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# Modern Slavery Transparency Statement

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We are committed to respecting human rights around the world, both in our operations and through our business relationships. Combating modern slavery requires persistence, ongoing due diligence, stakeholder engagement, and continuous improvement. This work is consistent with the core values on which HP was founded and strives to live up to each day: to create a positive, lasting and sustainable impact on the planet, our people and the communities where we live, work and do business.

The *California Transparency in Supply Chains Act of 2010*, the *United Kingdom Modern Slavery Act 2015*, and the *Australia Commonwealth Modern Slavery Act 2018* require businesses to disclose information relating to their efforts to address the risk of modern slavery (including forced labor and human trafficking) in their operations and supply chains. The following statement of HP Inc. and its consolidated subsidiaries<sup>1</sup> responds to these requirements and outlines our efforts during the fiscal year ended October 31, 2022.

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<sup>1</sup> HP Inc. has adopted the policies and processes related to modern slavery risks as further described in this statement. HP Inc. therefore provides this statement for itself and on behalf of certain foreign subsidiaries that are directly covered by a disclosure obligation in their respective jurisdictions. Currently this includes HP PPS Australia Pty Ltd., pursuant to the Commonwealth Modern Slavery Act 2018, and HP Inc. UK Limited, pursuant to Section 54(1) of the UK Modern Slavery Act 2015. Through this statement, HP also satisfies its obligations pursuant to the California Transparency in Supply Chains Act of 2010. This statement excludes our subsidiary Apogee Corporation Limited (together with its subsidiaries), which intends to provide its own UK Modern Slavery Statement. This statement also excludes HyperX, the gaming division of Kingston Technology Company, which was acquired June 2021 and Poly Inc. which was acquired August 2022 (including the subsidiaries Polycom Australia Pty Ltd and Plantronics Limited (UK)). HP is integrating these suppliers into the HP management systems addressing the risk of modern slavery.

## Our Business

HP is one of the world's leading IT companies. The company has operations in 58 countries and territories, with approximately 58,000 employees. Our Printing business provides consumer and commercial printer hardware, supplies, services and solutions. Our Personal Systems business provides commercial and consumer desktop and notebook personal computers (PCs), workstations, thin clients, commercial mobility devices, retail point-of-sale systems, displays and peripherals, software, support and services.

HP Inc. is a corporation incorporated in the state of Delaware, with principal executive offices in Palo Alto, California. HP Inc. and its subsidiaries operate worldwide and are collectively known as HP. A complete list of HP Inc.'s subsidiaries worldwide as of the end of its most recently completed fiscal year can be found as Exhibit 21 to HP Inc.'s Form 10-K, filed with the US Securities and Exchange Commission on December 6, 2022.

## Our Operations and Supply Chain

From PCs to printers, HP's unique products require a vast network of suppliers and partners spanning six continents and over 40 countries and territories. We have approximately 900 manufacturing suppliers and several thousand non-manufacturing suppliers that provide goods and services in support of our operations. We disclose the names of our key manufacturing suppliers on our Sustainable Impact website.

We utilize a significant number of outsourced manufacturers around the world to manufacture HP-designed products. This helps us maintain flexibility in our supply chain and manufacturing processes. In some circumstances, third-party suppliers produce products that we purchase and resell under the HP brand. We also manufacture finished products from components and sub-assemblies that we acquire from a wide range of vendors. We have direct business relationships with suppliers that represent up to four tiers of manufacturing, including materials, components, sub-assemblies, branded components, and final assembly suppliers.

HP's operations include some manufacturing as well as design and product development, supply chain management, marketing, sales, customer support and administrative operations. Our operations are supported by non-manufacturing suppliers that provide services and facility management.

