

EPEAT Std IEEE Std 1680.1a™-2020 Assessment Metrics: 4.10.1.1 and 4.10.1.2

Microsoft assesses the labor and occupational health and safety of Microsoft suppliers that produce or assemble Microsoft Surface Devices per criteria 4.10.1.1 and 4.10.1.2 of EPEAT Std IEEE Std 1680.1a™-2020.

The following pages summarize the assessment results, non-conformances (NCs) and subsequent improvements at 239 supplier factories for Microsoft's Fiscal Year 2023 (July 1, 2022-June 30, 2023).

China					
Non-Conformance Category	# of Total NCs	% of Total NCs	% of Completion of Corrective Actions	# of Repeat NCs	% of Repeat NCs
Child Labor Avoidance and Young Workers Protection	2	0.6%	50.0%	1	50.0%
EHS Management System	38	11.2%	63.2%	6	15.8%
Emergency Preparedness and Response	31	9.1%	58.1%	2	6.5%
Employment Contractual Relationships	1	0.3%	100.0%	0	0.0%
Freedom of Association	1	0.3%	100.0%	0	0.0%
Freely Chosen Employment	4	1.2%	75.0%	0	0.0%
Industrial Hygiene	12	3.5%	75.0%	1	8.3%
Machine Safeguarding	15	4.4%	73.3%	7	46.7%
Non-Discrimination	0	0.0%	100.0%	0	0.0%
Occupational Injury and Illness	4	1.2%	100.0%	0	0.0%
Occupational Safety	51	15.0%	74.5%	8	15.7%
Overtime Compensation	1	0.3%	0.0%	0	0.0%
Sanitation, Food, Housing	12	3.5%	33.3%	1	8.3%
Working Hours	89	26.2%	61.8%	44	49.4%

Europe*					
Non-Conformance Category	# of Total NCs	% of Total NCs	% of Completion of Corrective Actions	# of Repeat NCs	% of Repeat NCs
Child Labor Avoidance and Young Workers Protection	1	0.3%	0.0%	0	0.0%
EHS Management System	5	1.5%	0.0%	0	0.0%
Emergency Preparedness and Response	0	0.0%	100.0%	0	0.0%
Employment Contractual Relationships	0	0.0%	100.0%	0	0.0%
Freedom of Association	0	0.0%	100.0%	0	0.0%
Freely Chosen Employment	0	0.0%	100.0%	0	0.0%
Industrial Hygiene	0	0.0%	100.0%	0	0.0%
Machine Safeguarding	0	0.0%	100.0%	0	0.0%
Non-Discrimination	0	0.0%	100.0%	0	0.0%
Occupational Injury and Illness	0	0.0%	100.0%	0	0.0%
Occupational Safety	0	0.0%	100.0%	0	0.0%
Overtime Compensation	0	0.0%	100.0%	0	0.0%
Sanitation, Food, Housing	1	0.3%	0.0%	0	0.0%
Working Hours	0	0.0%	100.0%	0	0.0%

*Countries include Czech Republic, France, Germany, Italy, Malta, Netherlands, United Kingdom

Japan					
Non-Conformance Category	# of Total NCs	% of Total NCs	% of Completion of Corrective Actions	# of Repeat NCs	% of Repeat NCs
Child Labor Avoidance and Young Workers Protection	2	0.6%	0.0%	0	0.0%
EHS Management System	1	0.3%	100.0%	0	0.0%
Emergency Preparedness and Response	7	2.1%	42.9%	0	0.0%
Employment Contractual Relationships	1	0.3%	0.0%	0	0.0%
Freedom of Association	0	0.0%	100.0%	0	0.0%
Freely Chosen Employment	1	0.3%	0.0%	0	0.0%
Industrial Hygiene	3	0.9%	33.3%	0	0.0%
Machine Safeguarding	0	0.0%	100.0%	0	0.0%
Non-Discrimination	0	0.0%	100.0%	0	0.0%
Occupational Injury and Illness	0	0.0%	100.0%	0	0.0%
Occupational Safety	2	0.6%	100.0%	0	0.0%
Overtime Compensation	0	0.0%	100.0%	0	0.0%
Sanitation, Food, Housing	1	0.3%	0.0%	0	0.0%
Working Hours	0	0.0%	100.0%	0	0.0%

