

# Microsoft Human Rights Report

December 2023







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### Foreword

On December 10, 1948, the United Nations General Assembly approved the Universal Declaration of Human Rights, establishing a historic standard for all people and all nations. This international collaboration, led by former US First Lady Eleanor Roosevelt, was a critical step in bringing countries together to affirm the dignity and rights of every human being on the planet after World War II. Today, it is the world's most translated document and the basis of international human rights law, principles, and norms.

As we commemorate its 75th anniversary, we acknowledge that human rights are under threat from climate change, conflict, and inequality. At the same time, we have entered a new era of artificial intelligence (AI) with the potential to improve lives and help us address the world's most pressing challenges. We are optimistic this new technology can empower people, inspire creativity, and solve problems. However, to fully achieve these benefits, AI must be developed and deployed responsibly, respecting human rights and ethical principles.

At Microsoft, we are inspired by the vision and values of the Declaration. We remain committed to helping solve societal problems by expanding opportunity, earning trust, advancing sustainability, and protecting fundamental rights. These commitments guide everything we do across our partnerships, policies, business processes, program investments, products, and services.

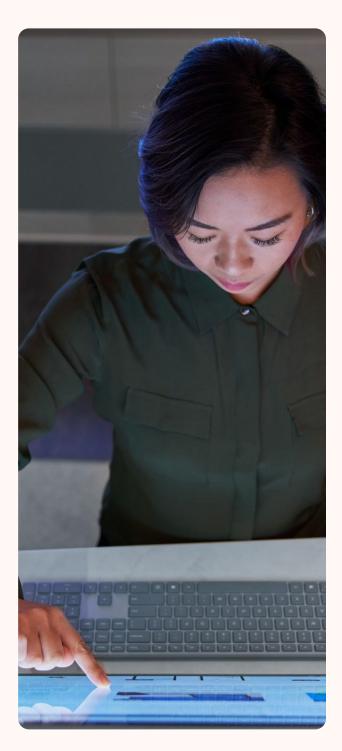


The Universal Declaration of Human Rights was the result of collective action, and similarly, today's global challenges require international cooperation and are beyond the scope of what any single country, government, or company can solve by themselves. We must learn from the diverse voices and perspectives of various stakeholders, including civil society, academia, regulators, and customers. We need to continue working together, challenge our assumptions, and ensure that AI serves the needs of all humanity.

We remain committed to upholding our obligation to human rights in everything we do.

Brad Smith, Vice Chair & President

### Upholding human rights through our mission



Respect for human rights is embedded in Microsoft's mission to empower every person and every organization on the planet to achieve more. It has been, and continues to be, a core value at each step on our journey to develop technology that addresses society's pressing challenges and warrants people's trust. We believe that people will only use technologies they trust and will only trust technologies that respect their rights and advance human dignity, agency, and wellbeing. This report highlights our efforts and commitments to respect and promote human rights.

### **Governance Structure**

Building on the foundation established 75 years ago by the adoption of the Universal Declaration of Human Rights, the UN Human Rights Council unanimously adopted the UN Guiding Principles on Business and Human Rights (UNGPs) in 2011. Microsoft looks to the UNGPs and international human rights laws, principles, and norms to guide our human rights due diligence.

The Environmental, Social, and Public Policy Committee of Microsoft's Board of Directors oversees Microsoft's key non-financial regulatory risks (including human rights concerns) that may have a material impact on the company and its ability to sustain trust with customers, employees, and the public. The Corporate, External, and Legal Affairs (CELA) department works across the company on Microsoft's legal and policy commitments, including our commitment to respect and advance human rights. Within CELA, Microsoft created a dedicated human rights team to guide the company's human rights due diligence and foster engagement with a broad range of stakeholders, including the international human rights community, academics, and civil society organizations, to learn their perspectives and find new solutions for a digital society that respects and advances human rights. To address emerging challenges and opportunities at the intersection of digital technologies and human rights, the team works closely with CELA's Office of Responsible AI, which oversees the governance of responsible AI across the company. The team also partners with Microsoft's centralized Supply Chain Integrity team, which identifies and mitigates

risks, including those of forced labor and human trafficking across our supply chains.

