustainability Officer and Head of Human Rights manage the implementation of our company-wide human rights commitments and the design of processes to prevent, mitigate, and remediate related potential and actual impacts. HP's internal Human Rights Council reviews our ongoing human rights assessments, develops plans for continuous improvement of our human rights due diligence, andpromotes the alignment, integration, and implementation of this Human Rights Policy and related programs and initiatives across HP.	Human Rights Policy (September 2024), pg 12	https://h20195.www2.hp.com/v2/getpdf.aspx/c05075378.pdf	no change	
Reporting and transparency					
Human rights reporting (integrated or stand-alone)	Included in 2024 Sustainable Impact Report	Sustainable Impact Report 2024	https://www8.hp.com/h20195/v2/GetPDF.aspx/c08980815.pdf	Yes Change	Included in 2025 report. https://h20195.www2.hp.com/v2/GetDocument.aspx?docname=c09282379
Transparency Report	No evidence			no change	
Memberships					
RBA	Yes	RBA	https://www.responsiblebusiness.org/about/members/	no change	
RMI	Yes	RMI	https://www.responsibleminералsinitiative.org/about/members-and-collaborations/	no change	
GNI	No	GNI	https://globalnetworkinitiative.org/who-we-are/members/	no change	
IRMA	Yes	IRMA	https://responsiblemining.net/members-partners/#irma-member-list	no change	
WEPs (signatory)	Yes	WEPs	https://www.weps.org/company/hp-inc	no change	
Lobbying and ethics					

Public statement or endorsement in support of mandatory human rights and environmental due diligence	No evidence			no change
Anti-bribery and anti-corruption policy	At HP, our integrity is non-negotiable – we do not tolerate bribery of any kind – and we will not knowingly facilitate any other party's corrupt conduct. We will never trade our integrity for a business opportunity. We believe it is important that public officials spend public money based on the merits of the deal, not for personal interests." [Anti-Corruption Policy, 1]	Anti-Corruption Policy	https://h20195.www2.hp.com/v2/GetPDF.aspx/c04293436.pdf	no change

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