



KnowTheChain Engagement Questions

2018 Information and Communications Technology Benchmark

Completing these questions provides you the opportunity to guide us to information regarding your company's efforts to address human trafficking and forced labor in its supply chains. **Answers to these questions will be made publicly available on the [Business & Human Rights Resource Centre \(BHRRC\) website](#), a KnowTheChain partner.**

KnowTheChain will review the information available on your public website, as well as information you link to from your website.

If your company was included in our 2016 benchmark and you completed our engagement questionnaire at that time, relevant responses will be included in our 2018 benchmark as long as the information is not more than three years old.

Over a period of two months (during Q1-2018), you will be invited to review the information we collected and provide additional disclosure. We will particularly welcome specific examples you may be able to provide regarding the implementation of your processes, as well any leading practices. We will invite you either publish additional disclosure on your website, and send us the link to the specific page(s), or send the information to us, and we will publish them on the [website of Business & Human Rights Resource Centre](#).

In case you do not have sufficient publicly available information on some or all of the indicators of the KnowTheChain benchmark methodology (see attached methodology and guidance), you are welcome to disclose relevant information to us at this stage already.¹ Please let us know by 31 October that you wish to do so, and send us the additional information by 30 November. We will publish the information provided on the [website of Business & Human Rights Resource Centre](#).

Please email your response to the below questions to Felicitas Weber, BHRRC KnowTheChain Project Lead at weber@business-humanrights.org and CC companies@knowthechain.org.

The accuracy of our reports is important to us, we appreciate your help and cooperation. Should you have any questions, please contact Felicitas Weber at weber@business-humanrights.org.

¹ Please indicate which benchmark indicators the information relates to. Should this be of interest, we would be happy to send you the indicators in an Excel or Word document for you to fill out.



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General Information

Name of company: HP, Inc.

Name of respondent: Jay Celorie

Position of respondent: Human Rights Officer

Respondent's email address: celorie@hp.com

Disclosure Information

1. Documents

KnowTheChain aims to decrease the reporting burden for companies. Therefore, we will review information available on your company's public website. However, to ensure we take into consideration all relevant documents, we invite you to provide us with links to any statements, reports, webpages, or documents that you would us to take into account as we review your company's approach to managing forced labor risks in its supply chains.

HP Inc Response

A core principle for HP is that we are transparent about the challenges in our supply chain and we rally businesses and governments to build resiliency and respect for human rights and the environment. Transparency through our policies and management systems not only makes the company accountable to external parties and builds reputation, but it is also increasingly good for business. Since our supply chain extends beyond our direct suppliers, we recently published the names and locations of our recycling vendors, re-affirming our commitment to responsible electronics recycling.

HP 2016 Sustainability Report

<http://h20195.www2.hp.com/V2/GetDocument.aspx?docname=c05507473>

Supply Chain Responsibility, Our Approach (This will be updated prior to the next submission)

<http://www8.hp.com/h20195/v2/getpdf.aspx/c04945685.pdf>

HP Supply Chain Foreign Migrant Worker Standard

<http://h20195.www2.hp.com/V2/getpdf.aspx/c04484646.pdf>

HP Modern Slavery Act Transparency Statement

<http://h20195.www2.hp.com/V2/GetDocument.aspx?docname=c05388050>



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Supplier SER Requirements

<http://www8.hp.com/us/en/hp-information/global-citizenship/society/supplier-ser-requirements.html>

HP Ethics and Compliance Website

http://www8.hp.com/us/en/hp-information/global-citizenship/governance/ethics.html?jumpid=in_r138_us/en/corp/integrity/secondary-nav-corporate-ethics

HP Sustainability Policy

<http://www8.hp.com/h20195/v2/GetDocument.aspx?docname=c05075378>

HP Supplier Code of Conduct

<http://www8.hp.com/h20195/v2/getpdf.aspx/c04797684.pdf>

Standards of Business Conduct

<http://h30261.www3.hp.com/governance/standards-of-business-conduct.aspx>

HP Supplier Capability Building Webpage

<http://www8.hp.com/us/en/hp-information/global-citizenship/society/capabilitybuilding.html>

HP Sustainable IT Purchasing Guide

http://www.hp.com/hpinfo/globalcitizenship/environment/education/green_procurement_guide.pdf

HP Supplier List

<http://h20195.www2.hp.com/V2/GetPDF.aspx/c03728062.pdf>

HP Recycling Vendor List

<http://h20195.www2.hp.com/V2/getpdf.aspx/c05403198.pdf?ver=2.0>

RBA link - Labor Agency Maturity Model

<http://www.osce.org/secretariat/336231?download=true>

2. Membership in industry and multi-stakeholder associations

- Where relevant, please indicate your level of membership with the Electronic Industry Citizenship Coalition (EICC) (see methodology FAQs for details on how the different levels count towards the KnowTheChain benchmark score).
 - EICC Full member – HP, Inc. is a full EICC (now Responsible Business Alliance (RBA)) member
 - EICC Member
 - EICC Supporter member
 - EICC Affiliate Member

HP Inc Response

- EICC Full member – HP, Inc. is a full EICC (now Responsible Business Alliance (RBA)) member



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- Please also indicate your membership in other industry and multi-stakeholder associations relevant to addressing forced labor in the supply chain.

HP Inc Response

Social Accountability International (SAI) (HP is a member of SAI Advisory Board)

Responsible Labor Initiative (RLI) HP is a RLI Steering Committee Chair

Leadership Group for Responsible Recruitment (LGRR) HP is a founding member of LGRR and Steering Committee member