Microsoft's <u>Global Human Rights Statement</u> outlines our commitment to respecting and advancing human rights; our <u>Responsible Al</u> <u>Principles</u> guide the development and use of Al at Microsoft; and our <u>Supply Chain Human</u> <u>Rights Policy Statement</u> sets forth how Microsoft applies risk management measures to operationalize our commitments to human rights and the environment in our corporate, business, and subsidiary supply chains.

### Our enduring commitment to human rights

Microsoft's <u>Global</u> <u>Human Rights</u> <u>Statement</u> released		Microsoft commissioned: Legitimate and Meaningful; Stakeholder Engagement in Human Rights Due Diligence: Challenges and Solutions for ICT Companies		Human Rights Impact Assessment of Al conducted			
	2011	2013	2014	2016	2018	2020	
		Microsoft's Human Right team created		First Annual <u>Human</u> <u>Rights Report</u> published	<u>.</u>	Updated <u>Global</u> <u>Human Rights</u> <u>Statement</u> released in 18 languages	

### Protecting human rights in the era of AI

We are in a pivotal moment where generative AI can both create societal opportunity and pose new challenges to human rights. We recognize this and are committed to respecting human rights in our development and deployment of generative AI technologies.

### Our approach

Microsoft has been refining our approach to the development, testing, deployment, and responsible use of AI systems since 2017, when we established the AI and Ethics in Engineering and Research (AETHER) Committee, a group of researchers, engineers, and policy experts who provide insight and guidance on our AI efforts. The UNGPs call for human rights due diligence and exploration of potential adverse human rights impacts and the development of mitigation measures. Microsoft has applied this approach in our development and deployment of AI technologies. In 2018, we commissioned a Human Rights Impact Assessment of AI and engaged stakeholders to understand better how to meet our responsibility to respect human rights.

### Our policies and processes

Building on learnings from the Human Rights Impact Assessment of AI, in 2018, Microsoft published <u>six Responsible AI principles</u> that continue to guide the development and use of AI at Microsoft today: fairness, reliability and safety, privacy and security, inclusiveness, transparency, and accountability. Microsoft's Office of Responsible AI (ORA) was established in 2019. ORA manages our sensitive uses review program, which is a reporting, review, and guidance framework that is triggered when Microsoft personnel are involved in developing or deploying an AI system, and the foreseeable use or misuse of that AI system could:

- Have a consequential impact on a user's legal status or life opportunities;
- Present the risk of significant physical or psychological injury; or
- Restrict, infringe upon, or undermine the ability to realize an individual's human rights.

ORA developed the Responsible AI Standard, a framework for implementing our AI principles across the company. After receiving feedback from diverse disciplines, we published an updated version of the <u>Responsible AI Standard</u> in 2022. It defines requirements for designing, building, and testing AI systems responsibly. The Standard details 17 concrete goals that outline key enablers of responsible AI development, such as impact assessments, data governance, and human oversight and accountability.

The following resources are <u>publicly available</u> to encourage responsible AI through the stages of innovation:

- Microsoft developed the <u>Responsible AI</u> <u>Impact Assessment Template</u> and a detailed <u>guidance document</u> to define how teams should assess the impact an AI system may have on people, organizations, and society.
- Microsoft also created <u>Transparency Notes</u> to provide customers with information about the intended uses, capabilities, and limitations of our AI platform services, empowering users with the knowledge necessary to make responsible deployment choices when building their own AI systems.
- Other guidelines and technology tools to help guide the safe and responsible development and deployment of Al include Microsoft's <u>Responsible Al</u> <u>Dashboard</u> and <u>Responsible Al Toolbox</u>.

### Our engagements

We believe the challenges and opportunities presented by AI require a whole-of-society approach. Microsoft is committed to supporting greater international collaboration on AI governance and multistakeholder approaches. We also recognize that the global AI workforce is highly concentrated in the technology sector, and we are partnering with organizations whose core missions are to protect the fundamental rights of people to apply the benefits of AI.

