

# Workplace Investigations Team

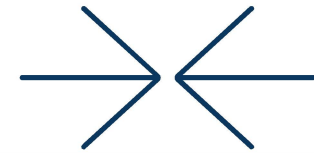
We are an independent team that sits within Microsoft's Corporate, External and Legal Affairs organization. We investigate potential violations of Microsoft's Anti-Harassment and Anti-Discrimination, Conflicts of Interest, and Responsible Use of Technology Policies.



Committed to supporting **all** Microsoft employees.

> 30

Investigated matters in over **30 countries** in the last fiscal year.



**Closing the gap** between Microsoft's aspire-to-culture and employees' lived experiences.

## Our core tenets for investigations are:

- ✓ **EMPATHY**
- ✓ **FAIRNESS**
- ✓ **NEUTRALITY**
- ✓ **THOROUGHNESS**
- ✓ **TIMELINESS**



## When something's not right, **we act.**

-  We investigate and take appropriate action that includes sharing insights to ensure we are best aligned to our culture.
-  We respect privacy and treat investigations as confidentially as possible.
-  We care about responsiveness.
-  We enforce our policies that prohibit retaliation.

### Report a concern:

[microsoftintegrity.com](https://microsoftintegrity.com)

Employees can also raise concerns through their manager, HR, or WIT.



# Transparency into workplace investigations data

FISCAL YEAR JULY 1, 2022 – JUNE 30, 2023



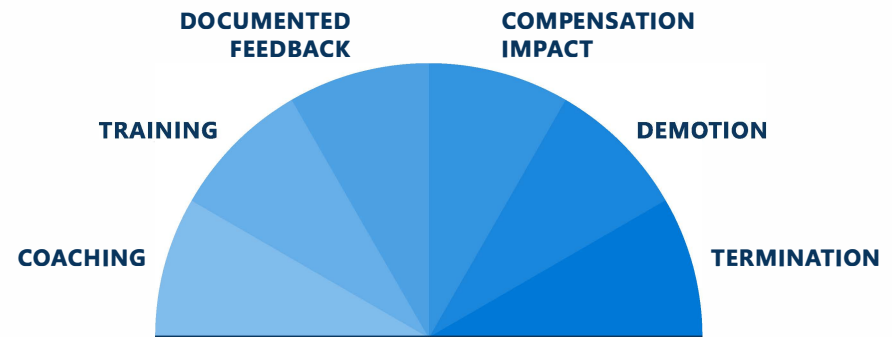
As part of its **commitment to transparency**, Microsoft's Workplace Investigations Team (WIT) is sharing investigation data and will continue to update this data annually.

337

WIT investigated 337 allegations of sexual harassment.

58%

WIT substantiated 58% of those 337 allegations.



Corrective disciplinary actions spanned from coaching and training, documented feedback, compensation impact, demotion, and to termination for 31 individuals.