



## Lead the Charge Automaker Supply Chain Scorecard - 2025 Edition

*The aim of this scorecard is to establish a new expectation – and competitive advantage – for what a clean car really is. Not just an EV, but an EV that is manufactured:*

- **Equitably** – respecting and advancing the rights of Indigenous Peoples, workers, and local communities throughout the supply chain.
- **Sustainably** – preserving and restoring environmental health and biodiversity across supply chains, whilst reducing primary resource demand through efficient resource use and increased recycled content.
- **Fossil free** – 100% electric and made with a fossil fuel-free supply chain.

*The indicator development for the scorecard was led by Pensions & Investment Research Consultants (PIRC), Europe's largest independent corporate governance and shareholder advisory firm, whose work was guided by members of the Lead the Charge coalition. [Please refer to the accompanying methodology document](#) for more information on the indicator development and research process.*

*This document contains the scores obtained by each automaker for each indicator of the scorecard, as well as explanations for why they were awarded these scores and information on the thresholds and benchmarks used for each indicator.*

### Navigating this document

This document has several worksheets which present the data from the scorecard with differing levels of detail:

[2. Summary | Overall - - this worksheet presents the total scores the automakers received for each of the two main categories \(climate & environment, and human rights\), as well as the total scores for each of their four sub-categories.](#)

[3. Summary | Climate & Environment - this worksheets presents the scores for each indicator of the climate and environment category, which looks at automakers' efforts to ensure fossil-free and environmentally responsible supply chains.](#)

[4. Summary | Respect for Human Rights - this worksheet presents the scores for each indicator of the human rights categories, which looks at efforts by automakers to ensure responsible sourcing and respect for human rights throughout their supply chain](#)

[5. Auto Review | Climate & Environment - this worksheet also presents automakers' scores for each indicator in the climate & environment category but additionally includes the explanation and references for each score they received, as well as information on the respective benchmarks and thresholds applied to each indicator.](#)

[6. Auto Review | Respect for Human Rights - this worksheet also presents automakers' scores for each indicator in the human rights category but additionally includes the explanation and references for each score they received, as well as information on the respective benchmarks and thresholds applied to each indicator.](#)

[7. New Indicators | Not For Publication in 2025 Edition - this worksheet presents the scoring of new indicators that have been developed this year \(see the attached methodology for more information\). These indicators will not be included in the public version of the 2025 Leaderboard: scores are only shared with automakers and within the Lead the Charge network.](#)

[8. Weightings - this worksheet provides an overview of the weighting methodology applied to the groups of indicators used for each sub-category. Please see the accompanying methodology document for more information on this weighting methodology](#)

[8. 3rd Party Schemes Assessment - this worksheet shows the results of the assessment of third party auditing and accreditation schemes, which results in point modifiers being applied to some indicators. Please see the accompanying methodology document for more information on this assessment.](#)

Auto	Total score	Fossil Free and Environmentally Sustainable Supply Chains						Human rights and Responsible Sourcing					BEV % of total vehicle sales <sup>^</sup>
		General	Steel	Aluminium	Batteries	Total	Total x IM <sup>~</sup>	General	Transition minerals	Indigenous rights	Workers' rights	Total	
Ford	42%	45%	21%	35%	19%	30%	33%	69%	89%	20%	28%	52%	
Tesla	43%	42%	22%	33%	36%	33%	40%	60%	69%	26%	27%	46%	
Mercedes	41%	54%	24%	24%	37%	35%	38%	68%	40%	21%	50%	45%	
BMW	29%	60%	11%	1%	15%	22%	20%	64%	42%	12%	39%	39%	
Volkswagen	32%	51%	15%	4%	30%	25%	27%	69%	42%	6%	33%	37%	
Volvo	38%	32%	57%	44%	15%	37%	45%	62%	35%	4%	26%	32%	
Stellantis*	23%	36%	3%	4%	24%	17%	15%	68%	33%	0%	21%	31%	
GM	23%	28%	18%	21%	7%	19%	21%	47%	25%	11%	19%	25%	
Hyundai*	21%	44%	12%	4%	9%	17%	19%	48%	27%	0%	20%	24%	
Renault*	23%	47%	9%	9%	35%	25%	22%	44%	19%	6%	24%	23%	
Kia*	16%	29%	8%	0%	8%	11%	12%	39%	19%	0%	20%	20%	
Geely	18%	34%	16%	16%	11%	19%	19%	40%	14%	2%	12%	17%	
Honda	10%	15%	0%	0%	1%	4%	4%	32%	21%	0%	11%	16%	
Toyota	10%	15%	0%	0%	6%	5%	5%	22%	23%	0%	17%	16%	
Nissan*	12%	20%	11%	11%	4%	12%	12%	28%	9%	0%	12%	12%	
BYD	6%	5%	0%	0%	9%	3%	4%	17%	6%	0%	6%	7%	
GAC	4%	13%	0%	0%	10%	6%	6%	4%	2%	0%	0%	2%	
SAIC	1%	1%	0%	0%	7%	2%	2%	0%	0%	0%	0%	0%	

\*EV Volumes groups sales by of Hyundai-Kia and the Renault-Nissan-Mitsubishi alliance. They have been evaluated separately as they have different supply chain practices and policies and for ease, their EV Aug YTD sales were evenly split between them

<sup>~</sup>InfluenceMap scores were applied as a multiplier on the C&E section. Autos with a C or above received positive multiplier; below received negative, and autos not evaluated by InfluenceMap received no change. See the Climate & Environment review sheet for details. <https://automotive.influencemap.org/>

<sup>^</sup> EV-Volumes OEM Share tracker. All figures are cumulative annual values from January 2023 up to and including July 2023. The data covers passenger vehicles only and includes Europe, China, Korea, Japan, the United States and Canada.

LINKED DATA

Sub-section	Indicator Category	Indicators	Total Number of Points	Ford Points
1. Fossil Free and Environmentally Sustainable Supply Chains (General)	1.1. Disclosure of emissions, water and deforestation management	1.1.1. The company discloses total scope 3 GHG emissions due to purchased goods and services.	2	2
		1.1.2. The company discloses "significant emissions" in its supply chain.	1	0
		1.1.3. The company discloses water usage by key suppliers in its supply chain.	1	0
		1.1.4. The company discloses deforestation and conversion-free commodity volumes from its supply chain	1	0
		<b>DISCLOSE TOTAL</b>	<b>5</b>	<b>2</b>
		<b>DISCLOSE NORMALIZED</b>	<b>1.0</b>	<b>0.4</b>
		<b>DISCLOSE %</b>		<b>40%</b>
	1.2. Target-setting and progress towards fossil free and environmentally sustainable supply chains	1.2.1. The company has set and disclosed a scope 3 SBT (must include reference to upstream/purchased goods & not only 'Well to Wheel')	2	0.5
		1.2.2. The company commits to having suppliers provide science-based targets for GHG emissions.	1	1
		1.2.3. The company discloses the current percentage of suppliers providing science-based targets.	1	0.25
		1.2.4. The company requires all significant suppliers to set water reduction targets and disclose their water usage.	1	1
		1.2.5. The company has programs in place to monitor suppliers for compliance with GHG emissions targets and other environmental impacts.	1	0
		1.2.6. The company commits to eliminate deforestation and the conversion of all natural ecosystems from their supply chains.	1	0
		<b>TARGET-SETTING &amp; PROGRESS TOTAL</b>	<b>7</b>	<b>2.75</b>
		<b>TARGET-SETTING &amp; PROGRESS NORMALIZED</b>	<b>1.5</b>	<b>0.6</b>
		<b>TARGET-SETTING &amp; PROGRESS %</b>		<b>39%</b>
	1.3. Use of supply chain levers to achieve fossil free and environmentally sustainable supply chains	1.3.1. The company incentivises suppliers to reduce GHG and other significant air emissions.	1	0.75
		1.3.2. The company implements incentives and control systems to improve water management by suppliers	1	0.6
		1.3.3. The company implements incentives and control systems to eliminate deforestation from its supply chain	1	0.2
		<b>SUPPLY CHAIN LEVERS TOTAL</b>	<b>3</b>	<b>1.55</b>
		<b>SUPPLY CHAIN LEVERS NORMALIZED</b>	<b>2.0</b>	<b>1.0</b>
		<b>SUPPLY CHAIN LEVERS %</b>		<b>52%</b>
	<b>GENERAL CLIMATE AND ENVIRONMENT - TOTAL NORMALIZED</b>			<b>4.5</b>
<b>GENERAL CLIMATE AND ENVIRONMENT - TOTAL % SCORE (WEIGHTED)</b>				<b>45%</b>
2. Fossil Free and Environmentally Sustainable Steel	2.1. Disclosure of scope 3 GHG emissions due to steel supply chains	2.1.1. The company discloses disaggregated GHG emissions for their steel supply chains.	1	0
		<b>DISCLOSE TOTAL</b>	<b>1</b>	<b>0</b>
		<b>DISCLOSE NORMALIZED</b>	<b>1.0</b>	<b>0.0</b>
		<b>DISCLOSE %</b>		<b>0%</b>
	2.2. Target setting and progress towards fossil free and environmentally sustainable steel supply chains	2.2.1. The company has set targets for the use of fossil free and environmentally sustainable steel.	2	1.2
		2.2.2. The company publishes progress towards their target by disclosing the current percentage of low-CO2 steel in their annual production cycle.	1	0
		2.2.3. The company has a target for the use of secondary/ scrap steel by 2030.	2	0
		2.2.4. The company publishes progress towards their target by disclosing the current percentage of recycled steel used in its annual production cycle.	1	0
		<b>TARGET-SETTING &amp; PROGRESS TOTAL</b>	<b>6</b>	<b>1.2</b>
		<b>TARGET-SETTING &amp; PROGRESS NORMALIZED</b>	<b>1.5</b>	<b>0.3</b>
		<b>TARGET-SETTING &amp; PROGRESS %</b>		<b>20%</b>
	2.3. Use of supply chain levers to	2.3.1. The company participates in multi-stakeholder procurement initiatives to collaborate with other buyers to incentivise investment in and production of fossil free steel at scale.	1	0.5

Sub-section	Indicator Category	Indicators	Total Number of Points	Ford Points	
	achieve fossil free and environmentally sustainable steel supply chains	2.3.2. The company participates in multi-stakeholder standard / certification initiatives to drive investment in and production of socially and environmentally sustainable steel at scale.	1	0	
		2.3.3. The company has entered into formal arrangements with suppliers to incentivise investment in and greater production of fossil free steel.	2	1	
		2.3.4. The company integrates improved recyclability of steel into automobile design and manufacture.	2	0.5	
		<b>SUPPLY CHAIN LEVERS TOTAL</b>	<b>6</b>	<b>2</b>	
		<b>SUPPLY CHAIN LEVERS NORMALIZED</b>	<b>2.0</b>	<b>0.7</b>	
		<b>SUPPLY CHAIN LEVERS %</b>		<b>33%</b>	
	<b>STEEL - TOTAL NORMALIZED</b>		4.5	<b>1.0</b>	
	<b>STEEL - TOTAL % SCORE (WEIGHTED)</b>			<b>21%</b>	
	3.Fossil Free and Environmentally Sustainable Aluminium	3.1. Disclosure of scope 3 GHG emissions due to aluminium	3.1.1. The company discloses disaggregated GHG emissions for their aluminium supply chains.	1	0
			<b>DISCLOSE TOTAL</b>	<b>1</b>	<b>0</b>
<b>DISCLOSE NORMALIZED</b>			<b>1.0</b>	<b>0.0</b>	
<b>DISCLOSE %</b>				<b>0%</b>	
3.2. Target setting and progress towards fossil free and environmentally sustainable aluminum supply chains		3.2.1 The company has set targets for the use of fossil free and environmentally sustainable aluminium	2	1.2	
		3.2.2. The company publishes progress towards their target by disclosing the current percentage of low-co2 aluminium in their annual production cycle	1	0	
		3.2.3. The company has a target to increase use of secondary/scrap aluminium by 2030.	2	0	
		3.2.4. The company publishes progress towards their target by disclosing the current percentage of recycled aluminium used in its annual production cycle	1	0.5	
		<b>TARGET-SETTING &amp; PROGRESS TOTAL</b>	<b>6</b>	<b>1.7</b>	
		<b>TARGET-SETTING &amp; PROGRESS NORMALIZED</b>	<b>1.5</b>	<b>0.4</b>	
<b>TARGET-SETTING &amp; PROGRESS %</b>			<b>28%</b>		
3.3. Use of supply chain levers to achieve fossil free and environmentally sustainable aluminium supply chains		3.3.1. The company participates in multi-stakeholder procurement initiatives to collaborate with other buyers to incentivise investment in and production of fossil free aluminium at scale.	1	1	
		3.3.2. The company participates in multi-stakeholder standard / certification initiatives to drive investment in and production of socially and environmentally sustainable aluminium	1	0	
		3.3.3. The company has entered into formal arrangements with suppliers to incentivise investment in and greater production of fossil free aluminium	2	1	
		3.3.4. The company integrates improved recyclability of aluminium into automobile design and manufacturing process.	2	1.5	
		<b>SUPPLY CHAIN LEVERS TOTAL</b>	<b>6</b>	<b>3.5</b>	
		<b>SUPPLY CHAIN LEVERS NORMALIZED</b>	<b>2.0</b>	<b>1.2</b>	
		<b>SUPPLY CHAIN LEVERS %</b>		<b>58%</b>	
<b>ALUMINIUM - TOTAL NORMALIZED</b>		4.5	<b>1.6</b>		
<b>ALUMINIUM - TOTAL % SCORE (WEIGHTED)</b>			<b>35%</b>		
4. Fossil Free and Environmentally Sustainable Batteries	4.1. Disclosure of scope 3 GHG emissions due to battery supply chains	4.1.1. The company discloses disaggregated scope 3 emissions for their battery supply chains, including a total for the whole battery and disaggregated emissions for key battery minerals (cathode / anode active materials)	1	0	
		<b>DISCLOSE TOTAL</b>	<b>1</b>	<b>0</b>	
		<b>DISCLOSE NORMALIZED</b>	<b>1.0</b>	<b>0.0</b>	
		<b>DISCLOSE %</b>		<b>0%</b>	
	4.2. Target setting and progress	4.2.1. The company has set a target to produce fossil free and environmentally sustainable batteries.	1	0	
		4.2.2. The company has set a target to reduce reliance on energy intensive minerals in battery production.	1	0.25	

