US corporate human rights index:

Tracking changes in company commitments to human rights

Findings as of July 2026

Microsoft

Indicator	Finding - 2025	Source	Source Link	Yes/No Change	Change
Policies and commitments					
General					
Human rights policy - UNGPs	To help us manage these efforts Microsoft commits to respecting the United Nations Guiding Principles on Business and Human Rights (UNGPs). We work every day to implement the UNGPs throughout Microsoft, both at headquarters and offices in approximately 200 countries and territories, and throughout our global supply chains.	Microsoft Global Human Rights Statement	https://cdn-dynmedia-1.microsoft.com/is/content/microsoftcorp/microsoft/msc/documents/presentations/CSR/Microsoft-Global-Human-Rights-Statement-English.pdf	no change	
Human rights policy - ILO Core Labor Standards	Our employees: We commit to respect the rights of our employees, including those outlined in the ILO Declaration on Fundamental Principles and Rights at Work: their freedom of association and right to collective bargaining, their rights not to be subject to forced labor, child labor or discrimination in regards to employment and occupation.... ...Our SCoC, Supplier SEA Manual and broader responsible sourcing programs all follow the ILO Declaration on Fundamental Principles and Rights at Work, the ILO Core Conventions, the relevant aspects of the Convention on the Rights of the Child, the Convention on the Elimination of Discrimination Against Women, the Convention on the Rights of Persons with Disabilities, and the UN Standards of Conduct for Business Tackling Discrimination against LGBTI People. Furthermore, the SCoC is our key tool for preventing modern slavery and human trafficking in our global supply chains, including respecting working hours, freedom of association and collective bargaining guidelines set forth by the ILO core conventions.	Microsoft Global Human Rights Statement	https://cdn-dynmedia-1.microsoft.com/is/content/microsoftcorp/microsoft/msc/documents/presentations/CSR/Microsoft-Global-Human-Rights-Statement-English.pdf	no change	
Forced labor & prison labor	See above, and: We are committed to eliminating human trafficking and forced labor from our supply chain, including among our contingent workforce. We understand that foreign migrant workers (FMWs) are especially vulnerable to the risk of forced labor, and we are committed to respect the Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families. Our commitment to exclude human trafficking from our supply chain is embedded in our SCoC and responsible sourcing program protocols.	Microsoft Global Human Rights Statement	https://cdn-dynmedia-1.microsoft.com/is/content/microsoftcorp/microsoft/msc/documents/presentations/CSR/Microsoft-Global-Human-Rights-Statement-English.pdf	no change	
Human rights defenders & civic space	Our commitment to human rights defenders: Our commitment to respecting and advancing human rights includes respect and support for the work of human rights defenders around the world. Human rights defenders are people who, individually or with others, engage in activities and advocacy that contribute to the protection of human rights and the rule of law, good governance, tolerance, and diversity and inclusion. Human rights defenders face persistent physical, social, economic, and psychological threats. Microsoft does not tolerate threats, intimidation, retaliation, physical, legal or cyber-attacks against human rights defenders. This commitment extends to all human rights defenders, including those working on issues related to Microsoft and those exercising their rights of freedom of expression, association, and peaceful assembly, including to challenge or protest aspects of our own business.	Microsoft Global Human Rights Statement	https://cdn-dynmedia-1.microsoft.com/is/content/microsoftcorp/microsoft/msc/documents/presentations/CSR/Microsoft-Global-Human-Rights-Statement-English.pdf	no change	
Gender equality and women's empowerment	Our commitment to vulnerable groups: Although human rights are universal, they are not yet enjoyed universally. For example, various forms of discrimination require that we pay special attention to vulnerable groups. Vulnerable groups include persons who are disproportionately susceptible to heightened adverse impacts, or those who have less practical access to remedy. We are committed to conducting business without discrimination based on race, color, ethnicity, sex, language, religion, political or other opinion, national or social origin, property, birth or other status such as disability, age, marital and family status, gender, sexual orientation, gender identity or expression, health status, place of residence, economic and social situation, or other characteristics, or the multiple intersecting forms of discrimination that influence the realization of human rights. We commit to take actions to empower vulnerable groups to better exercise their rights... ...We are also members, signatories, or supporters of the following frameworks and multi-stakeholder initiative: ... Women's Empowerment Principles [Global Human Rights Statement] If ever there were a critical time for the business case for diversity and inclusion in the workplace, it is now.... As we share this report, our 11th year publicly releasing our D&I data, we continue that long-standing commitment to the hiring, development, internal movement,	Microsoft Global Human Rights Statement 2024 Global Diversity & Inclusion Report	https://cdn-dynmedia-1.microsoft.com/is/content/microsoftcorp/microsoft/msc/documents/presentations/CSR/Microsoft-Global-Human-Rights-Statement-English.pdf https://cdn-dynmedia-1.microsoft.com/is/content/microsoftcorp/microsoft/dni/documents/presentations/microsoftcorp_gdi_report_2024_final.pdf	additional source	Human Rights Transparency Report 2025. https://cdn-dynmedia-1.microsoft.com/is/content/microsoftcorp/microsoft/msc/documents/presentations/CSR/Human-Rights-Transparency-Report-2025.pdf By systematically analyzing the survey results, we gain valuable insights from multiple perspectives—such as gender, years of work experience, geographic location, and key areas. These diverse viewpoints help us strengthen our supply chain compliance efforts and inform more targeted planning for the upcoming year.
