

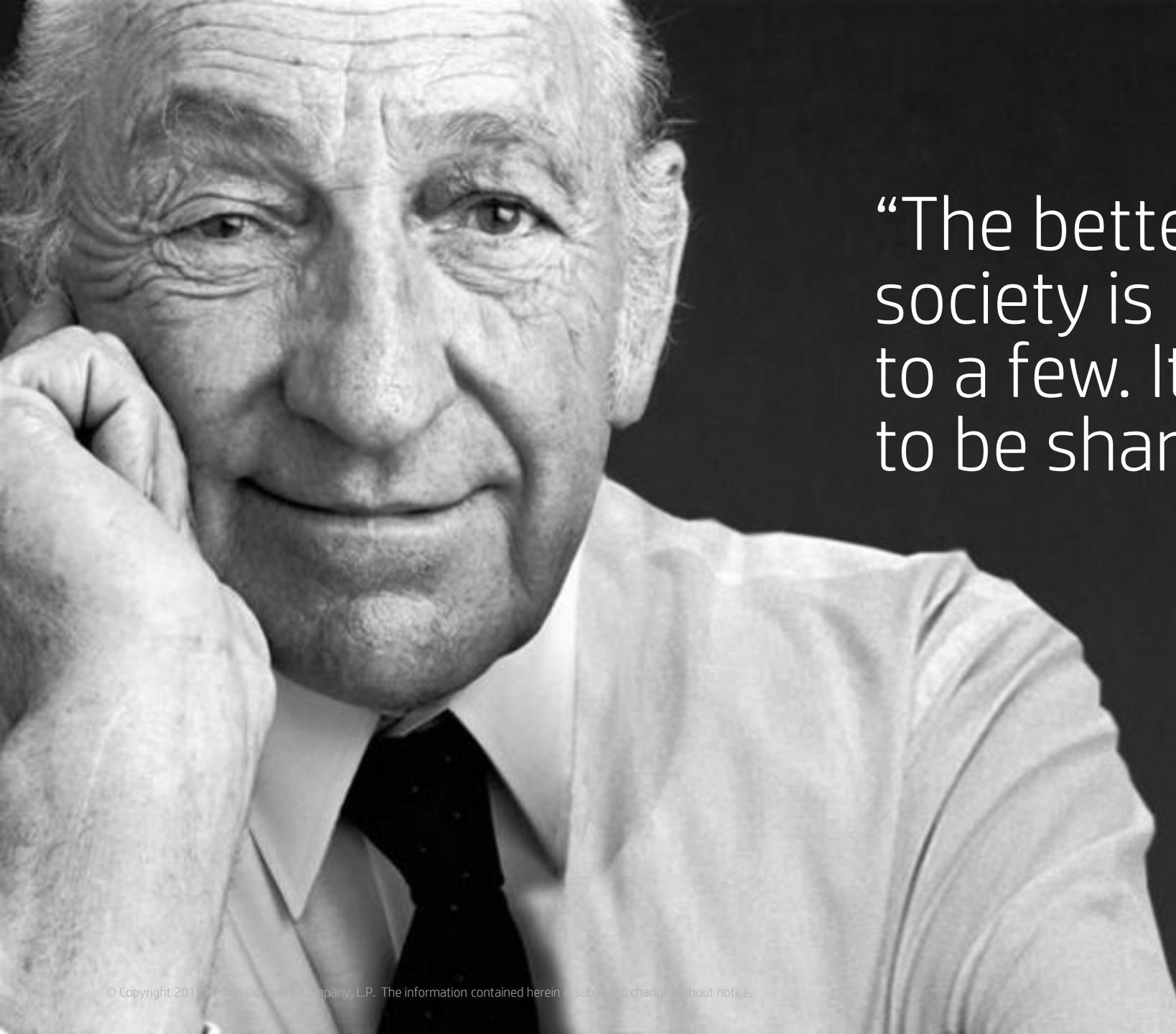


# Eine Welt Netzwerk Bayern e.V. Sozialstandards in der globalen Lieferkette bei HP

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04. Dezember 2020





“The betterment of our society is not a job to be left to a few. It is a responsibility to be shared by all.”

