



March 18, 2022

Dear Danny Rayman and the Business and Human Rights Resource Centre team,

Thank you for your inquiry on March 8th, 2022. Through our commitment to the UN Guiding Principles on Business and Human Rights (UNGPs), we share your view that, in situations of armed conflict, business should conduct enhanced human rights due diligence to identify, prevent, and mitigate heightened risks, avoid contributing to violations of human rights, and adopt a conflict-sensitive approach due to the severe risk of gross human rights abuses.

As such, we are happy to respond to your survey as follows.

Nature of involvement

Hewlett Packard Enterprise (HPE) is a provider of enterprise IT equipment and services, and does not operate a social media platform or telecommunications.

HPE does not have an office or employees in the Ukraine, and have limited sales through a sales partner.

HPE has had a subsidiary in Russia since HPE was established in 2015. HPE Russia facilitates sales and servicing, both directly and through sales partners, and represents less than 1% of HPE's total revenue.

HPE's approach to assessing risks

We respect human rights as per our commitment to the UNGPs, and demonstrate leadership in integrating respect for human rights worldwide into our operations and value chain. HPE seeks to avoid causing or contributing to actual or potential adverse human rights impacts through our own operations and that of our business partners.

HPE's standard human rights due diligence process includes: assessing risks and potential impacts; operating processes and screenings for specific transactions such as sales, new suppliers and partners, acquisitions and investments, and changes in local operating contexts; conducting human rights impact assessments and partnering across the business to provide recommendations and guidance to avoid and mitigate risk; identifying, assessing, and avoiding or mitigating activities with heightened risk and potential impact, and prioritizing areas where potential harm could be most probable, severe, widespread, and irremediable; and investigating allegations and pursuing remedy where applicable. Please refer to our Global Human Rights Policy for further activities and details.



Our CEO has voiced our deep concerns with the heartbreaking, unprovoked and unjustified attack on the Ukraine. We are assessing all aspects of our local business, while putting humanity first and the business second. We have reviewed our footprint in Russia in terms of sourcing, operations and employees, and sales, and will continue to monitoring the situation closely, and take additional steps as required.

Mitigating risks and tracking effectiveness

HPE is prioritizing the well-being and safety of our employees and their families in Russia, those of our partners in Ukraine, and Ukrainian nationals worldwide through emergency assistance and support. Support is available 24/7 through our security team no matter one's current location. We also provide additional mental health and well-being services through our employee assistance program, and have extended this to contingent workers in Ukraine.

HPE suspended all sales and shipments in Russia and Belarus until further notice. We reviewed and confirmed we are in full compliance with U.S. and E.U. trade sanctions.

In addition, we established a matching donations campaign for employees to contribute to humanitarian relief efforts in the Ukraine, raising more than \$600,000 as of this writing, and have provided expanded time off for our employees in the region to volunteer with relief organizations or care for those affected. We are continuing to evaluate other avenues for HPE to provide humanitarian relief.

We continue to monitor the situation closely, heightened our monitoring of cybersecurity risk, and engage with various human rights bodies, local staff, peers and stakeholders to understand corporate best practice, and what more we can do.