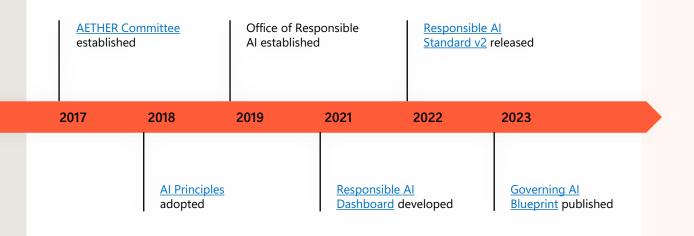
 Governments, companies, civil society organizations, academics, and other stakeholders need to come together to reach a consensus on informed laws and regulations that provide guardrails for the development and deployment of Al technologies. This is why, in May 2023, Microsoft published <u>Governing AI: A</u> <u>Blueprint for the Future</u>, a five-point proposal that outlines legal and policy recommendations for the governance of AI.

- Microsoft has partnered with the <u>Stimson</u> <u>Center</u> to launch <u>Global Perspectives:</u> <u>Responsible AI Fellowship</u>. This program convenes a diverse group of 15 Fellows to examine AI applications and evaluate their impacts in developing countries. Fellows seek to understand how AI-related harms and benefits may manifest themselves in various social, cultural, economic, and environmental contexts, and identify technological and regulatory solutions that might help mitigate risks and maximize opportunities, informing Microsoft's approach to responsible AI.
- Globally, only one ophthalmologist exists for every one million people, and hospitals in the Global South often lack specialized diagnostic equipment. As more babies survive prematurity, rates of retinopathy of prematurity (RoP), a treatable cause of blindness, are increasing. Microsoft's Al for Good Lab has partnered with ophthalmologists in Latin America to develop an <u>Al model to detect RoP</u> that runs on a smartphone app. As 85% of the global population has access to smartphones, this approach is helping to <u>democratize access to vision-saving</u> <u>medical care</u>.



Early warning systems reduce a disaster's impacts on life, livelihoods, and the environment. The AI for Good Lab is collaborating with the United Nations, governments, non-governmental organizations, and the private sector to advance the Early Warnings for All initiative, which is designed to deliver affordable, accessible, life-saving solutions to communities burdened by the effects of climate change.

### Microsoft's Responsible Al journey



### Prioritizing five salient human rights issues

In 2016, Microsoft commissioned a third-party expert to consult with internal and external stakeholders and review international human rights laws, principles, and norms to identify the human rights most at risk of severe negative impact through the company's activities and business relationships.

The five most salient issues identified in that initial study included accessibility, digital safety, freedom of expression, privacy, and responsible sourcing. While Microsoft had been working on these five salient issues before the assessment, we determined that each challenge warranted further investigation, and they continue to be priority areas for our human rights due diligence. Consistent with the UNGP's <u>Reporting</u> <u>Framework</u>, we share some of that learning below.

### Expanding accessibility

Microsoft is committed to empowering people across the spectrum of disability. By working with our global ecosystem of people with disabilities, partners, and customers, we work to increase awareness and usage of accessible technology, expand skilling and hiring opportunities, and advocate for policies that advance accessibility as a fundamental right.

Together, we can build a more equitable and accessible future.

### Our approach

We believe access to technology is fundamental to an equitable future, and we're working to bridge the disability divide through four pillars:

- Technology Develop innovative, inclusively designed technology.
- People Expand opportunities for people with disabilities to thrive.
- Partnership Accelerate awareness and usage of accessible technology.
- Policy Advocate for policies that advance accessibility as a fundamental right.

### Our policies and processes

We strive to accelerate paradigm-shifting innovation, to empower people across the global spectrum of disability, while maintaining durable product conformance. Operating as a scalable hub and spoke model, the Accessibility program is built on shared accountability, with each division in the company accountable for driving the accessibility of its products.

 Microsoft's <u>Accessibility Conformance</u> <u>Reports</u> show our commitment to accessibility. For enterprise, education, and government professionals, these reports help with procurement decisions and product integration within an organization. The Universal Declaration of Human Rights proclaims that "Individuals are free and equal in dignity and rights, and no individual holds greater claim to a human right than another."

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- To get help with questions about accessibility features, product compliance, and assistive technology, support is provided to consumers through the <u>Consumer Disability Answer Desk</u> and to enterprise customers through the <u>Enterprise Disability Answer Desk</u>, which now includes <u>generative Al-powered</u> <u>functionality</u>.
- Microsoft's Inclusive Hiring program provides neurodivergent job candidates an opportunity to demonstrate teamwork and collaboration by using Minecraft in its <u>Neurodiversity Hiring Program</u>.

