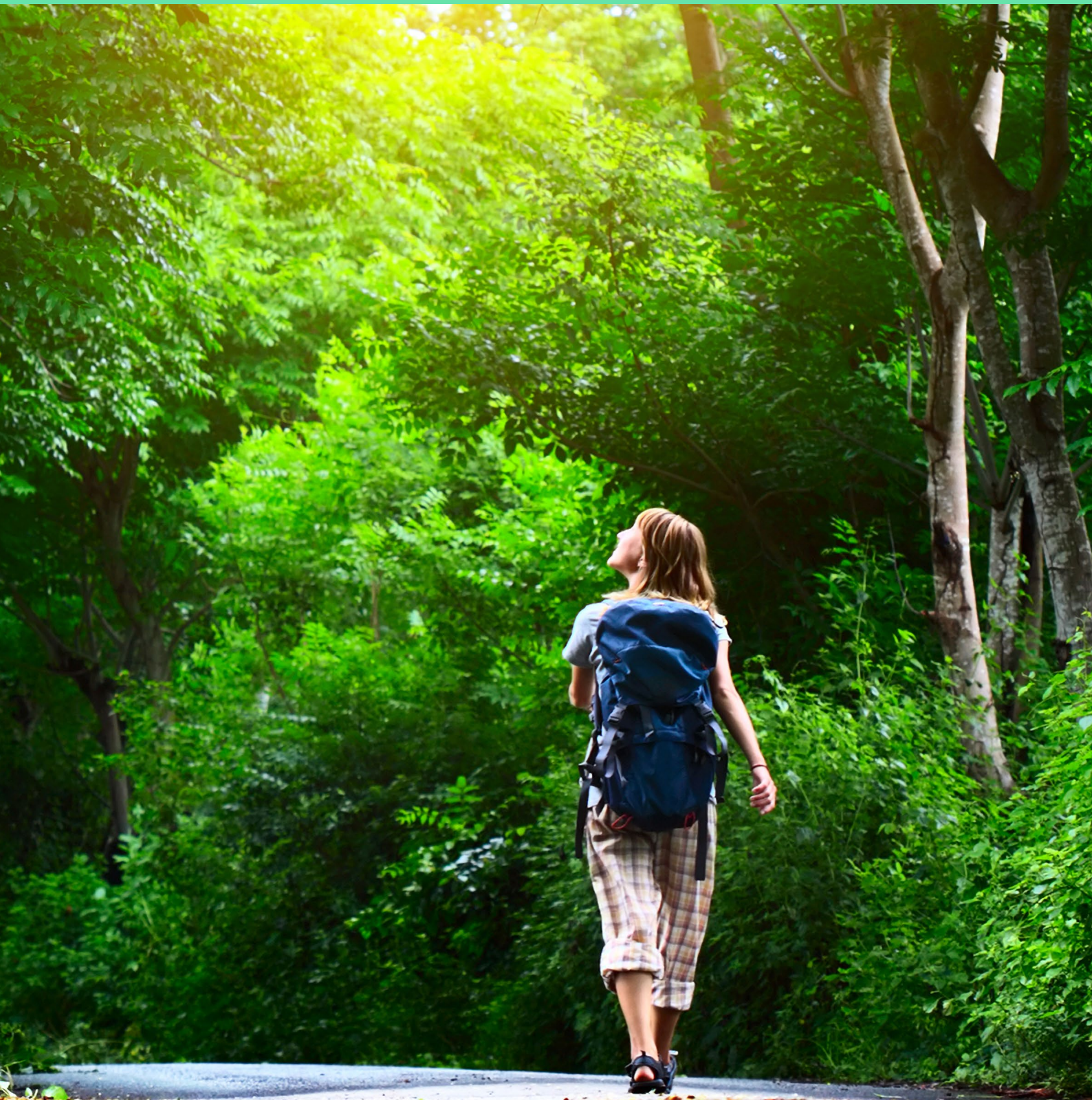


HP Indigo Sustainable Impact Overview



2020 and 2021 updates



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Message from our SVP & General Manager Industrial Print

It's been 20 years since HP Inc. released its first sustainability report. Today, our world stands on the precipice of history – and we need to act on our responsibilities to the planet now.

HP Indigo's new sustainability impact overview explains how we're embedding sustainability and social impact into the business of digital print and graphic arts, at the start of a particularly critical decade.



Haim Levit
SVP & GM Industrial Print

In the late 18th Century, the first Industrial Revolution launched humanity into 200+ years of innovation, with each subsequent era of technological revolution more stunning than the previous one in its ability to progress inventions for mankind. Innovation in modern times has not slowed down, nor should it.

Our modern understanding of innovation, however, recognizes that innovation can only be considered progress if we are protecting our natural resources. Technology's contribution to society must go hand in hand with strengthening our planet and creating the framework for our communities to thrive.

Indigo was founded in 1977, the same year that UNESCO organized the world's first intergovernmental conference on environmental education attended by 66 member states. Since our beginnings, sustainability has been embedded in our DNA. We have driven sustainability for decades by considering our entire value chain to ensure that our best business practices are aligned with the need to reduce the overall environmental impact of printing.

Our goals are united with the greater HP family to achieve the objectives set out in the [HP Sustainable Impact Report](#). We at HP Indigo also drive toward a net-zero carbon, fully regenerative economy while engineering the industry's most sustainable portfolio of products and solutions. Throughout the entire process of product design, production, and delivery, we aim to lower our carbon footprint, reduce the amount of energy and waste, and recycle our materials from the start to the end of life of both our printed products and the machines that produce them.

We know that we must leave the planet in a better state than we found it, our societies less fractured, and our communities stronger and more vibrant. It is a fundamental belief that this is the right path for our future and the children who will inherit our legacy. We will continue to be ambitious in our business goals, and equally motivated and dedicated to making our world better for us having been a part of it.

Haim Levit
SVP & GM Industrial Print

HP Indigo Highlights

Business Highlights



A world leader in the digital printing market, in both the commercial print and the label market.

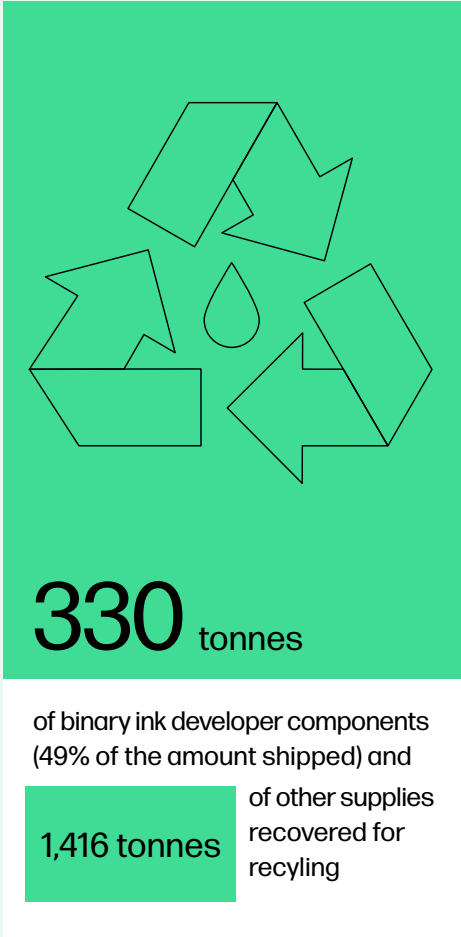
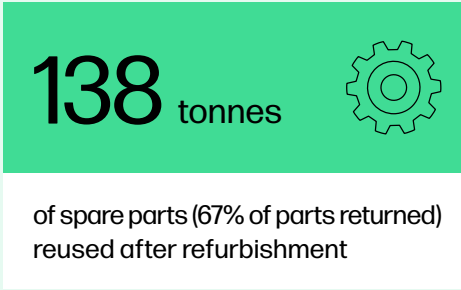
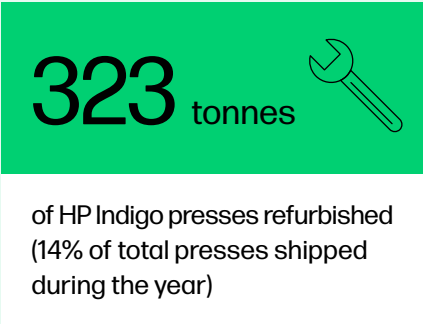
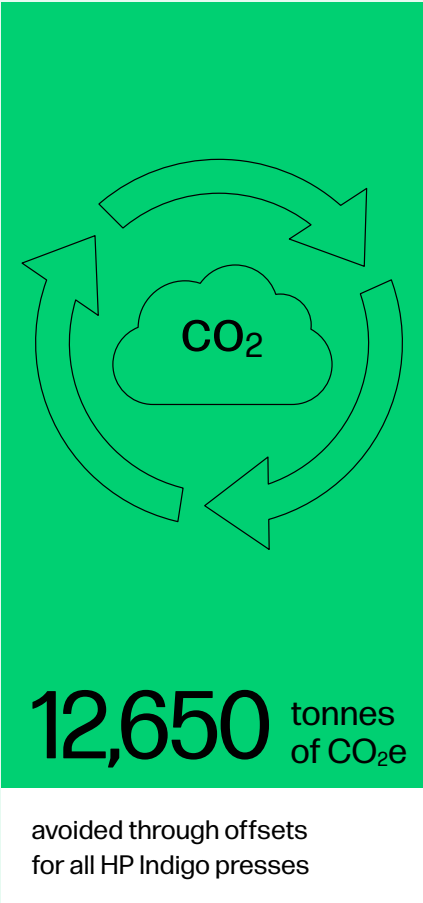


Entered and is expanding in the flexible packaging/folding carton market.



Over 4,500 global customers, ranging from small customers who own a single printing press to large worldwide printing giants who collaborate with HP and own 100+ presses.

In 2020¹...



16%

of the plastic content in HP Indigo hardware, supplies and packaging (excluding ink) was non-virgin, through parts reuse or the use of postconsumer recycled content plastic.

Key environmental performance features of HP Indigo presses have been certified by the third party Intertek under its Green Leaf program.

Intertek

Chapter 1.

About HP Indigo

HP Indigo is one of the world's leading digital printing solutions providers. Founded in 1977, we are driving digital printing growth with advanced technology that enables print service providers and brands to become market leaders.

Our high-tech presses are designed to meet today's evolving printing needs for sustainability, personalization, security, and immediacy. We create lasting value by integrating sustainable solutions into the entire value chain, from sourcing materials to the printed product – using digital acceleration to propel a more sustainable future.



4,500+ customers²



120+ countries³



2,084 employees
in Israel (FY 2020)⁴



Headquarters at Science Park
in Nes Ziona (41,000 sq. metres)



Additional factories in Kiryat Gat
(37,000 sq. meters)

Our Mission

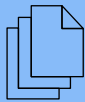
Lead the digital transformation
in the graphic arts industry.

Our Vision

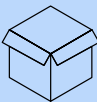
Drive digital print innovation,
accelerate our customers' growth
and create outstanding print
experiences.

HP Indigo’s digital press product offers fall under two categories:

General Commercial Print



Labels and Packaging



HP Indigo’s products and services are helping to drive the Fourth Industrial Revolution. We’re blurring the boundaries between physical and digital with highly automated technologies that require minimal manual input.

Fueled by Industry 4.0, our customers can deliver a wide portfolio of innovative products while saving time, waste, and labor. With the extensive color gamut, specialty inks, customization and high-speed production, our customers can streamline thousands of jobs per day while adhering to the strictest quality and color requirements with automated tools.

HP Indigo enables brands to give consumers exactly what they want, when they want it - all while improving their sustainability scorecard.

Embedded within the DNA of Indigo technology and services is a purposeful chain that executes sustainability throughout the entire cycle of production. The awareness of our environmental footprint, and that of our customers' through our engineering is paramount, which is why HP Indigo solutions function as sustainable enablers for print, as a result of extensive research, careful thought and design.

The widest portfolio in the industry, covering many market segments:

Commercial B2

- HP Indigo 12000 Digital Press
- HP Indigo 10000 CPO Digital Press
- HP Indigo 100K Digital Press
- HP Indigo 15K Digital Press

Commercial A3

- HP Indigo 7K Digital Press
- HP Indigo 7eco Digital Press
- HP Indigo 7 CPO Digital Press
- HP Indigo 6P Digital Press

Commercial WEB

- HP Indigo 25K Digital Press
- HP Indigo WS6800p

Labels & Packaging

- HP Indigo 35K Digital Press
- HP Indigo 25K Digital Press
- HP Indigo V12 Digital Press
- HP Indigo 8K Digital Press
- HP Indigo 6K Digital Press
- HP Indigo 6x00 CPO Digital Press

At a very basic level, digital printing provides agility, economical short run production and the ability to print only what you need, when you need it. Leveraging these advantages into brands’ supply chains can result in packaging waste reduction of up to 26%⁵. Further LCA studies have shown that implementing digital print with the HP Indigo 25K can reduce global warming impact by as much as 65%⁶ compared to analogue printing technologies.

Sustainable printing is not a trend - it is fundamental to the very future of the industry. It requires industry leaders such as HP Indigo to create viable paths for PSPs and Converters to serve leading brands, helping them meet their sustainable goals by adopting our solutions. As part of our efforts, we ensure that all HP Indigo presses are manufactured CO₂ neutral. We source, test and approve bio-based and sustainable media to run easily on our

presses, and the use of HP Indigo Electrolnk allows products printed on an HP Indigo digital press to be deinkable, recyclable and even compostable.