Sub-section	Indicator Category	Indicators	Total Number of Points	Ford Points
	towards fossil free and environmentally sustainable battery supply chains	4.2.3. The company has set collection and/or recovery targets for high intensity battery metals.	1	0
		<b>TARGET-SETTING &amp; PROGRESS TOTAL</b>	<b>3</b>	<b>0.25</b>
		<b>TARGET-SETTING &amp; PROGRESS NORMALIZED</b>	<b>1.5</b>	<b>0.1</b>
		<b>TARGET-SETTING &amp; PROGRESS %</b>		<b>8%</b>
	4.3. Use of supply chain levers to achieve fossil free and environmentally sustainable battery supply chains	4.3.1. The company requires all battery manufacturers to use 100% renewable electricity	2	0
		4.3.3. Company enters into formal agreements (inclusive of joint ventures and investments) with extractives and other value chain companies to reduce the environmental impact of lithium sourcing.	1	0.5
		4.3.4. Company enters into formal agreements (inclusive of joint ventures and investments) with extractives and other value chain companies to reduce the environmental impact of nickel sourcing.	1	0.25
		4.3.5. Company enters into formal agreements (inclusive of joint ventures and investments) with extractives and other value chain companies to reduce the environmental impact of cobalt sourcing.	1	0
		4.3.6. The company participates in multi-stakeholder initiatives to collaborate with other buyers to incentivise investment in and production of fossil free and environmentally sustainable batteries at scale.	1	0
		4.3.7. The company invests in the development of new battery chemistries & technologies that reduce their overall material and carbon footprint by reducing the use of emissions-intensive minerals and toxic materials (such as persistent organic pollutants (POPs))	2	2
		4.3.8. The company invests in the development of new battery designs, technologies, systems and/or processes to maximize the recyclability of EV batteries	1	0.75
		4.3.9. The company has established processes for battery repair, reuse and repurposing in order to maximize the usable lifespan of its EV batteries.	1	0.25
		4.3.10. The company has established closed-loop processes in order to maximize the recycling of end-of-life EV batteries	1	0.25
		<b>SUPPLY CHAIN LEVERS TOTAL</b>	<b>11</b>	<b>4</b>
		<b>SUPPLY CHAIN LEVERS NORMALIZED</b>	<b>2.0</b>	<b>0.7</b>
		<b>SUPPLY CHAIN LEVERS %</b>		<b>36%</b>
	<b>BATTERIES - TOTAL NORMALIZED</b>		<b>4.5</b>	<b>0.9</b>
	<b>BATTERIES - TOTAL % SCORE (WEIGHTED)</b>			<b>19%</b>
Climate	<a href="#">Influence Map</a>	Multiplier applied:		1.1

<b>CLIMATE AND ENVIRONMENT - TOTAL NORMALIZED</b>	18.0	<b>5.4</b>
<b>CLIMATE AND ENVIRONMENT - TOTAL % SCORE (WEIGHTED)</b>		<b>30%</b>
<b>CLIMATE AND ENVIRONMENT - TOTAL NORMALIZED + IM MULTIPLIER</b>		<b>6.0</b>
<b>CLIMATE AND ENVIRONMENT - TOTAL % SCORE (WEIGHTED) + IM MULTIPLIER</b>		<b>33%</b>

Sub-section	Indicator Category	Indicators	Total Number of Points	Ford Points
1. Responsible Sourcing and Human Rights Due Diligence: General Indicators	1.1. Commit	1.1.1. The company has a public commitment to human rights.	1	1
		1.1.2. The company extends their human rights commitments to their Tier 1 suppliers and beyond.	2	2
		<b>COMMIT TOTAL</b>	<b>3</b>	<b>3</b>
		<b>COMMIT NORMALIZED</b>	<b>1.0</b>	<b>1.0</b>
		<b>COMMIT %</b>		<b>100%</b>
	1.2. Identify	1.2.1. The company has a process in place to assess salient human rights risks in their supply chain.	1	1
		1.2.2. The company discloses the salient human rights risks in their supply chain and where they are located.	1	0.25
		1.2.3. The company has a process for identifying high risk supplier categories in their supply chain.	1	1
		<b>IDENTIFY TOTAL</b>	<b>3</b>	<b>2.25</b>
		<b>IDENTIFY NORMALIZED</b>	<b>1.5</b>	<b>1.1</b>
		<b>IDENTIFY %</b>		<b>75%</b>
	1.3. Prevent, Mitigate and Account	1.3.1. The company assesses the risk of adverse human rights impacts with suppliers prior to entering into any contracts.	2	1
		1.3.2. The company discloses how it monitors suppliers for compliance with the SCoC during the contract period.	2	1.6
		1.3.3. The company reports on how it is prepared to respond if it finds non-conformances with the SCoC	1.5	1.5
		1.3.4. The company discloses how they verify the implementation of corrective actions.	1	1
		<b>PREVENT, MITIGATE &amp; ACCOUNT TOTAL</b>	<b>6.5</b>	<b>5.1</b>
		<b>PREVENT, MITIGATE &amp; ACCOUNT NORMALIZED</b>	<b>2.0</b>	<b>1.6</b>
		<b>PREVENT, MITIGATE &amp; ACCOUNT %</b>		<b>78%</b>
	1.4. Remedy	1.4.1. The company has put in place a formal mechanism whereby workers, suppliers, suppliers' workers (in any tier) and other external stakeholders can raise grievances regarding adverse human rights impacts in their supply chain to an impartial entity.	2	1
		1.4.2. The company discloses data about the practical operation of their grievance mechanism, such as the number of grievances filed, addressed, and resolved, their type, severity and outcome.	1	0
		1.4.3. The company has put in place a remedy process.	2	1
		<b>REMEDY TOTAL</b>	<b>5</b>	<b>2</b>
		<b>REMEDY NORMALIZED</b>	<b>2.0</b>	<b>0.8</b>
<b>REMEDY %</b>			<b>40%</b>	
<b>GENERAL HUMAN RIGHTS - TOTAL NORMALIZED</b>		<b>6.5</b>	<b>4.5</b>	
<b>GENERAL HUMAN RIGHTS - TOTAL % SCORE (WEIGHTED)</b>				<b>69%</b>
2. Responsible Sourcing of Transition Minerals	2.1. Commit	2.1.1. The company has a commitment to responsible metals and minerals sourcing.	1	1
		2.1.2. The company requires its suppliers to undertake due diligence in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High Risk Areas (CAHRAs)	2	1.5
		<b>COMMIT TOTAL</b>	<b>3</b>	<b>2.5</b>
		<b>COMMIT NORMALIZED</b>	<b>1.0</b>	<b>0.8</b>
		<b>COMMIT %</b>		<b>83%</b>
	2.2. Identify	2.2.1. The company has a process in place to map transition minerals (e.g. nickel, lithium, cobalt, copper, manganese, zinc) in their supply chains to the point of extraction.	2	2

Sub-section	Indicator Category	Indicators	Total Number of Points	Ford Points
		2.2.2. The company discloses transition minerals risks in their supply chain and where they are located.	1	0.5
		2.2.3. The company publishes a list of smelters or refiners (SoR) in its supply chain	1	1
		2.2.4. The company discloses which of the SoRs in its supply chain are conformant with the Responsible Minerals Initiative (RMI).	1	0.4
		<b>IDENTIFY TOTAL</b>	<b>5</b>	<b>3.9</b>
		<b>IDENTIFY NORMALIZED</b>	<b>1.5</b>	<b>1.2</b>
		<b>IDENTIFY %</b>		<b>78%</b>
	<b>2.3. Prevent, Mitigate and Account</b>	2.3.1. The company discloses how it monitors suppliers for compliance with the transition minerals due diligence requirements.	2	1.6
		2.3.2. The company formally engages SoRs to build their capacity to conduct due diligence of their own supply chains.	2	2
		2.3.3. The company formally engages extractives companies and includes human rights clauses in any contractual arrangements.	2	2
		2.3.4. The company is a member of IRMA and actively engages their suppliers with regards to IRMA mining audits.  Note: IRMA does not excuse companies from doing their own supply chain due diligence	2	1.2
		2.3.5. The company reports on how it is prepared to respond if it finds non-conformances associated with its responsible minerals sourcing policy occurring in its operations or supply chains.	1.5	1.5
		2.3.6. The company discloses how they verify the implementation of corrective actions.	1	1
		<b>PREVENT, MITIGATE &amp; ACCOUNT TOTAL</b>	<b>10.5</b>	<b>9.3</b>
		<b>PREVENT, MITIGATE &amp; ACCOUNT NORMALIZED</b>	<b>2.0</b>	<b>1.8</b>
		<b>PREVENT, MITIGATE &amp; ACCOUNT %</b>		<b>89%</b>
	<b>2.4. Remedy</b>	2.4.1. The company has put in place a formal mechanism whereby grievances can be raised about SoR facilities.	1	1
		<b>REMEDY TOTAL</b>	<b>1</b>	<b>1</b>
		<b>REMEDY NORMALIZED</b>	<b>2.0</b>	<b>2.0</b>
		<b>REMEDY %</b>		<b>100%</b>
	<b>TRANSITION MINERALS - TOTAL NORMALIZED</b>			<b>6.5</b>
<b>TRANSITION MINERALS - TOTAL % SCORE (WEIGHTED)</b>				<b>89%</b>
<b>3. Indigenous Peoples' Rights and Free Prior and Informed Consent (FPIC)</b>	<b>3.1. Commit</b>	3.1.1. The company explicitly commits to respecting the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP).	1	1
		3.1.2. The company has a public commitment to FPIC.	1	1
		3.1.3. The company extends their commitment on Indigenous Peoples' rights to their Tier 1 suppliers	2	2
		3.1.4. These commitments are translated into the languages used by the impacted Indigenous Peoples.	1	0
		<b>COMMIT TOTAL</b>	<b>5</b>	<b>4</b>
		<b>COMMIT NORMALIZED</b>	<b>1.0</b>	<b>0.8</b>
	<b>COMMIT %</b>		<b>80%</b>	
	<b>3.2. Identify</b>	3.2.1. The company has a process in place to assess risks to Indigenous Peoples' rights in their supply chain to the point of extraction.	1	0
		<b>IDENTIFY TOTAL</b>	<b>1</b>	<b>0</b>

Sub-section	Indicator Category	Indicators	Total Number of Points	Ford Points
		<b>IDENTIFY NORMALIZED</b>	<b>1.5</b>	<b>0.0</b>
		<b>IDENTIFY %</b>		<b>0%</b>
	<b>3.3. Prevent, Mitigate and Account</b>	3.3.1. The company provides additional discussion regarding the practices by which suppliers must obtain FPIC	1	0.25
		3.3.2. The company is a member of a multi-stakeholder group (e.g. IRMA) that includes the participation of Indigenous Peoples to ensure respect of Indigenous Peoples' rights at the point of extraction.	2	1.2
		3.3.3. The company has a formal process in place to engage critical upstream suppliers on FPIC (e.g. extractives companies)	2	0
		3.3.4. The company reports on how it is prepared to respond if it finds FPIC breaches in its supply chain.	1	0
		<b>PREVENT, MITIGATE &amp; ACCOUNT TOTAL</b>	<b>6</b>	<b>1.45</b>
		<b>PREVENT, MITIGATE &amp; ACCOUNT NORMALIZED</b>	<b>2.0</b>	<b>0.5</b>
		<b>PREVENT, MITIGATE &amp; ACCOUNT %</b>		<b>24%</b>
	<b>3.4. Remedy</b>	3.4.1. The company's grievance mechanism has a process for investigating and remedying breaches of FPIC that includes a formal role for impacted Indigenous Peoples.	1	0
		<b>REMEDY TOTAL</b>	<b>1</b>	<b>0</b>
		<b>REMEDY NORMALIZED</b>	<b>2.0</b>	<b>0.0</b>
		<b>REMEDY %</b>		<b>0%</b>
		<b>INDIGENOUS RIGHTS - TOTAL NORMALIZED</b>	<b>6.5</b>	<b>1.3</b>
		<b>INDIGENOUS RIGHTS - TOTAL % SCORE (WEIGHTED)</b>		<b>20%</b>
<b>4. Respect for Workers' Rights</b>	<b>4.1. Commit</b>	4.1.1. The company has a commitment to workers' rights	1	0.75
		4.1.2. The company extends their workers' rights commitments to their Tier 1 suppliers and beyond.	2	1.5
		Note: only the specific worker rights commitments are evaluated here. Whether or not these commitments are extended beyond tier 1 suppliers is evaluated in the "General" human rights section.		
		<b>COMMIT TOTAL</b>	<b>3</b>	<b>2.25</b>
		<b>COMMIT NORMALIZED</b>	<b>1.0</b>	<b>0.8</b>
		<b>COMMIT %</b>		<b>75%</b>
	<b>4.2. Identify</b>	4.2.1. The company consults trade unions and/or workers' representatives in their assessment of salient workers' rights risks in their supply chain.	1	0
		4.2.2. The company discloses the salient workers rights risks in their supply chain and where they are located.	1	0
		<b>IDENTIFY TOTAL</b>	<b>2</b>	<b>0</b>
		<b>IDENTIFY NORMALIZED</b>	<b>1.5</b>	<b>0.0</b>
		<b>IDENTIFY %</b>		<b>0%</b>
	<b>4.3. Prevent, Mitigate and Account</b>	4.3.1. The company actively collaborates with workers and the representative organisation(s) of workers' own choosing to promote respect for workers' rights in its supply chain.	2	1.5
		4.3.2. The company reports on how it is prepared to respond if it finds non-conformances associated with its workers' rights policy occurring in its operations or supply chains.	1.5	1.5
		4.3.3. The company works with the relevant trade union and/or worker representative organisation to verify the implementation of corrective actions pertaining to workers' rights.	2	0



Sub-section	Indicator Category	Indicators	Total Number of Points	Ford Points
		<b>PREVENT, MITIGATE &amp; ACCOUNT TOTAL</b>	<b>5.5</b>	<b>3</b>
		<b>PREVENT, MITIGATE &amp; ACCOUNT NORMALIZED</b>	<b>2.0</b>	<b>1.1</b>
		<b>PREVENT, MITIGATE &amp; ACCOUNT %</b>		<b>55%</b>
	<b>4.4. Remedy</b>	4.4.1 Workers and the representative organisations of workers' own choosing are formally included in the remedy process.	1	0
		<b>REMEDY TOTAL</b>	<b>1</b>	<b>0</b>
		<b>REMEDY NORMALIZED</b>	<b>2.0</b>	<b>0.0</b>
		<b>REMEDY %</b>		<b>0%</b>
		<b>WORKERS' RIGHTS - TOTAL NORMALIZED</b>	<b>6.5</b>	<b>1.8</b>
		<b>WORKERS' RIGHTS - TOTAL % SCORE (WEIGHTED)</b>		<b>28%</b>
		<b>HUMAN RIGHTS - TOTAL NORMALIZED</b>	<b>26.0</b>	<b>13.4</b>
		<b>HUMAN RIGHTS - TOTAL % SCORE (WEIGHTED)</b>		<b>52%</b>