### Our engagements

The challenges facing people with disabilities are complex, and no single company or sector can solve them alone. We'll continue to prioritize partnerships to drive usage and awareness globally, and operational efficiency to scale accessibility support.

- Microsoft <u>supported</u> the development of the <u>Center for Civic Design's Disability</u> <u>Voting Index</u>, a centralized tool for searching accessible voting options in all 50 states.
- In FY23, we launched a new <u>Seeing Al</u> <u>collaboration with Haleon</u>, empowering consumers in the U.S. and U.K. to read packaging details for over 1500 products.
- With partner companies, Microsoft launched the <u>Neurodiversity Career</u> <u>Connector</u>, a marketplace for job seekers who are neurodivergent, connecting over 1700 people with an employer.

 In 2023, the 13<sup>th</sup> annual <u>Microsoft Ability</u> <u>Summit</u>, which brings together people with disabilities, domain experts, designers, engineers, marketers, and HR professionals to discuss the future of accessibility and disability inclusion, included <u>over 20,000</u> <u>people</u> from over 100 countries.



### Microsoft's accessibility journey

	First <u>Micrc</u> <u>Ability Sur</u>		Centralized Accessibili established Microsoft <u>Hiring Site</u>	ty team d Inclusive	Windows 1 released as most acces Windows y	s the ssible	Microsoft reaches <u>8.8%</u> <u>Disability</u> <u>Representation</u>
20	10	2012	2016	2018	2021	2022	2023
		<u>Disability Aı</u> <u>Desk</u> create		Xbox <u>Adap</u> <u>Controller</u>		Inclusive Te opened in Washingto	Redmond,

### Advancing digital safety

At Microsoft, we have a responsibility to help keep users safe while using our products and services and to contribute to building a safer online ecosystem. Digital safety is about reducing the risks arising from online content and conduct while respecting human rights, including freedom of expression, privacy, and security. To enable this, we recognize the unique characteristics of the services we provide and tailor our safety interventions to fit the nature of the service and the type of harm.

### Our approach

Our approach to digital safety involves understanding and investment across four pillars.

- Platform architecture We consider safety across the design and operation of our services, including building in safety by design and providing family safety and other tools that enable users to tailor their experiences and establish guardrails.
- Content moderation We create policies, systems, and technology to effectively and systemically mitigate digital safety risks and provide transparency on our approach.
- Culture We empower our users to help set norms and standards for behavior online and understand the risks and actions they can take to protect themselves.
- Collaboration We champion multistakeholder approaches and develop voluntary safety initiatives and partnerships to advance industry norms and collective action.

### Our policies and processes

Microsoft prohibits certain content and conduct on our services, and we enforce rules that we've set to help keep our customers safe.

- Our <u>Digital Safety Content Report</u> covers actions taken to protect children online, address terrorist and violent extremist content, and prevent and detect non-consensual intimate imagery.
- The Code of Conduct in the <u>Microsoft</u> <u>Services Agreement</u> outlines acceptable behaviors for our online services. Some services offer additional guidance, such as the <u>Xbox</u> <u>Community Standards</u>, to show how the Code of Conduct applies to these services.

#### Our engagements

Our digital safety partnerships and collaborations are critical to our efforts to advance digital safety while respecting human rights. Microsoft is a member of the following multistakeholder initiatives:

- <u>Childhood Online Protection</u>
  <u>Laboratory</u>
- <u>Christchurch Call to Action</u>
- Global Internet Forum to Counter
  <u>Terrorism</u>
- <u>Tech Coalition</u>
- WeProtect Global Alliance
- <u>World Economic Forum Global</u>
  <u>Coalition for Digital Safety</u>

Article 3 of the Universal Declaration of Human Rights proclaims the right to life, liberty, and security of persons. On Safer Internet Day each year, we release the results of our annual consumer <u>research on teen</u> and adult experiences and perceptions of online risks. In 2023, the survey focused on parents' and kids' differing perceptions of online safety, intended to help inform families and policymakers.



### Microsoft's digital safety journey

Free cloud-based version of PhotoDNA launched

Co-founded the <u>Global</u> <u>Internet Forum to Counter</u> <u>Terrorism</u> (GIFCT)

2014	2016	2017	2019	
	Microsoft Services Agreement effective Microsoft <u>addresses</u> the Security Council on countering terrorism or		Founding supporter of the <u>Christchurch Call</u> <u>to Action</u>	

### Protecting freedom of expression

We respect the right to freedom of expression and the right to freedom from arbitrary and unlawful interference with privacy online. The free flow of information and ideas is foundational for democracy, good governance, and the rule of law.