Malaysia					
Non-Conformance Category	# of Total NCs	% of Total NCs	% of Completion of Corrective Actions	# of Repeat NCs	% of Repeat NCs
Child Labor Avoidance and Young Workers Protection	0	0.0%	100.0%	0	0.0%
EHS Management System	0	0.0%	100.0%	0	0.0%
Emergency Preparedness and Response	2	0.6%	100.0%	0	0.0%
Employment Contractual Relationships	0	0.0%	100.0%	0	0.0%
Freedom of Association	0	0.0%	100.0%	0	0.0%
Freely Chosen Employment	2	0.6%	50.0%	0	0.0%
Industrial Hygiene	0	0.0%	100.0%	0	0.0%
Machine Safeguarding	0	0.0%	100.0%	0	0.0%
Non-Discrimination	0	0.0%	100.0%	0	0.0%
Occupational Injury and Illness	1	0.3%	100.0%	0	0.0%
Occupational Safety	2	0.6%	50.0%	0	0.0%
Overtime Compensation	0	0.0%	100.0%	0	0.0%
Sanitation, Food, Housing	0	0.0%	100.0%	0	0.0%
Working Hours	3	0.9%	33.3%	3	100.0%

North America*					
Non-Conformance Category	# of Total NCs	% of Total NCs	% of Completion of Corrective Actions	# of Repeat NCs	% of Repeat NCs
Child Labor Avoidance and Young Workers Protection	0	0.0%	100.0%	0	0.0%
EHS Management System	0	0.0%	100.0%	0	0.0%
Emergency Preparedness and Response	0	0.0%	100.0%	0	0.0%
Employment Contractual Relationships	0	0.0%	100.0%	0	0.0%
Freedom of Association	0	0.0%	100.0%	0	0.0%
Freely Chosen Employment	0	0.0%	100.0%	0	0.0%
Industrial Hygiene	1	0.3%	100.0%	0	0.0%
Machine Safeguarding	0	0.0%	100.0%	0	0.0%
Non-Discrimination	0	0.0%	100.0%	0	0.0%
Occupational Injury and Illness	0	0.0%	100.0%	0	0.0%
Occupational Safety	0	0.0%	100.0%	0	0.0%
Overtime Compensation	0	0.0%	100.0%	0	0.0%
Sanitation, Food, Housing	0	0.0%	100.0%	0	0.0%
Working Hours	0	0.0%	100.0%	0	0.0%

*Countries include Costa Rica, Mexico

Philippines					
Non-Conformance Category	# of Total NCs	% of Total NCs	% of Completion of Corrective Actions	# of Repeat NCs	% of Repeat NCs
Child Labor Avoidance and Young Workers Protection	0	0.0%	100.0%	0	0.0%
EHS Management System	0	0.0%	100.0%	0	0.0%
Emergency Preparedness and Response	0	0.0%	100.0%	0	0.0%
Employment Contractual Relationships	1	0.3%	100.0%	0	0.0%
Freedom of Association	0	0.0%	100.0%	0	0.0%
Freely Chosen Employment	0	0.0%	100.0%	0	0.0%
Industrial Hygiene	0	0.0%	100.0%	0	0.0%
Machine Safeguarding	0	0.0%	100.0%	0	0.0%
Non-Discrimination	0	0.0%	100.0%	0	0.0%
Occupational Injury and Illness	0	0.0%	100.0%	0	0.0%
Occupational Safety	0	0.0%	100.0%	0	0.0%
Overtime Compensation	0	0.0%	100.0%	0	0.0%
Sanitation, Food, Housing	0	0.0%	100.0%	0	0.0%
Working Hours	0	0.0%	100.0%	0	0.0%

Province of Taiwan					
Non-Conformance Category	# of Total NCs	% of Total NCs	% of Completion of Corrective Actions	# of Repeat NCs	% of Repeat NCs
Child Labor Avoidance and Young Workers Protection	0	0.0%	100.0%	0	0.0%
EHS Management System	1	0.3%	100.0%	0	0.0%
Emergency Preparedness and Response	1	0.3%	100.0%	0	0.0%
Employment Contractual Relationships	0	0.0%	100.0%	0	0.0%
Freedom of Association	0	0.0%	100.0%	0	0.0%
Freely Chosen Employment	0	0.0%	100.0%	0	0.0%
Industrial Hygiene	0	0.0%	100.0%	0	0.0%
Machine Safeguarding	0	0.0%	100.0%	0	0.0%
Non-Discrimination	0	0.0%	100.0%	0	0.0%
Occupational Injury and Illness	0	0.0%	100.0%	0	0.0%
Occupational Safety	2	0.6%	100.0%	0	0.0%
Overtime Compensation	0	0.0%	100.0%	0	0.0%
Sanitation, Food, Housing	0	0.0%	100.0%	0	0.0%
Working Hours	0	0.0%	100.0%	0	0.0%