Indigenous Peoples	Defining human rights: As a global technology company with billions of rightsholders around the world we commit to respect all human rights - civil, political, economic, social, and cultural. More specifically, Microsoft is committed to respecting the human rights under the following international human rights instruments:...United Nations Declaration on the Rights of Indigenous Peoples... ...We recognize that some groups and communities are more vulnerable than others to climate change impacts, including women, communities living in or near poverty, indigenous peoples and minority groups.	Microsoft Global Human Rights Statement	https://cdn-dynmedia-1.microsoft.com/is/content/microsoftcorp/microsoft/msc/documents/presentations/CSR/Microsoft-Global-Human-Rights-Statement-English.pdf	no change	
Natural resources					
Responsible mineral sourcing	The Microsoft Responsible Sourcing of Raw Materials (RSRM) Policy extends our Supplier Code of Conduct to the furthest reaches of our upstream supply chain in support of human rights; labor, health, safety and environmental protection; and business ethics. We require our suppliers to incorporate these RSRM requirements in their own sourcing practices, contracts and supplier management. Our RSRM requirements are integrated into our Supplier Social and Environmental Accountability (SEA) Supplier Manual. We believe, through strong partnerships with our suppliers and key stakeholders, we can positively influence our raw materials supply chain.	Responsible Sourcing of Raw Materials Policy	https://cdn-dynmedia-1.microsoft.com/is/content/microsoftcorp/microsoft/msc/documents/presentations/CSR/Responsible-Sourcing-Raw-Materials-Policy-Oct2018.pdf	no change	

Conflict minerals	We commit to the responsible sourcing of tin, tantalum, tungsten, and gold ("3TGs") from Conflict Affected and High-Risk Areas ("CAHRAs"), including the Democratic Republic of the Congo ("DRC") or DRC-adjoining countries (each a "Covered Country" under the Rule), rather than restricting or avoiding sourcing from such regions. We do this in recognition of the harmful societal and economic impacts that curtailing 3TG mineral sourcing from such regions might cause. Based on our supply chain due diligence, we determined that 3TGs that were necessary to the functionality or production of devices we manufactured or contracted to manufacture during the 2024 Reporting Year may have originated in a Covered Country. Microsoft found no reasonable basis for concluding that any 3TG Smelter or Refiner ("SOR") that was identified in the Microsoft Devices supply chain for the 2024 Reporting Year sourced 3TGs in a manner that directly or indirectly financed or benefitted armed groups in a Covered Country.	Micrsoft Corporation Conflict Minerals Report for the 2024 Reporting Year, pg 2	https://cdn-dynmedia-1.microsoft.com/is/content/microsoftcorp/microsoft/msc/documents/presentations/CSR/Microsoft-RY2024-Conflict-Minerals-Report.pdf	Updated	Micrsoft Corporation Conflict Minerals Report for the 2025 Reporting Year https://cdn-dynmedia-1.microsoft.com/is/content/microsoftcorp/microsoft/msc/documents/presentations/CSR/Microsoft-RY2025-Conflict-Minerals-Report.pdf
No deepsea mining	Microsoft – "has established a moratorium on using minerals sourced through deep seabed mining until the proper research and scientific studies have been completed." [Webpage - Deep Sea Conservation] For now, Microsoft has established a moratorium on using minerals sourced through deep-sea mining until trusted scientific studies have been completed. [Webpage - Microsoft]	Webpage - Deep sea conservation, Voices calling for a moratorium Webpage - Microsoft: Wagenaar, Rudolf. Responsible Sourcing: How much do you know about your devices? 31 March 2022	https://deep-sea-conservation.org/solutions/no-deep-sea-mining/momentum-for-a-moratorium/companies-and-finance/ https://news.microsoft.com/en-au/features/responsible-sourcing-how-much-do-you-know-about-your-devices/	no change	