In today’s marketplace, we are judged not just by our product performance, quality and price. Increasingly our customers' customers are driving change, enabled by the partnerships HP Indigo creates with brands to meet their own sustainability goals. We empower brands and help them connect to consumers not only on climate action, but also on human rights or digital equity. HP Indigo solutions are used by brands to minorities, communities and gender equity.

HP Indigo is in the front seat of sustainable development - our existing customers expect us to deliver practical solutions that meet today’s and tomorrow’s demands. Our environmental credentials will also be a key differentiator for future customers deciding with whom to embark on their digital journey. We are ready for and aware of the reality of sustainable print in the 21st Century.

1.1

Our Offerings

Customer Services and Solutions

Every HP Indigo digital press comes with PrintOS[®] Services and Solutions, a suite of cloud applications and services that enable Indigo customers to create the Print Factory of the Future through operational excellence, automation and innovation.

We have over 1,000 certified engineers and professionals around the world on hand to ensure our customers are minimizing downtime and making the most of their investments too.

Print Beat OEE	Monitor and control print production from any PC or mobile. Use hard data for real-time status, historical trends and personalized insights to continuously improve production
PrintOS Jobs	Uncover real printing costs and bottlenecks by analyzing production time, length/number of copies, type and number of clicks and substrate
PrintOS Site Flow	Capture, produce and deliver thousands of orders smoothly and more cost-effectively with an end-to-end, cloud-based production management system
Predictive Press Care	Reduce 80% of critical press failures and more than 20% of unplanned service ⁷ with a tool that can identify anomalies and share information-rich alerts
PrintOS Learn	Boost self-sufficiency and manage employee training with relevant e-learning modules, face-to-face courses and operator certification available in three levels
Print OS [®] Marketplace	Tap into a ready-made community to share knowledge, find inspiration and leverage opportunities for growth, innovation, and production efficiency
HP PrintOS Designer with HP Mosaic and HP Collage	Produce sophisticated, high-value applications using a simple and affordable variable data tool, perfect for designing targeted campaigns



Customer satisfaction

Our customers consistently rate HP Indigo highly in terms of customer experience and digital print manufacturers among corporate worldleaders. We measure customer satisfaction through the Net Promoter Score (NPS) based on feedback collected from approximately 4,000 customers through several main avenues:

- An annual survey targeted at business owners, managers, and other operational stakeholders
- Feedback delivered via the Print Beat emails and the PrintOS[®] app
- The Service NPS (sNPS), a customer experience email sent after every customer service call

1.2 A Proud Member of HP Inc.

HP Indigo was a pioneering member of the ‘[Start-Up Nation](#)’ [↗](#) and paved the way for other Israeli tech companies to scale and exit. In 2001, multinational information technology company Hewlett-Packard acquired the business.

HP Inc. strives to create technology that makes life better for everyone, everywhere. Recognized worldwide as a leader for its actions and strategies in response to climate change, its mission is to drive toward a net-zero carbon, fully regenerative economy while engineering the industry’s most sustainable portfolio of products and solutions.

About HP

Fiscal year 2020 highlights⁸

\$56.6 billion
in net revenue

\$4.3 billion
of net cash provided by operations, \$4.1 billion of which was returned to stockholders in the form of share repurchases and dividends

28,000+
patents⁹

250,000+
channel partners

\$1.5 billion
R&D spend

Our strategy

Advance

Personal Systems
Advance compute leadership
Accelerate in adjacencies

Office and Home Printing
Modernize print
Accelerate office contractual

Disrupt

Industrial businesses
Disrupt with personalized solutions
Accelerate digital and 3D businesses

Capitalize on IP
Unlock new sources of value from microfluidics

Transform

Sustainable and just

Optimize cost structure

Digitally powered and data enabled

Key facts

Enrique Lores, President and Chief Executive Officer, HP Inc.

Chip Bergh, Chairman of the Board
Incorporated in the State of Delaware, United States

Fortune 100 company

Ticker symbol HPQ on the New York Stock Exchange

Corporate headquarters Palo Alto, California, United States

Approximately 53,000 employees globally

HP operates in 180 countries worldwide

1.3 Governance

Sustainability is embedded into our DNA. Working with the HP Inc. President of Imaging, Printing & Solutions, our leadership team manages and drives our Sustainable Impact Strategy.

HP Indigo and industrial GTM: Global/WW organizational structure

SVP & GM Indigo & Industrial GTM

Executive Assistant

Head of R&D

Head of Strategy & Business Management

Head of Finance

Head of IT, HP Indigo & Scitex

Head of Operations

Head of Sales Industrial GTM

Human Resources Business Partner

Service-Industrial

Head of WW Product & Solutions

Graphics Solutions Global Head

Head of WW Technical Support

Head of Strategic Accounts

Chief of Staff

Not direct report

We’ve driven sustainability in our field for decades. We know we must stand for more than the products we sell, which is why Sustainable Impact is one of our key differentiators.

Driven by a circular economy approach, we are constantly taking steps to lower our carbon footprint and transform used materials and waste into valuable resources. We work with the wider HP Inc. family to achieve the targets set out in the Global Impact Strategy.

Our goals are united with HP Inc. to achieve the objectives set out in the HP Sustainable Impact Report:

By 2025	By 2030	
Climate Action	Climate Action	Human Rights
<ul style="list-style-type: none">– Reach carbon neutrality and zero waste in HP operations– 100% renewable electricity in global operations Digital Equity– Enable better learning outcomes for 100 million people	<ul style="list-style-type: none">– Achieve carbon neutrality with Supplies business– Reduce HP absolute value chain GHG emissions 50%– Reach 75% circularity for products and packaging– Maintain zero deforestation for HP paper and paper-based packaging– Counteract deforestation for non-HP paper used in our products and print services <div>Digital Equity</div> <ul style="list-style-type: none">– Accelerate digital equity for 150 million people by 2030	<ul style="list-style-type: none">– Achieve 50/50 gender equality in HP leadership– Achieve greater than 30% technical women and women in engineering– Meet or exceed labor market representation for racial/ethnic minorities in the United States.– Maintain higher than 90% rating on internal inclusion index for all employee demographics annually– Be universally ranked as employer of choice for underrepresented groups in the technology industry– Reach 1 million workers through worker empowerment programs– Assure respect for labor-related human rights for 100% of our key contracted manufacturing suppliers and higher risk next-tier suppliers

HP Indigo established the Environmental Forum and Program Management Committee – an advisory board and forum that has been driving ambitious and comprehensive environmental initiatives for 15 years.

Our values

Excellence	Set stretched goals, strive to achieve and exceed them Adopt a continuous learning mindset Strive for consistent high quality
Respect	Treat others as you would like to be treated Be open to diverse perspectives Create an inclusive and respectful atmosphere
Accountability	Be present Take ownership Bring your experience and a broad perspective to make an impact
Teamwork	Set shared goals Communicate with transparency and listen openly Act with integrity to support each other, as well as other teams Engage with each other in a constructive way
Meaningful innovation	Be creative Dare Take risks and learn from failures Drive innovation that brings value and return on investment

1.5

Sustainable Impact Strategy

Sustainable development goals

SDG 5:

Gender equality

SDG 7:

Affordable and clean energy

SDG 8:

Decent work and economic growth

SDG 12:

Responsible consumption and production

SDG 13:

Climate action

HP Inc.

<p>HP works to recruit and develop female talent across all levels of the company and grow the pipeline for the future. We also use our scale to influence our suppliers and partners, encouraging them to prioritize diversity, equity, and inclusion within their own operations. In our communities, we work to empower and support gender equality and address barriers to full participation in society.</p>	<p>HP is investing in energy efficiency across our product portfolio and operations and shifting toward less GHG-intensive energy sources for our global facilities, including on- and offsite renewable power. By 2025, we aim to use 100% renewable electricity to power our global operations.</p>	<p>All workers deserve fair treatment, safe working conditions, and freely chosen employment. We forbid any forced, bonded, or indentured labor, involuntary prison labor, slavery, or trafficking of persons within our supply chain, and have adopted a broad approach to responsible minerals sourcing to help ensure there is no connection between the materials used in HP products and armed violence or human rights abuses.</p>	<p>HP aims to develop products and solutions that keep materials in use at their highest state of value for the longest possible time, grow the market for recycled content, invest in recycling infrastructure, and offer robust repair, reuse, and recycling programs. We are investing in disruptive technologies such as 3D printing that will help drive a more sustainable and inclusive Fourth Industrial Revolution.</p>	<p>We are reducing our impact by setting targets validated by the Science Based Targets initiative for our Scope 1, 2, and 3 GHG emissions. We work with our suppliers and partners and encourage them to set their own goals, and to use renewable energy, and we continue to support coordinated global action to combat climate change, including action in line with Paris Climate Accord commitments.</p>
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HP Indigo

<p>We are committed to closing the gender gap in the technology industry where women are typically underrepresented. We are focussed on:</p> <ul style="list-style-type: none"> Recruiting more women Engaging the Women's Impact Network (WIN) to inspire and advance our employees Empowering our communities to address barriers to full participation in society 	<p>HP Indigo presses are designed to reduce energy use and promote energy efficiency among users, as compared to traditional printing methods. HP Indigo technology has high drying efficiency by its design, significantly reducing energy consumption for high ink coverage jobs¹⁰.</p> <p>We have also installed solar panels in the production plant in Kiryat Gat that produce 920kWh.</p>	<p>We expect our partners and suppliers to meet the highest ethical standards. We regularly engage with our employees to gain a better understanding of how to meet their needs, and strive to provide optimal working conditions and opportunities for growth and development. We recommend adopting a hybrid work model that supports a healthy work-life balance and flexibility.</p>	<p>We are committed to promoting the circular economy and carbon reduction through initiatives such as:</p> <ul style="list-style-type: none"> Design for recyclable labels and packaging applications, and deinking and compostability requirements Take-back program Waste reduction at source 	<p>All HP Indigo presses are manufactured carbon neutral. We have mapped, calculated and executed the necessary steps to offset the greenhouse gas emissions associated with the manufacturing of our presses from cradle (raw materials mining) to factory gate.</p>
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1.5 Sustainable Impact Strategy

Materiality

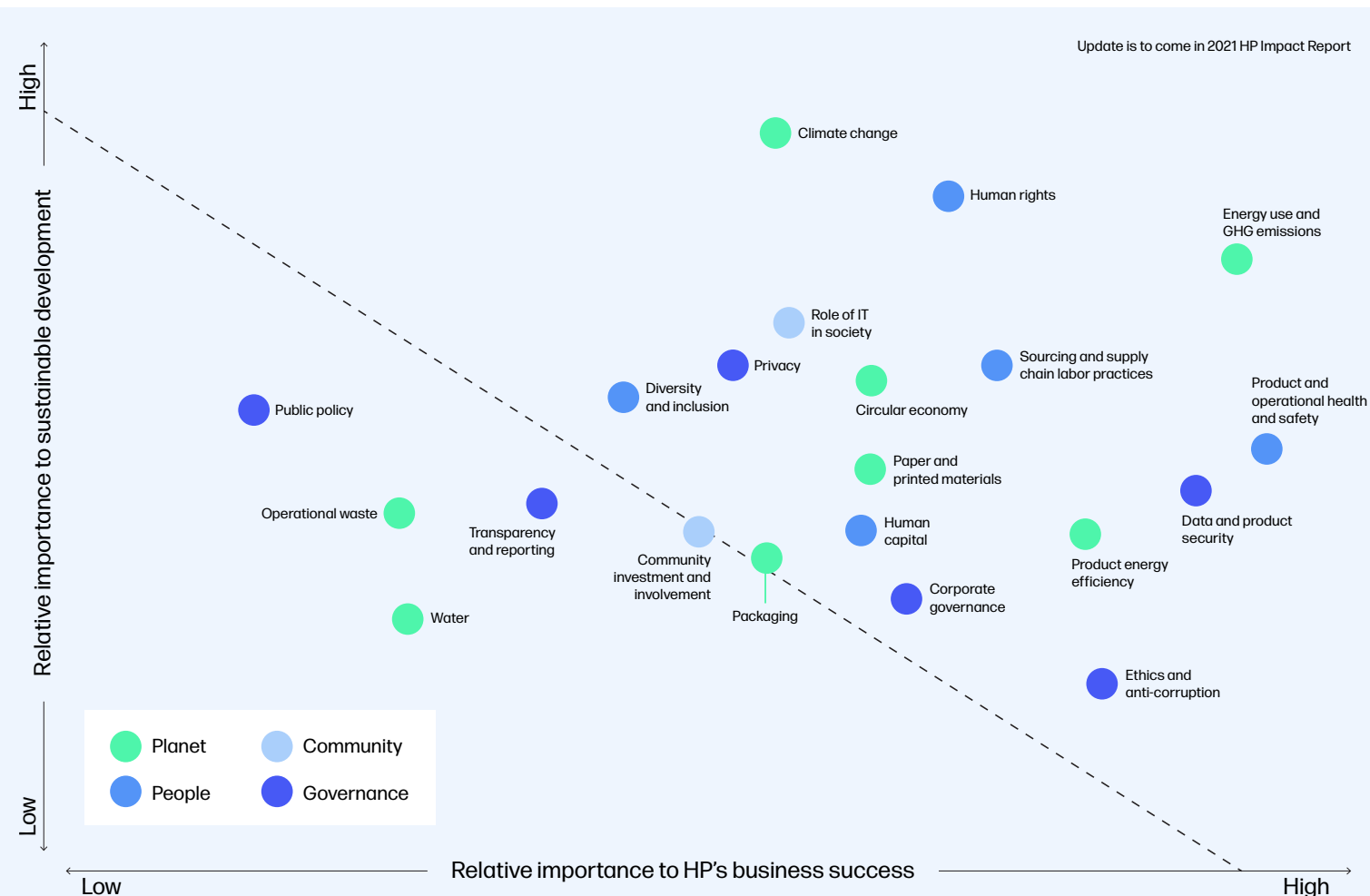
HP Inc. periodically conducts materiality assessments to review relevant environmental, social, and governance issues, reassess areas of focus, and clarify and shape the Sustainable Impact Strategy, investments, and disclosure. Materiality assessments are based on surveys of internal stakeholders at HP Inc., wherein they rank issues based on their importance to HP and sustainability. The assessments utilize stakeholder dialogue to inform our goals-setting process, enabling HP Inc. to identify gaps in our approach and opportunities for improvement. In 2021, HP Inc. conducted an updated materiality assessment whose results will be published in the 2021 Sustainable Impact Report.