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Ford Analysis	Ford Points
1. Fossil Free and Environmentally Sustainable Supply Chains (General)	1.1. Disclosure of emissions, water and deforestation management	1.1.1. The company discloses total scope 3 GHG emissions due to purchased goods and services.	2	<p>The following scores are absolute, not cumulative:</p> <p><b>100%:</b> The company discloses scope 3 GHG emissions due to purchased goods and services.</p> <p><b>25%:</b> The company includes scope 3 GHG emissions including purchased goods and services in overall disclosure, but does not disaggregate.</p> <p>Note: the company may achieve additional points under each of the supply chain areas below, if they provide disaggregated emissions against each supply chain.</p>	<p>Ford discloses scope 3 GHG emissions due to purchased goods and services (2024 ISFR, p. 138).</p> <p>2024 Integrated Sustainability and Financial Report (ISFR)  <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf</a></p>	2
		1.1.2. The company discloses "significant emissions" in its supply chain.	1	<p>Based on GRI 305-7, significant emissions include:</p> <ul style="list-style-type: none"> <li>i. NOx</li> <li>ii. SOx</li> <li>iii. Persistent organic pollutants (POP)</li> <li>iv. Volatile organic compounds (VOC)</li> <li>v. Hazardous air pollutants (HAP)</li> <li>vi. Particulate matter (PM)</li> <li>vii. Other standard categories of air emissions identified in relevant regulations</li> </ul> <p>The following scores are absolute not cumulative:</p> <p><b>100%:</b> the company discloses significant emissions in their supply chain against all of the above categories.</p> <p><b>50%:</b> the company discloses significant emissions in their supply chain against some of the above categories.</p>	Not disclosed	0
		1.1.3. The company discloses water usage by key suppliers in its supply chain.	1	<p>According to GRI 303, water usage includes:</p> <ul style="list-style-type: none"> <li>- water withdrawn</li> <li>- water consumed</li> <li>- water discharged</li> </ul> <p>Companies will need to define "key suppliers" and:</p> <p><b>50%:</b> provide data against some of the above indicators</p> <p><b>100%:</b> provide data against all of the above indicators</p>	Not disclosed	0
		1.1.4. The company discloses deforestation and conversion-free commodity volumes from its supply chain	1	<p><b>50%:</b> The company discloses the percentage of high-risk hard commodity volumes sourced that are compliant with the company's requirements or policies on deforestation and conversion.</p> <p>OR</p> <p><b>25%:</b> The company discloses deforestation and conversion-free commodity volumes from at least one of its key high-risk hard commodities</p> <p><b>50%:</b> The company discloses the percentage of high-risk soft commodity volumes sourced that are compliant with the company's requirements or policies on deforestation and conversion.</p> <p>OR</p> <p><b>25%:</b> The company discloses deforestation and conversion-free commodity volumes from at least one of its key high-risk soft commodities</p> <p>High-risk commodities are identified with the SBTN's High Impact Commodities List. Relevant commodities for automotive supply chains include Copper, Iron, Lithium, Nickel, Bauxite/Aluminum, Zinc and Manganese (hard commodities), and Leather and Rubber (soft commodities).</p>	Not disclosed	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Ford Analysis	Ford Points
	1.2. Target-setting and progress towards fossil free and environmentally sustainable supply chains	1.2.1. The company has set and disclosed a scope 3 SBT (must include reference to upstream/purchased goods & not only 'Well to Wheel')	2	<p><b>100%:</b> the company discloses a verified science-based scope three target that includes upstream/purchased goods, including 2050 and interim year target(s).</p> <p><b>50%:</b> the company discloses a lifecycle target that includes upstream/purchased goods, including 2050 and interim year target(s) and/or does not indicate if it has been verified as science-based.</p> <p><b>25%:</b> the company only discloses 2050 zero emissions target with no interim target and/or it does not specify upstream/purchased goods.</p>	<p>Ford has set a 2050 science-based GHG target that includes interim year targets. However, the scope 3 target includes only vehicle use without considering upstream/purchased goods (2024 ISFR, p. 137).</p> <p>2024 Integrated Sustainability and Financial Report (ISFR)  <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf</a></p>	0.5
		1.2.2. The company commits to having suppliers provide science-based targets for GHG emissions.	1	<p>The following scores are absolute not cumulative.</p> <p><b>100%:</b> the company requires all its tier 1 suppliers, and their suppliers to set science-based targets. They also require tier 2 suppliers to set science-based targets.</p> <p><b>75%:</b> the company requires all its tier 1 suppliers set science-based targets.</p> <p><b>50%:</b> the company commits to having at least 70% of its key suppliers by emissions setting science-based targets by 2025.</p> <p><b>25%:</b> company commits to having suppliers setting science-based emissions targets, but does not provide a target date or target date is after 2025.</p> <p><b>0%:</b> Company does not have a commitment.</p>	<p>Ford requires its suppliers and their subcontractors to establish science based GHG reduction targets, action plans, and transparent reporting mechanisms to “support Carbon Neutrality by 2050 Globally (all scopes) and for sites shipping to Europe, Carbon Neutrality by 2035 (Scope 1 &amp; 2)”(2024 ISFR, p. 48; SCoC, p. 8). The requirement doesn’t distinguish between tier 1 and tier 2.</p> <p>Supplier Code of Conduct (SCoC) (April 2024 version)  <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/operations/governance-and-policies/Ford_SupplierCodeOfConduct_2024.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/operations/governance-and-policies/Ford_SupplierCodeOfConduct_2024.pdf</a></p>	1
		1.2.3. The company discloses the current percentage of suppliers providing science-based targets.	1	<p><b>25%:</b> they disclose the current percentage of tier 1 suppliers providing science-based targets.</p> <p><b>25%:</b> they disclose the current percentage of tier 2 suppliers providing science-based targets.</p> <p><b>25%:</b> additional points for over 50% of tier 1 suppliers providing science-based targets</p> <p><b>25%:</b> additional points for all tier 1 suppliers providing science-based targets.</p>	<p>Although Ford stated in its last Sustainability Report that “all of our production suppliers were required to submit carbon neutrality target dates by the end of 2022” (2024 ISFR, p. 68) the company discloses in its 2023 CDP Climate Change Report (p. 81, section C12.1a), that suppliers were required to provide science-based GHG emission reduction target in the Carbon Neutrality Supplier Survey by December 31, 2022, and that 16% of product suppliers and indirect suppliers responded to the survey. Therefore, although all suppliers were required to set carbon neutrality targets, Ford can only confirm that 16% have done so thus far.</p> <p>2024 Integrated Sustainability and Financial Report (ISFR)  <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf</a></p> <p>2023 CDP Climate Change Report -  <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/ford-cdp-climate-report.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/ford-cdp-climate-report.pdf</a></p>	0.25
		1.2.4. The company requires all significant suppliers to set water reduction targets and disclose their water usage.	1	<p><b>50%:</b> the company requires tier 1 suppliers to set water reduction targets</p> <p><b>50%:</b> the company requires tier 1 suppliers to disclose their water usage. According to GRI 303, water usage includes:</p> <ul style="list-style-type: none"> <li>- water withdrawn</li> <li>- water consumed</li> <li>- water discharged</li> </ul>	<p>Ford requires its suppliers to report water usage to Ford (if requested), and to set targets to reduce water usage (2023 TCFD Report, p. 43; SCoC, p. 8).</p> <p>2023 TCFD Report  <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2023-climate-change-report.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2023-climate-change-report.pdf</a></p> <p>Supplier Code of Conduct (April 2024 version) <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/operations/governance-and-policies/Ford_SupplierCodeOfConduct_2024.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/operations/governance-and-policies/Ford_SupplierCodeOfConduct_2024.pdf</a></p>	1

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Ford Analysis	Ford Points
		1.2.5. The company has programs in place to monitor suppliers for compliance with GHG emissions targets and other environmental impacts.	1	<p><b>25%:</b> The company has a process that includes reducing GHGs and other environmental impacts, but lacks targets as a basis for compliance.</p> <p>or</p> <p><b>50%:</b> The company has a process that includes reducing GHGs and other environmental impacts, and includes targets as a basis for compliance.</p> <p>plus</p> <p><b>25%:</b> the company provides quantitative information of the number of suppliers audited and the tiers that are audited.</p> <p><b>25%:</b> the company provides qualitative case studies of how they have engaged suppliers on their targets.</p>	<p>Ford engages with its suppliers with the Manufacture 2030 (M2030) platform, which provides support for our suppliers with measurement, management, and reduction of carbon emissions (2024 ISFR, p. 68). Ford also provides disclosure about its supplier audits (2024 ISFR, p. 151).</p> <p>2024 Integrated Sustainability and Financial Report (ISFR)  <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf</a></p>	0.75
		1.2.6. The company commits to eliminate deforestation and the conversion of all natural ecosystems from their supply chains.	1	<p>The following scores are absolute, not cumulative:</p> <p><b>100%:</b> The company has time-bound targets to eliminate deforestation and the conversion of natural ecosystems from their supply chain.</p> <p>OR</p> <p><b>100%:</b> The company has time-bound targets to eliminate sourcing of high-risk commodities from areas of High Carbon Stock (HCS) and High Conservation Value (HCV).</p> <p><b>75%:</b> The company has time-bound targets to eliminate deforestation and conversion of natural ecosystems in the supply chain of at least one of its high-risk hard commodities, and at least one soft-commodity.</p> <p>OR</p> <p><b>75%:</b> The company has time-bound targets to eliminate sourcing from areas of High Carbon Stock (HCS) and High Conservation Value (HCV) for at least one of its high-risk hard commodities, and at least one soft-commodity.</p> <p><b>50%:</b> The company has time-bound targets to eliminate deforestation and conversion of natural ecosystems in the supply chain of at least one of its high-risk commodities.</p> <p>OR</p> <p><b>50%:</b> The company has time-bound targets to eliminate sourcing from areas of High Carbon Stock (HCS) and High Conservation Value (HCV) for at least one of its high-risk commodities.</p> <p><b>25%:</b> The company has a general commitment or policy to halt deforestation and the conversion of natural ecosystems in its supply chains, which extends beyond illegal deforestation or conversion.</p>	<p>Not disclosed. Ford requires its suppliers to “avoid illegal deforestation in accordance with international biodiversity and deforestation regulations”, but without further detail (SCoC, p. 9).</p> <p>Supplier Code of Conduct (SCoC)  <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/operations/governance-and-policies/Ford_SupplierCodeOfConduct_2024.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/operations/governance-and-policies/Ford_SupplierCodeOfConduct_2024.pdf</a></p>	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Ford Analysis	Ford Points
	1.3. Use of supply chain levers to achieve fossil free and environmentally sustainable supply chains	1.3.1. The company incentivises suppliers to reduce GHG and other significant air emissions.	1	<p><b>50%:</b> the company specifies that sustainability and/or ESG are included as factors for choosing a preferred supplier.</p> <p><b>25%:</b> the company specifies that GHG emissions are included in the tender and contracting process.</p> <p><b>25%:</b> the company specifies that "other significant air emissions" targets are included in the tender and contracting process.</p> <p>As companies are unlikely to publish their contract information, references may be found in sustainability reports, procurement policies, etc.</p>	<p>In its 2023 Integrated Report (p20 and 46) the company notes "sustainability metrics" have been integrated into sourcing decisions and that "carbon neutrality will become an increasing focus in our sourcing decisions throughout 2023". The company's 2024 ISFR (p68) also states that "In 2023, supplier carbon neutrality status was integrated into production sourcing decisions." However, the company does not disclose whether other significant air emissions are included in the tender and contracting process.</p> <p>2023 Integrated Sustainability and Financial Report (ISFR)  <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2023-integrated-sustainability-and-financial-report.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2023-integrated-sustainability-and-financial-report.pdf</a></p> <p>2024 Integrated Sustainability and Financial Report (ISFR)  <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf</a></p>	0.75
		1.3.2. The company implements incentives and control systems to improve water management by suppliers	1	<p><b>20%:</b> The company's Supplier Code of Conduct and / or Responsible Sourcing Policy includes specific requirements for suppliers with regards to water management and conservation (e.g. having in place a water management plan).</p> <p><b>40%:</b> The company implements purchase control systems to incentivize improved water management by (potential) new suppliers (e.g. water management is explicitly taken into account in the tender process and is a factor in selecting suppliers)</p> <p><b>40%:</b> The company provides evidence of policies, systems and/or processes it has operationalized to manage risks and address impacts of water depletion/pollution by (existing) suppliers (e.g. the company provides detail of specific water risks it has identified as part of its supply chain risk assessment process; the company provides evidence of how they have engaged with, or suspended, noncompliant suppliers on water management, etc.).</p>	<p>Ford requires suppliers in its supplier CoC to "reduce freshwater usage in their operations and support access to clean and safe drinking water in local communities" in alignment with the United Nations CEO Water Mandate.</p> <p>In its 2023 CDP Water Security Report (p. 19), Ford states that it is "consistently engaging with suppliers to work on water reduction efficiencies and launched M2030 in November 2022 to provide suppliers with best practices in water reduction".</p> <p>However, there is no disclosure of incentive or purchase control system regarding to incentivize improved water management.</p> <p>Supplier Code of Conduct (SCoC)  <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/operations/governance-and-policies/Ford_SupplierCodeOfConduct_2024.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/operations/governance-and-policies/Ford_SupplierCodeOfConduct_2024.pdf</a></p> <p>2023 CDP Water Security Report  <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/ford-cdp-water-report.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/ford-cdp-water-report.pdf</a></p>	0.6
		1.3.3. The company implements incentives and control systems to eliminate deforestation from its supply chain	1	<p><b>20%:</b> The company's Supplier Code of Conduct and / or Responsible Sourcing Policy includes specific requirements for suppliers with regards to deforestation and land conversion.</p> <p><b>40%:</b> The company implements purchase control systems to incentivize compliance on deforestation and land conversion by (potential) new suppliers (e.g. deforestation is explicitly taken into account in the tender process and is a factor in choosing a preferred supplier)</p> <p><b>40%:</b> The company provides evidence of policies, systems and/or processes it has operationalized to manage risks and address impacts of deforestation and land conversion by existing suppliers (e.g. the company provides detail of specific deforestation risks it has identified as part of its supply chain risk assessment process; the company provides evidence of how they have engaged with, or suspended, noncompliant suppliers on deforestation, etc.).</p>	<p>Ford requires its suppliers to "avoid illegal deforestation in accordance with international biodiversity and deforestation regulations", but without further detail (SCoC, p. 9).</p> <p>Supplier Code of Conduct (SCoC)  <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/operations/governance-and-policies/Ford_SupplierCodeOfConduct_2024.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/operations/governance-and-policies/Ford_SupplierCodeOfConduct_2024.pdf</a></p>	0.2

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Ford Analysis	Ford Points
2. Fossil Free and Environmentally Sustainable Steel	2.1. Disclosure of scope 3 GHG emissions due to steel supply chains	2.1.1. The company discloses disaggregated GHG emissions for their steel supply chains.	1	The following scores are absolute, not cumulative: <b>100%:</b> The company discloses scope 3 GHG emissions for purchased goods and services, disaggregated for their steel supply chains <b>50%:</b> The company discloses a Life Cycle Assessment (LCA) for at least one electric vehicle model that includes disaggregated data on the embodied GHG emissions from the steel used in that vehicle.	Not disclosed	0
		2.2. Target setting and progress towards fossil free and environmentally sustainable steel supply chains	2	The scores below are not additive. They indicate specific thresholds for getting that percentage of points: <b>100%:</b> the company has a commitment to source 100% fossil free steel by 2050 and 50% fossil free steel by 2030. <b>80%:</b> the company has a commitment to source 100% Responsible Steel Level 4 certified steel by 2040 and 50% automotive steel that is ResponsibleSteel level 3 or 4 by 2030 (targets that align with ResponsibleSteel's emissions thresholds for these levels will also be awarded points). <b>60%:</b> the company has set a target that is aligned with First Movers Coalition guidance of 10% "low-CO2" primary steel by 2030 AND/OR aligns with SteelZero Commitment to source 100% net zero steel by 2050, with an interim commitment of using 50% Lower Emission Steel by 2030 <b>40%:</b> the company has an emissions reduction target for steel that is aligned with IEA Heavy Industry Guidance (27% emissions reduction by 2030 and 95% by 2050) <b>20%:</b> the company has a commitment to net zero steel by 2050 and/or a 2030 emissions reduction target for steel that is below the IEA Heavy Industry Guidance	As a member of the First Movers Coalition, Ford committed that at least 10% of primary steel purchases will have near-zero carbon emissions by 2030 (2023 TCFD Report, p. 41).  TCFD Report 2023 <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2023-climate-change-report.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2023-climate-change-report.pdf</a>	1.2
	2.2.2. The company publishes progress towards their target by disclosing the current percentage of low-CO2 steel in their annual production cycle.	1	<b>50%:</b> The company discloses the current percentage of low-CO2 steel in their production cycle (definition of low-CO2 steel taken from SteelZero / ResponsibleSteel, specifically < 2 tons CO2e/ton for primary steel with 0% scrap through to < 0.35 tons CO2e/ton for secondary steel with 100% scrap). <b>50%:</b> the company discloses the current percentage of Responsible Steel certified steel in their supply chain. Note: depending on the level of certification, companies may score points under the first category.  <b>MODIFIER:</b> Half points will be awarded if a company discloses information that meets either, or both, of the above criteria but only for some elements in its annual production cycle.	Not disclosed	0	