Land rights	Cloud Operations and Innovation: Maintaining relationships with suppliers supporting our datacenter land acquisitions, construction, and operations. [Webpage - Corporate Responsibility] Through Microsoft's most recent risk assessment, we prioritized review of the following risks due to the nature of our business and supply chains: forced labor, workplace health and safety risks, excessive overtime, threats to community health and wellbeing (including land use and property rights, particularly for local communities and indigenous peoples), freedom of association, discrimination and harassment, corruption, low wages, and child labor. [FY23 Microsfot Norwegian Transparency Act Statement]	Webpage - Corporate Responsibility, Advancing responsible sourcing and integrity in our supply chains FY23 Microsot Norwegian Transparency Act Statement, pg 14	https://www.microsoft.com/en-us/corporate-responsibility/supply-chain-integrity https://cdn-dynmedia-1.microsoft.com/is/content/microsoftcorp/microsoft/msc/documents/presentations/CSR/FY23-Norwegian-Transparency-Act-Statement.pdf	Updated source	Human Rights Transparency Report 2025. https://cdn-dynmedia-1.microsoft.com/is/content/microsoftcorp/microsoft/msc/documents/presentations/CSR/Human-Rights-Transparency-Report-2025.pdf
Free, Prior, and Informed Consent (FPIC)	No evidence			no change	
Technology					
Responsible AI	We've identified six principles that we believe should guide AI development and use. **Fairness** AI systems should treat all people fairly… **Reliability and safety** AI systems should perform reliably and safely… **Privacy and security** AI systems should be secure and respsect privacy **Inclusiveness** AI systems should empower everyone and engage all people, regardless of their backgrounds **Transparency** AI systems should be understandable **Accountability** People should be accountable for AI systems	Microsoft Responsible AI Principles and approach	https://www.microsoft.com/en-us/ai/principles-and-approach#ai-principles	no change	Also see Responsible AI Transparency Report 2026. https://www.microsoft.com/en-us/corporate-responsibility/topics/responsible-ai/reports/transparency-report/?msockid=2ebe32aef57b66f11daa253bf17b6869
Human rights policy - freedom of expression and information and privacy	Microsoft is committed to helping people use technology: . . .To protect and advance privacy, security, safety, freedoms of opinions, expression, association, peaceful assembly, and other human rights	Microsoft Global Human Rights Statement	https://cdn-dynmedia-1.microsoft.com/is/content/microsoftcorp/microsoft/msc/documents/presentations/CSR/Microsoft-Global-Human-Rights-Statement-English.pdf	no change	
Living wage					
Living wage, own operations	No evidence			Updated	Human Rights Transparency Report 2025. https://cdn-dynmedia-1.microsoft.com/is/content/microsoftcorp/microsoft/msc/documents/presentations/CSR/Human-Rights-Transparency-Report-2025.pdf Microsoft seeks to mitigate and prevent potential human rights risks in our own operations—including forced labor, child labor, workplace health and safety, discrimination, and low wages—by applying rights-aware decision-making in our business practices and policy development.
