

To Tim Cook & the Senior Leadership team,

Apple prides itself on its commitment to diversity, equity, and an environment where every person is able to do their best work; however, in practice, this is far from the case. Our experiences with the People team in dealing with harassment and discrimination have left many of us more vulnerable.

Apple's policies on privacy and device linking also ensure that when we do seek recourse, we risk our personal privacy being invaded. When we seek leave or accommodation through Apple's mental and physical health partners, we are asked to release broad scope personal medical information to Apple and any of Apple's agents for a blanket period of two years. Apple prides itself on its privacy policies, yet it feels as workers, our privacy is of no concern.

Hundreds of us have documented our stories of abuse, discrimination, and harassment. Hundreds of us have documented reporting our stories through internal channels, and receiving no relief. In sharing our stories, we are calling attention to our experiences working at Apple, and how much better we can do.

At Apple, we are called upon to do the right thing, and that must extend to how we treat employees. We are reaching out because Apple must fulfill its promise of inclusion, diversity, and equity. We demand an environment where everyone feels safe and welcome and has the promise of equal opportunity and treatment. We the undersigned demand:

- 1. Increased separation between Apple owned and worker owned digital and physical property in all Apple policies.**

Apple Workers are aggressively "encouraged" to sync their personal iClouds to their devices. This has resulted in many workers' personal data being expected to be searchable by Apple, per their policies. This is an unacceptable violation of our privacy. An iCloud account using Corporate email accounts should be provided to keep workers' personal data private for those who wish to opt-out of iCloud@Apple. For workers who wish to opt-in, the policies should be clear that workers have the right to privacy with everything outside of the Apple Work folder, and any subjecting to searching would require cause, and the opportunity to redact sensitive information before any such searches would occur.

Furthermore, "no reasonable expectation of privacy", is a belittling policy that denies all workers the benefit of the doubt, and a sense of safety and trust in the workplace. Written policies should reflect that cause is needed and will be provided for any search or seizure, and inform workers of their right to an objective third-party to determine what can be searched to allow for redaction of digital materials. Workers should be informed of their right to a signature from a judge to determine what information, if any, should be discoverable as necessary, in cases in which they are not the subject of an investigation. Refusal to comply with a search of personal belongings without a court order is communicated as a protected activity from retaliation.

Workers who require devices should have a dedicated number and be allowed a

personal device unlinked from Apple's corporate ecosystem, including not publishing personal phone numbers in Apple Directory.

## **2. Provide transparent livable, equitable, and fair compensation across all of Apple.**

Give candidates and current workers a transparent look at salary or hourly ranges per role, and per organization, and within AppleCare and Apple Retail, per market, to help empower them to negotiate fair wages.

Audit all promotions and performance reviews for gender, racial, disability, and heteronormative biases that may lead to wage gaps and a lack of opportunity and compensation within the company in each part of it. Provide a transparent feedback loop into how these issues will be addressed long-term within the scope of Inclusion & Diversity.

Audit all wages per geographic area, including hourly retail roles, are above the living wage calculated for that area. Provide benefit package parity to all hourly and salaried workers working more than 20 hours per week.

## **3. Audit all third-party relationships.**

### **a. Sedgwick**

Workers report feeling their medical privacy is being invaded and that they are forced to prove they have disabilities, which is not in line with the Americans with Disabilities Act of 1990 or section 509 of the Rehabilitation Act. Medical information consent forms should be kept properly scoped and private per issue, and workers should have clear transparency about who has access to data, how it is stored, and how to request removal of any and all medical records, and to revoke consent.

Further investigation into Sedgwick reveals a long history of employee complaints and lawsuits, leaving us questioning why Apple would place its trust in a company that has shown to be in stark contrast with our stated mission and values.

### **b. Vendors and staffing agencies**

Apple contract workers often feel like second-class citizens, and are afforded fewer worker protections than full-time, salaried workers. We demand more in-depth supplier responsibility reports, especially for agencies in administrative and corporate roles, and that Apple ensure all contract providers are paying above the living wage calculated for their geographic location, and providing benefits such as healthcare, paid leave, and other wellness benefits designed to ensure the physical and mental wellbeing of all workers.

If vendors or staffing agencies do not live up to Apple's core values, including explicit protection for worker rights, we expect those relationships to be terminated. We also demand all vendors and staffing agencies be included

in-depth supplier responsibility reports, and provide a business conduct helpline to allow contractors to anonymously report issues directly to Apple should vendors or staffing agencies fail to live up to these expectations.

Furthermore, we expect the majority of any organization to be investing in full-time Apple employees, to ensure the equitable treatment of all Apple workers.

**c. NAVEX Global**

Apple workers who have attempted to file Business Conduct complaints as themselves or anonymously have reported feeling their complaints were not handled properly, nor with the goal of resolving the issues raised in an unbiased way. Employees have felt their complaints were ignored or dismissed, and in many cases, were handled in a way that found loopholes to deny any accountability in any party's wrongdoing.

Further investigation into this NAVEX Global has revealed these issues are not unique to Apple, and left employees wondering why Apple would ask us to put our trust in a company that has repeatedly shown itself to not be looking out for the best interests of whistleblower employees.

**4. Hold People, Employee Relations, Business Conduct, and Leadership accountable.**

These teams and leaders should not only be focused on protecting Apple's image and avoiding litigation. workers should feel psychologically safe to report issues, request accommodation, and get information in a way that upholds employment law, respects privacy, and protects them from suppression of rights, retaliation and discrimination. We are asking for an unbiased third-party audit of Apple's reporting structure, People and Employee Relations teams, Business Conduct, and all executive leadership. We want a thorough re-investigation of all reports and results of racism, discrimination, abuse, harassment, concerted activity suppression, and retaliation following this audit.

**5. Provide a process for group concerns to be heard with a transparent feedback loop.**

Workers have gotten a lot of pushback in trying to have group concerns be heard outside of what is selected for Townhall Q&As within various organizations. This has left many feeling unsure of who to trust, and who to go to for help on concerted concerns shared by multiple workers in which there is no precise activity or persons to report through individual avenues, such as our PBP or managers. This has led to open advocacy that has put certain workers at risk and with an overwhelming task of collecting feedback from other workers to share upward.

Workers want to feel heard and have their issues addressed, especially when those concerns are widely shared. The opaque nature of individualized feedback chains have left many feeling like leadership has stopped listening to us altogether.