## Addressing COVID-19

The COVID-19 pandemic forced HP to rapidly reassess how we manage our operations and supply chain in order to address the severe risks of the disease to workers and communities. As many of our facilities across the world—particularly manufacturing sites—were deemed essential, it was critical for us to find ways to continue working while protecting worker health and safety. HP's response in a time of global crisis mirrors our commitment to respecting human rights: first we identified the risks to our employees and contingent workers (and our partners), then we acted decisively to manage and mitigate them. To help keep our employees safe, we quickly pivoted the vast majority of our employees to work from home. For those in manufacturing and other critical functions that could not transition to a remote model, we quickly implemented safety and hygiene training and protocols, such as physical distancing, safety gear mandates, site visitor restrictions, alternate staffing shifts, and enhanced cleaning and sanitization practices, to protect the employees in our labs or manufacturing and production facilities. We also implemented contact tracing initiatives.

While COVID-19 continued to affect travel and site access in FY22, we were able to increase the number of audits and assessments conducted by remaining in close communication with our suppliers and safely conducting both in person and remote assurance activities. Our HP Supplier Code of Conduct has strict health and safety expectations, and we published best practice [guidelines for suppliers](#) to support the protection of their workers, to support work environment morale and to assist workers. HP continues to support suppliers with a global virtual training on forced labor risk in global supply chains, highlighting the potentially increased forced labor risk as borders start to reopen, and informing suppliers about key principles and approaches in developing forced labor remediation plans. These efforts reached more than 700 supplier managers and supervisors in FY22.

## HP Governance

The Nominating, Governance and Social Responsibility (NGSR) Committee of the HP Board of Directors oversees HP's significant strategies, policies, positions, and goals relating to human rights, including by reviewing the results of our ongoing human rights assessments and approving HP's annual company-wide modern slavery statement. The NGSR Committee is regularly updated on human rights-related topics. In FY22, this included the shifting regulatory landscape regarding mandatory human rights due diligence and supply chain transparency and potential business impacts. The NGSR Committee also received progress updates on our human rights-related goals, with special focus on our numerous initiatives around worker empowerment, and an overview of emerging trends regarding enhanced transparency and mandatory disclosure requirements. HP's Chief Sustainability Officer and Head of Human Rights, who sit within HP Supply Chain Operations, oversee the implementation of our company-wide human rights commitments (found within our Human Rights Policy) and the design of processes to prevent, mitigate, and remediate related potential and actual impacts, including any relating to modern slavery.

The Head of Human Rights, who reports to the Chief Sustainability Officer, oversees HP's Human Rights Team. The Human Rights Team is responsible for implementing our commitment to respect human rights and addressing forced labor in our operations and value chain. This team consists of 21 people who are responsible for conducting our human rights due diligence, including developing programs, processes and tools to ensure that HP suppliers comply with HP's Supplier Code of Conduct and embedding respect for human rights across HP's business, including our own operations. The Human Rights Team is also responsible for human rights reporting and provides support, guidance and resources to internal partners, such as Legal (including Global Affairs and Public Policy), Procurement, Human Resources and other internal stakeholders.

There are many business functions across the company that play a role in addressing modern slavery risk. To prepare this statement, the Human Rights Team engaged with the following business functions: Human Resources, Supply Chain Operations, Logistics, Global Indirect Procurement and Legal. This consultation process has enabled a comprehensive and integrated, group-wide statement. The Human Rights Team collaborates with our local senior management teams, in consultation with the boards of our subsidiary entities, as appropriate, to develop, adopt and approve statements that are responsive to local requirements, including this statement.

We also convene a Human Rights Council to review our ongoing human rights assessments and to develop plans for continuous improvement. In 2022, the Human Rights Council was expanded to include new leaders across the business, including in Human Resources, Global Indirect Procurement, Supply Chain Operations, Sales and Marketing, Global Affairs and Public Policy, and Environment, Health, and Safety. The group met to discuss and identify new actions to advance HP's Human Rights Policy and further embed human rights due

diligence in their respective business functions. In support of this work, an internal cross-functional working-level group was established to plan and implement HP's enterprise-wide human rights actions and initiatives impacting the company's value chain.

## Integrity at HP

Respect for fundamental human rights is embedded in the Integrity at HP program, through which we apply strong ethics and anti-corruption principles within our operations, across our value chain, and in the communities where we do business. HP's Chief Ethics and Compliance Officer oversees the Integrity at HP program. We require ethical conduct by our employees and use our scale and influence to drive progress. We are committed to complying with all applicable laws and regulations everywhere we operate. This program helps integrate respect for human rights throughout our operations.