Living wage in supply chain	No evidence			Updated	Human Rights Transparency Report 2025. https://cdn-dynmedia-1.microsoft.com/is/content/microsoftcorp/microsoft/msc/documents/presentations/CSR/Human-Rights-Transparency-Report-2025.pdf To gain deeper insights into supplier workers' experiences beyond traditional audits, Microsoft Devices partnered with third-party LRQA to launch an anonymous, mobile-based Worker Sentiment Survey (WSS). The program started in FY24 and extended to FY25. The survey explored key areas such as grievance mechanisms, wages, wellbeing,
Human rights due diligence and supply chain					
Process for assessing human rights risks and impacts	Our global and on-going processes begin with a focus on identifying and assessing any actual, or potential, adverse human rights impacts that we may cause, contribute or be directly linked with, either through our own activities or as a result of our business relationships. Our processes follows the UNGPs and the OECD Guidelines for Multinational Enterprises. One of the ways we do this is by conducting human rights impact assessments (HRIAs), to identify and prioritize salient risks. We have conducted HRIAs at both the corporate and product levels, and for various countries and locations. Our HRIA work includes regular engagement and consultation with stakeholders in an effort to understand and address perspectives of vulnerable groups or populations. When an assessment is complete, we integrate and act upon our findings and track our implementation throughout the company or product lifecycle.	Microsoft Global Human Rights Statement	https://cdn-dynmedia-1.microsoft.com/is/content/microsoftcorp/microsoft/msc/documents/presentations/CSR/Microsoft-Global-Human-Rights-Statement-English.pdf	no change	
Heightened human rights due diligence in Conflict Affected and High Risk Areas (CAHRAs)	See conflict minerals			See conflict minerals	

Affected stakeholder engagement	See Process for assessing human rights risks and impacts			no change	
Human rights requirements in supplier code/requirements	We expect all suppliers who do business with Microsoft to uphold the human rights, labor, health and safety, environmental, and ethical practices prescribed in our Supplier Code of Conduct (SCoc) and for hardware suppliers, the Microsoft Supplier Social and Environmental Accountability Manual (Suppliers SEA Manual). [Microsoft - Global Human Rights Statement] Through the Standards of Business Conduct, Microsoft has established company standards that include ethical business practices and regulatory compliance. Similarly, Microsoft expects the companies with whom we do business to embrace this commitment to integrity by complying with—and training their employees on—the Microsoft Supplier Code of Conduct (SCoC). In alignment with the United Nations Guiding Principles on Business and Human Rights, the provisions in this Code are derived from and respect internationally recognized standards...[Microsoft Supplier Code of Conduct]	Microsoft Global Human Rights Statement Microsoft Supplier Code of Conduct	https://cdn-dynmedia-1.microsoft.com/is/content/microsoftcorp/microsoft/msc/documents/presentations/CSR/Microsoft-Global-Human-Rights-Statement-English.pdf https://cdn-dynmedia-1.microsoft.com/is/content/microsoftcorp/microsoft/acc ex/documents/presentations/Microsoft%20Supplier%20Code%20of%20Conduct.pdf	no change	
Access to remedy					
Grievance mechanism for own employees	Our commitment to remediation: Remedy is an integral part of the corporate responsibility to respect human rights, and we are committed to providing effective grievance mechanisms and access to remedy in situations where Microsoft may have caused or contributed to an adverse human rights impact. We commit to not obstructing grievance channels or remedies made accessible or provided by others, including States.... Anyone who seeks to raise a grievance with or seek remediation from Microsoft regarding our human rights performance may do so in the following confidential ways, in multiple languages: - Submit an anonymous report through the Microsoft Integrity Website - Send an email to the Microsoft Business Conduct Email Address - Call the free Microsoft Integrity Hotline	Microsoft Global Human Rights Statement	https://cdn-dynmedia-1.microsoft.com/is/content/microsoftcorp/microsoft/msc/documents/presentations/CSR/Microsoft-Global-Human-Rights-Statement-English.pdf	no change	
Grievane mechanism for workers - supply chain	See above			no change	
Grievance mechanism for external individuals & communities	See above			no change	
Governance and staffing					
Board and/or C-Suite-level oversight	The Regulatory and Public Policy Committee of Microsoft's Board of Directors oversees the company's key non-financial regulatory risks that may have a material impact on the company and its ability to sustain trust with customers, employees, and the public. This includes policies and programs that concern legal, regulatory, and compliance matters relating to competition and antitrust, privacy, trade, digital safety, artificial intelligence, and environmental sustainability, as well as significant issues relating to accessibility, human rights, and responsible sourcing.	Microsoft Global Human Rights Statement	https://cdn-dynmedia-1.microsoft.com/is/content/microsoftcorp/microsoft/msc/documents/presentations/CSR/Microsoft-Global-Human-Rights-Statement-English.pdf	no change	