### Our approach

Exercising the rights to freedom of expression and privacy is essential to the enjoyment of other human rights. We are committed to developing technologies, assessing government requests for user data or content removal, and operating our business in a manner that respects freedom of expression and privacy and advances people's ability to create, publish, and access information across the globe.

### Our policies and processes

Our policies and practices support our commitment to freedom of expression, privacy, and other human rights.

- Our commitment to the rule of law carries with it the legal obligation to comply with applicable local law. When we face requests from governments to provide user data or remove content, we work to respect the rights to privacy and freedom of expression by assessing whether the government requests are valid, legally binding, compliant with applicable law, and consistent with international laws, principles, and norms on human rights and the rule of law.
- Democracy requires trustworthy information in order to flourish, and freedom of expression is foundational to the free flow of information. That is why freedom of expression is one of

the four Information Integrity Principles that anchor our work addressing foreign cyber influence operations and which affirm our commitment to respect freedom of expression and uphold our customers' ability to create, publish, and search for information via our platforms, products, and services.

### Our engagements

We engage with external stakeholders to advocate for policies that advance the right to freedom of expression online. Microsoft is a member of the <u>Freedom Online Coalition</u> <u>Advisory Network</u> and a founding member of the <u>Global Network Initiative</u> (GNI) and the <u>Coalition for Content Provenance and</u> <u>Authenticity</u>.

In 2022, we successfully completed our fourth GNI independent assessment. The GNI Board concluded that we met our commitment to GNI to make "good-faith efforts to implement the GNI Principles with improvement over time." We are encouraged by the finding of the independent assessor of the degree of commitment "at the highest levels of the company to implementing the GNI Principles" and the "highly effective manner in which Microsoft has integrated the GNI Principles into its operations", reflecting that "respect for the GNI Principles is not an afterthought at Microsoft, but is rather 'baked in' to how the company conducts its day-to-day business."

Article 19 of the Universal Declaration of Human Rights proclaims that everyone has the right to freedom of opinion and expression, including the freedom to hold opinions without interference and to seek, receive, and impart information and ideas through any media and regardless of frontiers. Microsoft has partnered with Adobe, BBC, Intel, Sony, and Truepic to found the **Coalition for Content Provenance and** Authenticity (C2PA). As the leading body developing technical standards for certifying the source and provenance of media content, C2PA standards help address the risk of malicious AI to create manipulated media and increase public trust in the images and videos they see online. Microsoft is building provenance technology into our AI-generated image services, like Bing Chat, as well as helping partner organizations attest that their own authentically generated content was not modified by AI.

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Microsoft's freedom of expression jou Microsoft co-founded the <u>Global Network</u> <u>Initiative (</u> GNI) U.S. Supreme Court agreed hear petition review <u>Micros</u> <u>search warran</u> <u>Case</u>			to to soft	Microsoft co the <u>Trusted (</u> <u>Principles</u> ini	<u>Cloud</u>
2008	2016	2017	2018	2021	2022
	<u>The Cloud for Global</u> <u>Good</u> released		Defending Democracy Program launched Microsoft supports passage of the <u>CLOUD Act</u>		Information Integrity Principles announced

Under Article 12 of the Universal Declaration of Human Rights, no one shall be subjected to arbitrary interference with their privacy, family, home, or correspondence, and everyone has the right to the protection of the law against such interference.

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### Respecting privacy

Microsoft advances individuals' rights to privacy by incorporating privacy into design and development processes, offering customers meaningful privacy choices, and responsibly collecting, managing, and using our customers' data.

### Our approach

At Microsoft, we value, protect, and defend privacy. We believe in transparency so that people and organizations can control their data and have meaningful choices in its use. We empower and defend the privacy choices of every person who uses our products and services. Microsoft is guided by <u>four privacy</u> <u>commitments</u>:

- You control your information We give you the ability to control your data, along with clear and meaningful choices over how your data is used.
- Your data is protected We rigorously protect your data using encryption and other security best practices.
- You can expect privacy by design We design our products with a core commitment to upholding user privacy.
- We stand up for your rights We fight for stronger privacy laws and protections and will protect your rights if a government request is made for data.