## Policies

### Human Rights Policy

Our [Human Rights Policy](#) defines our commitments and actions that guide the integration of respect for human rights into our operations, products, and supply chain. It includes our prohibition on forced labor within HP and includes requirements of our suppliers to adhere to the HP Supplier Code of Conduct and other implementing policies and standards. As detailed in the Human Rights Policy, we are committed to respecting the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines for Multinational Enterprises. We are also committed to respecting internationally recognized rights as expressed in the International Bill of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

### Contingent Worker Code of Conduct

HP's [Contingent Worker Code of Conduct](#) applies to all non-employees ("contingent workers") performing services for HP at an HP site, or an alternate work location such as a home office, HP customer site, or other designated HP workplace and all suppliers of contingent workers to HP. It is also applicable to HP personnel managing the contracts and assignment of contingent workers. We expect contingent workers and suppliers of contingent workers to share our commitment to conducting business with integrity. For example, this code prohibits unlawful discrimination, harassment, charging applicant or recruiting fees, as well as interference with identity documents or passports or contingent workers' ability to resign at any time (all local country legislation and Workers Council Agreements apply). Suppliers of contingent workers and contingent workers themselves are prohibited from engaging in trafficking in persons. Suppliers of contingent workers shall respect the right of their employees to organize in labor unions and collectively bargain in accordance with local laws and established practices.

### Supplier Code of Conduct

HP's [Supplier Code of Conduct](#) outlines HP's expectations for contracted suppliers. The Supplier Code of Conduct incorporates international labor and human rights principles and aligns with the Responsible Business Alliance (RBA) Code of Conduct. Contracted suppliers must comply with international standards and applicable laws and regulations regarding forced labor and human trafficking, as well as the HP Supplier Code

of Conduct. The HP Supplier Code of Conduct outlines HP's commitment that suppliers ensure workers associated with HP services and production have: (i) the right to freely chosen employment; (ii) the right, in accordance with local laws, to join labor unions on a voluntary basis, to bargain collectively and to engage in peaceful assembly; and (iii) the right to a workplace free of harassment and unlawful discrimination. The Supplier Code of Conduct requires suppliers (and their suppliers) to acknowledge and implement the HP Supplier Code of Conduct. Contracted suppliers must adopt a management system that includes monitoring supplier compliance with the Supplier Code of Conduct.

## Foreign Migrant Worker Standard

Foreign migrant workers are especially at risk for exploitative labor practices and forced labor. HP was the first technology company to set requirements for suppliers on how they recruit, hire, and manage such workers. In 2015, HP published an industry-leading standard known as the [Supply Chain Foreign Migrant Worker Standard](#) to better address the risks surrounding foreign migrant workers in the supply chain. This standard requires direct employment of foreign migrant workers by our suppliers, prohibits retention of worker passports and personal documentation and requires the elimination of worker-paid recruitment fees.

## Risk of Modern Slavery

HP monitors the risk of modern slavery through our human rights due diligence program, which includes human rights risk assessments and impact assessments, along with robust audit and assurance efforts. Our human rights due diligence program considers our business activities and potential risks to rights-holders consistent with the UNGPs. We consider risks in our operations (HP offices, HP manufacturing and distribution operations, and suppliers that support these operations) where we could cause or contribute to negative human rights impacts. We also consider risks associated with our manufacturing and non-manufacturing suppliers (operating in their own facilities) where we may be directly linked through a business relationship.

HP conducts annual human rights risk assessments and impact assessments to identify actual and potential human rights risks and impacts that HP may cause or contribute to, or may be directly linked to through a business relationship. In 2022, in partnership with external human rights experts, we completed our most comprehensive global human rights risk assessment to date, including a governance analysis. Our aim was to identify our most salient human rights risks across our value chain and to develop a roadmap to enhance our overall human rights program. The analysis spanned three distinct business lines (Personal Systems, Print, and 3D Print) and their respective upstream and downstream value chains, through all tiers. The process involved engaging with internal stakeholders to understand their priority human rights concerns, managing human rights risks within HP, and identifying opportunities for building on HP's human rights program and governance. The process also included reviewing stakeholder concerns across our industry by engaging with potentially affected external stakeholders and civil society organizations. Finally, the assessment included reviewing policies and procedures with reference both to proposed human rights laws and to how our voluntary commitments align to the UNGPs and the UN Sustainable Development Goals.

