

# Hewlett Packard Enterprise Co. (HPE)

**TICKER**  
 HPE

**MARKET CAPITALISATION**  
 US\$21.7 billion

**HEADQUARTERS**  
 United States

**DISCLOSURES**

 UK Modern Slavery Act: [Yes](#)

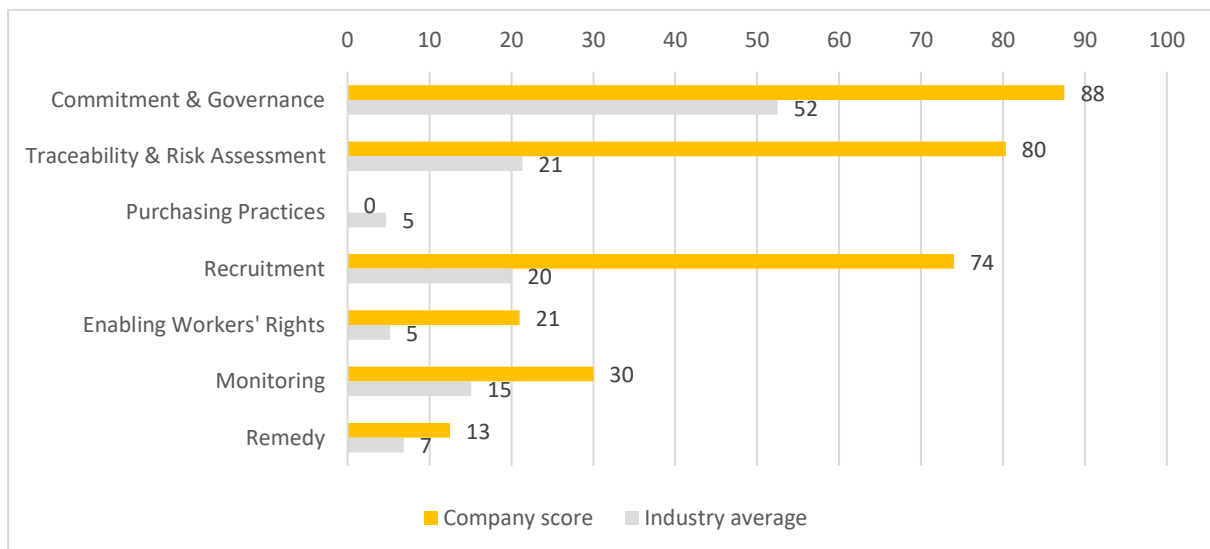
 California Transparency in Supply Chains Act: [Yes](#)

 Australia Modern Slavery Act: [Yes](#)
**OVERALL RANKING**

## 2 out of 45

 2022 Rank: 1 out of 60<sup>1</sup>
**OVERALL SCORE**

## 53 out of 100

**THEME-LEVEL SCORES**

**KEY DATA POINTS**
**FIRST-TIER SUPPLIER LIST**

Yes

**RISK ASSESSMENT**

Yes

**ENGAGED WITH KNOWTHECHAIN<sup>2</sup>**


Yes

**NO-FEE POLICY**

Yes (Employer Pays Principle)

**REMEDY FOR SUPPLY CHAIN WORKERS**

Yes (Limited)

**HIGH-RISK SOURCING COUNTRIES<sup>3</sup>**
 China

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## SUMMARY

Hewlett Packard Enterprise Co. (HPE), a U.S. technology hardware company, ranks 2<sup>nd</sup> out of 45 companies. Since 2022, the company improved on the themes of Recruitment and Enabling Workers' Rights, disclosing that its tracing process for labour recruiters used by suppliers includes recruiters in both sending and receiving countries for workers, and further information on the use of its grievance mechanisms. However, the company did not improve across other themes and it performed particularly poorly on the themes of Purchasing Practices and Enabling Workers' Rights. As such, the company's rank has dropped by one place. The company's score is based on its stronger performance on the themes of Commitment & Governance, Traceability & Risk Assessment and Recruitment. Notably, the company is the highest-scoring company on the theme of Traceability & Risk Assessment and joint highest-scoring on Commitment & Governance.

KnowTheChain identified one allegation of forced labour in the company's supply chains, related to alleged Uyghur forced labour. However, the company does not disclose the steps it has taken to address the risks of alleged Uyghur forced labour across raw materials and supply chain tiers. The company has an opportunity to improve its performance and disclosure on the themes of Purchasing Practices, Enabling Workers' Rights, and Remedy.

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## LEADING PRACTICES

**Commitment & Governance:** HPE discloses it trains its buying teams on supplier requirements, responsible purchasing practices, and feedback from workers. It states buyers are also trained on forced labour risks and working hours. It discloses that when a critical finding is identified at a supplier, its Social and Environmental Responsibility team facilitates discussions with "relevant internal sourcing managers to review and share best practices."

**Risk Assessment:** HPE is the highest-scoring company on the Risk Assessment indicator. It outlines, in detail, how it conducts a human rights supply chain risk assessment including sources used and stakeholders engaged, including suppliers' workers, the International Organisation for Migration, Migrant Forum in Asia, and UNICEF. The company also discloses detail on forced labour risks identified across the tiers of its supply chains, including risks of student and dispatch labour in China, foreign students in Japan, and domestic migrant workers in India.

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## OPPORTUNITIES FOR IMPROVEMENT

**Purchasing Practices:** To address forced labour risks in its supply chains, the company is encouraged to adopt purchasing practices that decrease the risk of forced labour, such as improving planning and forecasting and prompt payment, and disclose quantitative data evidencing the implementation of responsible purchasing practices. The company is further encouraged to take steps to ensure that pricing includes the full cost of production, including a living wage/income, and may consider ring-fencing labour costs such that they are not impacted during pricing negotiations. The company should consider integrating [responsible buying practices in its contracts](#) with suppliers, to ensure that the responsibility for respecting human rights is shared.

**Enabling Workers' Rights:** The company discloses an example of engaging with a union to resolve a worker grievance in its supply chains. However it is unclear how collective worker

empowerment is supported at a systemic level by working with unions across supply chain contexts. The company is encouraged to disclose examples of how it improved freedom of association and/or collective bargaining for its suppliers' workers. The company is also encouraged to disclose the percentage of suppliers' workers covered by collective bargaining agreements. To guarantee protections for supply chain workers on freedom of association and collective bargaining, the company may consider entering into a global framework agreement or enforceable supply chain labour rights agreements with trade unions or worker organisations.

**Remedy:** While the company discloses that reports made to its grievance hotline are submitted to its Ethics and Compliance Office, the company may consider establishing a process to ensure that remedy is provided to workers in its supply chains in cases of forced labour and disclosing details on this process, such as responsible parties, approval procedures, timeframes, and, crucially, engagement with affected stakeholders. To demonstrate to its stakeholders that it has an effective remedy process in place, the company is encouraged to disclose examples of remedy of labour rights violations provided to its suppliers' workers, including with respect to specific allegations in its supply chains.

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<sup>1</sup> The number of companies assessed in the ranking has decreased from 60 in 2022 to 45 in 2025.

<sup>2</sup> Research conducted through September 2024 or through December 2024, where companies provided additional disclosure or links. For more information, see the full dataset [here](#). For information on a company's positive and negative human rights impact, see the Business & Human Rights Resource Centre [website](#).

<sup>3</sup> For further details on high-risk raw materials and sourcing countries, see KnowTheChain's [2025 ICT benchmark findings report](#).