Hewlett Packard Enterprise

Supplemental Information for the Corporate Human Rights Benchmark

Respecting human rights is a core value at Hewlett Packard Enterprise (HPE) and is embedded in the way we do business. Investing in ethical practices while delivering financial results is a responsibility HPE takes seriously.

HPE values the opportunity to engage with the Corporate Human Rights Benchmark (CHRB) to better understand their guidance on best practice for the IT Manufacturing Industry. We share the following text as a supplement to what we have previously made publically available.

A.1.4 and B.1.8	HPE is committed to stakeholder engagement and identifies stakeholders through various, complementary approaches, including our materiality assessment, s*ee LPR page 72,* and our most recent human rights assessment, which was carried out by a third party. We continuously engage with our employees on issues, including human rights, through multiple channels. We disclose the key concerns of these stakeholders, and revise our policy and practices to better address key concerns. See our 2018 Living Progress Report, page 45. Various triggers – both proactive and reactive – can lead to engagement with workers in our supply chain including: – Concerns related to working conditions – A need to engage with vulnerable workers to better understand their experience and needs, such as foreign migrant worker interviews, female worker interviews through HER Finance, Laborlink mobile solution, the Worker Sentiment Survey and Impactt's Restart Program, a training program based on principles of social psychology that builds respect and understanding between workers and management. – As a part of root cause analysis of nonconformances on site, and the development of an improvement plan that is tailored to the needs of workers – As a key piece of monitoring supplier improvement, and checking that improvements are having a positive impact on workers
A.1.6	HPE respects the rights and recognizes the risks faced by human rights defenders. Threats, intimidation, physical or other attacks against individuals are unacceptable.
B.1.3, B.1.6, B.2.1, B.2.2 and B.2.3	Our Global SER team recently engaged an independent third party to carry out a corporate-wide human rights assessment. The scope of the assessment covered identification of the most salient risks, a review of existing policy, a review of process and due diligence tools and a scan of published media, concerns and opinions of HPE. Our most salient risks, identified in the assessment, are risks common throughout the IT industry: responsible use, responsible product development, modern slavery and decent work, conflict minerals, diversity and inclusion, and water use. Our Global SER team approaches human rights through a continuous improvement approach. Our corporate-wide assessment contained recommendations that have informed our process of continuously improving our human rights due diligence. In addition to our corporate-wide human rights assessments, we review risks when we have a relevant change to the business.
B.1.4.a	Our Living Progress report highlights has been published in 12 languages.
B.2.4	HPE's 24-7 hotline with translators and process (including timeline) is described here: https://secure.ethicspoint.com/domain/media/en/gui/44841/index.html. It specifically describes the process and handling of concerns, referencing who handles complaints and timelines. We conduct any required investigations appropriately.