Microsoft

The Microsoft Supplier Code of Conduct has been updated

Microsoft's Supplier Code of Conduct (SCoC) outlines the standards of behavior we expect from our suppliers and their employees, agents, and subcontractors while on Microsoft property, or doing business with or on behalf of Microsoft. Our greatest impact happens when we work together with shared values and goals.

As of July 10, 2024, the Microsoft SCoC has been updated to reflect current company standards and supplier requirements. The SCoC is a contractual requirement*; suppliers must **comply** with the changes within 30 days of this notice. Additionally, suppliers are expected to self-monitor their compliance.

The terms of Microsoft's standard master supplier agreements and Purchase Order (PO) Terms and Conditions require suppliers to comply with the most current Supplier Code of Conduct (SCoC).

What you need to do

1. **Review** the updated [Microsoft Supplier Code of Conduct.](#)

2. **Review and update your company's contact information in [SupplierWeb](#)** to help us share information with the right individuals.

What has changed

We ask that all suppliers read the full [Microsoft Supplier Code of Conduct](#), however the table below provides a summary of notable updates.

SCoC section	Notable updates
Introduction & Compliance with the SCoC	Added clarity on existing requirements: • SCoC obligations for supplier's subcontractors and sub-tier suppliers

	• Distinction between SCoC requirements and applicable laws. • Applicability of unannounced audits.
Legal and regulatory compliance	• **Accessibility**: expanded definitions and additional resources for suppliers.
Business practices and ethics	• **Management system:** removal of ISO requirement. • **No solicitation:** added clarity regarding sales-related communications. • **Traceability:** added manufacturing record details.
Human rights and fair labor practices	• **Non-discriminate/non-harassment/humane treatment:** additional provisions for harsh or inhumane treatment. • **Prohibit the use of child labor:** considerations for remediation when child labor is identified. • **Forced labor:** new requirements for documentation on leaving workers, and for remediation when forced labor is identified. • **Appropriately trained recruiters:** addition prohibiting recruitment fees charged to workers. • **Provide fair compensation:** clarified all workers shall receive equal pay for equal work and qualification. • **Freedom of associate/collective bargaining:** updated language regarding communication and engagement between workers and management.
Health and safety	• **Occupational health and safety:** added requirement for gender responsive measures. • **Health and safety communication:** addition to include content on specific risks to relevant demographics. • **Occupational injury and illness:** provision to allow workers to remove themselves from imminent harm. • **New section added**: Health and safety at any work location.
Environmental protection and compliance	• **Hazardous substances:** addition for hazardous waste data to be tracked and documented. • **Greenhouse gas (GHG) disclosure and reduction:** new requirement for transition to carbon-free electricity (CFE) as part of the overall GHG reduction plan. Revised language for clarity on existing GHG disclosure and reduction plan requirements.

Requirements related to Microsoft network or building access	• **Supplier's use of Microsoft Facilities and Network:** notice regarding monitoring and access of data stored or transmitted.

Questions?

Answers to frequently asked SCoC questions can be found on the [FAQ page](#).

Thank you to our Microsoft suppliers for your continued collaboration and hard work, helping ensure Microsoft runs on trust.