



January 14, 2021

Microsoft's Commitment to the UN Global Compact

Microsoft endorsed the UN Global Compact (UNGC) in 2006. 15 years since joining the Compact, we remain firmly committed to the ten principles underlying the UNGC. Each year, we communicate the progress we've made in meeting the UNGC principles and Microsoft's overall commitments to corporate social responsibility in an annual report.

This statement serves as an addendum to our [2020 Microsoft CSR Report](#) to express our ongoing commitment to the UNGC's 10 principles. The table below describes the location of relevant content in the report for each of the UN Global Compact's 10 principles.

We are also pleased to share our [2020 Diversity and Inclusion Report](#), [2020 Global Human Rights Statement](#), and [2020 Microsoft and the UN Sustainable Development Goals \(SDGs\) report](#).

A handwritten signature in black ink, appearing to read "Brad Smith".

Brad Smith
President, Microsoft Corporation

UN Global Compact Index

Human Rights	
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and	Refer to the following sections of our 2020 Global Human Rights Statement : <ul style="list-style-type: none"><input type="checkbox"/> International human rights (page 1-3)<input type="checkbox"/> Foundational principles (3-7)<input type="checkbox"/> Our employees and customers (page 7)<input type="checkbox"/> Responsible sourcing (page 8)
Principle 2: Make sure they are not complicit in human rights abuses.	
Labor	
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	Refer to the following chapters of our 2020 CSR Report : <ul style="list-style-type: none">• Activating allyship for greater inclusion (page 30)• Zero tolerance of forced or bonded labor (page 16)
Principle 4: The elimination of all forms of forced and compulsory labor;	
Principle 5: The effective abolition of child labor; and	
Principle 6: The elimination of discrimination in respect of employment and occupation.	2020 Global Diversity and Inclusion report : <ul style="list-style-type: none">• Our continuing commitment (page 36 – 43)

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: Undertake initiatives to promote greater environmental responsibility; and

Principle 9: Encourage the development and diffusion of environmentally friendly technologies.

Refer to the following chapters of our [2020 CSR Report](#):

- Environmental sustainability commitments and approach (page 22)
- Empowering suppliers and customers (page 22)
- Climate Innovation Fund (page 22)

Anti-corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Refer to the following chapters of our [2020 CSR Report](#):

- Anti-Corruption Policies (page 16)