Our Supply Chain milestones

People

2017-2019   **2016**   **2014-2015**   **2011-2013**   **2008-2010**   **1992-2006**

2019

We launched a partnership with ISSARA Institute, an NGO that helps tackle issues related to human trafficking and forced labor, to support the monitoring of recruitment processes in Myanmar.

HP achieved a triple "A" score for transparency and action on climate, forests and water, and has also been recognized as a CDP Supplier Engagement Leader – one of only five companies in the world to earn all four top CDP ratings. Our robust environmental work with suppliers contributed to HP being name to the CDP "A" list for every CDP theme. We were named to the CDP Climate A list for the sixth year in a row, for our actions to cut emissions, mitigate climate risk, and develop the low-carbon economy. For the second time, we achieved an "A" score for our initiatives to address water security and forest commodity risk. Our inclusion on the CDP Supplier Engagement Leaderboard is for the fourth consecutive year – every year since the creation of the Leaderboard.

2018

Science-based GHG targets for suppliers

Building on past engagement to raise suppliers' awareness of climate science, in 2018, we updated our supplier environmental management expectations to incentivize science-based GHG emissions reduction targets, as well as third-party verification of GHG emissions and transparent reporting of key environmental information.

2017

Industry-leading recycling vendor list released

HP published our recycling vendor list, an IT industry first, to reinforce our commitment to disclosing continued efforts to raise social and environmental standards in the electronics supply chain.

Human Rights Council

We established a companywide Human Rights Council to strengthen our management of human rights risks across the company. It is chaired by the head of the Human Rights Office and includes senior management from Ethics and Investigations, Global Indirect Procurement, Human Resources, Privacy, and Supply Chain Responsibility. The group meets twice a year.

People

2016

Worker rights

HP was a founder of the Leadership Group for Responsible Recruitment , a multi stakeholder collaboration committed to eradicating worker fees in global supply chains in the next decade. Working together across industries is fundamental to combating exploitation, forced labor, and trafficking of migrant workers in supply chains, and represents an important step to achieving the UN Sustainable Development Goal to "promote inclusive and sustainable economic growth, employment and decent work for all." HP Inc. will continue to rally businesses and governments to raise standards relating to human rights and the environment.

Use of substances of concern in products

As a member of Green America's Clean Electronics Production Network , HP supports our industry's movement toward zero exposure to hazardous substances during product manufacture. The multi-stakeholder initiative focuses on safer alternatives to priority substances, and a common standard for reporting substance use, among other activities.

Labor practices

HP joined our customer Diageo, a UK beverage company, to empower more than 4,000 women through leadership training in four of our supplier facto-ries in China and Malaysia. This program is part of Diageo's broader worker empowerment initiative, Plan W, and contributes to HP's ongoing work to support women in and out of the factory. We also collaborated with another customer, Disney, and The Center for Child Rights and Corporate Social Re-sponsibility (CCR-CSR) to sponsor a worker training system through WeChat, China's largest social media platform.

Our Supply Chain milestones

People

2014

Industry-leading foreign migrant worker standard released

HP took a major step forward in preventing exploitative labor practices and forced labor by becoming the first company in the IT industry to require direct employment of foreign migrant workers in its supply chain. The standard also addresses worker retention of critical documentation such as passports, and prohibits worker-paid recruitment fees. See FMW

On-boarding SER assessments for new suppliers

HP more than doubled the number of on-boarding SER assessments at new suppliers. These assessments are conducted before placing business at import-ant new suppliers or facilities, giving the opportunity to identify critical issues and motivate suppliers to mitigate findings. Early SER engagement also sets the stage for productive future relationships.

Interactive map of suppliers

Expanding on HP's industry-first publication of suppliers in 2007, we shared both the location of final assembly suppliers, as well as the number of reported hourly employees dedicated to the production of HP products at these sites. This is communicated through an interactive map which improves transparency by allowing easy navigation to information on supplier location, number of workers, product types, and supplier sustainability reporting. See Supply chain responsibility.

2015

Integrated sustainability policy

In 2015, we embedded human rights policies and practices directly into our Sustainability Policy, consolidating all three pillars of our Sustainability Strategy – environment, society, and integrity into a single document. HP Inc is maintaining a strong position on human rights, adopting the key elements of Hewlett-Packard Company's human rights policy.

Achieved supply chain GHG emissions goal

We achieved our industry-first goal to reduce the GHG emissions intensity of first-tier manufacturing and product transporta¬tion suppliers by 20% by 2020, compared to 2010.

Broadened scope of HP's SER scorecard

The SER scorecard was expanded to cover all strategic commodity groups in addition to of the previously encompassed final assembly and key commodity suppliers. The company also refined the scorecard criteria to more clearly communicate expectations and drive further improvement as suppliers' capabilities develop.

Our Supply Chain milestones

People

2011

First HP nonproduction supplier audit performed

HP performed our first audits of nonproduction suppliers, auditing three facilities in China, India, and Mexico.

2012

Supplier guidance on appropriate use of student and dispatch workers developed

In response to the growing focus on student labor management violations in the electronics industry supply chain, we developed "HP Student and Dispatch Worker Standard for Supplier Facilities in the People's Republic of China (PRC)", an industry-leading initiative.

