



**Dion Weisler**

Chief Executive Officer

## Equal Opportunity Policy Statement

*If you need assistance in accessing this policy in another format, or know of an applicant or employee needing assistance, please contact Lesley Slaton Brown at [Lesley1@hp.com](mailto:Lesley1@hp.com) or 650-857-5102.*

January 1, 2017

To Employees and Applicants,

HP Inc. has a long-held commitment to equal employment opportunity, affirmative action, diversity and inclusion. We do not discriminate against any employee or applicant for employment because of sex, gender, color, race, ethnicity, religion, creed, national origin, ancestry, citizenship, age, marital status, sexual orientation, gender identity and expression, physical or mental disability, medical condition, pregnancy, protected veteran status, genetic information, political affiliation, or any other characteristic protected by federal, state, or local law. It is also HP's policy to comply with all applicable federal, state, and local laws pertaining to non-discrimination and equal employment opportunity.

This policy shall apply to all personnel actions at all levels of employment, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation, and selection for training. All employment decisions at HP are based only on valid job requirements. We strive to create an environment where employees can contribute to the best of their abilities without concern for discrimination or harassment. Comments or conduct relating to a person's sex, gender, color, race, ethnicity, religion, creed, national origin, ancestry, citizenship, age, marital status, sexual orientation, gender identity and expression, physical or mental disability, medical condition, pregnancy, protected veteran status, genetic information, political affiliation, or any other characteristic protected by federal, state, or local law, which fail to respect the dignity and feelings of the individual are unacceptable at HP. HP encourages anyone who becomes aware of discrimination or harassment to report it immediately to Human Resources or a manager or supervisor.

HP invites covered veterans and individuals with disabilities to self-identify. Providing this information is voluntary and the information is kept confidential; refusal to provide such

information will not result in any adverse treatment. We are also committed to making reasonable accommodations for employees and qualified applicants with disabilities. Employees and applicants with disabilities are invited to discuss the types of accommodations they need to successfully perform their job. HP also strives to accommodate employees and applicants with respect to religious considerations.

In addition, employees and applicants will not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may have engaged in activities such as filing a complaint; assisting or participating in an investigation, compliance review or hearing; opposing any unlawful act or practice; or exercising any other protected right. Our Affirmative Action, Equal Employment Opportunity, and Diversity and Inclusion practices are consistent with sound business policy; our commitments to employees; our global citizenship objectives; and applicable federal, state, and local affirmative action and equal employment opportunity laws and regulations. We believe a well-managed and diverse workforce expands HP's base of knowledge, skills and cross-cultural understanding, which in turn enables us to understand, relate to and respond to our diverse and changing customers in the marketplaces throughout the world.

As the Chief Executive Officer, I fully support our Affirmative Action Program and am committed to implementation of HP's equal employment opportunity and affirmative action practices. Chief Diversity Officer, Lesley Slaton Brown manages the Equal Employment Opportunity Program. Her responsibilities include monitoring all equal employment opportunity activities and reporting the effectiveness of HP's Affirmative Action Program, as required by federal, state, and local agencies. There will be periodic reviews to ensure the effectiveness of the Affirmative Action Program, and I will receive and review reports on the progress of the Program. Should you have any questions regarding these policies or actions, please contact your manager or the Chief Diversity Officer listed above. Any employee or applicant may inspect our Affirmative Action Program documentation during normal business hours by contacting the Affirmative Action office at [affirmativeaction@hp.com](mailto:affirmativeaction@hp.com)

It is our desire to ensure that this Equal Opportunity Policy Statement is accessible and understandable to all employees and applicants. If you need assistance in accessing this policy in another format, or know of an applicant or employee needing assistance, please contact Lesley Slaton Brown at [Lesley1@hp.com](mailto:Lesley1@hp.com) or 650-857-5102.



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