As a unit of HP Inc, HP Indigo does its part to advance the sustainable impact strategy of HP Inc. and prioritizes the areas chosen by the global team.

In 2019, HP Inc. engaged SustainAbility, an ERM Group company, to conduct the most recent materiality assessment. It refined our process from prior years to further integrate the perspectives of customers, investors, and our business leaders, and to better reflect business risks and opportunities.

Our Materiality matrix

The matrix resulting from our 2019 materiality assessment maps issues by relative importance to sustainable development and to HP's business success. Issues above the diagonal are considered material for the purpose of this report. Items below the materiality threshold are not covered in as much detail, but remain important to HP.

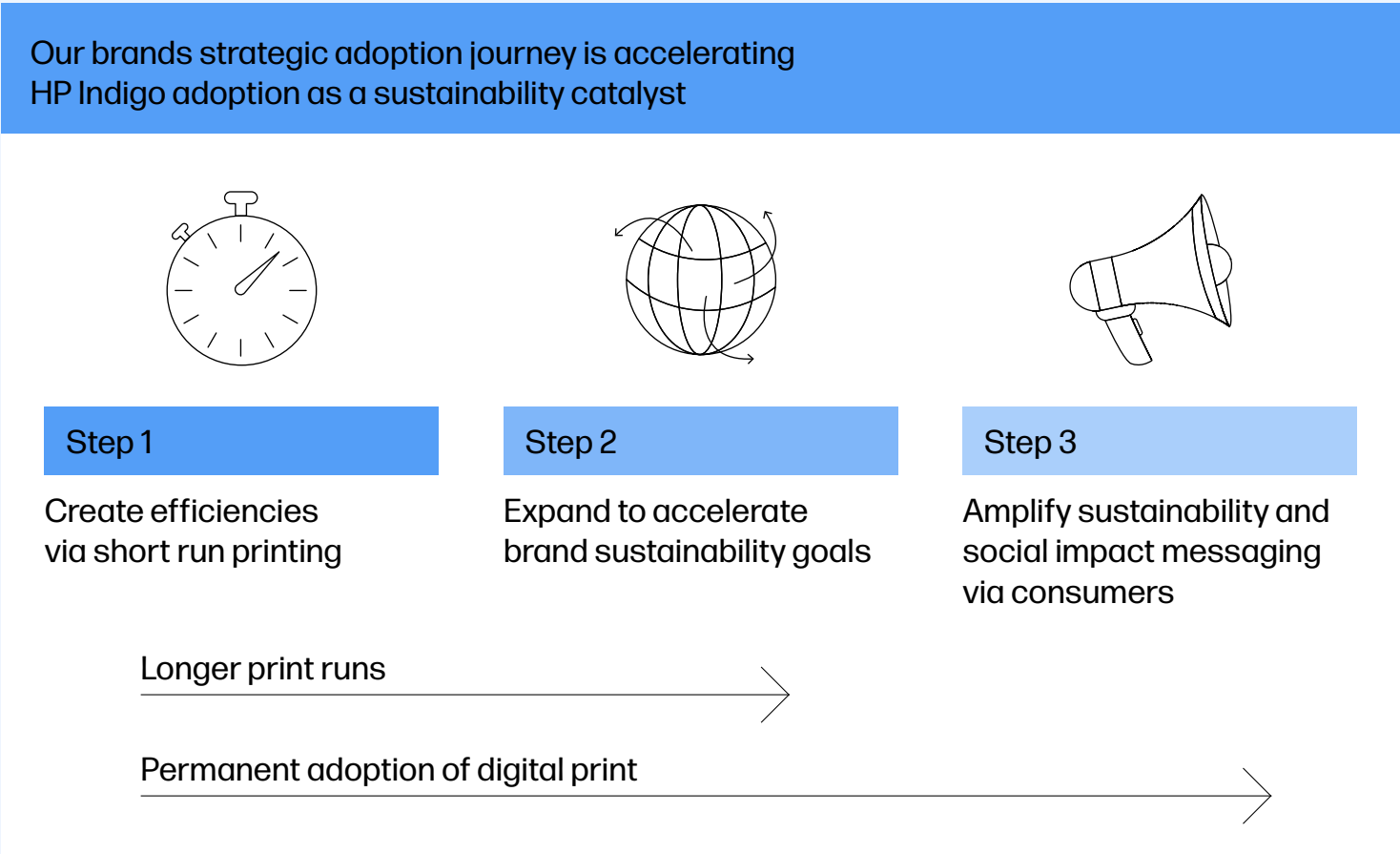


1.6 Strategic Approach to Sustainability

Brand Adoption Journey

For HP Indigo, it's not enough to have a sustainable end-to-end value chain as a company. It is an imperative to maximize our sustainable impact by acting as a sustainability catalyst in the ecosystem around us by empowering brands to accelerate their sustainability goals, while driving positive social impact through personalized packaging and print solutions.

This is why we have developed brand innovation services that strategically educate companies on the adoption journey of our technology building from years of expertise on when and how to leverage digital printing, which in return will help those companies who print with HP Indigo, maximizing the ability of big and small brands to reach ESG goals faster and better.



Step 1 Create efficiencies via short run printing

Both small and major FMCG companies already have developed leaner, more agile, just-in-time packaging supply chain solutions thanks to our HP Indigo technology's unrivaled speed to market and removal of minimum order quantities. This is helping brands to reduce the risk of leveraging a new technology by focusing on short runs and low volume SKUs. These short print jobs are better printed by HP Indigo due to reduced costs while eliminating the need to produce plates and cylinders anytime, and artwork changes due to regulations, market by market dynamics or legal reasons. When using older technologies, like flexography or rotogravure, the cylinders and plates that are created for every new print job have a negative impact in our ecosystem and can be completely eliminated from the brands supply chain.

Step 2 Expand to accelerate brand sustainability goals

Once a brand has begun to integrate HP Indigo in their supply chain, they can start developing a just-in-time inventory management model through our services, which is printing only what you need when you need it. This is helping brands reduce up to 26% of pack waste while eliminating somewhere between 65% up to 80% of CO₂ emissions when printing. Which means the more they print with HP Indigo, the faster they can reach their ESG goals on reducing packaging or print waste and energy consumption.

Step 3 Amplify sustainability and social impact messaging via consumers

Our ability to drive positive social impact is also very important to HP Indigo, which is why we have developed a deep understanding of the role of personalization in peoples' lives. And it is through this in-depth understanding of this megatrend that we have created a one-of-a-kind communication framework (the HP Personalization Pinwheel) which enables brands to partner with us and co-create purpose-led campaigns which drive social impact through personalized storytelling at scale, targeting diversity, inclusion and gender equality initiatives such as the #HerShe campaign in Brazil.

In 2020 and 2021, we empowered Hershey's to celebrate for a second consecutive year on International Women's Day: #HerShe. A movement with the mission of 'Making Invisible Women Visible' to help womens' voices be heard by turning their iconic chocolate bar wrappers into a powerful showcase for female artists. HP, working with BETC Havas and Hershey's in Brazil co-created dozens of female influencers' stories celebrated on each wrapper, and used augmented reality to allow customers to scan the wrappers, discover each woman's story, and feel inspired to make their voices heard too. A total of 320,000 chocolate bars were printed and distributed in supermarkets, generating 1.3 billion impressions and achieving a +30% organic growth of the social network of each influencer during 2021. Additionally, this marketing campaign was developed by HP's Brands Innovation team services using HP's exclusive personalization framework and printed on an HP Indigo 25K press.

Stakeholder engagement

We gain valuable insights from our interactions with stakeholders, while creating close ties between employees, customers, and management. These interactions help build our collective intelligence, prioritize critical issues, and provide insights on emerging opportunities.

We foster excellence, nurture a culture of diversity, equity, and inclusion, and are highly committed to social impact in our local community.

Dscoop

Dscoop is the world's largest and most collaborative digital print and design community. The platform's 10,000+ members receive the latest news and education from HP Indigo innovators and industry exports, with access to a space to collaborate, network, and grow. It allows HP Indigo to interact with users too.

Our Customer Council brings together select leaders from a variety of companies to advise our leadership team on successes and points for improvement of the product.



COVID-19 Response

The COVID-19 crisis demonstrated the strength of HP Indigo's business continuity and ethical foundation. Throughout the pandemic we have monitored and acted to protect the health, safety and wellbeing of our people and their families. In our Israeli offices, we adhere to the Ministry of Health guidelines for social distancing, cleaning, and sanitation.

We also cancelled all non-essential work travel and participation in events, and launched flexible work-from-home flows. We did our best to care for our employees' wellbeing from home, establishing a platform with practical lectures, virtual tours, and educational programs for employees' children. Our employees received subsidies to create ergonomic home offices and were able to access their meal provision service from home.

We were also able to ensure our business continuity. HP Indigo label and packaging converters experienced growth in volume thanks to the versatility and agility of our short run presses, and the fact that fewer personnel are required to operate them. HP Indigo customers leveraged PrintOS^x services with the rise of cloud-based monitoring and our web-to-print solutions as e-commerce

grew. HP Indigo's innovative solutions allowed us to care for our customers, employees, and stakeholders at large, while simultaneously growing our business through the challenges of the pandemic.

We worked to support our partners and suppliers by sharing resources and guidelines on how to confront the challenges brought about by the pandemic. HP Inc.'s ["Response to COVID-19 Customer and Partner Guide"](#)  and ["Top Guidelines for Suppliers' Protection of Workers during COVID-19"](#)  provided valuable insights on developing strong response programs to support workers, and flexible systems to improve resiliency throughout the pandemic. We were fortunately able to continue doing business with our suppliers as usual, as the digital print sector experienced higher demands during the crisis.

Community is embedded in the DNA of HP Indigo. During the COVID-19 crisis, we continued supporting our communities. Our team designed and manufactured over 3,000 face shields a day for medical staff during the height of the pandemic in order to support those in our community fighting the virus on the front lines. Our volunteer initiatives thrived, with the number of HP Indigo employee volunteers significantly rising as compared to other companies who scaled down their volunteer programs during the pandemic. We also utilized our Dscoop platform to cultivate a greater sense of connection by creating an interactive way to host our customers, provide important updates on opportunities for PSPs, and spread the Indigo spirit.



Chapter 2.

Integrating Sustainable Impact Throughout our Value Chain

HP Indigo has a Circular business model where customers pay per print, which naturally integrates sustainability into each stage of the product lifecycle.

We know that successful transformation into a circular business requires a considerable shift in capabilities and mindset. That's why we're committed to working strategically with our partners, suppliers, print service providers and brands, towards a net-zero carbon and fully regenerative economy.

HP Indigo is a proud member of leading forums and alliances that are driving progress towards a circular economy

The Circular Economy Forum

Launched by the Israel American Chamber of Commerce, the Circular Economy Forum is driving the transition to a circular economy. The forum works with alliances from the Israel Ministry of Economy, Ministry of Environmental Protection, Circular Economy IL, and the Afeka Institute of Circular Engineering.