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Ford Analysis	Ford Points
		2.2.3. The company has a target for the use of secondary/ scrap steel by 2030.	2	<p><b>100%:</b> the company discloses a target for the use of recycled steel that is aligned with IEA Guidance for Heavy Industry has recycling, re-use: scrap as share of input in steel production as 54% by 2030</p> <p><b>50%:</b> the company discloses a target for the use of recycled steel.</p>	Not disclosed	0
		2.2.4. The company publishes progress towards their target by disclosing the current percentage of recycled steel used in its annual production cycle.	1	<p>The following scores are absolute, not cumulative:</p> <p><b>100%:</b> the company discloses the percentage of recycled steel in their annual production cycle including volumes of both pre- and post-consumer steel.</p> <p><b>75%:</b> the company discloses the percentage of recycled steel in their annual production cycle.</p> <p><b>50%:</b> The company partially discloses the percentage of recycled steel for some elements within their annual production cycle.</p> <p>NB: Total recycled/scrap steel volume is sufficient if total steel volume is disclosed.</p>	<p>Ford discloses that in 2023 the company “reclaimed 4,077 metric tons of steel... from transmission material. We also reclaimed 1,128 metric tons of cast iron, 534 metric tons of steel... from engine material” (ISFR, 77). However, total steel consumption is not disclosed and so it is not clear what percentage of steel this represents in the company’s total annual production cycle</p> <p>2024 Integrated Sustainability and Financial Report (ISFR)  <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf</a></p>	0
	2.3. Use of supply chain levers to achieve fossil free and environmentally sustainable steel supply chains	2.3.1. The company participates in multi-stakeholder procurement initiatives to collaborate with other buyers to incentivise investment in and production of fossil free steel.	1	<p><b>50%:</b> the company is a member of SteelZero.</p> <p><b>50%:</b> the company is a member of the First Movers Coalition's sector group on steel</p>	Ford is not a member of SteelZero but is a member of the First Movers Coalition group on steel	0.5
2.3.2. The company participates in multi-stakeholder standard / certification initiatives to drive investment in and production of socially and environmentally sustainable steel at scale.		1	<p><b>25%:</b> the company is a member of ResponsibleSteel.</p> <p><b>50%:</b> the company actively engages their steel suppliers regarding ResponsibleSteel certification.</p> <p><b>25%:</b> the company has disclosed purchasing commitments for ResponsibleSteel certified steel.</p> <p>Note: 0.6 points modifier applied due to multistakeholder initiative assessment. See sheet 8.</p>	Ford is not a member of ResponsibleSteel.	0	
2.3.3. The company has entered into formal arrangements with suppliers to incentivise investment in and greater production of fossil free steel.		2	<p><b>50%:</b> the company states that it has entered into a formal arrangement with <b>at least one</b> steel supplier to invest in and scale-up production of low-CO2 steel.</p> <p><b>25%:</b> <b>at least one</b> purchase agreement signed by the company with a steel supplier for the provision of low-CO2 steel <b>is a binding contract for which timelines and scale of supply (e.g. volume of steel to be purchased per year) are publicly disclosed.</b></p> <p><b>25%:</b> <b>at least one</b> purchase agreement signed by the company <b>is for the provision of steel produced with new technologies for fossil-free steelmaking.</b></p>	<p>Ford discloses that it has entered into “memorandums of understandings with 3 European steel suppliers” to secure a supply of “near-zero emissions steel” (ISFR, p48, 69). No additional details are provided.</p> <p>2024 Integrated Sustainability and Financial Report (ISFR)  <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf</a></p>	1	

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Ford Analysis	Ford Points
		2.3.4. The company integrates improved recyclability of steel into automobile design and manufacture.	2	<p><b>25%:</b> the company discloses that it is implementing a closed-loop process for steel (no reference to post-consumer scrap).</p> <p><b>OR</b></p> <p><b>50%:</b> the company provides detail on a closed-loop process it is implementing for steel (must include reference to post-consumer scrap).</p> <p><b>PLUS</b></p> <p><b>50%:</b> the company provides detail of how it uses automotive and/or component design to improve the recyclability of steel.</p>	<p>Ford discloses that in 2023 the company “reclaimed 4,077 metric tons of steel... from transmission material. We also reclaimed 1,128 metric tons of cast iron, 534 metric tons of steel... from engine material” (ISFR, 77). However, no detail is provided on the closed loop process itself and the company does not explain how it integrates the recyclability of steel into automotive / component design.</p> <p>2024 Integrated Sustainability and Financial Report (ISFR)  <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf</a></p>	0.5
3.Fossil Free and Environmentally Sustainable Aluminium	3.1. Disclosure of scope 3 GHG emissions due to aluminium	3.1.1. The company discloses disaggregated GHG emissions for their aluminium supply chains.	1	<p>The following scores are absolute, not cumulative:</p> <p><b>100%:</b> The company discloses scope 3 GHG emissions for purchased goods and services, disaggregated for their aluminium supply chains</p> <p><b>50%: The company discloses a Life Cycle Assessment (LCA) for at least one electric vehicle model that includes disaggregated data on the embodied GHG emissions from the aluminum used in that vehicle.</b></p>	Not disclosed	0
		3.2.1 The company has set targets for the use of fossil free and environmentally sustainable aluminium	2	<p>The scores below are not additive. They indicate specific thresholds for getting that percentage of points:</p> <p><b>100%:</b> The company has a commitment to source 100% fossil free Aluminium by 2050 and 50% fossil free Aluminium by 2030.</p> <p><b>80%:</b> the company has set a target that is aligned with Mission Possible 1.5 scenario all primary aluminium being produced with low-carbon power by 2035</p> <p><b>60%:</b> the company has set a target that is aligned with First Movers Coalition guidance of 10% "low-CO2" primary aluminium by 2030 (definition of low-CO2 taken from First Movers Coalition, specifically &lt; 3 tons CO2e/ton).</p> <p><b>40%: the company has an emissions reduction target for aluminum that is aligned with IEA Heavy Industry Guidance (27% emissions reduction by 2030 and 95% by 2050)</b></p> <p><b>20%:</b> the company has a commitment to net zero aluminum by 2050 and/or a 2030 emissions reduction target for aluminum that is below the IEA Heavy Industry Guidance</p>	<p>As a member of the First Movers Coalition, Ford committed that at least 10% of primary aluminum purchases will have near-zero carbon emissions by 2030 (2023 TCFD Report, p. 41).</p> <p>TCFD Report 2023  <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2023-climate-change-report.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2023-climate-change-report.pdf</a></p>	1.2
	3.2.2. The company publishes progress towards their target by disclosing the current percentage of low-co2 aluminium in their annual production cycle	1	<p>The following scores are absolute, not cumulative:</p> <p><b>100%:</b> the company discloses the percentage of "low-CO2" aluminium in their supply chain (low-CO2 defined as either aluminium with a carbon footprint of less than 4 CO2e/t Al or aluminium that is produced with renewable electricity).</p> <p><b>50%:</b> The company partially discloses the percentage of low-co2 aluminium for some elements within their annual production cycle.</p>	Not disclosed	0	



Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Ford Analysis	Ford Points
		3.2.3. The company has a target to increase use of secondary/scrap aluminium by 2030.	2	These scores are not cumulative, they are thresholds for achieving a particular score.  <b>100%:</b> the company discloses a target for use of secondary or scrap aluminium that is aligned with IEA Net Zero 42% secondary/scrap by 2030. <b>50%:</b> the company discloses a target for use of secondary or scrap aluminium that is less than IEA Net Zero 42% secondary/scrap by 2030.	Not disclosed	0
		3.2.4. The company publishes progress towards their target by disclosing the current percentage of recycled aluminium used in its annual production cycle	1	<b>100%:</b> the company discloses the percentage of recycled aluminium in their annual production cycle including volumes of both pre- and post-consumer aluminium. <b>75%:</b> the company discloses the percentage of recycled aluminium in their annual production cycle. <b>50%:</b> the company partially discloses the percentage of recycled aluminium for some elements with their annual production cycle.  NB: Total recycled/scrap steel volume is sufficient if total steel volume is disclosed.	According to Ford, "we currently recycle up to 20 million pounds of aluminum each month at our Dearborn Stamping, Kentucky Truck and Buffalo Stamping facilities". This represents approximately 25% of Ford's aluminum sheet coil purchases (2024 ISFR, p. 77).  2024 Integrated Sustainability and Financial Report (ISFR) <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf</a>	0.5
	<b>3.3. Use of supply chain levers to achieve fossil free and environmentally sustainable aluminium supply chains</b>	3.3.1. The company participates in multi-stakeholder procurement initiatives to collaborate with other buyers to incentivise investment in and production of fossil free aluminium	1	<b>100%:</b> the company is a member of First Movers Coalition sector group on aluminium	Ford is a member of First Movers Coalition sector group on aluminium.  <a href="https://initiatives.weforum.org/first-movers-coalition/community">https://initiatives.weforum.org/first-movers-coalition/community</a>	1
3.3.2. The company participates in multi-stakeholder standard / certification initiatives to drive investment in and production of socially and environmentally sustainable aluminium		1	<b>25%:</b> the company is a member of the Aluminum Stewardship Initiative (ASI). <b>50%:</b> the company actively engages their aluminum suppliers regarding ASI certification. <b>25%:</b> the company has disclosed purchasing commitments for ASI certified aluminium.  Note: 0.4 points modifier applied due to multistakeholder initiative assessment. See sheet 8.	Ford is not a member of ASI.	0	
3.3.3. The company has entered into formal arrangements with suppliers to incentivise investment in and greater production of fossil free aluminium		2	<b>50%:</b> the company states that it has entered into a formal arrangement with <b>at least one aluminium</b> supplier to invest in and scale-up production of low-CO2 aluminium. <b>25%:</b> <b>at least one</b> purchase agreement signed by the company with a aluminium supplier for the provision of low-CO2 aluminium <b>is a binding contract for which timelines and scale of supply (e.g. volume of aluminium to be purchased per year) are publicly disclosed.</b> <b>25%:</b> <b>at least one</b> purchase agreement signed by the company is for the provision of aluminium <b>produced with new technologies for fossil-free aluminium production.</b>	Ford states that it "has signed non-binding memorandums of understanding (MoUs) with strategic aluminum and steel suppliers to secure a supply of near-zero emissions steel and low carbon aluminum and significantly improve the carbon footprint of our supply chain, of which aluminum and steel production is a key component."  2024 Integrated Sustainability and Financial Report (ISFR) <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf</a>	1	

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Ford Analysis	Ford Points
		3.3.4. The company integrates improved recyclability of aluminium into automobile design and manufacturing process.	2	<p><b>25%:</b> the company discloses that it is implementing a closed-loop process for aluminum (no reference to post-consumer scrap).</p> <p><b>OR</b></p> <p><b>50%:</b> the company provides detail on a closed-loop process it is implementing for aluminum (must include reference to post-consumer scrap).</p> <p><b>PLUS</b></p> <p><b>50%:</b> the company provides detail of how it uses automotive and/or component design to improve the recyclability of aluminum. Note: this could include the development of new alloys.</p>	<p>Ford states that it developed new alloys to improve the recyclability of aluminum for recyclability (2024 ISFR, p. 77). Whilst the company have a process for recycling aluminium, and note that they are the largest automotive aluminium recycler in the world, it is not clear as to if and how this process incorporates post-consumer scrap.</p> <p>2024 Integrated Sustainability and Financial Report (ISFR)  <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf</a></p>	1.5
4. Fossil Free and Environmentally Sustainable Batteries	4.1. Disclosure of scope 3 GHG emissions due to battery supply chains	4.1.1. The company discloses disaggregated scope 3 emissions for their battery supply chains, including a total for the whole battery and disaggregated emissions for key battery minerals (cathode / anode active materials)	1	<p>The following scores are absolute, not cumulative:</p> <p><b>100%:</b> the company provides scope 3 GHG emissions their battery supply chain, disaggregated for cell production / manufacturing and key cathode / anode active materials (i.e. individual minerals) used in the battery</p> <p><b>75%:</b> the company provides scope 3 GHG emissions their battery supply chain, disaggregated for cell production / manufacturing and cathode and anode active materials (as a total)</p> <p><b>50%:</b> The company discloses scope 3 GHG emissions for purchased goods and services, disaggregated for their battery supply chain.</p> <p><b>25%:</b> The company discloses a Life Cycle Assessment (LCA) for at least one electric vehicle model that includes disaggregated data on the embodied GHG emissions from the battery used in that vehicle.</p>	Not disclosed	0
	4.2. Target setting and progress towards fossil free and environmentally sustainable battery supply chains	4.2.1. The company has set a target to produce fossil free and environmentally sustainable batteries.	1	<p>The scores below are not additive. They indicate specific thresholds for getting that percentage of points:</p> <p><b>100%:</b> the company has a commitment to produce 100% fossil free batteries by 2050 and 50% fossil free batteries by 2030.</p> <p><b>50%:</b> Alignment with IEA Heavy Industry Guidance (27% emissions reduction by 2030 and 95% by 2050)</p> <p><b>25%:</b> Commitment below IEA Heavy Industry Guidance.</p>	Not disclosed	0
		4.2.2. The company has set a target to reduce reliance on energy intensive minerals in battery production.	1	<p><b>25%:</b> statement of intent to reduce high intensity minerals in battery production (which may include a commitment to producing smaller batteries).</p> <p><b>25%:</b> the company has set a disaggregated target for the reduction of primary sources of <b>nickel</b> in their supply chain.</p> <p><b>25%:</b> the company has set a disaggregated target for the reduction of primary sources of <b>lithium</b> in their supply chain.</p> <p><b>25%:</b> the company has set a disaggregated target for the reduction of primary sources of <b>cobalt</b> in their supply chain.</p> <p>Note: The final three scoring criteria can also be met by setting targets for increasing the % recycled nickel/lithium/cobalt used in new batteries.</p>	<p>Ford states that it has introduced lithium iron phosphate (LFP) batteries into its EVs which helps to reduce reliance on nickel and cobalt (2024 ISFR, p. 35).</p> <p>2024 Integrated Sustainability and Financial Report (ISFR)  <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf</a></p>	0.25

