



Hewlett Packard Enterprise

Hewlett Packard Enterprise's Supply Chain Social and Environmental Responsibility Policy

Version 2.0, Effective January 27, 2021

Hewlett Packard Enterprise's (HPE) commitment to human rights and social and environmental responsibility extends throughout our worldwide operations and supply base. We share a responsibility with our suppliers to protect workers, communities, and the environment. HPE expects all those we work with to conduct their operations in a socially and environmentally responsible manner. We work collaboratively with our suppliers to encourage compliance with respect to the following principles:

Legal and Regulatory Compliance: Suppliers are to ensure their operations and the products and services supplied to HPE comply with all national and other applicable laws and regulations.

Environmental Performance Improvement: Suppliers are to understand and reduce the environmental impacts of their operations and of the products and services they provide to HPE. This includes programs that promote efficient use of energy and other resources, minimize the use of hazardous materials, promote reuse and recycling, and reduce emissions to air, soil, and water.

Responsible Sourcing of Minerals: Suppliers must ensure that parts and products supplied to HPE contain minerals that are responsibly sourced. Suppliers are required to establish and maintain 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](#). Suppliers must exercise due diligence on tin, tantalum, tungsten, and gold necessary to the functionality or production of materials, parts, components, or products supplied to HPE. Suppliers must extend these expectations to their suppliers. For a full listing of HPE's responsible minerals expectations, refer to HPE's [General Specification for the Environment](#) and [HPE's Supplier Code of Conduct](#).

Labor Standards and Respect for Human Rights: Human rights are the fundamental rights, freedoms, and standards of treatment to which all people are entitled. HPE upholds and respects human rights as defined by the [United Nations Universal Declaration of Human Rights](#)

(UDHR) through our commitment and adherence to the [UN Guiding Principles on Business and Human Rights](#) (UNGPs) and the [International Labour Organisation \(ILO\) Core Conventions](#) (these eight core conventions cover forced labor, child labor, freedom of association, and discrimination). Suppliers are expected to share these commitments and ensure that their operations uphold and respect human rights in accordance with HPE standards.

Management Systems: Suppliers are to maintain effective management systems that integrate environmental, occupational health and safety, human rights and labor policies, and ethics into their business and decision-making processes. This includes establishing appropriate objectives and targets, regularly measuring and assessing performance, and practicing continual improvement.

Transparency: Suppliers shall disclose to HPE (email: scrassurance@hpe.com) within 48 hours of any such incident:

1. All supplier on-site incidents of worker fatality or accidents resulting in debilitating injury.
2. All known supplier off-site incidents of worker fatality or injury resulting from suicide or suicide attempt.
3. Any actual or alleged priority finding related to compliance with HPE's Supplier Code of Conduct, whether discovered by the supplier or by a third-party, including findings related but not limited to:
 - a. underage workers;
 - b. inadequate process for managing student workers or pregnant workers;
 - c. forced labor, including any payment of recruitment fees;
 - d. harassment or systemic discrimination causing harm;
 - e. health and safety issues posing immediate danger to life or risk of serious injury;
 - f. significant excessive overtime, as defined by the Responsible Business Alliance;
 - g. fake documents, corruption, or other significant unethical business conduct;
 - h. minerals sourced from Conflict-Affected and High-Risk Areas and no policy and/or due diligence documented; or
 - i. violation of environmental laws posing serious and immediate potential or actual harm to the immediate or surrounding community.

In addition, suppliers are to provide clear, timely, accurate, and appropriate reporting – or evidence in case of an audit – to HPE upon request.

Substance of Initial Disclosure; Protecting Privacy: Supplier shall in the first instance disclose to HPE only that an incident (as described in 1-3 above) has occurred and provide sufficient information regarding the incident. To protect the privacy of individuals involved, initial disclosures should be made without reference to Personal Data. Should HPE require additional information, the supplier shall comply with all applicable data protection and privacy laws when transferring or sharing information with HPE. "Personal Data" shall mean any information related to any identified or identifiable natural person, including but not limited to employees and customers of the parties, and any other data deemed as Personal Data under applicable Personal Data protection or privacy laws.

In selecting and retaining qualified suppliers, HPE will show preference to suppliers that meet the above requirements, the [Hewlett Packard Enterprise Supplier Code of Conduct](#), and the [Hewlett Packard Enterprise General Specification for the Environment](#).