The Circular Economy for Flexible Packaging

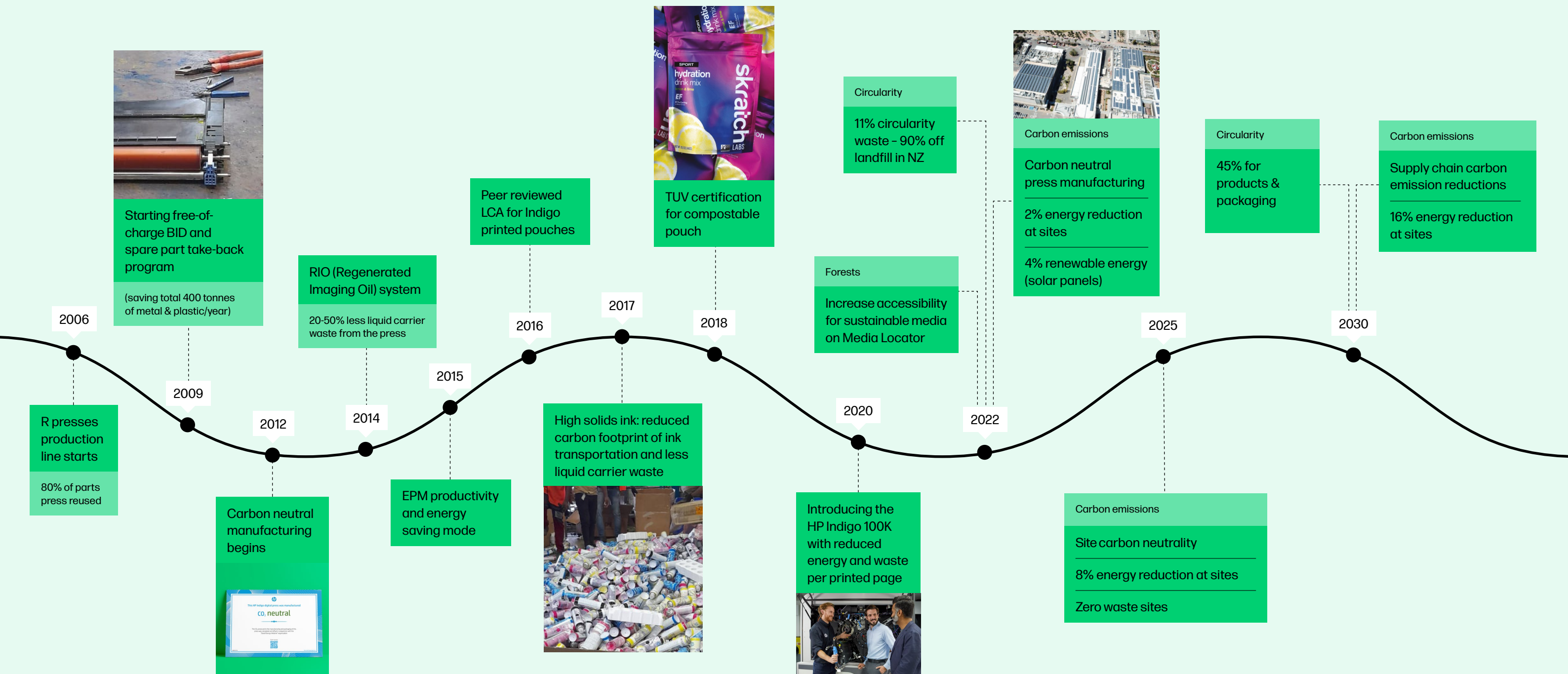
The Circular Economy for Flexible Packaging (CEFLEX) is a European consortium of companies collaborating to advance the performance of flexible packaging throughout the value chain in a circular economy.

4evergreen

4evergreen is a new cross-body alliance, sponsored by the Confederation of the European Paper Industry, designed to boost the contribution of fiber-based packaging in a more sustainable and circular economy.

HP Indigo Sustainable Impact Road Map

Our journey to a circular economy and road map for action



2.1 Designed with the Environment in Mind

At HP Indigo, we carefully consider each phase of the product lifecycle and its environmental impact in the development of our products. We're always looking for new ways to include sustainable materials in our model, from refurbishing and manufacturing used products to purchasing certified and responsibly-sourced third-party materials.

The sustainable benefits of digital printing

Unlike traditional printing methods, it's the nature of digital to make printing more sustainable.

Shorter runs

Allows customers to print what they need for market tests, on-demand printing and customizations

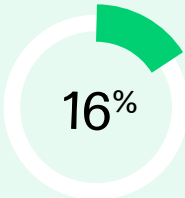
Reduces waste

Shortens the pre-press process by eliminating the need for plates and cylinders¹¹

Print locally

Reduces the physical distance between production site and brands

16% of the plastic content in HP Indigo hardware, supplies, and packaging (excluding ink) is non-virgin, through parts reuse or the use of postconsumer recycled content plastic.¹²



In 2016, EarthShift Global LLC confirmed the benefits of HP Indigo digital presses over traditional methods of printing after a comprehensive lifecycle analysis. It verified that printing with the HP Indigo 20000/25K on flexible packaging had lower environmental impacts than analog printing across all 13 midpoint categories as well as the 4 end-point categories: Global Warming Potential, Photochemical Ozone Creation, Cumulative Energy Demand and Water Depletion.

HP Indigo Energy Saving and Production Efficiency

Our technology maximizes resource efficiency by reducing waste and saving energy through streamlined production.

HP Indigo 100K Digital Press Series 5

↓ **20%** less energy

↓ **7%** reduction in supplies waste

vs Series 2¹³

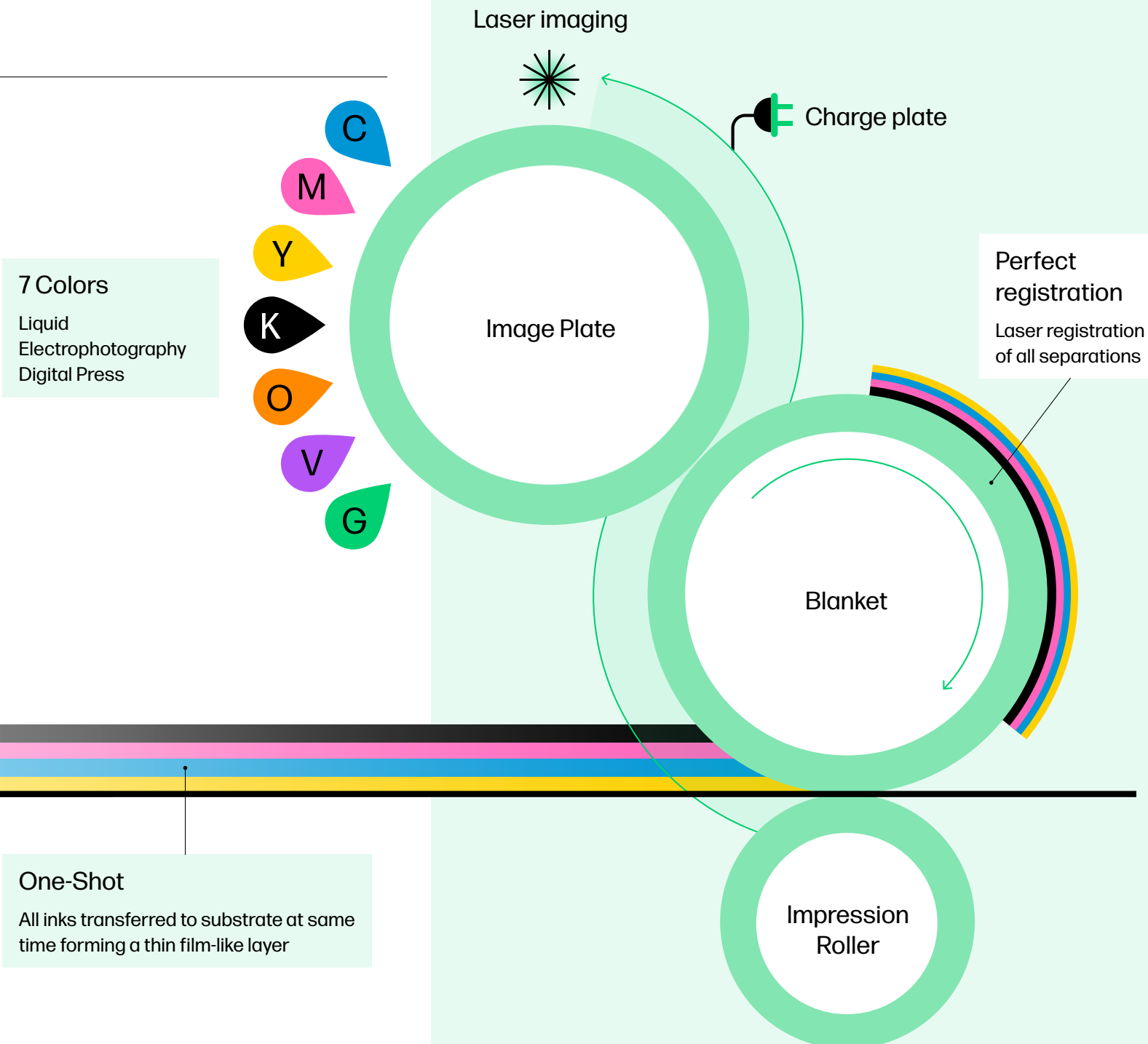


Designed with the Environment in Mind

True digital offset architecture, powered by HP Indigo's unique proprietary Liquid Electrophotography (LEP) technology and ElectroInk, work together to achieve maximum press productivity, reducing media waste and energy consumption through laser sharp accuracy at the highest speeds.

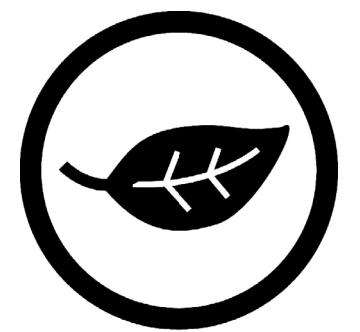
About HP Indigo LEP Technology

- ✓ Our high solid ink tubes reduce the carbon footprint associated with production and logistics across the supply chain.
- ✓ Faster drying efficiency
- ✓ Reduced energy consumption for high ink coverage jobs
- ✓ Widest ink portfolio, including scratch-off ink, silver, fluorescents, premium white and invisible ink
- ✓ Designed for high solids, providing 50% more ink solids per container¹⁴
- ✓ Fewer ink replacements
- ✓ Reduced waste with fewer empty ink tubes



Safe and Certified

Intertek's Green Leaf Mark is a consumer product and systems verification that validates environmental claims that have been verified by an international independent third-party testing, auditing and certification body.




Intertek

2.2 Supply Chain Responsibility

To reduce our environmental footprint, we collaborate with suppliers to decrease greenhouse gas (GHG) emissions, water use, waste, and other environmental impacts. Our suppliers are important partners, and we work together with them to ensure they are performing at the highest quality standard while promoting responsible environmental practices.

Responsible Sourcing

HP Indigo implements a strict self-regulatory approach to responsible sourcing. If the R&D team wishes to add a new material to the manufacturing process, the regulatory department and EHS need to discuss and approve the material's environmental and safety footprint. Only then can the material be bought, tested, or go into production.

We encourage suppliers to switch to safer choices, and in situations where the use of hazardous chemicals is unavoidable, we help suppliers identify preferable alternatives. Our suppliers are required to follow the manufacturing process chemical use restrictions outlined in [HP's General Specification for the Environment](#) . Additionally, HP Inc.'s Supplier Code of Conduct requires our suppliers to monitor process chemicals, eliminate or manage hazardous substances, demonstrate that analyses of safer alternatives were conducted when a hazardous chemical is being used, and provide workers with essential PPE and training. We gather data from our suppliers about process chemicals and implement corrective action as needed.


Conflict Minerals

HP Indigo promotes conflict-free minerals in our supply chain by¹⁵:

Encouraging all smelters that purchase and process mineral ores to undergo third-party sourcing audits.

Requiring our production suppliers of goods containing 3TG to require their smelters to undergo third-party sourcing audits.

Supporting multi-stakeholder collaboration to establish secure, conflict-free sources of 3TG ores from the DRC.

[For more information on our responsible sourcing policies, see the HP Inc. Sustainable Impact Report](#) 

2.3 Environmental Operations

We are fully committed to minimizing the impact of our operations on the environment – at every step of our process.

Environmental management systems at our facilities are certified under ISO 14001



Kiryat Gat ink manufacturing site is LEED-Silver-certified.

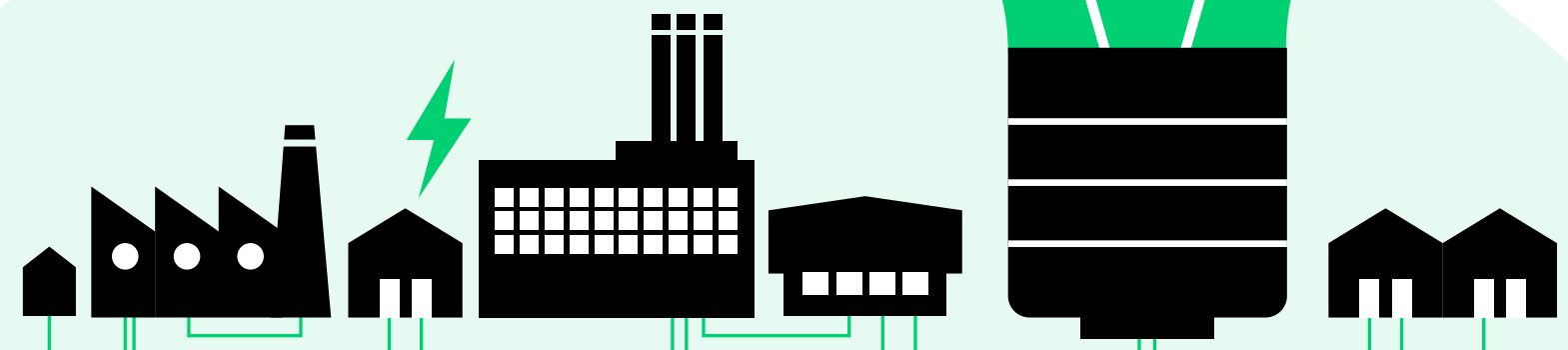
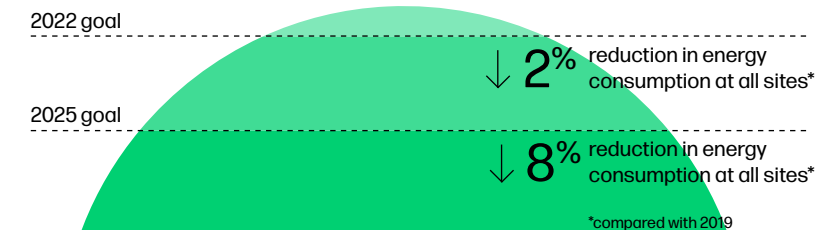


Energy Management and GHG Emissions

HP Indigo is constantly re-evaluating ways to promote energy savings, greener energy, and carbon offsetting.

