



January 18, 2024

Dear MENA team at the BHRRRC,

RE: Business & Human Rights Resource Centre Survey Questions - Tech companies operating in the Occupied Palestinian Territory and/or Israel

Hewlett Packard Enterprise (HPE) is strongly committed to socially responsible business practices and has been throughout its history. Respecting human rights is a core value at HPE and is embedded in the way we do business.

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I. Nature of involvement

HPE has been operating in Israel since 1984 with approximately 500 team members in Israel. HPE is an edge-to-cloud company, providing hardware, software, and solutions to other companies. HPE is not a social media, platform, video game, or telecommunications/internet provider.

In 2023, HPE and its employees coordinated some emergency donations and support activities for the civilian population, primarily our team members.

II. Assessing risks and heightened human rights due diligence (HRDD)

HPE's Global Human Rights Policy outlines our commitments, policy, and approach, in line with global international standards such as the UN Guiding Principles on Business and Human Rights, and the ILO's core conventions.

We consider who wishes to purchase our products, how they will use them and promote deployment with safeguards to prevent unintended harm. A key aim of responsible use of human rights due diligence (HRDD) involves screening sales opportunities with a high risk of harm to people. We assess the degree, nature, and probability of risk based on due diligence of customer identities, geography, product, and purpose of use.

In response to risk (and where necessary), we implement appropriate measures to cease, prevent or mitigate any actual and potential adverse impacts on human rights. This includes ongoing monitoring of conflict, ongoing monitoring of scope of use of our products, approving with conditions, educating partners and customers, and more as highlighted in our inaugural Human Rights Report.

We consider enhanced due diligence in conflict areas. As stated in our human rights policy, "We look to identify minority groups who are most vulnerable to harm and execute heightened human rights due diligence to mitigate these risks" and we apply "processes for identifying and assessing activities with heightened risk and potential impact, and prioritizing areas where potential harm could be most probable, severe, widespread, and irremediable."

III. Guarding against contributing to or supporting armed groups

In addition to our own HRDD, we require our sales partners to also respect human rights and conduct HRDD on high-risk sales, as articulated in our industry leading Partner Code of Conduct. This applies to private and public sector opportunities.

We've done our human rights due diligence, as mentioned above, and are comfortable that our business with the state of Israel is in alignment with our human rights policy.

IV. Mitigating risks and tracking effectiveness

We continually seek to identify, understand, and mitigate risk. We aim to measure our ability to effectively mitigate risk, seek input from potentially and actually affected parties such as workers and other rights holders, and continuously improve our approach year-on-year.

As such, we provide uninterrupted access to independent grievance mechanisms so any stakeholder can easily and quickly raise concerns, report potential adverse human rights impacts, or seek remedy without fear of retaliation.

We have not received grievances from individuals whose rights have been impacted by our current business in the region.

V. Transparency and communication

HPE has been a leader in transparency, publishing our policies and approaches, being a first-mover in publishing our supplier list, and sharing data and information about our approach, findings, and plans. See our inaugural human rights report published in 2023.

Due to the nature of our business, we do not regularly receive state requests for information that could compromise the human rights of individuals.

VI. Exercising leverage

HPE does not take sides in political disputes. HPE has, through internal and external channels, condemned the actions taken by Hamas on October 7, 2023, and expressed sorrow for the subsequent loss of all civilian life regardless of citizenship or nationality.