Dave Packard

# LEADING WITH SUSTAINABLE IMPACT



PLANET



PEOPLE



COMMUNITY

# ETHICAL AND SUSTAINABLE SUPPLY CHAIN

Every person  
deserves dignity  
and respect

Our commitment  
extends beyond  
the factory floor

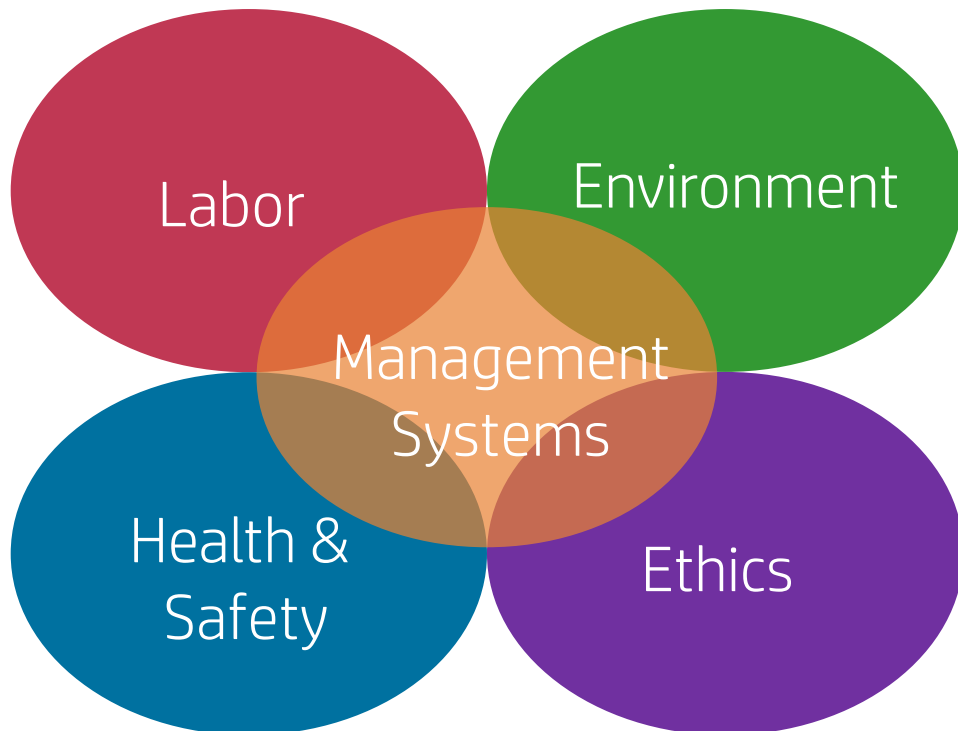
Our global reach  
drives lasting  
improvements

# MEMBERS



# RBA Code of Conduct

- HP conforms to a common code of conduct:
  - Creates efficiency and consistency for suppliers
  - Collaborative approach to drive change
  - Highest standards in social and environmental responsibility



## Code of Conduct references:

- ILO Code of Practice in Safety and Health
- National Fire Protection Agency
- ILO International Labor Standards
- OECD Guidelines for Multinational Enterprises
- United Nations Convention Against Corruption
- United Nations Global Compact
- Universal Declaration of Human Rights
- ISO 14001
- SAI / SA 8000
- Ethical Trading Initiative
- OHSAS 18001
- Eco Management & Assessment System
- OECD Due Diligence Guidance
- Dodd-Frank Wall Street Reform and Customer Protection Act

# Details of the RBA Code of Conduct

## HP/RBA Code of Conduct

- Supplier understanding of Code requirements
- Code applied to site operations

### Labor

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

### Health and Safety

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

### Environment

- Environmental Permits and Reporting
- Pollution Prevention and Resource Reduction
- Hazardous Substances
- Wastewater and Solid Waste
- Air Emissions
- Materials Restrictions (HP's GSE)
- Storm Water Mngmt.
- Energy Cons. & GHG