We invest in renewable energy wherever possible and work to offset carbon emissions which we are not able to reduce or replace with greener alternatives.

HP Indigo was one of the first Israeli companies to implement a smart air control system that diminishes the hazards of urban air pollution in buildings and allows for better, healthier air indoors.



2.4 Our Facilities

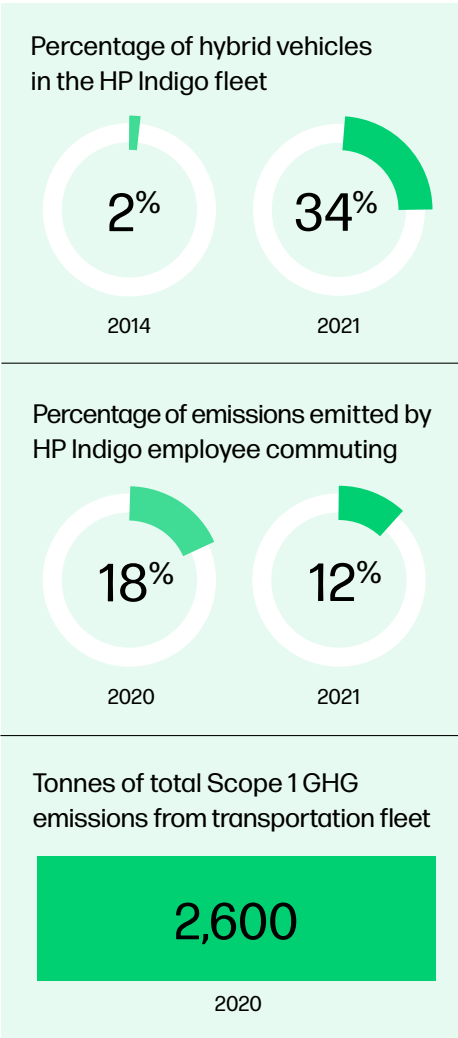
Monitoring our Carbon Footprint in Israel's Production Sites

	Footprint (tonnes CO ₂ e)
Total GHG emissions	34,150
Carbon footprint from press production	12,650
GHG Scope 1 emissions	5,790
GHG Scope 2 emissions: Purchased electricity for operations	28,360

(Based on GHG voluntary reporting to the Israeli environmental protection office)

Energy intensity	33.4
Total energy consumption	242,600 GJ
Total electricity consumption	63,093,300 kWh

Our vehicle department has also established a policy to reduce the fuel consumption associated with pollution-heavy vehicles and mitigate HP Indigo's environmental impact



Energy Efficiency

Infrastructure – heating, ventilation, air-conditioning, and general systems – accounts for the majority of our energy consumption at HP Indigo sites. We have a full-time team dedicated to overseeing and improving our energy practices, along with our external energy supervisor, who provides recommendations for improvement.

Renewable Energy

Renewable energy is an important pillar of our work in promoting carbon reduction. At our ink manufacturing plant, we installed 920 kWh of solar panels to help power our operations.

↑

5% increase in Kiryat Gat solar panel efficiency 2019-2020 due to change of converters¹⁶



2.3 Our Facilities

Energy efficiency projects



Chiller replacement

We have been replacing each of our chillers with more energy efficient and greener alternatives since 2019.

So far, we have replaced 8.5% (4 out of 47)

Result: 561,000 kWh saved annually

By 2022, we will have replaced 10 chillers

Result: estimated 1,538,000 kWh saved annually

Blygold application

In 2021, we implemented the Blygold Application, a corrosion protection system that ensures the performance of our air-cooled condenser over time and stops the increase of energy consumption.

Result: 924,000 kWh saved annually

Results of combined initiatives

2019-2021

Result: 1,689,000 kWh saved annually

2019-2022

Result: estimated 3,218,000 kWh saved annually



Production plant goals for HP Indigo Kiryat Gat Site



- 1-2% decrease in electricity consumption in 2022
- Replace 250 fluorescent lightbulbs with LED
Result: estimated 756,000 kWh saved annually
- Repair air compressor leaks and automate air compressors
Result: estimated 224,000 kWh saved annually
- Estimated results of combined initiatives >2M kWh annual savings



Over 170 million +kg CO₂eq reduced through offsetting projects from 2012 to 2021, which is equal to 6.8 million trees per year.¹⁷

Carbon neutral presses

All our HP Indigo presses are manufactured carbon neutral. This means we are able to offset the greenhouse gas emissions (GHG) that we cannot reduce or replace with renewable alternatives.

Offsetting means we calculate the carbon emissions of what it takes to produce a press from the raw materials we use, transportation and the production process at the factory, and we offset those emissions through a variety of social and environmentally responsible activities.

Offsetting projects include solar panels installation in boarding schools, divert organic waste away from landfill and reforestation. HP Indigo analysts calculated the press carbon footprint using both primary and secondary data according to the PAS 2050 standard for assessing greenhouse gas emissions for products and services.

BDO Israel, a leading third-party accounting company, has verified that the carbon footprint identified for each press represents the actual carbon footprint associated with its manufacturing¹⁸.



In 2020, 12,650 tonnes of CO₂e were avoided through offsets for all HP Indigo presses.

2.3 Our Facilities

Water management

Water is not a crucial factor in the manufacturing of our presses. However, responsible water management is an important factor in our sustainable operations approach.



100% of our water withdrawal and operations are run through Mekorot, Israel's national water company, whose supplies come mostly from desalinated water and wells.

Water consumption

 In 2020, total water consumption at HP Indigo facilities was 58,000 cubic meters¹⁹

Our water leak detection system enables us to conserve significant amounts of water in our operations. Using a smart valve that learns the consumption of each pipe alerts us about abnormal consumption and closes the valve to prevent further leakage.

Wastewater

Wastewater is not a significant environmental risk in HP Indigo's operations. A large percentage of our industrial wastewater consists of press cooling water, drained from the new presses after the manufacturing process ends. Generally, this water does not require treatment before being sent to the sewage system. To confirm that the water is safe and that we are following the correct safety protocols, we conduct lab tests twice a year. No inconsistencies were found in 2020 or 2021.

Between 2020 and 2021:

98 additional water leakage alerts

12,750 cubic meters of water saved²⁰

In addition to our leak detection system, we have also implemented a metering system to measure the amount of water used in gardening on our sites, which allows us to address leaks before they become significant.

Waste management

As advocates of the circular economy, it is important for us to extend the lifespan of all the materials that we use in our manufacturing processes and avoid waste to landfills as much as possible.

HP Inc. aims to reach carbon neutrality and zero waste in our operations²¹. In order to do so, we monitor our success and that of our suppliers by mapping, separating and measuring out all waste streams.

HP Indigo's Sustainability Program and Sustainability Operations Program set the sustainability goals and projects to meet them. The work is done in alignment with all business units – procurement and sourcing, through R&D and operations to marketing and customers. The groups meet regularly to work on the projects, follow progress and share updates. The projects and goals set are translated from measurable accounts, such as waste reduction, to sustainability measures such as circularity. Through these efforts, in 2020 we recovered approximately 8,500 tonnes of electronic waste from our sites in Israel.

Non-hazardous waste

The majority of our non-hazardous waste is composed of transfer blankets and liners, which enable the transfer of the image to the paper and are used as a printing substrate. The liners are mainly made of PET and polyethylene adhesive sheets.

We reuse, recover and recycle whatever we can to reduce waste production, with optimized waste separation on our sites.

In total in 2020:

3,156 tonnes of non-hazardous waste in Israel's sites

68% of which was recycled

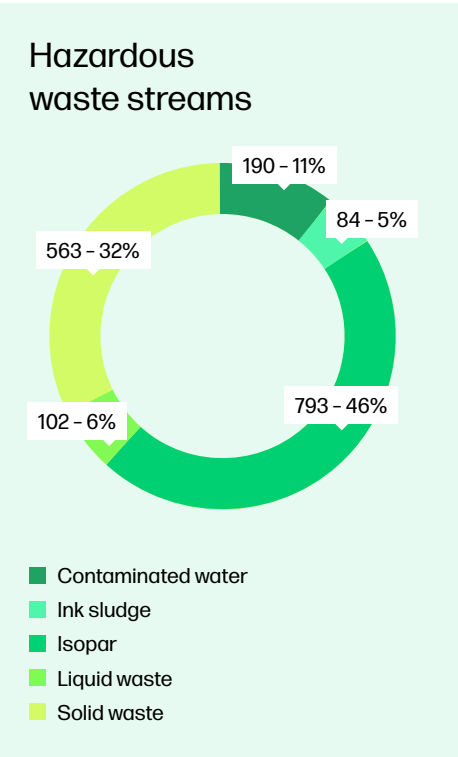
Hazardous waste

A local provider treats our hazardous waste. The waste arrives in streams and is further treated at the supplier to enable reuse and recovery. Whatever cannot be treated is incinerated. In 2020, we reported no spills.

In 2020, total hazardous waste in Israel's sites totaled 1,732 tonnes.

55% recycled

30% incinerated



2.3 Our Facilities

Giving packaging a new life

At our Kiryat Gat site, one of our team leaders initiated and implemented a project to recycle Indigo packaging by using it to build a rest area for our employees.



2.5 End-of-life Management of Printed Products and Solutions for Brands

We are dedicated to helping our customers achieve circularity and close the loop at the end of the product lifecycle. Each press is compatible with recyclable and compostable media, and we also collect spare parts, selected supplies and hardware from print service providers to be reused or recycled²².

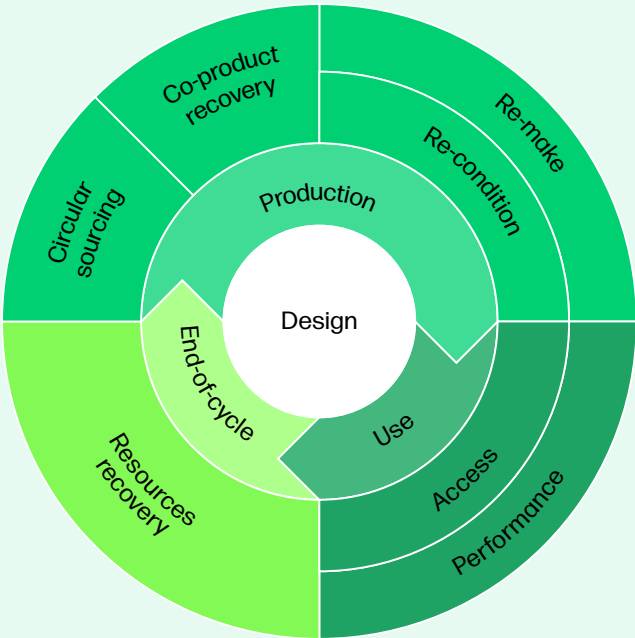
HP Indigo Product Lifecycle²³

Reuse Waste Product
Reuse carrier liquid over and over in production

Recycled Plastic & Metal
Parts designed to use recycled materials

End-of-Life Collection
Take-back operations for supplies, press and spare parts

Reuse Waste Product
Reuse carrier liquid that used to be waste as raw material in the use phase



Refurbish Streams
Supplies, presses and spare parts

CO₂ Neutral Manufacturing
Cradle to gate carbon accounting and offsetting

DfX + DfE Initiatives
Influencing design for sustainability and serviceability

Diagnostics and Troubleshooting
Easy access to on-press automatic and manual diagnostic and remote support

Supplies take- back program

As part of HP's commitment to the environment, HP Indigo's supplies take-back program aims to reduce the overall impact of HP Indigo print operations on the environment. Commercial users have various recycling options for used equipment, including HP recycling vendors that provide take-back and recycling

services or free drop-off for our products in many countries. Waste materials are collected from the customer's site and recycled or taken back as part of parts reuse programs. Once these parts are collected, they are sent to repair centers and then sent back to stock.

In 2020, we reused and refurbished 138 tonnes of spare parts material collected through this program.

As part of our HP Indigo-specific take-back program, we collected: 330 tonnes of binary ink developer components (49% of the amount shipped) and 1,416 tonnes of other supplies recovered for recycling.

2.5 End-of-life Management of Printed Products and Solutions for Brands

Extending the life of our product components – BIDs

Binary image development (BID) is an essential component of our presses. Ink builds up inside the BID and transfers to the image areas on the press, while the excess ink flows back into the BID and out to the ink tank.

We started developing BIDs more than a decade ago and have introduced five series – each more effective than the last.

The lifespan of a BID is approximately a year and a half. Once these parts require replacement, customers can participate in our take-back program. Any parts we cannot use are sent to a subcontractor for recycling, and the parts that can be reused are incorporated into new BIDs.

Product BID for	Ser 3	Ser 4
Product weight	3.9kg	25kg
% re-use weight	26%	60%

*Selected inks, up to certain allowable limits.
**Certificates available on request.
*** The pouches were rated up to 97% recyclability in accordance with Institute cyclos-HTP's test protocols and results.

Certified Pre-Owned Presses

The Certified Pre-Owned (CPO) Presses program brings customers' businesses into the circular economy with a repurposed press within their region. Upgraded presses are tested at the end of the process to ensure their performance meets quality standards. If a press is not upgraded, the majority of the material is reclaimed for recycling.

In 2020, 323 tonnes of HP Indigo presses were re-used

478 tonnes

HP Indigo presses collected, refurbished and resold

285 tonnes

spare parts recovered to the repair center

Recycling and recyclability of printed materials

As many consumer goods brands make public commitments to 100% recyclable and reusable packaging by 2025, they're turning to HP Indigo to fulfill their printing needs. We can support comprehensive recyclability requirements of labels and packaging applications from print to packaging processes – on the store shelf, end use, and after use.

