Expert Group Meeting - Ankara
Humane Trafficking & Global Supply Chains

HP Response to Risks of Human Trafficking

Karl Daumüller / November 12, 2012
HP fast facts

Hewlett-Packard Company (NYSE: HPQ).

Headquarters: Palo Alto, California.

HP serves more than 1 billion customers in more than 170 countries on six continents.

HP has approximately 349,600 employees worldwide.

HP’s 2012 Fortune 500 ranking: No. 10

HP’s revenue for the four fiscal quarters ended Oct. 31, 2011: $127.2 billion.

Did you know?

We ship more than 1 million printers per week.

We ship 48 million PC units annually.

One out of every three servers shipped worldwide is from HP.

HP Software makes calls possible for more than 300 million mobile phone customers around the globe.

HP helps 50 million customers store and share over 4 billion photos online.

HP supports the top 200 banks and more than 130 of the world's major stock exchanges.
Supply Chain Social and Environmental Responsibility (SC SER) Management Approach

Promoting responsible practices and helping our suppliers improve social and environmental performance.
Electronics Industry Code of Conduct (EICC) version 4
addressing human trafficking

• Freely Chosen Employment
• Working Hours
• Child Labor
• Wages and Benefits
• Humane treatment
• Freedom of Association
• Protection of Identity
• Supplier Responsibility (eg. for Labor brokers)
• and others ....

Management Systems
- Company Commitment
- Management Accountability & Responsibility
- Legal and Customer Requirements
- Risk Assessment and Risk Management

Environment
- Environmental permits and reporting
- Pollution prevention and Resource Reduction
- Hazardous substances
- Wastewater and Solid Waste
- Air Emissions
- Product Content Restrictions (HP’s GSE)

Health and Safety
- Occupational Safety
- Emergency Preparedness and Response
- Occupational Injury and Illness
- Industrial Hygiene
- Physically Demanding Work
- Machine Safeguarding
- Sanitation, Food and Housing

Labor
- Freely Chosen Employment
- Child Labor
- Working Hours
- Wages and Benefits
- Humane Treatment
- Non-discrimination
- Freedom of Association

Ethics
- Business Integrity
- No Improper Advantage
- Disclosure of Information
- Intellectual Property
- Fair Business, Advertising and Competition
- Protection of Identity
- Responsible Sourcing of Minerals
- Privacy
- Non-Retaliation

Supplier Assessment
- Capability

Suppliers
- Code of conduct (EICC)

Corporate policy

• Freely Chosen Employment
• Working Hours
• Child Labor
• Wages and Benefits
• Humane treatment
• Freedom of Association
• Protection of Identity
• Supplier Responsibility (eg. for Labor brokers)
• and others ....
Assessment, Validation and Improvement Approach

**Introduction**
- HP conducts preliminary risk assessment
- SER requirements confirmed in contract

**Assessment**
- Suppliers complete self-assessment
- HP review and feedback

**Validation and improvement**
- On-site audits
- Corrective actions, if required
- Follow-up audits, if required

**Corrective action**

**Supplier audit**

**Supplier assessment**

**Code of conduct (EICC)**

**Corporate policy**

- New *Audit protocol* with additions on vetting *labor agencies*
- All auditors are IRCA certified
Capability Building and other Programs
addressing human trafficking

Other responses and programs:
• California Transparency Act SB657
• Conflict Free Minerals Program
• Standard of Business Conduct
• Human rights policy work with Danish Institute on Human Rights and BSR
• Collaborative alliances eg. SAI, GeSI, GSCP
HP 2011 Global Citizenship Report
with disclosure of processes and results

Supply chain responsibility
We promote responsible practices throughout our supply chain and help our suppliers improve their social and environmental performance.

Message from CEO
*We believe that good citizenship and good

Tech gallery
HP products, services, and solutions help address

Data and goals
See performance data and graphs. View the

http://www.hp.com/hpinfo/globalcitizenship/
Thank you
## SC SER Milestones

<table>
<thead>
<tr>
<th>Year</th>
<th>Event</th>
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<tbody>
<tr>
<td>2000</td>
<td>HP’s supply chain SER program launched</td>
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<tr>
<td>2004</td>
<td>HP’s first supplier audit performed</td>
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<tr>
<td>2005</td>
<td>HP's first supplier SER forum held in China</td>
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<tr>
<td>2006</td>
<td>Capability building program launched</td>
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<tr>
<td>2007</td>
<td>First capability building effort to directly train supplier employees</td>
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<tr>
<td>2008</td>
<td>Comprehensive list of HP suppliers disclosed</td>
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<tr>
<td>2009</td>
<td>Conflict minerals program launched</td>
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<tr>
<td>2010</td>
<td>First joint Validated Audit Process (VAP) audits performed</td>
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<tr>
<td>2011</td>
<td>First HP nonproduction supplier audit performed</td>
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