In the fall of 2022, we received the project's final results, including a mapping and weighting of human rights risks by element of our value chain and a prioritized list of recommendations to ground long-term program initiatives and strategy. The risk of forced labor and child labor were among the salient human rights risks identified. These findings are consistent with broader industry risks, experience and expectations.

The following paragraphs characterize the different business contexts in which industry information and our past experience indicate that there could be a risk of modern slavery.

- In our operations, the risk of modern slavery is predominantly associated with the non-manufacturing suppliers supporting our offices (janitorial, facilities, security, etc.) or our HP-managed manufacturing operations. In the past, we have seen risk associated with foreign migrant hourly workers employed by our non-manufacturing suppliers. HP does not employ any foreign migrant hourly workers.
- In our supply chain, the risk of modern slavery is predominantly associated with manufacturing suppliers operating in countries where there is a high volume of foreign migrant labor and a lack of legal protections and/or enforcement of protections for migrant labor. Specific risk of modern slavery associated with migrant workers at supplier sites include payment of recruitment fees, retention of worker passports, lack of an employment contract in a language the worker understands, and failure to provide return transportation to the country of origin.
- Risk of modern slavery can also occur deeper in our materials supply chain with entities that are more than four supplier actors removed from HP. In these instances, we align our practices with the relevant portions of international guidance, such as the Organisation for Economic Co-operation and Development's guidance on responsible minerals, and work with other companies to build leverage with intermediate actors deep in the supply chain. Through this work, we are able to influence business relationships with entities operating in challenging contexts to mitigate the risk of modern slavery, such as those associated with mineral extraction.

We are encouraged by the human rights risk assessment's findings that reinforce our strengths, such as our robust Supply Chain Responsibility program. We also welcome the opportunities highlighted for improvement, such as enhancing our governance processes and more fully incorporating human rights due diligence throughout our business. We are committed to continual improvement, and the Human Rights Team has already started acting on the assessment's findings with a series of projects and initiatives to address the recommendations, such as expanding our Human Rights Council and establishing an internal cross-functional working-level group to address human rights issues.

## Risk Detection

HP maintains a strong culture of open communication. We encourage anyone with a concern to speak up without fear of retaliation. Multiple communication channels make it convenient for employees and other stakeholders, such as business partners and suppliers, to ask questions or report a concern to HP. HP does not tolerate retaliation against anyone who raises a concern or asks a question. Investigations in response to grievances lodged are conducted in a comprehensive, objective manner, and are free from influence by management or the business. All investigations follow a process designed to ensure consistency and fairness. The investigation cycle may involve interviews, formal reporting and recommendations under the oversight of the Human Rights Team, external human rights experts, Human Resources, Legal, and relevant senior management.

We include 100% of HP-managed manufacturing in our due diligence scope, as well as non-manufacturing suppliers that support these operations.

HP considers its supply chain to include (i) suppliers who operate in their own facilities and contribute to manufacturing our products, and (ii) suppliers that provide outsourced services and products that support our operations (including logistics providers and recycling providers). HP's supply chain responsibility program focuses on protecting and empowering workers, which we believe creates benefits for us and our customers. With our supply chain policies and standards as a baseline, detecting and addressing the risk of modern slavery are part of a broader approach to identify and mitigate social and environmental concerns. HP works to identify and characterize sources of risk and their context, whether at a global or regional level, or at the level of individual manufacturing and non-manufacturing suppliers.