Deinking

Deinking of plastic

This plastic recycling process removes printed ink from plastic surfaces, allowing materials to be reused. Our digitally printed flexible packaging, including coating, can be deinked under specific circumstances. They can be recycled into useful plastic-based materials and various packaging can be repurposed multiple times. HP Indigo's printing inks* have also been certified by TUV Austria and DIN Certco for use on compostable labels and flexible packaging and fiber-based materials.

Cadel Deinking is a Spanish technology company created to implement a novel plastic recycling process that can remove printed ink from plastic surfaces in recycling and converting companies. Test results obtained a product with a quality similar to that of new plastic. The results on a range of substrates open new ways for brands and service providers to work toward higher sustainability, where deinking is an essential stage in the recycling process.

Deinking of paper

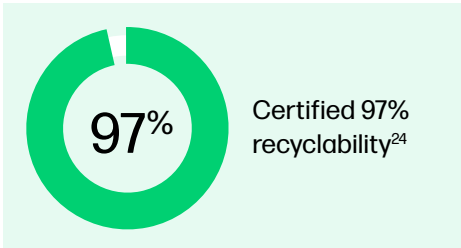
HP presses are compatible with over 1,900 certified media with environmental credentials, and prints can be recycled into useful fiber-based materials.

HP Indigo passes PS label bleeding test

Institute cyclos-HTP GmbH tested ink bleeding on several representative HP Indigo-printed PS labels and certified** them compatible for recycling.

HP Indigo-printed flexible packaging is compatible with polyolefin recycling

Institute cyclos-HTP GmbH independently tested and granted HP Indigo digital print certificates of recyclability for several representative PE-based laminated pouches***.



HP Indigo-printed Pressure Sensitive (PS) labels are fully compatible with the PET bottle recycling

Standard printed PS labels often limit PET bottle recyclability into food-grade rPET due to ink and adhesive contamination in the sink-float process at recyclers.



Chapter 3.

Responsible Business

At HP Indigo we strive to ensure that our own people, as well as those involved in our supply chains, comply with a high standard of ethics, safety and security.

3.1

Ensuring the Quality of our Suppliers

As leaders in our field, it is in our interest to ensure our supply chain is ethical, sustainable and resilient.

HP Inc. requires that all workers receive fair treatment, freely chosen employment, and safe working conditions. To reduce our footprint, we collaborate with suppliers to decrease greenhouse gas (GHG) emissions, water use, waste, and other environmental impacts. We engage with suppliers in a wide range of ways to promote responsibility. HP Indigo adheres not only to HP Inc.'s supply chain responsibility program, but also developed its own specialized management system for supplier quality.

HP Indigo supplier quality management

The Suppliers Quality Requirement Manual (SQRM) is at the core of HP Indigo's work with our suppliers. All suppliers must sign and agree to the manual, which includes questions on sustainability, safety, cyber practices, and more.

Procurement Quality Manager

Responsible for Indigo's infrastructure and quality process

Involved in every step of the supplier quality management process, from policymaking to the creation of suppliers' tools and methods for improving quality

Supplier Quality Management Module (SQM)

HP Indigo introduced the Supplier Quality Management Module (SQM) database to help oversee and manage the quality of our suppliers.

Quality Business Impact Structure

Scale to measure supplier performance

Combines results from Quality Index and Operation Index

Updated each quarter to incorporate KPIs and requirements

Procurement Quality Engineers (PQE)

Assigned to each supplier
Communicate the quality requirements to suppliers, examine their performance, and make plans for improvement

HP Inc. Audits

In cases of strategic suppliers of unique technology or suppliers with low quality results, we require suppliers to go through an audit process. HP Inc. have had no cases of supplier non-compliance with audits.

Our supplier audit process is an essential component of our risk assessment framework and a key mechanism for identifying opportunities for sustained improvement with our suppliers. Supplier audits measure conformance in quality and areas of labor, health and safety, environment, ethics, and others.

As a unit of HP Inc., a full member of the Responsible Business Alliance (RBA), 90% of production supplier audits were third-party certified RBA Validated Assessment Program (VAP) audits. We only use certified auditors, and most audits are conducted by third-party auditing firms.

Our supplier audit process is an essential component of our risk assessment framework and a key mechanism for identifying opportunities for sustained improvement with our suppliers. Supplier audits measure conformance in quality and areas of labor, health and safety, environment, ethics, and others.

We only use certified auditors, and most audits are conducted by third-party auditing firms.

If a non-conformity is found, suppliers must provide a Supplier Corrective Action Report. If, during the audit process, there is a moderate, major, or incompatible final evaluation, HP Indigo will conduct a follow-up audit. If a strategic supplier is found to have major gaps, then we initiate a Quality Improvement Plan. Suppliers have six months to close all action items, and one month to close significant gaps.

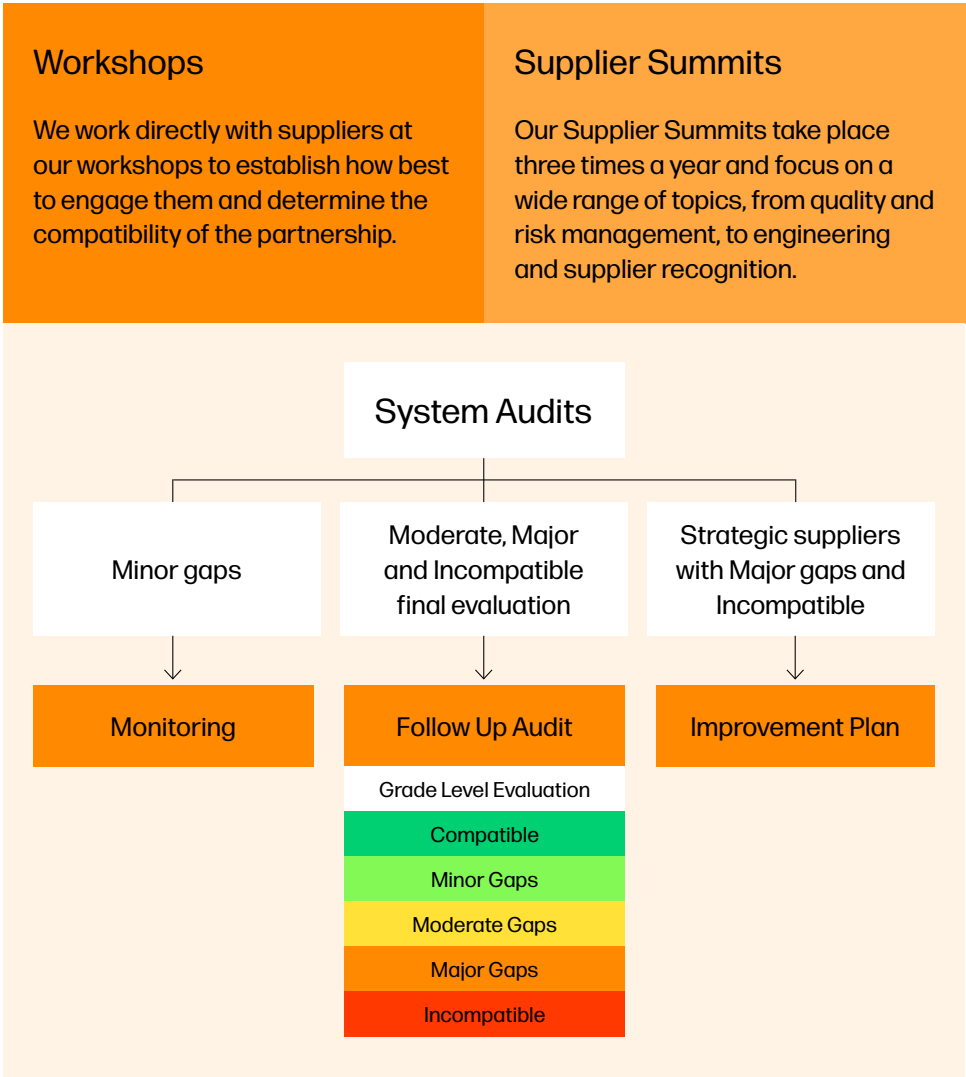
The Quality Improvement Plan is based on a thorough joint investigation with the supplier into the reasons behind each of the issues and how to correct the gaps. Based on the risk management analysis in the specific organization, we produce a work plan for each risk.

We end relationships with any supplier that does not meet our quality expectations after this process. It takes around a year and a half for a low-quality supplier to become a new supplier as our teams analyze every way possible to improve the supplier's quality. In 2021, one supplier was found to be incompatible, and the partnership was terminated.

For more details on our audit process, see here: [Supply chain responsibility: Our approach \(hp.com\)](#) ↗

HP Inc. supplier development

Our suppliers are important partners. We invest in long-term relationships with our suppliers and offer ongoing learning opportunities, such as workshops and our 'Supplier Summits'.



Environmental Health and Safety Management

Each campus at HP Indigo has a safety team, a safety head manager, and an upper management safety sponsor who engage in ongoing talks and reviews of our practices.

HP Indigo's health and safety monitoring includes 'good catches' and 'near misses', rather than typical accidents alone. Our internal definition of the term 'accident' not only encompasses cases of injury, but also incidents with potential for accidents. We encourage all our employees to promote 'good catches' and 'near misses' to remove risks involved in the manufacturing process.

	2020
Work-related fatalities	0
Accidents with more than 3 day absents	12
Accidents with 1-3 absent days	5
Near misses	55
Good catches	2102

In 2020 and 2021, the leading cause of lost workdays was lack of attention and system design. The leading causes of recordable incidents were lack of attention, system design, violation of procedures, and accidents resulting from misplaced equipment and slippery floors. There were no cases of occupational diseases.

Our manufacturing facilities continue to represent our most significant health and safety risks. While injury rates continue to be low, managing and reducing risks at these plants remains a focus. We have implemented programs to address common risks such as ergonomic issues, slips, and falls. We also address the safety of employees when they are working beyond our facilities, such as customer service agents visiting customer sites, for whom we develop training and related testing on issues such as vehicle and back safety.

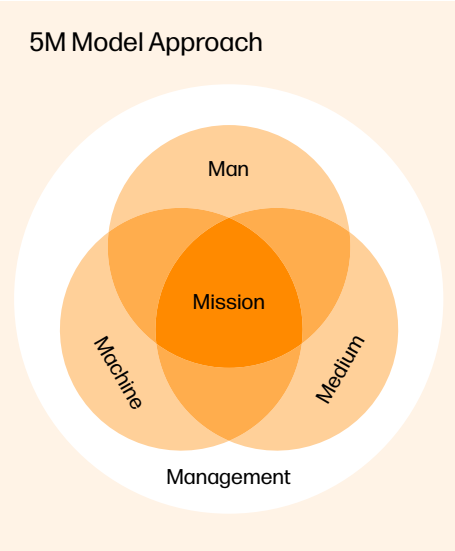
When accidents do occur, they are investigated by the Environment, Health & Safety (EHS) department and HP Indigo management, using the 5M approach. This helps to define the root cause of the accidents.

HP Inc. conducts audits for our operations every three years, while HP Indigo conducts internal health and safety audits annually.

We encourage our employees to report and keep records, participate in annual training, proper procedure, and utilize our website to view safety practices and accident reports.

Our KPIs depend on 100% compliance with EHS training and annual medical examinations, as well as regular equipment evaluation.

EHS approves all hazardous chemicals used on site, which never include carcinogens. All hazardous materials are locked in areas of secondary containment with clear labels to prevent employee exposure. EHS requires all employees approved to work with these materials to wear protective equipment.



Cybersecurity

Our cybersecurity and privacy practices are conducted according to the operations of HP Inc. The company maintains high standards in these areas and continues to innovate across our portfolio. HP's risk-based ISMS is certified according to ISO 27001, providing assurance that HP meets the international standard for security of information systems.

Our HP Inc. Cybersecurity Organization provides and maintains the guidance, governance, processes, resources, and IT partner and vendor relationships necessary to identify unwanted access, security threats, and cyberattacks, and to shield our customers' and employees' information.

HP Inc.'s Chief Information Security Officer (CISO) reports to the HP Inc. Board of Directors, and the CISO and the Cybersecurity Organization lead efforts to educate HP Inc. about cybersecurity. HP Inc.'s Cybersecurity Policy Suite provides a framework for the organization, governance, and implementation of information security across the company. Based on the Policy Suite and other information, we communicate with and educate employees about regulatory requirements, emerging threats, and new security practices, among other items.

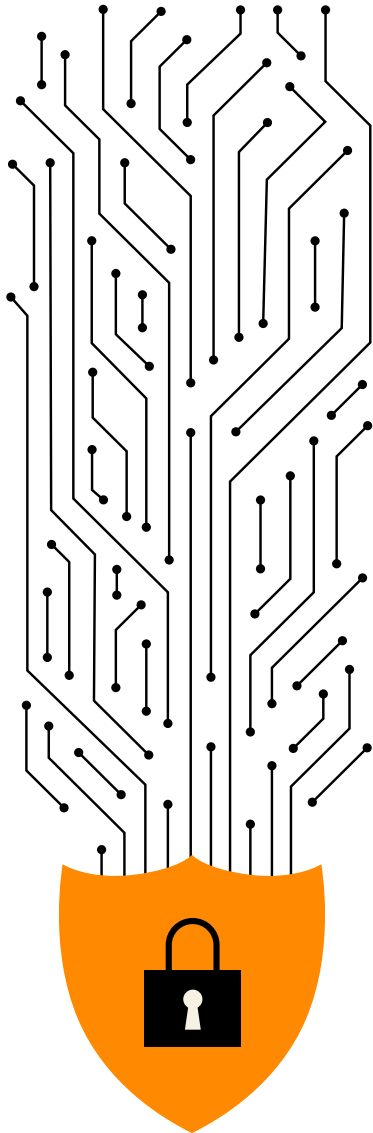
The CISO and the Cybersecurity Organization conduct audits of HP Inc. cybersecurity systems, as well as annual risk assessments of related HP Inc. systems and processes, including our information security management system (ISMS).