Republic of Korea					
Non-Conformance Category	# of Total NCs	% of Total NCs	% of Completion of Corrective Actions	# of Repeat NCs	% of Repeat NCs
Child Labor Avoidance and Young Workers Protection	0	0.0%	100.0%	0	0.0%
EHS Management System	0	0.0%	100.0%	0	0.0%
Emergency Preparedness and Response	1	0.3%	0.0%	0	0.0%
Employment Contractual Relationships	0	0.0%	100.0%	0	0.0%
Freedom of Association	0	0.0%	100.0%	0	0.0%
Freely Chosen Employment	0	0.0%	100.0%	0	0.0%
Industrial Hygiene	1	0.3%	0.0%	0	0.0%
Machine Safeguarding	0	0.0%	100.0%	0	0.0%
Non-Discrimination	1	0.3%	0.0%	0	0.0%
Occupational Injury and Illness	0	0.0%	100.0%	0	0.0%
Occupational Safety	0	0.0%	100.0%	0	0.0%
Overtime Compensation	0	0.0%	100.0%	0	0.0%
Sanitation, Food, Housing	0	0.0%	100.0%	0	0.0%
Working Hours	0	0.0%	100.0%	0	0.0%

Southeast Asia*					
Non-Conformance Category	# of Total NCs	% of Total NCs	% of Completion of Corrective Actions	# of Repeat NCs	% of Repeat NCs
Child Labor Avoidance and Young Workers Protection	0	0.0%	100.0%	0	0.0%
EHS Management System	0	0.0%	100.0%	0	0.0%
Emergency Preparedness and Response	10	2.9%	40.0%	0	0.0%
Employment Contractual Relationships	0	0.0%	100.0%	0	0.0%
Freedom of Association	0	0.0%	100.0%	0	0.0%
Freely Chosen Employment	3	0.9%	66.7%	0	0.0%
Industrial Hygiene	2	0.6%	0.0%	0	0.0%
Machine Safeguarding	0	0.0%	100.0%	0	0.0%
Non-Discrimination	0	0.0%	100.0%	0	0.0%
Occupational Injury and Illness	0	0.0%	100.0%	0	0.0%
Occupational Safety	9	2.6%	44.4%	0	0.0%
Overtime Compensation	0	0.0%	100.0%	0	0.0%
Sanitation, Food, Housing	1	0.3%	0.0%	0	0.0%
Working Hours	6	1.8%	33.3%	0	0.0%

*Countries include Singapore, Thailand, Vietnam

United States of America					
Non-Conformance Category	# of Total NCs	% of Total NCs	% of Completion of Corrective Actions	# of Repeat NCs	% of Repeat NCs
Child Labor Avoidance and Young Workers Protection	1	0.3%	0.0%	0	0.0%
EHS Management System	2	0.6%	0.0%	0	0.0%
Emergency Preparedness and Response	1	0.3%	0.0%	0	0.0%
Employment Contractual Relationships	0	0.0%	100.0%	0	0.0%
Freedom of Association	0	0.0%	100.0%	0	0.0%
Freely Chosen Employment	0	0.0%	100.0%	0	0.0%
Industrial Hygiene	0	0.0%	100.0%	0	0.0%
Machine Safeguarding	0	0.0%	100.0%	0	0.0%
Non-Discrimination	0	0.0%	100.0%	0	0.0%
Occupational Injury and Illness	0	0.0%	100.0%	0	0.0%
Occupational Safety	0	0.0%	100.0%	0	0.0%
Overtime Compensation	0	0.0%	100.0%	0	0.0%
Sanitation, Food, Housing	0	0.0%	100.0%	0	0.0%
Working Hours	0	0.0%	100.0%	0	0.0%