Senior level responsibility for human rights	Microsoft's President and Chief Legal Officer oversees the implementation of our human rights commitments working within the Microsoft Corporate, External, and Legal Affairs division. The division consists of more than 1,500 business, legal and corporate affairs professionals located in 54 countries and operating in more than 120 nations working on a wide range of issues involving the intersection between technology and society, including cybersecurity, privacy, ethics, artificial intelligence, human rights, immigration, philanthropy and environmental sustainability. The Microsoft Technology and Human Rights Center was established in 2013, and it prioritizes and coordinates our human rights due diligence, identifies emerging risks and opportunities related to human rights. The Center promotes harmonized approaches to human rights across the company, and fosters dialogue to advance understanding of the human rights impacts of ICT. Through the Center, Microsoft engages and consults with a broad range of human rights groups, academics, and industry groups globally to share Microsoft's experiences and lessons learned.	Microsoft Global Human Rights Statement	https://cdn-dynmedia-1.microsoft.com/is/content/microsoftcorp/microsoft/msc/documents/presentations/CSR/Microsoft-Global-Human-Rights-Statement-English.pdf	no change	
Reporting and transparency					
Human rights reporting (integrated or stand-alone)	Human rights included in The 2024 Impact Summary and FY24 Microsoft Supply Chain Integrity Statement	The 2024 Impact Summary FY24 Microsoft Supply Chain Integrity Statement	https://cdn-dynmedia-1.microsoft.com/is/content/microsoftcorp/microsoft/msc/documents/presentations/CSR/2024-Microsoft-Impact-Summary.pdf https://cdn-dynmedia-1.microsoft.com/is/content/microsoftcorp/microsoft/msc/documents/presentations/CSR/Microsoft-Supply-Chain-Integrity-Statement.pdf	updated sources	Human Rights Transparency Report 2025 https://cdn-dynmedia-1.microsoft.com/is/content/microsoftcorp/microsoft/msc/documents/presentations/CSR/Human-Rights-Transparency-Report-2025.pdf Responsible AI Transparency Report 2026. https://www.microsoft.com/en-us/corporate-responsibility/topics/responsible-ai/reports/transparency-report/?msockid=2ebe32aef57b66f11daa253bf17b6869 2025 Impact Summary - https://cdn-dynmedia-1.microsoft.com/is/content/microsoftcorp/microsoft/msc/documents/presentations/CSR/Impact-Summary-Report-2025.pdf#page=1
Transparency Report	Yes	Webpage - Government Requests for Customer Data Report	https://www.microsoft.com/en-us/corporate-responsibility/reports/government-requests/customer-data?SilentAuth=1&wa=wsignin1.0	no change	
Memberships					
RBA	Yes	RBA	https://www.responsiblebusiness.org/about/members/	no change	
RMI	Yes	RMI	https://www.responsiblemineralsinitiative.org/about/members-and-collaborations/	no change	
GNI	Yes	GNI	https://globalnetworkinitiative.org/who-we-are/members/	no change	
IRMA	Yes	IRMA	https://responsiblemining.net/members-partners/#irma-member-list	no change	
WEPs (signatory)	Yes	WEPs	https://www.weps.org/companies	no change	
Lobbying & Ethics					
Public statement or endorsement in support of mandatory human rights and environmental due diligence	Signatory to letter 'CALLING FOR A NEW UK LAW MANDATING HUMAN RIGHTS AND ENVIRONMENTAL DUE DILIGENCE FOR COMPANIES AND INVESTORS'	Letter - Business & Human Rights Resource Centre	https://media.business-humanrights.org/media/documents/UK_BUSINESS_STATEMENT_MHREDD_Sept22.pdf	no change	

Anti-bribery and anti-corruption policy	We prohibit corrupt payments of all kinds, including facilitating payments. We expect our representatives to share our commitment to integrity, and if we see signs that a representative is unethical or could be engaging in corrupt conduct, we prohibit doing business with them. [Webpage - Our commitment to anti-corruption & anti-bribery] Microsoft is a global company, and our business is subject to the laws of the countries in which we operate. Offering or paying bribes or kickbacks is against the laws of the countries where we do business. In addition, the U.S. anti-corruption law, the Foreign Corrupt Practices Act ('FCPA'), extends to Microsoft's activities worldwide. Microsoft is committed to observing the laws and regulations that govern our operations wherever we do business. Compliance with this policy is everyone's responsibility, regardless of job function. [Anti-Corruption Policy]	Webpage - Our commitment to anti-corruption & anti-bribery Anti-Corruption Policy Trust Code	https://www.microsoft.com/en-us/legal/compliance/anticorruption https://cdn-dynmedia-1.microsoft.com/is/content/microsoftcorp/microsoft/msc le/documents/presentations/Anti-Corruption-Policy%20for%20MSCOM%2012.17.pdf https://cdn-dynmedia-1.microsoft.com/is/content/microsoftcorp/microsoft/msc	no change

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