HP Inc. did not experience any cybersecurity events that required disclosure during 2020 and 2021.

In case incidents do occur, the Cybersecurity Organization responds swiftly, and regularly reports related activities to the relevant leadership.

HP Inc.'s Chief Security Advisor and respective staff lead efforts to educate HP Inc. and clients about cybersecurity, conduct related risk assessments, perform analytics to establish cybersecurity baselines, and create cybersecurity roadmaps to continually improve performance and establish new baselines. We conduct both internal and external audits of cybersecurity systems, which are carried out by credentialed cybersecurity advisors.

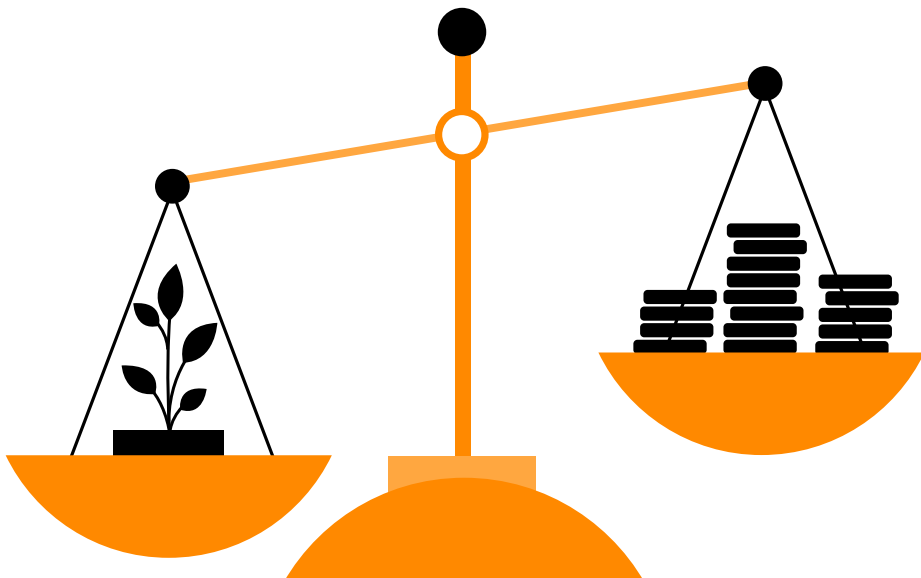
In response to COVID-19, we worked to communicate cybersecurity best practices for remote working.



3.4

Ethical Compliance

A strong commitment to our values underpins HP Inc.’s efforts to treat others with integrity, respect, fairness, and equity. This is reinforced by in-depth training and communication, and upheld through targeted policies and strong governance. HP is committed to complying with all applicable laws and regulations everywhere we operate. We require ethical conduct by our suppliers and partners, and use our scale and influence to drive progress across the broader IT industry.



Training and communication

The annual training on Integrity at HP Inc. - our employee code of conduct - covers key policies, procedures, and high-risk issues that employees might face, and incorporates scenarios based on actual investigations. Each year, HP requires all employees to complete this training, including content on anti-corruption, conflicts of interest, accurate business records, and anti-retaliation. Additionally, the training includes manager-specific content to ensure that managers are aware of their responsibilities in reinforcing HP’s commitment to ethical behavior. During 2020, all members of HP’s Board of Directors received Integrity at HP content relevant to their position and certified that they had read it.

Regular training, newsletters, and coffee talks help to reinforce the values and content outlined in Integrity at HP. Employees can also access Integrity Central, a comprehensive library of ready-to-use collateral on key ethics topics, with toolkits, posters, infographics, training materials, and scenarios. In 2020, the Ethics Office continued to

expand the content available in Integrity Central, growing the library of translated training courses, videos, posters, and infographics. The Ethics and Compliance Office also recognized one Ethics Champion during the year - an employee who showed outstanding ethical leadership and modeled HP values.

As a supplement to the annual training, HP Indigo provides face-to-face integrity training locally, in which all employees participate.

Our training focuses on our non-discrimination policy, our harassment-free work environment policy, and HP’s Global Misconduct Policy, as well as trainings in avoiding conflicts.

Reporting concerns

We make it easy for our employees and third parties to ask questions and report ethics concerns about the broad range of environmental, social, and governance issues. Reporting avenues include an online form, global in-country 24-hour toll-free phone lines with translation, text messaging (in the United States), mail, or in person. We offer anonymous

reporting options where allowed by law. At any time, employees can also reach out to their manager or another leader under HP Inc.’s Open Door Policy, seek advice from internal ethics and compliance experts, or consult Internal Audit, Human Resources, local Integrity at HP teams, or Integrity at HP liaisons. HP does not tolerate retaliation against anyone who raises a concern or question.

In 2019, HP Inc. launched a new ethics case reporting and management tool that provides centralized and automated case workflow, greater visibility to live data, and opportunities to interact with the Ethics and Compliance Office’s Integrity investigations team where appropriate. In January 2020, this tool and its enhanced reporting methods became the main mechanism for employees and third parties to report integrity concerns within HP. We informed employees about these changes through a global “Speak Up, Listen Up” communications campaign.

Political engagement

HP Inc. conducts all political engagements, including contributions to candidates, in a transparent, legal, and ethical manner and in accordance with HP’s Political Contributions Policy and code of business conduct, Integrity at HP. Our U.S. Public Sector Code of Conduct guides ethical business interactions with federal, state, and local officials.

In 2020, HP and the HP Employee Political Action Committee (PAC) supported candidates for elected office using established criteria, such as alignment with our values, representation of HP sites, and understanding of issues affecting our business and industry.

HP does not make political contributions outside of the United States. We also make public our U.S. lobbying expenditures and membership in U.S. trade associations that engage in lobbying activity. HP did not make any in-kind political donations in 2020.

In 2020, for the third year in a row, we earned a perfect score and tied for first place overall among S&P 500 companies in the CPA-Zicklin Index of Corporate Political Disclosure and Accountability.

Anti-Corruption

Corruption disrupts fair competition and is at odds with HP values. We do not tolerate corrupt behavior of any kind, including bribery and kickbacks.

Our Anti-Corruption Policy and compliance program require our employees, partners, and suppliers to follow all applicable national laws and regulations, including the U.S. Foreign Corrupt Practices Act and the UK Bribery Act. Although HP is not certified to an anti-corruption management system, all of our operational sites and subsidiaries are required to follow HP’s Anti-Corruption Policy and are subject to HP’s compliance program and procedures (or a comparable subsidiary-level policy and compliance program). We are proud to report that we had zero confirmed incidents of corruption in 2020.

Chapter 4.

Our People

People are at the core of our strategy. Our employees' talent, diversity and energy drive business innovation and success. We are passionate about creating an inclusive culture and a positive local impact in the communities where we live, work, and do business.

4.1

Our Employees

We take our commitment to employee wellbeing and development seriously, and have a designated team member within our HR team who is responsible for employee care.

2020

HP Indigo absorbed three external contractors as employees.

Total Employees	2,084
Senior Management	14
Managers	180
Employees	1,882
Students	8

4.5/5 satisfaction rate in 2020²⁷

Employee Engagement and Development

We are committed to helping our employees thrive and succeed from the beginning of their employment. Onboarding takes three months, with each month focusing on specific set goals. Our employees are encouraged to feedback and modify their personalized plan with the help of 4-5 colleagues.

Our HR team is constantly adapting to new HR trends and practices, offering 30-40 various workshops and training in technical, managerial and soft skills for our employees to choose from based on their needs. Every HP Indigo team member has access to dedicated training programs for their job roles too.

Opportunities for professional development are available throughout our employees' time at HP Indigo and we encourage managers and employees to develop goals together. We measure attrition and internal mobility as indicators of success to ensure that we remain a workplace that attracts and retains exceptional talent.

Number of employees who participated in training and development courses²⁸

1,551 in 2020

We work hard to maintain a constant dialogue with employees and offer spaces for employees to share and gather information, get involved in decision making, and share their needs and concerns. We conduct employee satisfaction surveys every three months, and take our employee feedback to heart. Several initiatives have been implemented based on survey results.

- Monthly meetings

Led by our CEO and senior management
- Weekly round tables

Led by our VPs and management team
- Surveys

Four times a year to determine necessary improvements and monitor performance
- Strive app

Local events, offers, and updates shared by our HR department

Employee wellbeing

Our unique wellbeing model integrates company values into all three levels of the employee experience. This approach enables us to serve each employee's unique needs and creates a sense of connection and value for everyone.

When it comes to our wellbeing program, our employees play an active role in decision-making processes. We take pulse surveys every three months, and have dedicated focus groups and specific communication channels to ensure employees have easy access to information flow.

Our detailed approach provides an opportunity for employees to feel heard, valued, appreciated, and connected, regardless of their position in the company.



- Mastermind Lectures

Premium lectures to inspire employees
- Indigo Talk

Get to know your business talks
- Tours and trips
- Culture and fun

Tickets to live shows, theatre and exhibitions
- Gym and sports

Bike rental program and sports clubs
- Together

A platform enabling teams to create their own activities based on their needs
- Employee events

Broadcast live or in-person attendance
- Fairs

Chance to promote local vendors



4.1 Our Employees

Inspiring a greener office

Thanks to our employee feedback, HP Indigo has implemented several green office initiatives:

Transportation solutions
Established a Waze carpool group with over 300 employee registrants and 700-850 rides per month

Vegan friendly initiatives
Reduced meat consumption by offering 25% vegan or vegetarian food options in the office vegan-friendly initiatives

Waste reduction
Reduced single-use plastic in the office, resulting in saving over 600,000 cups and spoons per year

Awareness
Dedicated workshops and specialized events to promote environmental causes, such as carbon offsetting



4.2 Diversity, Equity, and Inclusion

Our innovation stems from our ability to amplify voices that are not always heard, by creating a space that encourages dialogue. We are committed to igniting the focus on more diverse talent, including (but not limited to) race, ethnicity, national origin, religion, gender, sexual orientation, gender identity and expression, disability, veteran/military status and age.

Our corporate policy maintains zero-tolerance for harassment and discrimination.

Zero incidents of discrimination in 2020

Promoting Arab Representation in Israel

For the past two years, HP Indigo has expanded its focus to Arab citizens of Israel, a population that is typically underrepresented in the tech sector.

We proudly partner with Co-Impact Partnership, an NGO that promotes Arab Israeli employment in high-tech companies. They work with us to conduct assessments and improve our diversity practices within recruitment, employee development, and company culture.



HP Indigo is driving change through initiatives such as:

- Arabic-language job advertisements
- Conferences and competitions in Arabic cities and universities
- Bonus incentives
- Specialized manager-training
- Mentoring programs
- Diversity action team
- Periodic bias training
- Cultural inclusion events
- Quarterly Arab Employee Forum and roundtables

Goals

- 1 Double the number of HP Indigo employees from the Arab population within the next three years.
- 2 10% of open positions to be filled by Arab citizens of Israel.

“Indigo is my second home. We all work and spend a lot of hours together, talking about our families, meeting at employee events. A completely concrete relationship. I started as an engineer and was promoted to manage an engineering group within the company. My door is always open and I’m always willing to talk and listen to everyone. In general, HP believes strongly in diversity and this is noticeable. I see that real efforts are being made to open up possibilities for everyone.

My dream is for people to look at each other as human beings, without labeling and without prejudice.”



Ahmed Hindawi,
Director of the
Ink Operations
Engineering
Group, HP Indigo

4.2 Diversity, Equity, and Inclusion

Gender Diversity

Our HP Women's Impact Network (WIN) is dedicated to inspiring and helping to advance women all over the organization with special a focus in the technology sector. This supportive community of women meet regularly on a voluntary basis to plan activities that will empower and advance women in their careers.

WIN activities

- Newsletter sharing opportunities
- Inspirational webinars from women breaking through the glass ceiling
- Colleague circles to discuss goals and share insights on personal experiences in the workplace
- “Getting to know the business”, a lecture series dedicated to various aspects of the business
- WIN Spotlight, a platform that regularly profiles women from different levels of the organization discussing their experiences
- One-on-one mentorship program based on an advanced matching system
- TCP Development Kit with resources for advancing in a technical career path
- 1:1 meetings with HP's female leaders

In 2021, 27% of HP Indigo employees identify as female



	2020
Percentage of women in IT and engineering	20%
Number of women in senior management	4
Number of women managers	38
Number of women employees (permanent and temporary)	531

“The community can hold discussion circles in order to understand the gaps that women experience. There are gaps in the organization that can be rectified relatively easily, and men will also benefit from these changes. We need a direct, open, and accommodating dialogue in this process. I believe that a proactive conversation with women about their potential may help those who are ambivalent.”



Keren Shinar, Sustainable Business Manager, HP Indigo

2021 Goals

- 1 3% increase in female experts and Manager Level 1s
- 2 At least 1 female candidate for every open position
- 3 12% increase in internal movements within technical positions

2030 Goal

Achieve 50/50 gender equality in HP Inc.'s Leadership

Promoting Pride

HP Indigo is proud to stand for the rights of all LGBTQ+ individuals. We organize activities and internal awareness campaigns around Pride and throughout the year to promote equal rights and justice for all.