A supplier self-assessment questionnaire is used to prioritize audits. If an audit is scheduled, it will evaluate the supplier's conformance to the HP Supplier Code of Conduct and/or specialized HP labor standards. Audits of selected high-risk manufacturing suppliers are conducted by independent third-party auditors through the [RBA Validated Assessment Program](#) or by certified HP auditors. For suppliers with identified non-conformances related to foreign migrant workers, we engage in quarterly monitoring to encourage continuous improvement.

While contracted suppliers are expected to meet - and may be required to demonstrate that they meet - the standards set forth in the HP Supplier Code of Conduct, we place special emphasis on the treatment of foreign migrant workers in our supply chain. To evaluate risk related to modern slavery and conformity to our Supply Chain Foreign Migrant Worker Standard, we analyze indicators associated with modern slavery such as the employment of vulnerable worker groups and the use of third-party agents in the recruitment or management of workers. Our manufacturing and non-manufacturing supplier risk assessment for foreign migrant workers considers supplier location, manufacturing process or services provided, supplier reputational and business information, and external stakeholder information. Typically, if the supplier is considered a high-risk supplier, we require the completion of a foreign migrant worker self-assessment questionnaire. For non-manufacturing suppliers, high-risk suppliers must complete a social and environmental responsibility risk assessment that addresses a subset of the HP Supplier Code of Conduct and always includes labor and ethics elements. For selected manufacturing and non-manufacturing suppliers with high risk, we conduct onsite assessments in conformance with our Supply Chain Foreign Migrant Worker Standard. Additionally, HP is informed by RBA's practices and tools on responsible recruitment, such as the [Responsible Recruitment Program](#), the [RBA Practical Guide to Due Diligence on Recruitment Fees](#) and the RBA Migration Corridor Database, which uses a third party to annually update average fees paid by workers in the most common recruitment corridors.

A finding of non-conformance with the HP Supplier Code of Conduct or any other HP policy or standard related to modern slavery ("non-conformance") does not necessarily indicate that an instance of forced labor has occurred but may signal ineffective or insufficient operations or procedures in place to prevent such an occurrence. Indicators of modern slavery signal a work culture, situation or business practice that may result in modern slavery. Following a finding of non-conformance, suppliers (both in HP operations and supply chain) are required to immediately stop that practice and implement corrective action plans to resolve the issue. In addition, we regularly assess our audit findings to make improvements to our approach to detecting and addressing the risk of modern slavery in our supply chain.

Auditors are required to escalate any findings of non-conformances based on indicators of modern slavery. Suppliers must immediately cease all practices contributing to a modern slavery audit finding and report their corrective action within 30 days following the audit. The finding will then be re-examined during a site visit by a third party or certified HP auditor to confirm resolution.

A multi-step process addresses remedy for workers that paid fees prohibited by HP policy, including the HP Supplier Code of Conduct and the Supply Chain Foreign Migrant Worker Standard. After the supplier is notified of the finding in the audit report, we work with the supplier to agree on a corrective action plan. Our program relies on our business relationships to drive suppliers to complete their corrective action plan. In parallel, our local auditing teams help provide the support and feedback suppliers need to achieve resolution and to reimburse the workers. We also work to build suppliers' capabilities through partnerships with external organizations. Suppliers are then able to conduct their own due diligence within their operations. This due diligence involves conducting worker interviews, reviewing documents, and researching migration costs as estimated by external organizations. Once they have confirmed payment to workers (usually via signed receipts or pay slips), HP schedules an onsite validation visit which consists of document review and confidential worker interviews conducted by certified auditors. Finally, we take the additional step of internally monitoring these suppliers from non-conformance identification to corrective action and beyond through our quarterly key performance indicator program to ensure timely resolution and continuous improvement. We share this report with HP executives that manage the business relationship.

Salient risks we have identified are communicated to the highest responsible levels within our management organization and to the NGSR Committee. A summary of any findings and corrective actions relating to modern slavery risk is reported to affected leaders in the management organization, the Chief Sustainability Officer, the Chief Supply Chain Officer, the NGSR Committee, and communicated to the boards of our subsidiary entities, as appropriate.

