



Hewlett Packard
Enterprise

HPE Global Human Rights Policy

Purpose

Respect for human rights is so directly related to integrity and performance that they are inextricably linked. Respecting human rights is a core value at Hewlett Packard Enterprise and is embedded in the way we do business. Investing in ethical practices while delivering financial results is a responsibility HPE takes seriously.

Human rights are the fundamental rights, freedoms and standards of treatment to which all people are entitled. HPE upholds and respects human rights as reflected in the United Nations Universal Declaration of Human Rights (UDHR), the UN Global Compact, and the UN Guiding Principles on Business and Human Rights, which further clarify government responsibility to protect human rights against third party abuses, business responsibility to respect human rights, and a joint responsibility to remedy if rights are not upheld.

Scope

This policy focuses on the areas that have been identified as priorities for our industry and broadly defines how Hewlett Packard Enterprise will respect human rights in our operations.

Policy

Through Hewlett Packard Enterprise's commitment to leadership in integrating respect for human rights worldwide into our operations and value chain, HPE will in practice:

- Comply with laws and regulations where HPE does business and adopt and apply international standards where laws are less stringent
- Complete due diligence to avoid complicity in human rights violations
- Regularly assess human rights risks, policies, and impacts and provide visibility of the results to senior executives
- Provide access to independent grievance mechanisms immediately to raise concerns or identify adverse human rights impacts
- Promptly investigate allegations and pursue action to mitigate any adverse human rights impacts
- Promote continual improvement through capability building for our business partners, terminating relationships only as a last resort
- Advance our human rights practices through a journey of cumulative progress
- Report transparently on our efforts

Implementation

HPE has more than 70 policies that guide action in more specific areas. However HPE's key policies are:

[HPE Standards of Business Conduct](#) (SBC) sets non-negotiable global expectations for our behaviors, decisions, and actions and defines how we embed integrity, respect, and fairness into business operations. It represents the highest level of guidance for our employees. The SBC promotes respect for human rights through guidance on a wide range of subjects, including a safe and respectful working environment, anti-bribery requirements, privacy, responsible marketing, environmental stewardship, and community involvement.

As part of our implementation, HPE supplements the SBC with the following more specific policies: [HPE Nondiscrimination Policy](#); [HPE Harassment-free Work Environment Policy](#); and [HPE Open Door Policy](#).

Policies supplementing the SBC for Suppliers, Partners, and Contingent Workers include:

- [HPE Supplier Code of Conduct](#) (Electronic Industry Code of Conduct) establishes standards for HPE and our supply chain to ensure that working conditions are safe, that workers are treated with respect and dignity, and that business operations are environmentally responsible and conducted ethically. The Code outlines standards for labor, including: freely chosen employment, child-labor prohibition, working hours limitations, humane treatment, appropriate wages and benefits, non-discrimination, and freedom of association.

The Code also outlines standards for health and safety, business ethics, and the environment. Finally, the Code outlines the elements of an acceptable system to manage conformity to its requirements and includes guidance for grievance mechanisms and corrective action. We respect employees' rights to organize in labor unions and engage in collective bargaining in accordance with local laws and established practice.

- [HPE Partner Code of Conduct](#) requires Partners to maintain high standards of business ethics; become familiar with and comply with all laws that are relevant to their HPE Partner status, including the extraterritorial laws of all countries that govern the conduct of HPE, such as the United States Foreign Corrupt Practices Act ("FCPA") and similar anti-corruption laws in other countries; and stay abreast of all legal and regulatory changes that are relevant to their HPE Partner status.
- [Contingent Worker Code of Conduct](#) ensures all suppliers, consultants, and contractors doing business with HPE agree to deliver their services in a manner consistent with HPE's code of ethics (Standards of Business Conduct).

HPE's Environment, Health, and Safety (EHS) Policy outlines our commitment to provide products and services that are safe to use and environmentally sound throughout their lifecycles, conduct our operations in an environmentally responsible manner, including pollution prevention and resource conservation (including water), and create health and safety practices and work environments that enable HPE employees to work injury-free. HPE's supply chain requirements are specified in the [HPE Supply Chain Social and Environmental Responsibility Policy](#).

[HPE Global Master Privacy Policy](#) demonstrates our respect for the right to privacy and guides the collection, processing, transfer, use, and disposition of personal information. Our privacy policies reflect current global principles, standards, and best practices on handling personal information. These principles include appropriate notice, meaningful choice, transparency, and accountability regarding the collection and use of personal data. HPE privacy policies and data protection requirements extend to all persons or agencies that manage personal data on HPE's behalf.

How to report a concern

Hewlett Packard Enterprise 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](#).