### Our policies and processes

We believe privacy is a fundamental human right, and we are committed to upholding this

right by complying with privacy laws and regulations. Our <u>Privacy at Microsoft</u> website explains our commitment to privacy and contains our <u>privacy statement</u>, describing our data collection and use. The biannual <u>Microsoft</u> <u>Privacy Report</u> provides important new developments in privacy at Microsoft and information about how personal data is collected and used.

For our cloud customers, the <u>four pillars</u> of our approach to data protection are: you control your data, you know where your data is located and how it's used, we secure your data at rest and in transit, and we defend your data. In FY22, we released <u>Microsoft Priva</u>, our first product specifically designed to address privacy issues for large organizations. Priva has management systems that help organizations manage privacy risk management and data subject rights requests.

#### Our engagements

Microsoft continues to support efforts to establish consensus around the globe on the appropriate balance between privacy and security, including through engagement with the Organization for Economic Cooperation and Development (OECD) and in other global forums. We are committed to helping develop durable global solutions.

- As an additional measure to protect our customers' data, in 2021, we announced the <u>European Union (EU) Data Boundary</u> <u>pledge</u> to enable EU commercial and public sector customers to process and store all their data in the EU.
- In 2022, we <u>announced our support</u> for the <u>EU-U.S. Data Privacy Framework</u>, a critical agreement between the European Commission and the U.S. government regulating the transfer of data between the EU and the U.S.

Microsoft advocacy for <u>federal privacy</u> legislation		Microsoft extends California's privacy rights throughout the U.S. Microsoft announces <u>increased</u> transparency and customer control over data		Announced our support for the EU-U.S. Data Privacy Framework
2005	2018	2019	2021	2022
	Microsoft extend Data Subject Rig Microsoft suppo of the <u>CLOUD A</u>	i <u>hts globally</u> orts passage	Announced the <u>European Union</u> Data Boundary p	

### Microsoft's journey to secure privacy

### Advancing responsible sourcing

Decent work is essential for inclusive and sustainable livelihoods and is foundational to a life of dignity. At Microsoft, we are committed to respecting and taking steps to ensure our suppliers respect internationally recognized human rights.

### Our approach

We are committed to upholding human rights, promoting health and safety, protecting the environment, and conducting our business responsibly both within our own operations and across our supply chains. We regularly report on our commitments, most recently in our 2023 Microsoft <u>Supply Chain Integrity Statement</u>.

Microsoft develops its products and services with support from a large ecosystem of suppliers globally. These supplier relationships are managed through a number of supply chain teams that are responsible for maintaining supply chain due diligence management systems in accordance with corporate guidance, which is aligned with the OECD Due Diligence Guidance for Responsible **Business Conduct.** This includes embedding responsible sourcing policies and practices; identifying, assessing, mitigating, and remediating impacts; tracking implementation and effectiveness; and communicating how impacts are addressed.

### Our policies and processes

Microsoft expects suppliers to respect human rights and act responsibly and with integrity. We develop policies to communicate human rights risk management measures relevant to our supply chains.

- Microsoft created, published, and enacted a <u>Supply Chain Human Rights Policy</u> <u>Statement</u>, which operationalizes our commitment to human rights and the environment through supply chain risk management measures. This policy applies to Microsoft's direct and extended supply chains.
- The Microsoft Responsible Sourcing of Raw Materials Policy extends our Supplier Code of Conduct to 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 requirements in their own sourcing practices, contracts, and supplier management.

### Our engagements

We engage with industry-specific organizations to improve social, environmental, and ethical responsibility practices in global supply chains. Microsoft is a member of the following multistakeholder initiatives:

- Global Battery Alliance
- Initiative for Responsible Mining
  <u>Assurance</u>
- <u>Public-Private Alliance for Responsible</u> <u>Minerals Trade</u>
- <u>Responsible Business Alliance</u>
- <u>Responsible Minerals Initiative</u>

In the past year, we updated our Supplier Code of Conduct training, which covers human rights, health and safety, and environmental compliance. The online course reaches over