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Ford Analysis	Ford Points
		4.2.3. The company has set collection and/or recovery targets for high intensity battery metals.	1	<p><b>100%:</b> the company has a medium term target of 95% recovery for cobalt &amp; nickel with 70% lithium by 2030 (equal to that proposed by the EU) and a short term target of 90% recovery rate for cobalt &amp; nickel and 35% lithium by 2025.</p> <p><b>25%:</b> the company has set collection and/or recovery targets for high intensity battery metals that are lower and/or not disaggregated.</p>	Not disclosed	0
	<b>4.3. Use of supply chain levers to achieve fossil free and environmentally sustainable battery supply chains</b>	4.3.1. The company requires all battery manufacturers to use 100% renewable electricity	2	<p><b>100%:</b> the company discloses a requirement that all battery manufacturers are required to use 100% renewable electricity.</p> <p><b>50%:</b> the company discloses agreements/requirements for 100% renewable energy with some battery manufacturers</p> <p><b>25%:</b> the company discloses agreements/requirements for reduced emissions with some battery manufacturers</p> <p>or</p> <p><b>50%:</b> the company discloses a requirement that all battery manufacturers are required to be "carbon neutral", "net zero" or similar but does not define how they are using the term.</p>	<p>Ford states that " We also require our suppliers to increase energy efficiency and their use of carbon-free electricity, a key enabler to addressing climate change." However, no specific agreements or requirements for battery manufacturers to use renewable electricity are disclosed (2024 ISFR, p. 68).</p> <p>2024 Integrated Sustainability and Financial Report (ISFR)  <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf</a></p>	0
		4.3.3. Company enters into formal agreements (inclusive of joint ventures and investments) with extractives and other value chain companies to reduce the environmental impact of lithium sourcing.	1	<p><b>25%:</b> the company has entered into contractual agreements for the purchase of low CO2 lithium. These agreements may include purchasing commitments, and/or other forms of investment, including R&amp;D.</p> <p><b>25%:</b> the company has entered into contractual agreements to reduce other environmental impacts of lithium sourcing, including by incorporating environmental conditions into contracts with suppliers.</p> <p><b>25%:</b> the company discloses the specific areas or requirements that such environmental conditions included in contracts cover. This may include requirements regarding water usage, biodiversity, tailings management, etc. but the company must explain how these conditions address specific environmental risks associated with lithium sourcing.</p> <p><b>25%:</b> The company engages in multi-stakeholder initiative(s) to reduce impacts on sourcing (e.g. emissions, water, biodiversity etc.). Any such initiatives must be specific to lithium mining / refining.</p>	<p>Ford notes that the company is "working on a multi-material partnership to supply Ford low-carbon aluminum, lithium, and copper" but provides no indication if this partnership has been finalized (2024 ISFR, p15).</p> <p>Ford also notes that it has signed a supply agreement for lithium from Australia with Albemarle and that "contracts were written to consider appropriate ESG requirements to protect human rights, working conditions and the environment." The company explains that it made undergoing an independent Initiative for Responsible Mining Assurance (IRMA) audit verification at the mine site a condition of the agreement, as well as other conditions related to "water conservation, decarbonization through further clean energy agreements, and promoting waste recycling and recovery practices" (2024 ISFR, p98).</p> <p>2024 Integrated Sustainability and Financial Report (ISFR)  <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf</a></p>	0.5

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Ford Analysis	Ford Points
		4.3.4. Company enters into formal agreements (inclusive of joint ventures and investments) with extractives and other value chain companies to reduce the environmental impact of nickel sourcing.	1	<p><b>25%:</b> the company has entered into contractual agreements for the purchase of low CO2 nickel. These agreements may include purchasing commitments, and/or other forms of investment, including R&amp;D.</p> <p><b>25%:</b> the company has entered into contractual agreements to reduce other environmental impacts of nickel sourcing, including by incorporating environmental conditions in contracts with suppliers.</p> <p><b>25%:</b> the company discloses the specific areas or requirements that such environmental conditions included in contracts cover. This may include requirements regarding water usage, biodiversity, tailings management, etc. but the company must explain how these conditions address specific environmental risks associated with nickel sourcing.</p> <p><b>25%:</b> The company engages in multi-stakeholder initiative(s) to reduce impacts on sourcing (e.g. emissions, water, biodiversity etc.). Any such initiatives must be specific to nickel mining / refining.</p>	<p>Ford discloses that the company has established “a three party collaboration [that] will advance more sustainable nickel production in Southwest Sulawesi, Indonesia and help make electric vehicle batteries more affordable. The collaboration will deliver materials essential for the auto industry’s shift to EVs and enhance Indonesia’s EV manufacturing industry while upholding our commitment to responsibly source materials” (ISFR, p97). However, the company does not disclose if the contracts in this partnership includes environmental conditions or what these are.</p> <p>2024 Integrated Sustainability and Financial Report (ISFR)  <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf</a></p>	0.25
		4.3.5. Company enters into formal agreements (inclusive of joint ventures and investments) with extractives and other value chain companies to reduce the environmental impact of cobalt sourcing.	1	<p><b>25%:</b> the company has entered into contractual agreements for the purchase of low CO2 cobalt. These agreements may include purchasing commitments, and/or other forms of investment, including R&amp;D.</p> <p><b>25%:</b> the company has entered into contractual agreements to reduce other environmental impacts of cobalt sourcing, including by incorporating environmental conditions into contracts with suppliers</p> <p><b>25%:</b> the company discloses the specific areas or requirements that the environmental conditions included in contracts cover. This may include requirements regarding water usage, biodiversity, tailings management, etc. but the company must explain how these conditions address specific environmental risks associated with cobalt sourcing.</p> <p><b>25%:</b> The company engages in multi-stakeholder initiative(s) to reduce impacts on sourcing (e.g. emissions, water, biodiversity etc.)</p>	<p>Ford discloses (ISFR, p97) that its investment in nickel (in Southwest Sulawesi in Indonesia) also provides cobalt as a by-product. However, there is no indication of how environmental risks are being addressed in the contractual agreement.</p> <p>2024 Integrated Sustainability and Financial Report (ISFR)  <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf</a></p>	0
		4.3.6. The company participates in multi-stakeholder initiatives to collaborate with other buyers to incentivise investment in and production of fossil free and environmentally sustainable batteries at scale.	1	<b>100%:</b> the company is a member of the Global Battery Alliance.	<p>Ford is not a member of the Global Battery Alliance.</p> <p><a href="https://www.globalbattery.org/about/members/">https://www.globalbattery.org/about/members/</a></p>	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Ford Analysis	Ford Points
		4.3.7. The company invests in the development of new battery chemistries & technologies that reduce their overall material and carbon footprint by reducing the use of emissions-intensive minerals and toxic materials (such as persistent organic pollutants (POPs))	2	<p><b>25%:</b> the company provides examples of R&amp;D that they are conducting to develop new battery chemistries / technologies that reduce the use of emissions-intensive minerals and/or toxic pollutants. R&amp;D could be done in house or via formal partnerships with battery manufacturers.</p> <p><b>25%:</b> the company provides examples of the systems and processes it is developing to scale this R&amp;D to commercial production.</p> <p><b>50%:</b> the company has brought to market electric vehicles that utilize battery chemistries / technologies that meet the above criteria.</p>	<p>In its 2023 report, Ford disclosed that it is opening a battery centre, which will carry out research on battery cell technology “to pilot new manufacturing techniques that will help the company quickly test and scale battery cell designs with novel materials, optimizing all aspects of the value chain, from mining to recycling, to drive high-volume battery cell delivery, better range, lower carbon footprint, and lower costs for customers” (2023 Climate Report, p20). In this year’s annual report (p35) Ford states that it uses the lithium iron phosphate (LFP) batteries to some of its EV lineup, which reduces the reliance on nickel and cobalt.</p> <p>2023 Climate Change Report  <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2023-climate-change-report.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2023-climate-change-report.pdf</a></p> <p>2024 Integrated Sustainability and Financial Report (ISFR)  <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf</a></p>	2
		4.3.8. The company invests in the development of new battery designs, technologies, systems and/or processes to maximize the recyclability of EV batteries	1	<p><b>25%:</b> the company provides examples of R&amp;D that they are conducting in-house or in partnership with value chain partners to improve the safe and effective recycling of batteries (for example direct recycling).</p> <p><b>25%:</b> the company provides examples of the systems and processes it is developing to scale this R&amp;D to commercial production.</p> <p><b>50%:</b> the company provides examples of battery recycling processes it has developed in-house or in partnership with value chain partners that have achieved recovery rates of at least 95% cobalt/nickel &amp; 70% lithium. Note disclosed recovery rates achieved at the pilot / R&amp;D stage are valid for points here. Disclosure of recycling rates achieved at commercial scale is evaluated in indicator 4.3.10.</p>	<p>In its 2022 TCFD Report, the company disclosed that it has a partnership with battery recycler Redwood Materials to integrate recycling into its domestic strategy and plan to explore strategies to collect and disassemble EV batteries for recycling. The company also disclosed that it can reach an overall recovery rate of 95%, which is considered effective. However, Ford has not provided any additional details, in its 2022 TCFD Report or in subsequent reporting, about processes to scale this partnership to commercial production.</p> <p>2022 TCFD Report  <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/tcfid-report.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/tcfid-report.pdf</a></p>	0.75
		4.3.9. The company has established processes for battery repair, reuse and repurposing in order to maximize the usable lifespan of its EV batteries.	1	<p><b>25%:</b> the company indicates that there are processes in place (such as inspection, design, access to battery information, collection and transportation, etc.) for <b>repairing, reusing and/or repurposing</b> batteries.</p> <p><b>25%:</b> the company provides qualitative information about processes (including the establishment and operation of collection points) to increase the % of batteries being collected for reuse, repurposing and/or recycling</p> <p><b>50%:</b> the company provides quantitative information about the collection of batteries (i.e total numbers and / or percentages of batteries collected)</p>	<p>Ford states that it has begun to utilize collection points for battery collection to “reduce inefficiencies in shipping one-off, end of life batteries across the country” (2024 ISFR, p. 77).</p> <p>2024 Integrated Sustainability and Financial Report (ISFR)  <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf</a></p>	0.25
		4.3.10. The company has established closed-loop processes in order to maximize the recycling of end-of-life EV batteries	1	<p><b>25%:</b> the company indicates that there is a closed-loop process in place for <b>recycling</b> batteries (that involves recovering raw materials).</p> <p><b>25%:</b> the company provides detail on the battery recycling process / method(s) used and discloses that they do not use incineration / high-temperature combustion processes.</p> <p><b>50%:</b> the company provides quantitative information about the % of batteries currently being recycled (at commercial scale).</p>	<p>Ford discloses that “end of life batteries are sent to recyclers who are dedicated to recovering the underlying raw materials with the intent of reintroducing these materials into the broader battery supply chain” (2024 ISFR, 77). Ford also disclosed information about a collaboration with Redwood Materials for a closed loop process in previous reporting (2022 TCFD Report, p. 19), but it is not clear if this collaboration has reached commercial production. No additional details have been provided on Ford’s battery recycling processes.</p> <p>2024 Integrated Sustainability and Financial Report (ISFR)  <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf</a></p> <p>TCFD Report 2022  <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/tcfid-report.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/tcfid-report.pdf</a></p>	0.25

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Ford Analysis	Ford Points
5. Climate Lobbying		Performance Band (A+ to F) is a full measures of a company's climate policy engagement, accounting for both its own engagement and that of its industry associations.	Multiplier of total category score	A=1.3 B=1.2 C=1.1 N/D = 1 D=0.9 E= 0.8 F=0.7	C  <a href="https://lobbymax.com/company/Ford-Motor">https://lobbymax.com/company/Ford-Motor</a>	1.1

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Ford Analysis	Ford Points
1. Responsible Sourcing and Human Rights Due Diligence: General Indicators	1.1. Commit	1.1.1. The company has a public commitment to human rights.	1	<b>100%:</b> the company has a standalone human rights policy or other formal commitment that it will respect the Universal Declaration of Human Rights and the International Bill of Rights, or commit to the UN Guiding Principles on Business and Human Rights (UNGPs).	Ford's Human Rights Policy entitled "We Are Committed to Protecting Human Rights and the Environment" includes a commitment to respecting the UNGPs as well as the International Bill of Human Rights.  Human Rights Policy <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/we-are-committed-to-protecting-human-rights-and-the-environment-policy.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/we-are-committed-to-protecting-human-rights-and-the-environment-policy.pdf</a>	1
		1.1.2. The company extends their human rights commitments to their Tier 1 suppliers and beyond.	2	<b>50%:</b> the company has a Supplier Code of Conduct (SCoC) or equivalent that is easily accessible from their website. The SCoC explicitly references the company's human rights policy or states that suppliers are required to respect and/or uphold all human rights. <b>OR</b> <b>25%:</b> the company has a Supplier Code of Conduct (SCoC) or equivalent that is easily accessible from their website. The SCoC explicitly references human rights but only requires suppliers to respect a limited selection of human rights listed by the company.  <b>PLUS</b> <b>50%:</b> the company "requires" or otherwise mandates their suppliers to apply the requirements of the SCoC to their own suppliers. <b>OR</b> <b>25%:</b> the company "expects" or "encourages" their suppliers to apply these standards to their own suppliers.	Ford's Supplier Code of Conduct (SCoC) explicitly references the company's "We Are Committed to Protecting Human Rights and the Environment policy", and states that they "explicitly require suppliers to follow all applicable Ford policies" (p. 2).  Under the SCoC, "Suppliers are obligated to extend these requirements to their own suppliers and supply chains" (p. 3)  Supplier Code of Conduct (SCoC) <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/operations/governance-and-policies/Ford_SupplierCodeOfConduct_2024.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/operations/governance-and-policies/Ford_SupplierCodeOfConduct_2024.pdf</a>	2
	1.2. Identify	1.2.1. The company has a process in place to assess salient human rights risks in their supply chain.	1	<b>25%:</b> the company states that there is a process in place for identifying salient human rights risks.  <b>25%:</b> the company explains its methodology for identifying risks (e.g. desktop review) and prioritising them.  <b>25%:</b> the company specifies how often they repeat this risk assessment.  <b>25%:</b> the company specifies if and how they engage with external human rights experts. Note: this engagement must be specific to the company and its supply chains to be scored here. Simply participating in a multistakeholder initiative that includes human rights experts is not sufficient, unless the company has articulated how it applies the information gained via these initiatives to their own supply chain.  Finally, effective risk identification involves consultation with potentially impacted stakeholders. We have included additional indicators under each section below to reflect this.	Ford's 2024 Integrated Sustainability and Financial Report (ISFR) describes the company's human rights risk identification and prioritisation process. The company uses a "saliency assessment to identify and prioritize the company's key risks associated with human rights." The company's "saliency assessment includes four phases: identification, prioritization, validation, and reporting." The first step entails identifying "the full range of human rights that could potentially be negatively impacted by Ford's activities or through business relationships". Risk identification methodology includes desktop research and engagement with "key stakeholders to gain perspectives of those individuals who may be negatively impacted." Prioritisation is based on potential severity (how grave and widespread the impact would be - how hard it would be to remedy); likelihood; and Ford's degree of control over them. This assessment is done annually (p. 22).  Ford states that the risk assessment results are discussed with non-governmental organizations as well as internal and external "subject matter experts" (p. 12, 22).  Integrated Sustainability and Financial Report (ISFR) <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf</a>	1

