

Hewlett Packard Enterprise Company

TICKER
NYSE:HPE

MARKET CAPITALIZATION
US\$26 billion

HEADQUARTERS
United States

COMPLIANCE

UK Modern Slavery Act: [Yes](#)

California Transparency in Supply Chains Act: [Yes](#)

COMMITMENTS

[None](#)

COMPANY'S OVERALL RANKING

3 out of 40

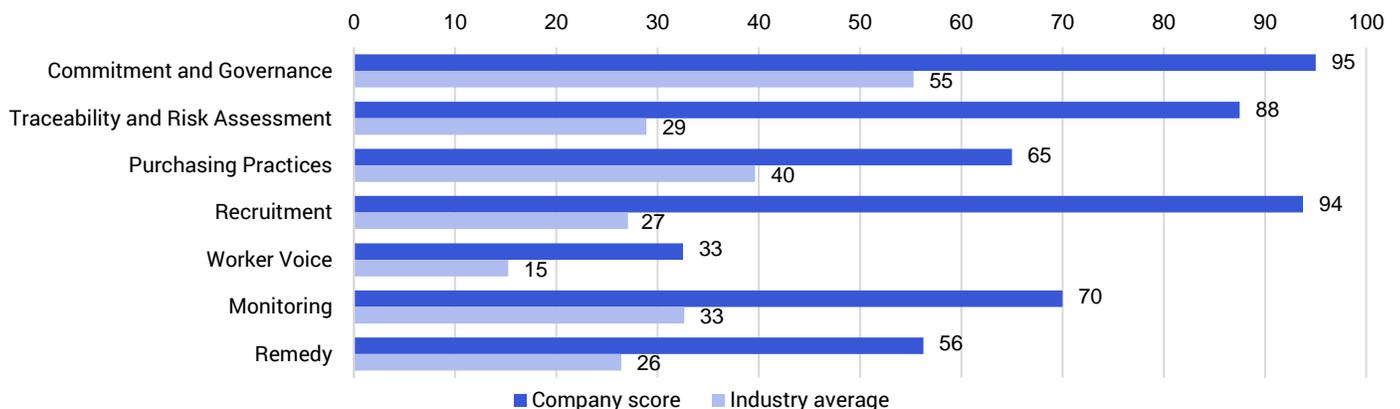
COMPANY'S OVERALL SCORE

71 out of 100

SUMMARY

Hewlett Packard Enterprise Company (Hewlett Packard Enterprise) ranks third out of 40 companies, disclosing more information on its forced labor policies and practices than its peers across all themes, despite having a significantly smaller market capitalization than the majority of the top ten scoring companies. The company's score is based on its good performance on the themes of commitment and governance, traceability and risk assessment, and recruitment. Notably, the company ranks highest of all companies in the benchmark on the theme of recruitment, and is one of the companies achieving the highest score of the theme of traceability and risk assessment. KnowTheChain identified one allegation of forced labor in the company's supply chain. The company provided a public response to the allegation, has taken steps to investigate the allegation through an unannounced audit at the facility in question, and committed to implement corrective actions where required. However, the company does not disclose outcomes of remedy for impacted workers. The company is encouraged to improve its performance and disclosure on the theme of purchasing practices, worker voice, and remedy.

THEME LEVEL SCORES



LEADING PRACTICES

Traceability: Hewlett Packard Enterprise is one of only three companies in the benchmark that discloses the names of its commodity and component suppliers. The company further reports the proportion of student workers in its supply chains.

Purchasing Practices: Hewlett Packard Enterprise states that it incorporates supplier compliance into each supplier's Social and Environmental Responsibility scorecard, which is directly tied to procurement decisions. Additionally, the company requires suppliers in high-risk locations to provide monthly reports on key performance indicators such as working hours and employment of vulnerable working groups. The results of these reports, and of audits and assessments, are included in suppliers' scorecards. Suppliers with stronger conformance to the Code and other Hewlett Packard Enterprise policies relating to social and environmental responsibility have greater opportunities for business with Hewlett Packard Enterprise.

Recruitment: Hewlett Packard Enterprise discloses that it partnered with peer companies to conduct training sessions for Southeast Asian labor agents and suppliers on best practices to prevent risks of modern slavery in the recruitment of foreign migrant workers. The trainings were attended by 22 suppliers from three countries deemed to be at high risk of forced labor and human trafficking.

NOTABLE FINDINGS

Stakeholder Engagement: Hewlett Packard Enterprise discloses that it is one of the founding members of the Leadership Group for Responsible Recruitment, a cross-sectoral collaboration that focuses on eradicating worker-paid recruitment fees.

Recruitment: Hewlett Packard Enterprise's Foreign Migrant Worker Standard requires that workers' employment contracts be signed directly with the supplier, and that workers must be employed and managed directly by suppliers.

Monitoring: Hewlett Packard Enterprise conducts audits through the Responsible Business Alliance's Validated Audit Process. Audits include a review of relevant documents such as working hour records, worker interviews conducted without managers being present, and visits to associated production facilities including dormitories. The company also conducts non-scheduled audits where it deems it necessary.

OPPORTUNITIES FOR IMPROVEMENT

Purchasing Practices: The company is encouraged to assess risks of forced labor at potential suppliers before entering into contracts with them.

Worker Voice: To support collective worker empowerment, the company is encouraged to work with suppliers to improve their practices in relation to freedom of association and collective bargaining, and to work with local or global trade unions to support freedom of association in its supply chains. Where there are regulatory constraints on freedom of association, the company may consider ensuring workplace environments in which workers in its supply chains are able to pursue alternative forms of organizing.

Remedy: The company may consider establishing and disclosing a process for responding to complaints and/or reported violations of policies and standards.

COMPANY PROVIDED ADDITIONAL DISCLOSURE

[Yes](#)