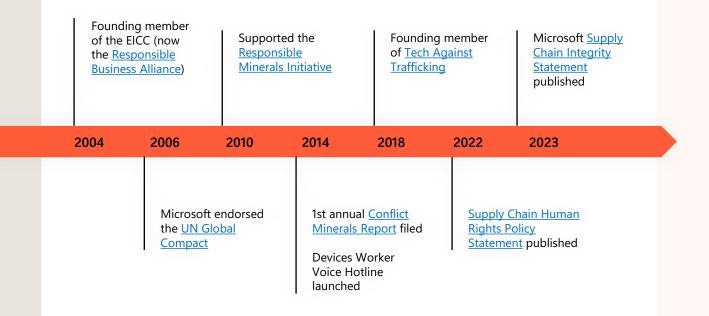
### The rights to work, equal pay for equal work, freedom from slavery, and the right to form and join trade unions are enshrined in the Universal Declaration of Human Rights.

100,000 supplier employees every year, which will increase as we expand this training to GitHub and LinkedIn suppliers in the coming year.

Since 2018, our Devices supply chain has required sub-tier suppliers to follow social and environmental accountability requirements and to establish a robust supplier management system. This past year, we expanded the effort by training suppliers on a sub-tier supplier due diligence guidebook, building auditor capabilities, and directly monitoring our suppliers.



### Microsoft's responsible sourcing journey



### Looking forward

In an increasingly digital world, we have a responsibility to address the challenges technology creates, promote and respect people's fundamental human rights, and help empower the communities in which we live and work.

Throughout our journey, we will continue to focus on our five salient human rights issues and ground our due diligence in international human rights law, principles, and norms. We will engage with, learn from, and collaborate with a broad range of stakeholders, including human rights defenders and civil society organizations worldwide.

In FY24 and beyond, we will continue to champion respect for human rights in our engagement with external stakeholders and refine our technologies and business practices to meet our commitment to human rights. We will engage in important and dynamic global conversations about pursuing the beneficial uses of AI and mitigating its risks. Ongoing multistakeholder engagement helps develop a shared understanding of effective practices and evaluation techniques for responsible AI systems. Our first annual Responsible AI Transparency Report will be available on Reports Hub in early 2024. Building on the work we have been doing since 2017, Microsoft is committed to strengthening our practice of responsible AI.

As we embrace the technological paradigm shift to AI, we remain focused on our four

enduring commitments to expand opportunity, earn trust, advance sustainability, and protect fundamental rights.



### Additional resources

### Our approach to human rights

- Microsoft Global Human Rights Statement
- <u>Technology & Human Rights</u>
- <u>Protect Fundamental Rights</u>
- Microsoft AccountGuard

### Accessibility

- 2023 Global Diversity & Inclusion Report
- <u>AI for Accessibility</u>
- Disability Employment Resource Center
- Microsoft Accessibility Training

### **Artificial Intelligence**

- How do we best govern AI?
- Limited Access features for Azure AI services
- <u>Reflecting on our responsible AI program:</u> <u>Three critical elements for progress</u>
- <u>Six principles for developing and deploying</u> <u>facial recognition technology</u>

#### **Digital Safety**

- <u>Digital safety at Microsoft</u>
- Digital Safety Content Report
- Our commitments to the Christchurch Call
- <u>Tech Coalition</u>
- <u>Global Principles on Digital Safety</u>

#### Freedom of Expression

- <u>Digital Equity Dashboard</u>
- <u>Microsoft Airband expansion in Latin America</u> and Africa

- In the digital age, democracy depends on information literacy
- Investments in the viability of newsrooms
  globally

#### Privacy

- <u>Microsoft Digital Defense Report</u>
- <u>Privacy for Young People</u>
- <u>Xbox Data Collection for Kids</u>
- Global extension of Data Subject Rights
- Microsoft privacy dashboard
- <u>Microsoft Trust Center</u>

#### **Responsible Sourcing**

- <u>Conflict Minerals Report</u>
- Devices Responsible Sourcing Report
- Norwegian Transparency Act Statement
- Supply chain integrity policies and reports
- <u>Top 100 Production Suppliers</u>

#### Other transparency reports

- Bing EU Digital Services Act Report
- <u>Copyright Removal Requests Report</u>
- <u>EU Terrorist Content Regulation Report</u>
- <u>Government Requests for Content Removal</u> <u>Report</u>
- Law Enforcement Requests Report
- "Right to be forgotten" Requests Report
- <u>US National Security Orders Report</u>



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