## Effectiveness in Addressing the Risk of Modern Slavery

Out of a total of 602 formal contacts received through our operational grievance mechanism (which is open to everyone) during FY22, zero were associated with modern slavery risk in our own operations and three were associated with modern slavery risk in our supply chain. These were investigated in partnership with external experts and one supplier was found to have a non-conformance related to an indicator of modern slavery.

During FY22, 30 audits and assessments were conducted covering labor rights, including some of our HP-owned manufacturing operations, which included associated non-manufacturing suppliers that support these operations. All audits and assessments were conducted by third party certified auditors. There were no priority findings associated with modern slavery in HP operations. Customers, investors, and other stakeholders consider auditing a critical component of demonstrating compliance with the RBA Code of Conduct, and two HP operations obtained outstanding RBA VAP results in FY22. One site received Platinum status, securing the full score of 200, and the other site received Gold status with a score above 180. We believe these results can be attributed to the scale and coverage of our training program to address the risk of modern slavery in HP operations combined with our human rights due diligence efforts.

In addressing the risk of modern slavery, we focus primarily on engagement with suppliers with whom we have a direct contractual relationship. We have multi-year agreements in place with many of our manufacturing and non-manufacturing suppliers. This allows us the opportunity to build supplier awareness and capability to meet our supply chain responsibility expectations, including the implementation of and adherence to policies and processes to address the risk of modern slavery. These agreements require in turn that our manufacturing and non-manufacturing suppliers mirror our expectations with their upstream suppliers.



We conducted 125 manufacturing supplier audits and assessments covering labor rights during FY22, approximately 93% of which were audits conducted by independent third-party auditors. For non-manufacturing suppliers that provide goods and services for HP at their own facilities, we conducted 107 audits, all of which were conducted by independent third-party auditors. Our annual Sustainable Impact Report for FY22 (to be published in mid-2023) will summarize the manufacturing and non-manufacturing supplier audits.

The HP Supplier Sustainable Impact Scorecard ("Scorecard") is used to measure and incentivize supplier performance on a range of factors including audit results and other performance metrics. Suppliers who have exceptional performance in these areas realize a benefit in their commercial relationship with HP. Leaders within Supply Chain Operations are briefed on suppliers' Scorecard results. Revised periodically to reflect HP's increased expectations, the Scorecard process encourages continuous supplier improvement. The Scorecard evaluation process takes place regularly throughout the year.

In FY22, six suppliers, located in Singapore, Malaysia, and Taiwan, were found to have non-conformances associated with indicators of modern slavery with regard to foreign migrant workers. Four suppliers charged fees prohibited by HP's Supplier Code of Conduct and the Supply Chain Foreign Migrant Worker Standard, including recruitment, travel, medical, and accommodation fees. One supplier withheld passports and one month of workers' wages, also in violation of the HP Supplier Code of Conduct and the Supply Chain Foreign Migrant Worker Standard. A final supplier was found to have required forced overtime for security workers. In partnership with the RBA, we immediately addressed these issues in accordance with the policies and procedures laid out above by requiring the supplier to stop the prohibited practices, revise their policies for hiring foreign migrant workers (including confirming that workers will not pay fees going forward), and communicate the revised policies to their workers. Once suppliers confirm they have completed the requested corrective action, an onsite visit is scheduled to verify. As part of the investigation and remediation process, there is third party verification of the total number of workers impacted, as well as the amount and types of fees they paid. HP and the RBA worked with the suppliers to provide remedy to the workers. As a part of addressing priority findings, HP has confirmed remedy to more than 200 workers in our supply chain, including approximately \$0.8 million USD in fee repayments in FY22. Since 2018, HP has confirmed remedy to nearly 9,000 workers including over \$4 million USD in supplier repayments.

## Other Initiatives

### External Collaboration

Consistent with the UNGPs, we work to build influence in our business relationships with suppliers by partnering with other peer companies and key stakeholders. We work through the RBA to create and share leading practices and programs to advance improvements to the RBA Code of Conduct and capabilities of its member suppliers. HP serves on the steering committee of the RBA Responsible Labor Initiative (RLI), a multi-industry, multi-stakeholder initiative focused on ensuring that the rights of workers are consistently respected and promoted. HP, along with other RLI and RBA members and stakeholders have focused on long term strategies to transform recruitment markets, provide more effective and timely remedy via collaboration and in-depth engagement with affected parties, and reduce the risk of forced labor in all stages of recruitment and employment.