### Ethics

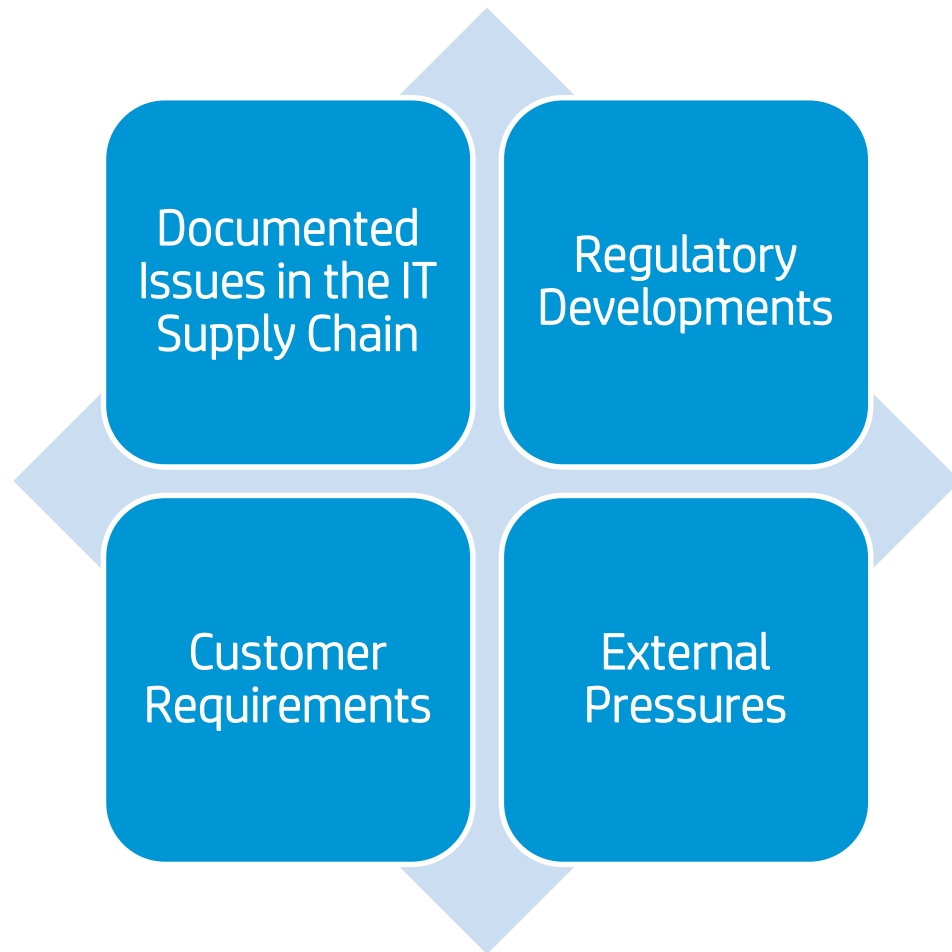
- Business Integrity
- No Improper Advantage
- Disclosure of Information
- Intellectual Property
- Fair Business, Advertising and Competition
- Protection of Identity and Non-Retaliation
- Responsible Sourcing of Minerals
- Privacy

### Management Systems

- Company Commitment
- Management Accountability & Responsibility
- Legal and Customer Requirements
- Risk Assessment and Risk Management
- Improvement Objectives
- Training
- Communication
- Worker Feedback & Participation
- Audits and Assessments
- Corrective Action Process
- Documentation and Records
- Supplier Responsibility