4.3 Community Giving and Volunteerism

Caring for our community is deeply embedded in the fabric of our company. We employ two full-time staff members who are dedicated to overseeing our volunteer initiatives. Our areas of focus include promoting excellence in education, assisting vulnerable populations and those with disabilities, and empowering women.

We are extremely grateful to our employee volunteers and thank them with occasional gifts, special days and events, and certificates of volunteering.

Since then, we have not stopped expanding our efforts. HP Indigo continues to measure success by outlining project success from the outset and reviewing regularly, tracking the number of volunteer hours, and monitoring programs with high volunteer rates.

“It is a privilege to see what ambitious and creative youth we have. Volunteering at Young Entrepreneurs has exposed me to a new world I had never known before.”

Yotam Dadon, HP Indigo Volunteer

“Thank you for such a special year of volunteering. I came out with a strange feeling that I received more than I gave.”

Nicole Kalman, HP Indigo Volunteer

400,000

personalized masks produced for doctors and front-line workers during the pandemic

55

community partners in 2020

2,200

volunteer cases in 2020

Goals

- 1 Increase the number of employee volunteers to 40-50% by 2022
- 2 Every employee to have volunteered at least once in 2023



Leket Israel Food Rescue

4.3 Community Giving and Volunteerism

Volunteer Programmes

Holiday volunteering

Volunteers are invited to get involved with projects over the holiday season, with activities including distributing gifts in hospitals for terminally ill patients on Purim, preparing food packaged to break the fast during Ramadan, arranging beach cleanups on Earth Day, and more.

Engaging with at-risk groups

Survivors

Volunteers are invited to visit Holocaust survivors once a week to provide companionship and document their personal stories.

ORT Lod Arab Learning Center

Volunteers offer tuition to at-risk students at the high school.

Empowering women

Siraj Association in the Southern Negev

Volunteers mentor female students from Bedouin society to improve their success rates in the labor market.

ELEM

A mentoring program for young mothers at risk that provides tuition on basic skills such as computer literacy and financial management, training for the workforce, and more.

HP Indigo training

We are implementing a women's training program for a Digital Press Technician role to enable participants to enter the workforce and provide for their children and families.

Inspiring youth

Young Business Leadership program

Designed in collaboration with the National Insurance Institute for teenagers to serve as a springboard for successful integration into the labor market.

Premium

Volunteers accompany and guide students in the process of learning and developing an entrepreneurial idea into an actual prototype, and much more.

Success Stories

Renovation of low-income family homes



Second cycle of Holocaust survivors' "Life Story" workshop



"Another Lesson" volunteer program



Riding for kids at high risk



About the Report



We are happy to present our first report, which will initiate periodical reporting on a biennial basis. This report contains an overview of HP Indigo's sustainability projects and activities during FY 2020, whose period is from November 1, 2019 to October 31, 2020, with updates for 2021. This report details activities relating to our material issues at HP Indigo sites in Israel, which intends to provide in-depth information to all stakeholders.

For the purpose of composing this report, we conducted a benchmark process of peer companies, interviews with employees and other stakeholders, surveys and feedback, and analyzed policy and program documents, company bylaws, the code of ethics and more.

This report is written in accordance with the Global Reporting Initiative (GRI) Standards: Core option, and the Sustainable Accounting Standards Board (SASB).

The report was written with the assistance of Good Vision – Sustainability advisory, of the Fahn Kanne & Co. Grant Thornton Group. Good Vision is highly experienced in ESG services and is a member of the GRI GOLD community.

This report has undergone an assurance procedure performed by BDO Ziv Haft Consulting and Management ESG team according to the disclosures required by the AccountAbility AA1000AS, type 1 moderate level. The assurance process was conducted professionally, impartially and independently, based on information provided by HP Indigo.

Feedback

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Annexes

- Page 110 of HP Sustainability Impact Report: <https://h20195.www2.hp.com/v2/getpdf.aspx/c07539064.pdf>
- HP Indigo service systems - list of active customers
- HP Indigo service systems - list of active customers
- HP Indigo HR systems
- Based on IDC's Packaging Research
- <https://h20195.www2.hp.com/v2/GetDocument.aspx?docname=4AA7-5259ENW>
- Internal HP Indigo systems
- <https://h20195.www2.hp.com/v2/GetDocument.aspx?docname=c07539064>
- Ibid
- Based on HP's Lifecycle Assessment for HP Indigo 20000/25K digital presses
- <https://h20195.www2.hp.com/v2/GetDocument.aspx?docname=4AA7-5259ENW>
- Green leaf eco label: certification # 2100512
- Changed from 23% solids to 35% solids (R&D calculation)
- <https://h20195.www2.hp.com/v2/getpdf.aspx/c07539064.pdf>
- Internal measurements of R&D and operation
- <https://8billiontrees.com/carbon-offsets-credits/reduce-co2-emissions/how-many-trees-offset-carbon-emissions/>
- According to the PAS 2050 standard for assessing greenhouse gas emissions for products and services
- Production plant measurement from water systems
- Operation calculation
- Global HP targets that were published in 2020 impact report: <https://h20195.www2.hp.com/v2/GetDocument.aspx?docname=c07539064>
- Recycled and compostable media can be found in the HP Indigo media locator
- <http://r2pipproject.eu/circularguidelines/>
- Cyclo-HTP certification #2255-2020-001302
- Sourcing list of top suppliers
- Sourcing list of top suppliers
- HP Indigo VIA
- HP Indigo HR systems

SASB Indices

Topic	Accounting metric	Unit of measure	Code	Reporting
Product Security	Description of approach to identifying and addressing data security risks in products	n/a	TC-HW-230a.1	p. 49
Employee Diversity and Inclusion	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Percentage (%)	TC-HW-330a.1	p. 58 1.2% ethnic minority for all employees; 27% female
Product Lifecycle Management	Percentage of products by revenue that contain IEC 62474 declarable substances	Percentage (%)	TC-HW-410a.1	100% of HP products may contain small amounts of some chemicals on the IEC 62474 declarable substances list. HP is committed to meeting all legal and regulatory requirements, and has gone beyond these requirements to proactively restrict substances of concern. Any remaining uses of substances of concern in products are for applications that lack viable alternatives. All electronics companies still have products claiming RoHS exemptions or using REACH candidate list substances when there is no viable alternative.
	Percentage of eligible products, by revenue, meeting the requirements for EPEAT, registration or equivalent	Percentage (%)	TC-HW-410a.2	Not relevant
	Percentage of eligible products, by revenue, meeting ENERGY STAR® criteria	Percentage (%)	TC-HW-410a.3	Not relevant
	Weight of end-of-life products and e-waste recovered, percentage recycled	Metric tons (t), Percentage (%)	TC-HW-410a.4	p. 39 , p. 41 , 42

Topic	Accounting metric	Unit of measure	Code	Reporting
Supply Chain Management	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	Percentage (%)	TC-HW-430a.1	p. 46-47
	Tier 1 suppliers' (1) non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate for (a) priority nonconformances and (b) other nonconformances	Rate	TC-HW-430a.2	p. 47
Materials Sourcing	Description of the management of risks associated with the use of critical materials	n/a	TC-HW-440a.1	p. 32
Activity Metric	Number of units produced by product category	Number	TC-HW-000.A	394
	Area of manufacturing facilities	Square feet (ft²)	TC-HW-000.B	19559.29 sqm
	Percentage of production from owned facilities	Percentage (%)	TC-HW-000.C	100%

GRI Indices

GRI Standard Title/Topic	Disclosure Number	Disclosure Title	Page/Reference
Organization profile	102-1	Name of the organization	p. 7
	102-2	Activities, brands, products, and services	p. 7, 8, 9, 10
	102-3	Location of headquarters	p. 7
	102-4	Location of operations	p. 7
	102-5	Ownership and legal form	p.13
	102-6	Markets served	p. 8, p. 21
	102-7	Scale of the organization	p. 7
	102-8	Information on employees and other workers	p. 55
	102-9	Supply chain	p. 46, p. 47
	102-10	Significant changes to the organization and its supply chain	HP 2020 10-K
	102-11	Precautionary Principle or approach	p. 18
	102-12	External initiatives	p. 25
	102-13	Membership of associations	p. 25
Strategy	102-14	Statement from senior decision-maker	p. 3
Ethics and integrity	102-16	Values, principles, standards, and norms of behavior	p. 14, p. 15
Governance	102-18	Governance structure	p. 13
	102-40	List of stakeholder groups	HP Inc, employees, print service providers, brands, suppliers and partners, peer companies, industry bodies, public policymakers, NGOs, local communities, academia, sector experts
	102-41	Collective bargaining agreements	HP Indigo is not a party per-se to any collective agreement, and there is no union or workers council in the company. There are however various collective agreements in Israel which have been extended by Ministerial Expansion Order to the entire Israeli market, and therefore apply to all employees in the Israeli market.
Stakeholder engagement	102-42	Identifying and selecting stakeholders	Strategic Approach to Sustainability (p. 21)
	102-43	Approach to stakeholder engagement	Strategic Approach to Sustainability (p. 21)
	102-44	Key topics and concerns raised	p. 18
	102-45	Entities included in the consolidated financial statements	HP Inc. Annual Report
	102-46	Defining report content and topic boundaries	p. 18
	102-47	List of material topics	p. 18
	102-48	Restatements of information	N/A

GRI Standard Title/Topic	Disclosure Number	Disclosure Title	Page/Reference
Reporting practice	102-49	Changes in reporting	N/A
	102-50	Reporting period	p. 62
	102-51	Date of most recent report	p. 62
	102-52	Reporting cycle	p. 62
	102-53	Contact point for questions regarding the report	p. 62
	102-54	Claims of reporting in accordance with the GRI Standards	p. 62
	102-55	GRI content index	Annexes
	102-56	External assurance	p. 62
	103-1	Explanation of the material topic and its Boundary	p. 18
	103-2	The management approach and its components	p. 13
Management Approach	103-3	Evaluation of the management approach	p. 14
	201-1	Direct economic value generated and distributed	p. 12
	203-2	Significant indirect economic impacts	p. 22
Economic performance	201-1	Direct economic value generated and distributed	p. 12
Indirect Economic Impacts	203-2	Significant indirect economic impacts	p. 22
Anti-corruption	205-1	Operations assessed for risks related to corruption	Results of HP's internal assessments of corruption-related risks are confidential.
	205-2	Communication and training about anti-corruption policies and procedures	p. 51
	205-3	Confirmed incidents of corruption and actions taken	p. 51
	301-2	Recycled input materials used	p. 41, p. 42
	301-3	Reclaimed products and their packaging materials	p. 41, p. 42
Energy	302-1	Energy consumption within the organization	p. 34
	302-3	Energy intensity	p. 34
	302-4	Reduction of energy consumption	p. 34, p. 36, 37
	302-5	Reductions in energy requirements of products and services	p. 36, 37
Water	303-1	Water withdrawal by source	p. 38
	303-3	Water recycled and reused	p. 38
Emissions	305-1	Direct (Scope 1) GHG emissions	p. 34
	305-2	Energy indirect (Scope 2) GHG emissions	p. 34
	305-5	Reduction of GHG emissions	p. 34

GRI Standard Title/Topic	Disclosure Number	Disclosure Title	Page/Reference
Effluents and Waste	306-2	Waste by type and disposal method	p. 39
	306-3	Significant spills	p. 39
	306-4	Transport of hazardous waste	p. 39
Environmental Compliance	307-1	Non-compliance with environmental laws and regulations	No cases of non-compliance with environmental laws and regulations
Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria	p. 46
Employment	401-1	New employee hires and employee turnover	24 new employee hires in 2020 and 139 in 2021
Occupational Health and Safety	403-1	Workers representation in formal joint management-worker health and safety committees	p. 48
	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	p. 48
Training and Education	404-2	Programs for upgrading employee skills and transition assistance programs	p. 55
	404-3	Percentage of employees receiving regular performance and career development reviews	100%
Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	HP Board of Directors
	405-2	Ratio of basic salary and remuneration of women to men	HP's approach to fair and equitable pay
Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	p. 57
Freedom of Association and Collective Bargaining	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	HP discloses the rates of conformance in production supplier sites audited, as well as the data needed to calculate the approximate number of nonconformances. We require suppliers to train workers to understand their rights concerning collective bargaining, and to allow workers to associate freely without fear of discrimination, reprisal, intimidation, or harassment.
Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labor	HP discloses the rates of conformance in production supplier sites audited, as well as the data needed to calculate the approximate number of nonconformances. To support rights in this area, HP has controls to meet student and young worker requirements. In China, no more than 20% of the direct labor supporting the manufacturing of HP products, packaging, parts, components, subassemblies, and materials at any given facility should consist of student workers at any point in time. We track performance in this area through our KPI program.

GRI Standard Title/Topic	Disclosure Number	Disclosure Title	Page/Reference
Forced or Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	HP discloses the rates of conformance in production supplier sites audited, as well as the data needed to calculate the approximate number of nonconformances. See Combating forced labor in HP Inc. Sustainable Impact Report for more detail about our approach in this area
Human Rights Assessment	412-1	Operations that have been subject to human rights reviews or impact assessments	HP 2020 Human Rights Update
Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	p. 59
Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	p. 46
Public Policy	415-1	Political contributions	p. 51
Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories	p. 31
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	No cases of non-compliance concerning the health and safety impacts of products and services
Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	p. 49

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