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Ford Analysis	Ford Points
		1.2.2. The company discloses the salient human rights risks in their supply chain and where they are located.	1	<p>The following scores are absolute not cumulative:</p> <p><b>25%:</b> the company names the generic, salient risks in their supply chain (e.g. conflict minerals, forced labour, water security, etc.).</p> <p><b>50%:</b> the company discloses where in their supply chain these risks occur, by reference to geographical location, material type, and/or tier. <b>Note: greater level of specificity on all these elements is expected under indicator 2.2.2 on transition minerals risks.</b></p> <p><b>100%:</b> the company provides additional description of these risks. <b>Note: to score here, the description must be based on findings from the company's due diligence measures, and not constitute a generic description.</b></p>	<p>Ford names the generic, salient human rights risks in relation to both its own operations and the supply chain. "In 2023, we conducted our third formal salient human rights assessment, which identified and prioritized the following potential high-risk human rights areas within our operations and along our supply chain: • Clean, healthy, and sustainable environment • Fair and decent work • Forced labor, child labor, and human trafficking • Harassment and discrimination • Health and safety • Impacts of EV transition • Rights of Indigenous Peoples." (ISFR, p. 88).</p> <p>However, the company neither describes these risks in any level of detail, nor discloses where in the supply chain they occur. It is a significant departure from previous years, in which the company described identified risks in much more detail, including location in the supply chain.</p> <p>Integrated Sustainability and Financial Report (ISFR) <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf</a></p>	0.25
		1.2.3. The company has a process for identifying high risk supplier categories in their supply chain.	1	<p><b>50%:</b> the company outlines the process for how they identify high risk supplier categories in Tier 1 in order to prioritise differential assurance actions. This may include taking into account the leverage that the automotive company has to affect change (e.g. their annual spend, whether they are a primary or majority buyer, etc.), the geography of suppliers, and the severity of the risks that have been identified.</p> <p><b>25%:</b> the company outlines how this process extends beyond tier 1. <b>Note:</b> this does not necessarily have to involve a process that extends to the point of extraction, as this is covered below in the transition minerals section.</p> <p><b>25%:</b> the company outlines the types of differential assurance actions it uses to manage those risks. <b>Note:</b> to score here, it must do more than indicate that there are differential assurance actions, it must specify what those are.</p>	<p>Ford outlines its current process for identifying and drive action on highest risk suppliers: "We first perform an abstract analysis based on country risk, industry risk, and dollars spent with each supplier site. We also evaluate suppliers' alignment with Ford's Supplier Code of Conduct utilizing the Drive Sustainability Self-Assessment Questionnaire (SAQ). Once the SAQs are received, we conduct a concrete risk analysis to determine which suppliers will require an audit based on severity and likelihood. Third-party audits are then conducted on high-risk Tier 1 suppliers and EV battery material sub-tier suppliers. We identify material impacts on supply chain workers through third-party audits, grievance mechanisms, or via escalation to the buyers for the supplier." (ISFR, p. 92).</p> <p>Ford describes the types of assurance actions it uses to manage those risks throughout its ISFR report. These include on-site audits, corrective action plans (p. 92), tailored training (p. 93), follow-up audits (p. 18), and mitigation measures in contracts (p. 97).</p> <p>Integrated Sustainability and Financial Report (ISFR) <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf</a></p>	1
	1.3. Prevent, Mitigate and Account	1.3.1. The company assesses the risk of adverse human rights impacts with suppliers prior to entering into any contracts.	2	<p><b>25%:</b> the company outlines the process to assess risks at individual suppliers. This may include supplier questionnaires, audits, etc. <b>Note:</b> it is not enough for companies to state that they assess suppliers prior to entering into any contracts, they must outline how this assessment occurs. Secondly, a requirement that suppliers sign a statement confirming their compliance is not sufficient risk assessment. Similarly, companies must outline how they verify information provided in supplier self-assessment questionnaires.</p> <p><b>25%:</b> the company provides quantitative information of the number of <b>potential new</b> suppliers assessed, and the tier that they belong to.</p> <p><b>25%:</b> the company provides quantitative information on the number of <b>potential new</b> suppliers where non-conformances were found. <b>Note:</b> the action taken to respond to these findings is addressed by indicators below.</p> <p><b>25%:</b> this process extends beyond tier 1 to tier 2 at a minimum.</p>	<p>Ford uses the Sustainability Self-Assessment Questionnaire (SAQ) Rating. It states that "If a supplier has an unacceptable sustainability finding, the decision to source must be reviewed at the Global Commodity Director level and a corrective action plan must be in place." Ford also states that "In 2023, we piloted conducting supply chain audits prior to initial sourcing." Corrective action plans required to demonstrate or rectify non-conformance to the Supplier Code of Conduct are drawn "according to a mutually agreed timeline" (ISFR, p. 91). In relation to its raw materials suppliers, the company also states that "when risk issues are identified, we are adding mitigating actions into our supply contracts" (ISFR, p. 97).</p> <p>Ford does not provide information on the number of potential new suppliers assessed, or the number of non-conformances found among assessed new suppliers. In the past, the company had disclosed a percentage of potential new suppliers that had filled in the SAQ, which had got the company points.</p> <p>The company's risk identification process extends beyond Tier 1 in certain circumstances: "Once the SAQs are received, we conduct a concrete risk analysis to determine which suppliers will require an audit based on severity and likelihood. Third-party audits are then conducted on high-risk Tier 1 suppliers and EV battery material sub-tier suppliers." (ISFR, p. 92).</p> <p>Integrated Sustainability and Financial Report (ISFR) <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf</a></p>	1



Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Ford Analysis	Ford Points
		1.3.2. The company discloses how it monitors suppliers for compliance with the SCoC during the contract period.	2	<p><b>20%:</b> the company indicate that there is a process in place to monitor compliance.</p> <p><b>20%:</b> the company provides details on the process (e.g. tools, technologies and sources of information they use, auditing practices, how they select suppliers to audit, how often these audits take place, etc).</p> <p><b>20%:</b> the company provides quantitative information on the number of suppliers assessed for compliance and the tiers that are assessed. Note: this indicator refers to quantitative assessment tools (e.g. surveys).</p> <p><b>20%:</b> the company provides quantitative information of the number of suppliers audited and the tiers that are audited. Note: this indicator refers to on-site audits.</p> <p><b>20%:</b> the company provides quantitative information on non-conformances found. Note: the action taken to respond to these findings is addressed by indicators below.</p> <p>Notes: Quantitative information on assessments and audits can be provided as a percentage of suppliers assessed / audited or as a number. If the company provides a number of suppliers assessed / audited, they must also provide the total number of suppliers.</p> <p>For due diligence to be effective, it must involve potentially impacted stakeholders and/or their representatives. This is scored under each of the sections listed below.</p>	<p>Ford Analysis</p> <p>Ford monitors compliance through sustainability audits and the grievance mechanism: "We regularly conduct sustainability responsibility audits of at-risk Tier 1 supplier sites. We use the Responsible Business Alliance (RBA) Validated Assessment Program (VAP) as well as the Responsible Supply Chain Initiative (RSCI) Assessment. These audits evaluate supplier compliance with both local law and Ford's human rights expectations as communicated in our Supplier Code of Conduct" (ISFR, p. 92). The company provides a detailed account of type of audit used per type of supplier and its purpose (ISFR, p. 92)</p> <p>"We also leverage the RBA's Worker Voice grievance mechanism to identify and work together with other RBA members to ensure suppliers meet our requirements for human rights and environment issues" (ISFR, p. 91).</p> <p>Ford also work with their Tier 1 suppliers "to cascade our requirements and confirm compliance with our Supplier Code of Conduct." The company states that they "are currently developing internal systems to conduct these investigations proactively with suppliers in our highest risk categories." The company requires suppliers to share sub-tier supply chain information upon request. This information is then used to conduct supply chain audits. "A new online tool allows suppliers to input their value stream mapping data and post documentation for evidence" (ISFR, p. 96).</p> <p>Ford provides a detailed breakdown of policy gaps found among suppliers, identified through sustainability self-assessment questionnaires (SAQ). However, unlike last year, the company does not disclose quantitative information on the percentage, or total number of suppliers assessed. The company does disclose information on audits, stating that it conducted 46 on-site audits of Tier 1 suppliers during the reporting year, as well as 47 site audits. This constitutes 1.47% of the total supply base (ISFR, p. 150).</p> <p>Ford provides detailed information about the percentage of non-conformances found, as well as their type and severity (ISFR, p. 151-155).</p> <p>Integrated Sustainability and Financial Report (ISFR)  <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf</a></p>	1.6
		1.3.3. The company reports on how it is prepared to respond if it finds non-conformances with the SCoC	1.5	<p>This indicator relates to the contractual relationship between suppliers and the auto-manufacturer. It applies to all tiers to the point of extraction where there is, or there might be, a direct relationship between the auto manufacturer and the supplier.</p> <p><b>33%:</b> the company discloses that suppliers will be subject to corrective action plans if non-conformances are identified.</p> <p><b>33%:</b> the company discloses specific actions it will take in response to adverse human rights impacts and/or other human rights related contractual breaches by suppliers (for example, stop-work notices, warning letters, supplementary training, policy revision and termination of the contract).</p> <p><b>33%:</b> the company discloses the number of corrective action plans or equivalent issued during the reporting year.</p> <p>Note: this is distinct from providing remedy to impacted stakeholders.</p>	<p>Regarding its EV battery material supply chains, Ford indicates that "Prior to any contracts, we are conducting due diligence with SAQs, risk assessments based on location and materials, and reviewing company-specific ESG performance. When risk issues are identified, we are adding mitigating actions into our supply contracts." (ISFR, p. 97) The company also states that "In 2023, we piloted conducting supply chain audits prior to initial sourcing." (ISFR, p. 91).</p> <p>The company further explains: "Each supplier who has a negative finding through the audit is expected to develop a Corrective Action Plan detailing causes and provide planned remediation actions to address identified areas of concern and take measures to correct non-conformances." (ISFR, p. 93).</p> <p>Regarding existing suppliers specifically, the company details: "For more serious priority non-conformances, we review and monitor immediate containment plans and longer-term Corrective Action Plans." The company also uses targeted training and sourcing holds while remedial actions are taken by suppliers (ISFR, p. 93). Closure audits take place after the corrective audits are developed (ISFR, p. 92).</p> <p>Ford discloses that 47 sites were audited during the reporting year, and that 61% of the audited sites submitted a corrective action plan approved by a third party (ISFR, p. 150).</p> <p>Integrated Sustainability and Financial Report (ISFR)  <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf</a></p>	1.5

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Ford Analysis	Ford Points
		1.3.4. The company discloses how they verify the implementation of corrective actions.	1	<p>The following scores are absolute, not cumulative:</p> <p><b>100%:</b> the company discloses the types of actions that it undertakes across its whole supply chain to verify whether corrective actions have occurred.</p> <p><b>25%:</b> the company only a subset of the types of actions that it undertakes to verify whether correction actions have occurred (e.g. audits) and/or only discloses the types of actions that it undertakes for certain supply chains and/or materials to verify whether corrective actions have occurred.</p> <p>Note: successful corrective measures involve impacted stakeholders and/or their representatives. Their involvement is scored under each section below.</p>	<p>Ford discloses that "Closure audits are scheduled to assess the results of Corrective Action Plans, following a timeline based on the priority of non-conformances reported." (ISFR, p. 93).</p> <p>The company reports that 15% of follow-up audits completed final closure audits and that no supplier relationship was ended or sourcing put on hold as a result of audit findings (ISFR, p. 150). However, this does not disclose a percentage of all CAPs issued, only of those subject to a follow up audit during the reporting year.</p> <p>Integrated Sustainability and Financial Report (ISFR)  <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf</a></p>	1
	1.4. Remedy	1.4.1. The company has put in place a formal mechanism whereby workers, suppliers, suppliers' workers (in any tier) and other external stakeholders can raise grievances regarding adverse human rights impacts in their supply chain to an impartial entity.	2	<p><b>10%:</b> if the company only has an in-house mechanism</p> <p><b>20%:</b> the company has put in place an independent, formal mechanism to report a grievance to an impartial entity regarding human rights in the company's supply chains.</p> <p><b>20%:</b> The mechanism is available to its workers, suppliers, suppliers' workers (in any tier) and other external stakeholders (e.g. whistleblower hotline).</p> <p><b>50%:</b> the company communicates how the existence of the mechanism is communicated to its suppliers' workers and other impacted stakeholders. <b>Note: simply posting it on the website is not enough.</b></p> <p>The involvement of impacted stakeholders and their legitimate representatives (e.g. workers, indigenous communities, etc.) in the design, review, operation and ongoing improvement of grievance mechanisms is central to their efficacy. As such, additional indicators have been included under each focus area regarding the specific integration of feedback from different stakeholder groups.</p>	<p>Ford provides an External Grievance mechanism for "external reporting of any violation of human rights or environment-related risks", which is not an independent mechanism. The document "Procedure of the Grievance Mechanism" describes the mechanism and procedural steps.</p> <p>The company does provide an additional independent mechanism. The company uses the RBA Worker Voice platform which is available to supply chain workers and other stakeholders to submit grievances. This mechanism incorporates an escalation option to the RBA, which acts as a third-party oversight body (ISFR, p. 91).</p> <p>Ford does not explain how it communicates the existence of these reporting channels to suppliers' workers and other impacted rightsholders. While the company mentions the mechanisms in some of its public documents, and informs that information about them has been "posted on our corporate website" (p. 91), the company does not explain how it communicates the existence of the mechanisms to suppliers' workers and other impacted stakeholders specifically, beyond posting on the website (as noted in the indicator, simply posting on the company's website is not enough).</p> <p>Procedure of the Grievance Mechanism  <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/operations/governance-and-policies/external-grievances/Ford_Grievance%20doc_EN.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/operations/governance-and-policies/external-grievances/Ford_Grievance%20doc_EN.pdf</a></p> <p>Integrated Sustainability and Financial Report (ISFR) <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf</a></p>	1
		1.4.2. The company discloses data about the practical operation of their grievance mechanism, such as the number of grievances filed, addressed, and resolved, their type, severity and outcome.	1	<p><b>25%:</b> The company provides quantitative information about the total number of grievances raised during the reporting year.</p> <p><b>50%:</b> The company provides disaggregated information about the total number of <b>supply chain</b> grievances raised, with detail as to their type, severity and tier</p> <p><b>25%:</b> the company provides information about the number of <b>supply chain</b> grievances resolved. <b>The indicator below seeks greater detail as to the concrete measures of reparation offered.</b></p>	Not disclosed	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Ford Analysis	Ford Points
		1.4.3. The company has put in place a remedy process.	2	<p><b>50%:</b> the company discloses the process for determining remedy. This should indicate in general terms:  - 25%: how they investigate an issue that is raised and escalate the issue within the company  - 25%: how they determine appropriate remedy</p> <p><b>50%:</b> the company discloses information on the the measures of reparation for human rights abuses provided through its remedy process:  - 25%: The company discloses information about the number of confirmed human rights grievances in its supply chain that resulted in measures of reparation to those affected, or in a request for suppliers to provide reparation.  - 25%: The company provides one or more qualitative case studies to illustrate reparations in action (where there have been no cases resulting in measures of reparation that year, case studies from previous years to illustrate the process will suffice). Note: this information can be anonymised, to protect the identity of those involved.</p>	<p>Ford discloses the investigation process and how they determine remedy (Procedure of the Grievance Mechanism, p. 9-10).</p> <p>Information about measures of reparation is not provided.</p> <p>Procedure of the Grievance Mechanism  <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/operations/governance-and-policies/external-grievances/Ford_Grievance%20doc_EN.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/operations/governance-and-policies/external-grievances/Ford_Grievance%20doc_EN.pdf</a></p>	1
2. Responsible Sourcing of Transition Minerals	2.1. Commit	2.1.1. The company has a commitment to responsible metals and minerals sourcing.	1	<p>The following scores are not cumulative, they are absolute:</p> <p><b>100%:</b> the company has a standalone responsible minerals sourcing policy or their human rights policy includes a section on the responsible sourcing of minerals and metals that applies to all minerals and metals.</p> <p><b>75%:</b> the company has a standalone responsible minerals sourcing policy or their human rights policy includes a section on the responsible sourcing of minerals and metals that goes beyond "conflict minerals" to include some other minerals or metals (e.g. includes cobalt).</p> <p><b>50%:</b> the company has a standalone responsible minerals sourcing policy or their human rights policy includes a commitment to the responsible sourcing of "conflict minerals" only.</p>	<p>Ford has a standalone responsible sourcing policy called "Ford Motor Company Responsible Materials Sourcing Policy including Conflict Minerals". This applies to all minerals and metals.</p> <p>Responsible Sourcing Policy  <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/legal/Responsible_Material_Sourcing_Policy-2024.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/legal/Responsible_Material_Sourcing_Policy-2024.pdf</a></p>	1