# Key Drivers for Foreign Migrant Worker Protections

*Growing Urgency to Address Risks of Forced Labor in the Supply Chain*



**The New York Times**

INTERNATIONAL BUSINESS

## ***Report Cites Forced Labor in Malaysia's Electronics Industry***

By STEVEN GREENHOUSE SEPT. 17, 2014

**1 in 3**

Foreign migrant workers in forced labor situations in Malaysia IT factories

**85%**

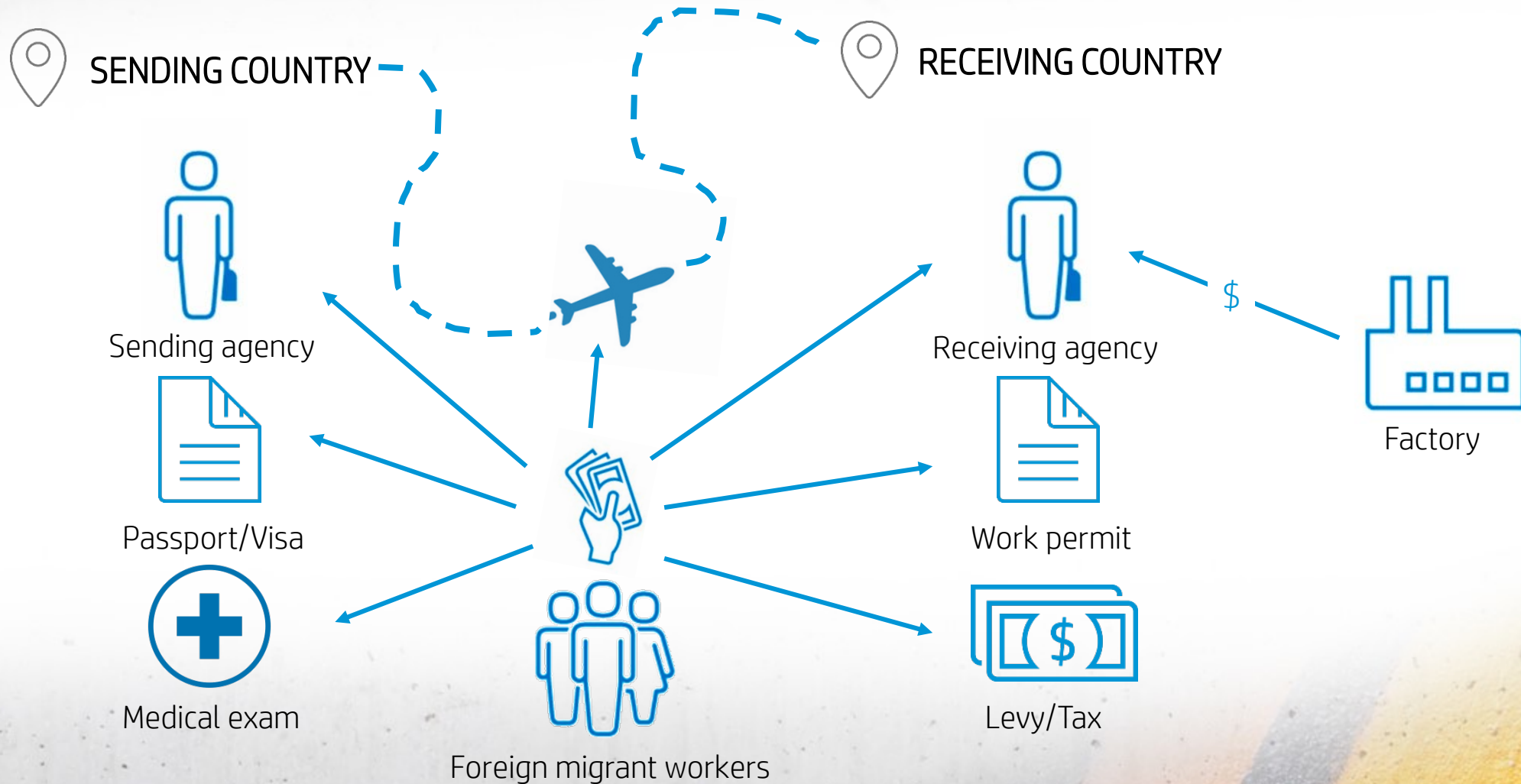
Foreign migrant workers felt it was impossible to leave their job before paying off their debt

**71%**

Foreign migrant workers reporting it was impossible or difficult to get their passports back



# RISKS OF DEBT BONDAGE IN CURRENT RECRUITMENT MODEL



# HP Supply Chain Foreign Migrant Worker Standard

HP mandates better protection for vulnerable worker group

No recruitment fees paid by workers



No document retention by suppliers or agents



Direct employment relationships with suppliers  
(industry first)



Capacity Building

Assurance Program  
Development

Monitoring

Industry / Stakeholder  
Collaboration

# We have strict policies in place to protect workers

Supplier Code of Conduct	Student and Dispatch Worker Standard
<ul style="list-style-type: none"><li>⊘ forced labor</li><li>⊘ child labor</li><li>⊘ discrimination</li><li>⊘ inhumane treatment</li><li>⊘ health and safety hazards</li><li>⊘ use of hazardous substances</li><li>⊘ environmental damage</li><li>⊘ corruption</li></ul>	<ul style="list-style-type: none"><li>⊘ work that does not match student's education</li><li>⊘ forced labor</li><li>⊘ workers under minimum legal requirement</li><li>⊘ more than 20% student workers on HP lines</li><li>⊘ fees of any kind</li><li>⊘ unequal pay</li></ul>
Foreign Migrant Worker Standard	General Specification of the Environment
<ul style="list-style-type: none"><li>⊘ hiring through recruitment agencies</li><li>⊘ withholding of passport or personal documentation</li><li>⊘ recruitment fees of any kind</li></ul>	<ul style="list-style-type: none"><li>⊘ illegal substances or materials</li><li>⊘ hazardous chemicals</li></ul>

# Recognized as one of the world's most sustainable companies



One of only 5 companies named to Climate, Forest, and Water "A" Lists and Supplier Engagement Leaderboard



Placed 11<sup>th</sup> in ranking, with 5 stars in social responsibility



Earned 12<sup>th</sup> spot on 2020 list with perfect 10 for environmental, social, and governance performance



With 2019 rankings, listed on the World Index for the 8<sup>th</sup> time in a row



Ranked 1<sup>st</sup> for environmental, social, and governance performance



Named one of the 100 Most Sustainable Corporations in the World



Recognized as an ICT leader for commitment to address forced labor in supply chain



One of only 132 companies around the world to receive this honor



Recognized for efforts to advance diversity and inclusion for 5<sup>th</sup> year in a row



Rated among the top companies for corporate social responsibility efforts



Received a score of 100% on the Human Rights Campaign 2020 Corporate Equality Index



For 3<sup>rd</sup> year in a row, recognized for delivering product energy efficiency







keep reinventing