

[please include the date]

Partner Confirmation of Support

Dear Microsoft,

Non-binding.

This letter is a statement of support only and does not constitute a binding legal commitment or create any legal obligation or right for either Microsoft or the organisation signing this letter.

As a partner to Microsoft UK, we believe by working together we can have a broader societal impact and address key challenges we face today and for the future. We have categorised the areas of opportunity into three key pillars:

1. How do we work together to grow the talent within the technology industry;
2. how do we complete this in a diverse and inclusive way; and
3. how we ensuring our actions are sustainable and responsible

By signing this confirmation of support, we pledge to collaborate on these major initiatives and share best practices within the community enabling us all to grow in the opportunity areas identified.

Growing talent in our industry

Become an ambassador of Microsoft UK's digital skills initiatives: raise internal awareness of the digital skills initiatives, take advantage of all opportunities to provide staff with new skills training and promote the digital skills initiatives to customers.

Consciously attract new talent to the technology industry: Seek opportunities to inform young people about digital career, reviewing minimum requirements in selection criteria for early-in-career roles and adopting an enquiring mindset around apprenticeship programmes.

Increase workforce capability through accessible Microsoft certifications and examinations.

Enhancing diversity and inclusion

Build a more diverse and inclusive workforce through strategic planning to improve inclusion with executive sponsorship, ensuring managers have a deep understanding of this culture and adopting inclusive recruitment, promotion processes and practices to support the development and retention of a diverse workforce.

Address racial and gender inequality in the workforce by striving for strong representation at all levels from individual contributors to senior management.

Build solutions and services with accessibility practices, to empower our employees and customers with disabilities thus creating a more inclusive future. This could include encouraging all employees within the organisation to earn their Accessibility Fundamentals badge (2hrs 5mins) and/or signing up to the UK government's Disability Confident scheme.

Building sustainable and responsible practices for a desirable world

Focus on sustainability and reducing our carbon footprint through:

1. Conversations: Endeavour to make sustainability part of supplier and enterprise Customer engagement
2. Partnerships: Embedding sustainability into strategic alliances.

3. Transparency: Increasing transparency around our carbon footprint for our services and offerings.
4. Tools: Utilise new tools to enable customers to better monitor and manage their-carbon footprint, for example using the Microsoft Sustainability Calculator.

Build AI in a responsible and ethical way, consistent with AI design principles such as:

1. Fairness: Use AI to drive efficiencies while protecting dignity and guarding against bias.
2. Accountability: Decisions made by AI must be accountable to citizens and consumers.
3. Reliability and Safety: AI systems should perform reliably and safely.
4. Privacy and Security: AI systems should be secure and respect privacy.
5. Inclusiveness: AI systems should empower everyone and engage people.
6. Transparency: AI systems should be understandable.
7. Accountability: people should be accountable for AI systems.

Yours sincerely,

[Partner organisation name and signature/e-signature]