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Ford Analysis	Ford Points
		2.1.2. The company requires its suppliers to undertake due diligence in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High Risk Areas (CAHRAs)	2	<p><b>50%: Implementation of the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from CAHRAs:</b></p> <p>- <b>50%:</b> the SCoC requires suppliers to undertake due diligence in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from CAHRAs in relation to all salient metals and minerals from anywhere.</p> <p>OR</p> <p>- <b>25%:</b> the SCoC requires suppliers to undertake due diligence in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from CAHRAs in relation to all metals and minerals from CAHRAs.</p> <p>OR</p> <p>- <b>10%:</b> the SCoC requires suppliers to undertake due diligence in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from CAHRAs in relation to tin, tungsten, tantalum, and gold (3TGs) from CAHRAs.</p> <p><b>50%: Implementation of Due Diligence:</b></p> <p>- <b>25%:</b> the company requires suppliers to have a due diligence process in place to identify raw materials sources, specifically, conducting due diligence on Smelter or Refiners (SoRs) in their supply chain (this may include the use of third party certification, etc).</p> <p>- <b>25%:</b> the company requires suppliers to disclose smelter/refiner information.</p>	<p>Ford's Responsible Materials Sourcing Policy establishes sourcing requirements for 3TG and any material originating from Conflict-Affected and High-Risk Areas (CAHRAs). In these contexts, the company requires that "Regardless of mineral processing location or origin, we require our suppliers to conduct due diligence in alignment with the OECD Guidance to both source responsibly and understand the sources of 3TG, cobalt, mica, lithium, nickel and, at our request, other raw materials used in Ford products."</p> <p>Ford requires suppliers to conduct due diligence and increase transparency related to raw materials, including materials sourced from CAHRAs. This includes developing "a management system, including an appropriate responsible point of contact, to assess, identify and mitigate risks in material supply chains"; and "Provide information, upon request, to verify the materials in the products supplied to Ford have been sourced responsibly in accordance with Ford's Responsible Material &amp; Conflict Mineral Policy." (SCoC, p. 11). The company does not state whether it requires suppliers to disclose smelter/refiner information across the board, but it does require this information of 3TG suppliers (as part of its US SEC conflict minerals reporting obligations).</p> <p>Responsible Materials Sourcing Policy  <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/legal/Responsible_Material_Sourcing_Policy-2024.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/legal/Responsible_Material_Sourcing_Policy-2024.pdf</a></p> <p>Supplier Code of Conduct (SCoC)  <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/operations/governance-and-policies/Ford_SupplierCodeOfConduct_2024.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/operations/governance-and-policies/Ford_SupplierCodeOfConduct_2024.pdf</a></p>	1.5

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Ford Analysis	Ford Points
	2.2. Identify	2.2.1. The company has a process in place to map transition minerals (e.g. nickel, lithium, cobalt, copper, manganese, zinc) in their supply chains to the point of extraction.	2	<p><b>25%:</b> the company discloses that they have a process in place to map transition minerals supply chains back to the point of extraction.</p> <p><b>25%:</b> the company provides detail on the processes that they have put in place to map their transition minerals supply chains to the point of extraction.</p> <p><b>25%:</b> the company discloses the portion of the transition minerals supply chain that they have mapped to the point of extraction. Note: this could be by specifying which supply chains they have mapped, a percentage of total suppliers mapped, etc.</p> <p><b>25%:</b> the company discloses concrete information from their mapping (e.g. primary country of origin).</p> <p><b>MODIFIER:</b> In order to achieve full credit the mapping must cover at least the three focus minerals that are of significant industry and stakeholder focus given outsized volume and/or impacts: cobalt, nickel &amp; lithium. Companies that map two of fewer minerals will receive half scores.</p>	<p>Ford discloses that they “use supply chain mapping to understand where materials in our vehicles come from, and how they’re sourced and produced.” It states that “Since 2021, we have been mapping and auditing our EV battery supply chains with RCS Global Group to understand the sources of the cobalt, nickel, lithium, graphite, and electrolytes used in our EVs.” (ISFR, p. 94). “To date, the project has conducted 43 supplier audits along five select battery supply chains at all tiers through to the mine site. These initial audits have led to the identification and mapping of 151 suppliers and identified mine sites in Australia, Chile, China, the Democratic Republic of the Congo, Finland, Indonesia, Russia, and Turkey.” (ISFR, p. 95).</p> <p>Ford discloses some detail from their mapping, including number of identified suppliers, their activities (supplier type), and location (country of operation) (ISFR, p. 95).</p> <p>Integrated Sustainability and Financial Report (ISFR)  <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf</a></p>	2
		2.2.2. The company discloses transition minerals risks in their supply chain and where they are located.	1	<p><b>50%:</b> the company describes the risks of sourcing from CAHRAs in their supply chains, specifying the minerals and countries of origin (potentially) involved.</p> <p><b>50%:</b> the company discloses broader risks from transition minerals in their supply chains <b>and where these are located, by reference to material type, tier, and geographical location.</b></p>	<p>Ford does not confirm that they source transition minerals from CAHRAs, stating instead that they have “reason to believe some 3TG contained in our products may come from” the DRC or adjoining countries (the “Covered Countries” under the US SEC Conflict Minerals Disclosure Rule) (Conflict Minerals Report, p. 3). In its Conflict Minerals Report, the company includes a table detailing the Covered Countries each individual conflict mineral may come from (p. 11). The company also provides a general description of the risks entailed by conflict minerals, or minerals from CAHRAs (p. 13).</p> <p>The company does not disclose broader risks from transition minerals in their supply chains and where these are located. The company had previously disclosed the broader risks from cobalt, nickel and lithium that it had identified in its last human rights salient risk assessment; however these risks have not been disclosed from its most recent assessment.</p> <p>Conflict Minerals Report  <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/legal/Form-SD-and-CMR-for-Year-Ended-December-31-2023.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/legal/Form-SD-and-CMR-for-Year-Ended-December-31-2023.pdf</a></p>	0.5
		2.2.3. The company publishes a list of smelters or refiners (SoR) in its supply chain	1	<p><b>100%:</b> the company publishes a complete list of smelters/refiners in their supply chain for at least 3TG minerals.</p> <p><b>50%:</b> the company publishes a partial list of smelters/refiners in their supply chain. <b>Note: to score here, the company must disclose a significant number of SoRs.</b></p>	<p>Annex 1 to Ford’s Conflict Minerals Report includes a list of “confirmed smelters and refiners included in the reports submitted by our suppliers”, which amount to 100% of the in-scope suppliers surveyed (p. 3)</p> <p>Conflict Minerals Report <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/legal/Form-SD-and-CMR-for-Year-Ended-December-31-2023.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/legal/Form-SD-and-CMR-for-Year-Ended-December-31-2023.pdf</a></p>	1

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Ford Analysis	Ford Points
		2.2.4. The company discloses which of the SoRs in its supply chain are conformant with the Responsible Minerals Initiative (RMI).	1	<b>100%:</b> the company discloses information on RMI conformance for all of the SoRs identified in their supply chain.  <b>50%:</b> the company only discloses information on RMI conformance for some of the SoRs in its supply chain or only discloses information on RMI conformance on an aggregate / percentage basis	Ford discloses information on RMI conformance in relation to 3TG. The company states that it has "identified 38 3TG smelters and refiners reported by our suppliers that are conformant to RMAP and indicate sourcing directly from DRC and/or Covered Countries. An additional 64 smelters or refiners that are cross-recognized as conformant to LBMA, RJC, or are members of the Tungsten Industry-Conflict Minerals Council (TI-CMC) and conformant to RMAP, may be sourcing directly from DRC and/or Covered Countries based on aggregated data." (Conflict Minerals Report, p. 3) Later in the report the company reports that 65% of the 350 smelters and refiners identified by suppliers are considered "responsible sources of 3TG." (p. 10). While Ford discloses relevant information, we note the discrepancy between the percentage indicated here and the numbers reported above.  Conflict Minerals Report <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/legal/Form-SD-and-CMR-for-Year-Ended-December-31-2023.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/legal/Form-SD-and-CMR-for-Year-Ended-December-31-2023.pdf</a>	0.4
	<b>2.3. Prevent, Mitigate and Account</b>	2.3.1. The company discloses how it monitors suppliers for compliance with the transition minerals due diligence requirements.	2	See general HR indicators	See general HR indicators	1.6
		2.3.2. The company formally engages SoRs to build their capacity to conduct due diligence of their own supply chains.	2	<b>25%:</b> the company discloses that it participates in industry wide schemes that engage with smelters/refiners on their compliance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from CAHRAs.  <b>25%:</b> the company specifies that it engages directly with SoRs to build their capacity to conduct due diligence.  <b>50%:</b> the company provides detail on how it engages with SoRs to build their capacity	Ford discloses that they "use data collected through Responsible Minerals Initiative (RMI) reporting templates to engage processors to undergo RMI's Responsible Material Assurance Process (RMAP) and their new ESG assessment." (ISFR, p. 93). Ford also engages SoRs through other initiatives: "Ford also engages in the RBA and the Automotive Industry Action Group Smelter Engagement Team to encourage smelters/refiners to become compliant via conflict-free standard third-party audits." (ISFR, p. 90). In its Conflict Minerals Report, the company specifies that, through the Smelter Engagement Team, the company "lead and complete outreach directly to smelters and refiners." They build capacity through outreach and by funding pre-audit visits (p. 9). The company adds that they "have visited smelters and refiners", and conducted "direct outreach to smelters/refiners to aid in collective uptake of responsible sourcing practices at 3TG smelters and refiners." (p. 10). Further capacity building plans for SoR are described later in the Report (p. 15).  Integrated Sustainability and Financial Report (ISFR) <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf</a>  Conflict Minerals Report <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/legal/Form-SD-and-CMR-for-Year-Ended-December-31-2023.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/legal/Form-SD-and-CMR-for-Year-Ended-December-31-2023.pdf</a>	2
		2.3.3. The company formally engages extractives companies and includes human rights clauses in any contractual arrangements.	2	<b>100%:</b> the company discloses that it has entered into direct agreements with extractives companies for the sourcing of transition minerals and that these contracts include human rights clauses.	Ford states that it has secured lithium agreements with global suppliers Albemarle, SQM, and Nemaska. The company is also directly sourcing from US-based development projects, including an agreement with Loneer. These agreements include human rights requirements. Ford explains that they "are working towards including specific ESG terms in the agreements that align with Ford's Supplier Code of Conduct" (ISFR, p. 97). In its Conflict Minerals Report, the company also states "As we secure battery raw materials directly from mining companies, we require alignment with and performance to meet the expectations of our Supplier Code." (p. 13).  Integrated Sustainability and Financial Report (ISFR) <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf</a>  Conflict Minerals Report <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/legal/Form-SD-and-CMR-for-Year-Ended-December-31-2023.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/legal/Form-SD-and-CMR-for-Year-Ended-December-31-2023.pdf</a>	2
		2.3.4. The company is a member of IRMA and actively engages their suppliers with regards to IRMA mining audits.  Note: IRMA does not excuse companies from doing their own supply chain due diligence	2	<b>25%:</b> The company is a member of IRMA.  <b>50%:</b> The company actively engages their suppliers regarding suppliers' certification by IRMA.  <b>25%:</b> the company discloses a commitment to source a percentage of metals from IRMA certified mines by a certain date.	Ford is a member of IRMA, and actively engages its suppliers regarding certification by IRMA (ISFR, p. 95). Ford's SCoC includes a requirement for "mining suppliers" to "seek certification by an independent third-party responsible mining assurance standard, such as the Standard for Responsible Mining from the Initiative for Responsible Mining Assurance (IRMA) or an agreed upon third-party certified equivalent." (p. 11).  Ford does not disclose a commitment to source a percentage of metals from IRMA certified mines by a certain date.  Integrated Sustainability and Financial Report (ISFR) <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf</a>  Supplier Code of Conduct (SCoC) <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/operations/governance-and-policies/Ford_SupplierCodeOfConduct_2024.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/operations/governance-and-policies/Ford_SupplierCodeOfConduct_2024.pdf</a>	1.2

