

Microsoft Supplier Code of Conduct (SCoC) update

Learn about recent updates and supplier requirements

Annual Microsoft Supplier Code of Conduct (SCoC) update

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 1, 2022, the Microsoft SCoC has been updated to reflect current company standards and supplier requirements. 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 with the SCoC.

What you need to do

1. **Review** the updated [Microsoft Supplier Code of Conduct](#).
2. **Add or update** your organization's SCoC compliance contact information in [SupplierWeb](#).
 - This person(s) will receive information regarding the SCoC from Microsoft.
3. Validate your company has **attested** to SCoC learning requirement in [e-Learning platform](#) and appropriately implemented annual training.

**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). Acknowledgement of these updates is assumed as part of your supplier agreement and/or Purchase Order.*

What has changed

SCoC section	Notable updates
Preamble	Additional emphasis on human rights and fair labor practices and the requirement to provide necessary information at Microsoft request to enable Microsoft to perform supply chain due diligence.
Trade	Minor updates added for clarity. No policy/ requirement changes.
Boycotts	Removed. This section is covered under relevant laws and regulations.
Accessibility	Added: links to Web Content Accessibility Guidelines and Supplier Accessibility Toolkit.

Human Rights and Fair Labor Practices	<p>Added: requirement to rely on the International Labour Office “Indicators of Force Labour” to identify instances of forced labor in the supply chain.</p> <p>Added: requirement to work in partnership with Microsoft to remedy any identified human rights violations and associated adverse impacts.</p>
Health and Safety	<p>Minor updates added for clarity, no policy/ requirement changes.</p>
Environmental Protection and Compliance	<p>Added: reference to Stockholm Agreement on Persistent Organic Pollutions and the Basel Convention.</p> <p>Added: requirement to reduce emissions by a minimum of 55% by 2030 (or other reduction targets pursuant to the baseline established in their contracts with MSFT).</p> <p>Added: requirement (if requested by MSFT) to provide independent or third-party assurance over disclosed emissions data.</p> <p>Note last sentence: <i>“Specific requirements for data disclosure, assurance, reduction targets, and achievement of planned reductions, including the timing of supplier conformance, <u>will be set forth in their supplier contract or in other written communication with Microsoft.</u>”</i></p>
Protecting Information, Business Continuity	<p>Removed: the word “Guarantee” <i>“protection of data and intellectual property”</i>, as this is prescribed in other compliance requirements.</p>
Protecting Information, Security	<p>Added: requirement to work closely with Microsoft project owner to understand and comply with security requirements if providing goods, services, or software.</p>
Additional Standards for Microsoft Access	<p>New FAQ is added to provide information for EMEA and Asia Microsoft Access requirements.</p>

Questions?

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

Thank you for your continued collaboration in helping to ensure Microsoft runs on trust.

Regards,

Supplier Code of Conduct Office

Microsoft Procurement

<https://aka.ms/scoc>

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