First independent management system assessments of HP supplier facilities conducted

HP commissioned labor rights NGO Social Accountability International (SAI) to use its Social Fingerprint tool to independently assess the social management systems of three key production suppliers from China, Europe, and Latin America.

2013

Industry-first supply chain GHG emissions reduction goal established

We set our industry's first supply chain GHG emissions reduction goal: to achieve a 20% decrease in first-tier manufacturing and product transportation-related GHG emissions intensity* by 2020, compared with 2010.
See Supply chain environmental impacts.

*HP calculates intensity as its suppliers' GHG emissions divided by HP's annual revenue. This method normalizes performance based on business productivity.

First IT company to publish a complete list of 3TG smelters. First IT company to publish a complete list of 3TG smelters HP was the first IT company to publish its supply chain smelter list and to have the smelter identification process be independently reviewed. HP published the list of smelters in our supply chain to drive awareness and create a call to action for all users of these metals. See HP's list of smelters.

Industry-first supply chain GHG emissions reduction goal established

HP introduced a more robust SER procurement scorecard, placing greater emphasis on SER performance in the business award process. Suppliers with strong SER performance can now increase their overall scorecard results, which increases their opportunities for new or expanded business. Suppliers with persistently poor SER performance may see a reduction in their scorecard rating and a decrease in the business they are awarded. See Supply chain responsibility, Incentivizing suppliers in our HP 2013 Living Progress Report.

Our Supply Chain milestones

People

2008

Comprehensive list of HP suppliers disclosed

We were the first electronics company to publish a list of our suppliers in our FY07 Global Citizenship Report.

Suppliers' greenhouse gas (GHG) emissions reported

HP became the first major IT company to publish its aggregated supply chain GHG emissions, representing 86% of our first-tier suppliers by spend. We increased that percentage to 95% for calendar year 2010.

2009

Working hours key performance indicators (KPIs) program launched

HP piloted supplier use of KPIs in China to help reduce excessive working hours in the supply chain.

First capability building program to reach multiple tiers of HP's supply chain

HP's year-long program with hard disk drive suppliers in Thailand was the company's first effort to reach multiple tiers of our supply chain. The program raised awareness of HP's EICC Code of Conduct, facilitated best practice sharing among supplier management, and supported their implementation of SER-related management systems.

Supply chain SER program expanded to nonproduction suppliers

Originally focused only on production suppliers, HP's supply chain SER program expanded to also include nonproduction suppliers.

Co-founded RMI in 2009

HP's conflict minerals program was launched, broadening the scope of our work to focus on tantalum, tin, tungsten, and gold mined in the Democratic Republic of Congo.

2010

First joint Validated Audit Process (VAP) audits performed

The VAP is designed to eliminate duplication and "audit fatigue" by providing a common auditing approach for companies in the electronics industry. This allows for audit results to be shared by multiple customers of one supplier.

Environmental sustainability capability building efforts kicked off

HP became the only information and communication technology company to join Energy Efficiency Partnership (EEP), a year-long pilot program designed to help major suppliers in China reduce energy use, GHG emissions, and costs. Through the EEP, HP expanded supplier capability building efforts to environmental improvement.

Our Supply Chain milestones

People

1992
HP's first supplier questionnaire distributed

HP surveyed its global suppliers for the elimination of ozone-depleting substances.

1993
Procuring Environmentally Responsible Materials (PERM) program implemented

PERM preceded HP's supply chain SER program and included HP's first supplier environmental requirements.

1998
HP's environmental procurement policy and General Specification for the Environment (GSE) released

We communicate materials restrictions to our design teams and to our manufacturing suppliers through our GSE.

2000
Supply chain SER program launched

We launched our supply chain SER program with a long-term vision to help improve supplier labor management standards, human rights, and environmental performance.

2002
HP's first Global Citizenship Report published

HP's first Global Citizenship Report outlined our commitment to improving social and environmental performance over the next decade.

HP Supplier Code of Conduct rolled out

HP was the first electronics company to publish an SER Supplier Code of Conduct.

2003
HP's supplier self assessments began

Suppliers began self-assessments against our Supplier Code of Conduct requirements. Our target was to assess our top 40 suppliers by the end of the 2003 fiscal year. We achieved that goal.

2004
Electronic Industry Citizenship Coalition (EICC) formed

The EICC fosters responsible management and operational practices in labor, human rights, ethics, the environment, and health and safety across the electronics industry's global supply chain. HP was one of the founding members of the EICC and codeveloped the EICC Code of Conduct. HP has supplemented the EICC Code with additional requirements specific to freedom of association.

2005
HP's first supplier audit performed

We completed 45 pilot audits in 2004, against a public goal to complete 30 during the year.

2005
HP's first supplier SER forum held in China

HP held the first SER forum for regional Chinese suppliers to review and discuss HP's SER and Restriction of Hazardous Substances requirements. Around 330 representatives from various suppliers participated.

2006
Capability building program launched

HP's capability building program commenced with the Focused Improvement Supplier Initiative, a program that provided 30 HP suppliers with the tools and resources to improve SER management within their facilities. Since then, our initiatives have covered multiple issues, including worker health, communication, environment and antidiscrimination. See Capability building.