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Ford Analysis	Ford Points
		2.3.5. The company reports on how it is prepared to respond if it finds non-conformances associated with its responsible minerals sourcing policy occurring in its operations or supply chains.	1.5	See general HR indicators	See general HR indicators	1.5
		2.3.6. The company discloses how they verify the implementation of corrective actions.	1	See general HR indicators	See general HR indicators	1
	2.4. Remedy	2.4.1. The company has put in place a formal mechanism whereby grievances can be raised about SoR facilities.	1	<p><b>50%:</b> the company has put in place an independent, formal grievance mechanism that applies specifically to SoRs. This mechanism may be run in conjunction with other auto manufacturers. Note: this is in addition to any generic grievance mechanism that can be accessed by external stakeholders.</p> <p><b>50%:</b> the company discloses how they review and investigate grievances raised through this mechanism.</p>	<p>Ford's website invites anyone who has identified a credible risk within the tin, tantalum, tungsten, gold, cobalt, mica, copper, aluminum, alumina, bauxite, graphite, and many other minerals' supply chains to submit a grievance through the Minerals Grievance Platform (MGP). The platform is intended to screen and address grievances linked to smelters and refiners present in global supply chains. Ford also uses the RMI Grievance Mechanism, which receives reports of concerns about participating SoR as well as the RMI itself (Conflict Minerals Report, p. 7). The RMI Grievance Mechanism investigation process is described in detail in the document "The RMI Grievance Mechanism" available on RMI's website. Ford is not involved in the investigation. Member companies are "kept informed of in-scope grievances received and their status" (p. 5).</p> <p>Ford also explains that the company actively tracks active grievances submitted through the RMI Grievance Mechanism that involve SoR facilities reported by its suppliers to "determine if additional actions to mitigate risk would be needed, such as direct outreach and engagement with smelters and refiners or notification to suppliers to conduct additional due diligence regarding reported smelters and refiners in their supply chain." The company further explains that, "if a smelter or refiner becomes non-conformant to RMAP, RJC or LBMA, a red flag is placed in our system and suppliers are requested to remove the refiner from the reported supply chain." (Conflict Minerals Report, p. 7).</p> <p>Minerals Grievance Platform (MGP) <a href="https://corporate.ford.com/social-impact/sustainability/responsible-material-sourcing.html">https://corporate.ford.com/social-impact/sustainability/responsible-material-sourcing.html</a></p> <p>Conflict Minerals Report <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/legal/Form-SD-and-CMR-for-Year-Ended-December-31-2023.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/legal/Form-SD-and-CMR-for-Year-Ended-December-31-2023.pdf</a></p> <p>The RMI Grievance Mechanism <a href="https://www.responsiblemineralsinitiative.org/media/docs/RMI_Grievance%20Mechanism_v4.pdf">https://www.responsiblemineralsinitiative.org/media/docs/RMI_Grievance%20Mechanism_v4.pdf</a></p>	1
3. Indigenous Peoples' Rights and Free Prior and Informed Consent (FPIC)	3.1. Commit	3.1.1. The company explicitly commits to respecting the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP).	1	<b>100%:</b> the company has an explicit commitment to the UNDRIP in their human rights policy and/or in a standalone Indigenous Peoples' rights policy.	<p>Ford's Human Rights Policy called "We Are Committed to Protecting Human Rights and the Environment" includes an express commitment to respecting the United Nations Declaration on the Rights of Indigenous Peoples.</p> <p>Human Rights Policy <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/we-are-committed-to-protecting-human-rights-and-the-environment-policy.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/we-are-committed-to-protecting-human-rights-and-the-environment-policy.pdf</a></p>	1
		3.1.2. The company has a public commitment to FPIC.	1	<p><b>100%:</b> the company has an explicit commitment to FPIC in their human rights policy and/or in a standalone Indigenous Peoples' rights policy. Note: to score full points, the commitment must be unqualified.</p> <p><b>25%:</b> the company has an explicit commitment to FPIC in their human rights policy and/or in a standalone Indigenous Peoples' rights policy, but it is qualified (e.g. it allows for only consultation in practice, it is expected only in certain circumstances, it applies only to certain parts of the supply chain, etc.)</p>	<p>Ford's Human Rights Policy includes and explicit commitment to FPIC: "We... Strive to ensure Free, Prior, and Informed Consent of indigenous communities is pursued and obtained prior to projects or activities that may affect their lands, resources, and rights."</p> <p>Human Rights Policy <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/we-are-committed-to-protecting-human-rights-and-the-environment-policy.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/we-are-committed-to-protecting-human-rights-and-the-environment-policy.pdf</a></p>	1
		3.1.3. The company extends their commitment on Indigenous Peoples' rights to their Tier 1 suppliers	2	<p>The SCoC or responsible sourcing policy explicitly references the UNDRIP (<b>50%</b>) and FPIC (<b>50%</b>).</p> <p>MODIFIER: Points will be halved if the policy is qualified.</p>	<p>Ford's SCoC explicitly requires suppliers to "Respect the rights of Indigenous Peoples in accordance with the United Nations Declaration on the Rights of Indigenous Peoples", and "Strive to ensure Free, Prior, and Informed Consent of communities" "prior to project or activities that may affect their lands, resources, and rights." (p. 6).</p> <p>Supplier Code of Conduct (SCoC) <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/operations/governance-and-policies/Ford_SupplierCodeOfConduct_2024.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/operations/governance-and-policies/Ford_SupplierCodeOfConduct_2024.pdf</a></p>	2
		3.1.4. These commitments are translated into the languages used by the impacted Indigenous Peoples.	1	<p><b>50%:</b> the company requires suppliers to translate these commitments to the languages of the impacted Indigenous Peoples.</p> <p><b>50%:</b> the company requires that these translations are actively made available to the impacted Indigenous Peoples.</p>	Not disclosed	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Ford Analysis	Ford Points
	3.2. Identify	3.2.1. The company has a process in place to assess risks to Indigenous Peoples' rights in their supply chain to the point of extraction.	1	<p><b>25%:</b> the company discloses that their process for mapping their supply chains to the point of extraction (row 16) explicitly includes FPIC and other indigenous rights issues.</p> <p><b>25%:</b> the company discloses where in the supply chain these risks occur.</p> <p><b>25%:</b> the company discloses how they use this mapping to identify high risk suppliers.</p> <p><b>25%:</b> the company provides case studies of this process in practice</p>	<p>Ford requires mining suppliers to seek IRMA certification "or third-party certified equivalent". This requires "new mine sites to obtain FPIC of Indigenous Peoples and existing mines to have obtained FPIC or demonstrate operations that support positive relationships with affected Indigenous Peoples, including providing remedies for past impacts on Indigenous Peoples' rights and interests." (ISFR, p. 97). However, the company does not explain whether or how their own risk identification process includes FPIC risks, and whether Indigenous Peoples are involved in this process. It does not disclose where in their supply chain these risks are present or provide case studies to illustrate FPIC risk identification processes.</p> <p>Integrated Sustainability and Financial Report (ISFR)  <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf</a></p>	0
	3.3. Prevent, Mitigate and Account	3.3.1. The company provides additional discussion regarding the practices by which suppliers must obtain FPIC	1	<p><b>100%:</b> the company discloses a process. This process must explicitly specify that any FPIC process must reach and engage impacted Indigenous Peoples.</p> <p><b>25%:</b> the company states a process and/or expectation but it is limited in its application.</p>	<p>Ford's updated Responsible Materials Sourcing Policy now specifies that raw material suppliers must ensure FPIC of Indigenous communities "prior to projects or activities that may affect their lands, resources, and rights.". However, no further detail about the expected FPIC processes is provided.</p> <p>The company provides broader indications to suppliers regarding Indigenous Peoples' rights. Suppliers are required to respect their rights in line with the UNDRIP, and more specifically must not engage in any act constituting or aiding unlawful eviction or taking of land, water, or forests securing their livelihoods (Responsible Materials Sourcing Policy). However, this does not explicitly state that any FPIC process must reach and engage impacted Indigenous Peoples.</p> <p>Responsible Materials Sourcing Policy  <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/legal/Responsible_Material_Sourcing_Policy-2024.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/legal/Responsible_Material_Sourcing_Policy-2024.pdf</a></p>	0.25
		3.3.2. The company is a member of a multi-stakeholder group (e. g. IRMA) that includes the participation of Indigenous Peoples to ensure respect of Indigenous Peoples' rights at the point of extraction.	2	Refer to Responsible Sourcing of Transition Minerals indicators.	Refer to Responsible Sourcing of Transition Minerals indicators.	1.2
		3.3.3. The company has a formal process in place to engage critical upstream suppliers on FPIC (e. g. extractives companies)	2	<p>This score relates to direct engagement by the company with extractives companies. It is in addition to their membership of IRMA.</p> <p><b>25%:</b> the company formally engages significant suppliers regarding FPIC.</p> <p><b>25%:</b> the company states that they formally review company documents (e.g. meeting minutes) to ensure that Indigenous Peoples' FPIC has been provided.</p> <p><b>50%:</b> the company engages directly with representatives of Indigenous Peoples affected by mining operations to review that regular engagement and consultation take place, community needs are responded to, and there continues to be FPIC.</p>	Not disclosed	0



Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Ford Analysis	Ford Points
		3.3.4. The company reports on how it is prepared to respond if it finds FPIC breaches in its supply chain.	1	The indicators in HR general provide a baseline for this. In addition:  <b>100%:</b> the company must specify that cutting off sourcing from a particular upstream supplier should only occur if this is sought by the affected indigenous community - it should not be solely determined by the auto manufacturer.	Not disclosed	0
	<b>3.4. Remedy</b>	3.4.1. The company's grievance mechanism has a process for investigating and remedying breaches of FPIC that includes a formal role for impacted Indigenous Peoples.	1	Grievances and remedy are part of FPIC considered as a process not a point in time.  <b>50%:</b> the company specifies that the process must reach and engage impacted Indigenous Peoples, not just that there is a process for complaints to be raised with remedy determined externally by the automanufacturer. <b>50%:</b> the company provides case studies of FPIC-compliant remedy instances in their supply chain	Not disclosed	0
<b>4. Respect for Workers' Rights</b>	<b>4.1. Commit</b>	4.1.1. The company has a commitment to workers' rights	1	<b>25%:</b> The company's human rights policy (or similar) includes a specific commitment to the <b>ILO Declaration on Fundamental Principles and Rights at Work and/or the ILO Fundamental Conventions.</b> <b>OR</b> <b>50%:</b> The company identifies and commits to respecting each of the five Fundamental Principles and Rights at Work <b>as established in the ILO Declaration</b> (companies who do not make explicit and unqualified commitments to all five ILO principles will not be scored): 1. freedom of association and the effective recognition of the right to collective bargaining; 2. the elimination of all forms of forced or compulsory labour; 3. the effective abolition of child labour; 4. the elimination of discrimination in respect of employment and occupation; and 5. a safe and healthy working environment.  <b>PLUS</b>  <b>25%:</b> the company has a commitment to a living wage in their human rights policy or in another formal policy document.  <b>25%:</b> the company outlines how it calculates a living wage.	Ford's Human Rights Policy called "We Are Committed to Protecting Human Rights and the Environment" includes an express commitment to respecting the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work. The company also explicitly commits to the five fundamental principles. Some of these commitments, such as those concerning health and safety and discrimination are expanded on in the company's Code of Conduct.  Ford's Human Rights Policy includes a commitment to a living wage: "Comply with applicable laws regulating hours of work and support a living wage by providing competitive compensation and benefits that meet or exceed legal requirements."  The company does not outline how it calculates a living wage.  Human Rights Policy <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/we-are-committed-to-protecting-human-rights-and-the-environment-policy.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/we-are-committed-to-protecting-human-rights-and-the-environment-policy.pdf</a>  Code of Conduct <a href="https://corporate.ford.com/operations/governance-and-policies/code-of-conduct/en/index.html#/lessons/tiMCuSoxyakjs9myKrpAXO9Z7TsBMyO">https://corporate.ford.com/operations/governance-and-policies/code-of-conduct/en/index.html#/lessons/tiMCuSoxyakjs9myKrpAXO9Z7TsBMyO</a>  Code of Conduct <a href="https://corporate.ford.com/operations/governance-and-policies/code-of-conduct/en/index.html#/lessons/kU6do9Xull1DWsJov61mbLMY3hSuyvk">https://corporate.ford.com/operations/governance-and-policies/code-of-conduct/en/index.html#/lessons/kU6do9Xull1DWsJov61mbLMY3hSuyvk</a>	0.75

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Ford Analysis	Ford Points
		<p>4.1.2. The company extends their workers' rights commitments to their Tier 1 suppliers and beyond.</p> <p>Note: only the specific worker rights commitments are evaluated here. Whether or not these commitments are extended beyond tier 1 suppliers is evaluated in the "General" human rights section.</p>	2	<p><b>25%:</b> The SCoC includes a specific commitment to the <b>ILO Declaration on Fundamental Principles and Rights at work and/or the ILO Fundamental Conventions.</b></p> <p><b>OR</b></p> <p><b>50%:</b> The SCoC includes specific requirements on each of the five Fundamental Principles and Rights at Work <b>as established in the ILO Declaration</b> (companies whose SCoCs do not include explicit and unqualified requirements on all five ILO principles will not be scored):</p> <ol style="list-style-type: none"> <li>1. freedom of association and the effective recognition of the right to collective bargaining;</li> <li>2. the elimination of all forms of forced or compulsory labour;</li> <li>3. the effective abolition of child labour;</li> <li>4. the elimination of discrimination in respect of employment and occupation; and</li> <li>5. a safe and healthy working environment.</li> </ol> <p><b>PLUS</b></p> <p><b>25%:</b> the SCoC requires suppliers to pay a living wage.</p> <p><b>25%:</b> the SCoC prohibits the payment of recruitment fees.</p>	<p>Ford's SCoC does not include a general commitment to the ILO Declaration on Fundamental Principles and Rights at work and/or the ILO Fundamental Conventions, but it does explicitly require suppliers to respect the five fundamental principles and rights at work (p. 4-6).</p> <p>While the SCoC mentions a living wage (p. 5), this does not amount to a requirement to pay a living wage. The requirement laid down in p. 5 is to "support a living wage by providing competitive compensation and benefits that meet or exceed legal requirements". This is not equivalent to requiring the payment of a living wage, and would not necessarily lead to suppliers paying a living wage. Neither a "competitive compensation" nor compensation "that meet or exceed legal requirements" would necessarily amount to a living wage (and these are in fact likely to fall well under a living wage in many countries).</p> <p>Ford's SCoC prohibits suppliers from "asking employees to pay recruitment fees" (p. 5).</p> <p>Supplier Code of Conduct (SCoC)  <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/operations/governance-and-policies/Ford_SupplierCodeOfConduct_2024.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/operations/governance-and-policies/Ford_SupplierCodeOfConduct_2024.pdf</a></p>	1.5
	4.2. Identify	<p>4.2.1. The company consults trade unions and/or workers' representatives in their assessment of salient workers' rights risks in their supply chain.</p>	1	<p>Generic supply chain indicators provide a baseline score for this. To get additional points here, companies must specify that they consult with labour unions and/or workers' representatives regarding salient workers' rights in the supply chain. This must expressly include labour unions and/or workers' representatives in the supply chain and/or global union federations (GUFs)</p> <p>Note: workers' representatives are not a substitute for trade unions where trade unions are allowed to operate and not limited in their activities.</p>	<p>Ford indicates that this year's sustainability assessment included engagement with "internal and external stakeholders, including industry associations and non-governmental organizations (NGOs), and internal subject matter experts." (ISFR, p. 12) This list does not include labour unions and/or workers' representatives.</p> <p>Elsewhere in the ISFR Ford states "We strengthen employee relations by maintaining an ongoing dialogue with union representatives and through joint labor-management committees." (p. 28). However, this does not indicate whether labour unions and/or workers' representatives are involved in the assessment of salient workers' rights risks. Ford does not list labour unions and/or workers' representatives as one of its key "Stakeholders" (ISFR, p. 26-29).</p> <p>This is in contrast with previous reporting, in which the company explicitly mentioned consulting with labour unions as part of the company's saliency assessment.</p> <p>Integrated Sustainability and Financial Report (ISFR) <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf</a></p>	0
		<p>4.2.2. The company discloses the salient workers rights risks in their supply chain and where they are located.</p>	1	<p><b>100%:</b> the company's saliency assessment explicitly identifies workers' rights risks <b>for at least one material / supply chain and the location/s.</b></p>	<p>Ford identifies many risks to workers' rights in its saliency assessment, including fair and decent working conditions, child and forced labour, discrimination, etc. (ISFR, p. 23-24). However, in this year's saliency assessment, the company does not specify where in the supply chain these are located.</p> <p>Integrated Sustainability and Financial Report (ISFR)  <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf</a></p>	0
	4.3. Prevent, Mitigate and Account	<p>4.3.1. The company actively collaborates with workers and the representative organisation(s) of workers' own choosing to promote respect for workers' rights in its supply chain.</p>	2	<p><b>25%:</b> the company has a collective agreement with the relevant trade union in the headquartered country.</p> <p><b>25%:</b> the company has a global framework agreement with IndustriALL for neutrality across all its operations.</p> <p><b>25%:</b> the company describes the formal mechanisms it has put in place to consult trade unions and/or workers' representatives on the company's workers' rights principles and/or policies.</p> <p><b>25%:</b> IndustriAll was actively involved in the formulation of the company's workers' rights principles and/or policies.</p>	<p>Ford has a collective agreement covering its US workers with UAW (ISFR, p. 122). The company also has a GFA with IndustriALL. However, the company does not state whether IndustriALL was actively involved in the formulation of the company's workers' rights principles.</p> <p>In its 2022 Human Rights Report, Ford explains the way in which the company engages with unions to ensure compliance with GFA principles, and to address issues that may arise.</p> <p>IndustriALL  <a href="https://www.industrial-union.org/ford">https://www.industrial-union.org/ford</a></p> <p>Integrated Sustainability and Financial Report (ISFR)  <a href="https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf">https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf</a></p>	1.5

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Ford Analysis	Ford Points
		4.3.2. The company reports on how it is prepared to respond if it finds non-conformances associated with its workers' rights policy occurring in its operations or supply chains.	1.5	Refer to general HR indicators.	Refer to general HR indicators.	1.5
		4.3.3. The company works with the relevant trade union and/or worker representative organisation to verify the implementation of corrective actions pertaining to workers' rights.	2	100%: the company specifies that it works with the relevant trade union and/or workers representatives to verify implementation of correction actions.	Not disclosed	0
	4.4. Remedy	4.4.1 Workers and the representative organisations of workers' own choosing are formally included in the remedy process.	1	100%: the company specifies that trade unions are formally engaged in any remedy process.	Not disclosed	0

<b>Indicator category</b>	<b>% weighting</b>	<b>Normalized weighting</b>
<b>Climate &amp; Environment</b>		
Disclose	100%	1.0
Target setting & progress	150%	1.5
Supply chain levers	200%	2.0
		<b>4.5</b>
<b>Human rights</b>		
Commit	100%	1.0
Identify	150%	1.5
Prevent, Mitigate and Account	200%	2.0
Remedy	200%	2.0
		<b>6.5</b>

Note: Total scores across both categories were taken as an average of the two percentages scored for each one