We seize opportunities to collaborate across the broader business community and expert organizations to promote better human rights practices. For instance, in 2016 HP was one of the founding members of the

Leadership Group for Responsible Recruitment (LGRR). LGRR is an advocacy initiative that focuses on eradicating worker-paid fees by working together as a community to drive progress and change through not only the recruitment industry, but governments as well.

In 2019, we launched a partnership with Issara Institute, a non-profit organization that helps tackle issues related to human trafficking and forced labor, to support the monitoring of recruitment processes at HP suppliers in Myanmar. In 2021, we focused on worker voice, benefitting from Issara's expertise to help understand and address worker concerns and improve factory worker-management communication as we continued address border closures due to COVID-19. Our partnership continued into 2022, during which we prioritized worker voice and rights-holder engagement, helping us to better understand and address worker concerns with regards to working conditions, recruiting experience, and factory worker-management communication. Issara's partnership also includes monitoring the recruitment processes in the Myanmar-Thailand corridor as the border reopens.

We have also engaged Blunumber to address modern slavery through risk sensing technologies. Blunumber is a non-profit organization that allows people the opportunity to own, manage and benefit from their digital identity. Using this technology, HP will launch the Million Makers Program, which aims to empower workers. Blunumber will gather verifiable data directly from workers about their working conditions in compliance with local law, specifically forced labor. Workers respond to surveys using their own unique identifier. The data received from workers by Blunumber will then be aggregated and analyzed by a cohort of human rights specialists including The Mekong Club, Be Slavery Free and Unseen UK. The cohort will assist us to address any identified risk trends and provide ongoing advisory services to HP, including a report summarizing findings and recommendations.

Since 2016, HP has been a Gold-level sponsor for the Truckers Against Trafficking program to help combat human trafficking in the United States. Truck drivers are the eyes and ears of the US highways. We partner with Truckers Against Trafficking and our logistics service providers to provide training intended to empower truck drivers to identify and report potential situations of human trafficking via a National Human Trafficking Hotline. Specifically, we encouraged our third-party logistics service providers to promote the Truckers Against Trafficking training to the carriers who haul HP products. Truckers Against Trafficking notes that their mobile army of transportation professionals is assisting law enforcement in the recognition and reporting of human trafficking – resulting in a significant increase of reports of possible trafficking cases from truck drivers.

## Training & Empowerment

Our employees are trained annually on Integrity at HP, with a training completion rate of more than 99% of active employees. The training sets out our company expectation that all employees comply with Integrity at HP, which prohibits the use of child, prison, forced, or trafficked labor in HP operations. HP also provides several human rights trainings and opportunities to increase employee awareness on human rights, including an informational training on human rights, and a training on HP's human rights commitments, policies, and actions, as well as how to recognize forced labor. We seek to raise supplier awareness of and conformance to the HP Supplier Code of Conduct and specialized labor standards, including ways to identify and address the risk of modern slavery. HP's supply chain capability building program conducts regular workshops on the RBA Code of Conduct and educates suppliers on our Supply Chain Foreign Migrant Worker Standard. We also launched a digital-based foundational rights and responsibilities training, including workplace policies, workplace dialogue, health and safety, as well as COVID information, which aims to ensure workers understand the rights to which they are entitled.

## Approval

Combating modern slavery is consistent with the core values on which HP was founded and strives to live up to each day: to create a positive, lasting and sustainable impact on the planet, our people and the communities where we live, work and do business. Learn more at [www.hp.com/sustainability](http://www.hp.com/sustainability).

Approved on March 8, 2023 by the HP Inc. Board of Directors, or a committee thereof delegated with authority to address such matters, and signed by:

A handwritten signature in blue ink that reads "Enrique Lores". The signature is written in a cursive style and is underlined with a blue line.

Enrique Lores  
President, Chief Executive Officer and Member of the Board of Directors, HP Inc.