



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^
		General	Steel	Aluminium	Batteries	Total	Total x IM~	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

~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/>

^ 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	GM 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
		DISCLOSE TOTAL	5	2
		DISCLOSE NORMALIZED	1.0	0.4
		DISCLOSE %		40%
	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	0.75
		1.2.3. The company discloses the current percentage of suppliers providing science-based targets.	1	0
		1.2.4. The company requires all significant suppliers to set water reduction targets and disclose their water usage.	1	0
		1.2.5. The company has programs in place to monitor suppliers for compliance with GHG emissions targets and other environmental impacts.	1	0.5
		1.2.6. The company commits to eliminate deforestation and the conversion of all natural ecosystems from their supply chains.	1	0.5
		TARGET-SETTING & PROGRESS TOTAL	7	2.25
		TARGET-SETTING & PROGRESS NORMALIZED	1.5	0.5
		TARGET-SETTING & PROGRESS %		32%
	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
		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
		SUPPLY CHAIN LEVERS TOTAL	3	0.6
		SUPPLY CHAIN LEVERS NORMALIZED	2.0	0.4
		SUPPLY CHAIN LEVERS %		20%
	GENERAL CLIMATE AND ENVIRONMENT - TOTAL NORMALIZED			4.5
GENERAL CLIMATE AND ENVIRONMENT - TOTAL % SCORE (WEIGHTED)				28%
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
		DISCLOSE TOTAL	1	0
		DISCLOSE NORMALIZED	1.0	0.0
		DISCLOSE %		0%
	2.2. Target setting and progress towards fossil free	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

Sub-section	Indicator Category	Indicators	Total Number of Points	GM Points	
	and environmentally sustainable steel supply chains	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	
		TARGET-SETTING & PROGRESS TOTAL	6	1.2	
		TARGET-SETTING & PROGRESS NORMALIZED	1.5	0.3	
		TARGET-SETTING & PROGRESS %		20%	
	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 at scale.	1	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	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	
		SUPPLY CHAIN LEVERS TOTAL	6	1.5	
		SUPPLY CHAIN LEVERS NORMALIZED	2.0	0.5	
		SUPPLY CHAIN LEVERS %		25%	
		STEEL - TOTAL NORMALIZED	4.5	0.8	
	STEEL - TOTAL % SCORE (WEIGHTED)		18%		
	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
			DISCLOSE TOTAL	1	0
			DISCLOSE NORMALIZED	1.0	0.0
			DISCLOSE %		0%
		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	
TARGET-SETTING & PROGRESS TOTAL			6	1.2	
TARGET-SETTING & PROGRESS NORMALIZED			1.5	0.3	
TARGET-SETTING & PROGRESS %				20%	
3.3. Use of supply chain levers to achieve fossil free and environmentally sustainable		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	0	

Sub-section	Indicator Category	Indicators	Total Number of Points	GM Points
	aluminium supply chains	3.3.4. The company integrates improved recyclability of aluminium into automobile design and manufacturing process.	2	1
		SUPPLY CHAIN LEVERS TOTAL	6	2
		SUPPLY CHAIN LEVERS NORMALIZED	2.0	0.7
		SUPPLY CHAIN LEVERS %		33%
	ALUMINIUM - TOTAL NORMALIZED		4.5	1.0
	ALUMINIUM - TOTAL % SCORE (WEIGHTED)			21%
	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
DISCLOSE TOTAL			1	0
DISCLOSE NORMALIZED			1.0	0.0
DISCLOSE %				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	0
		4.2.2. The company has set a target to reduce reliance on energy intensive minerals in battery production.	1	0
		4.2.3. The company has set collection and/or recovery targets for high intensity battery metals.	1	0
		TARGET-SETTING & PROGRESS TOTAL	3	0
		TARGET-SETTING & PROGRESS NORMALIZED	1.5	0.0
		TARGET-SETTING & PROGRESS %		0%
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
		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	0
		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

Sub-section	Indicator Category	Indicators	Total Number of Points	GM Points
		SUPPLY CHAIN LEVERS TOTAL	11	1.75
		SUPPLY CHAIN LEVERS NORMALIZED	2.0	0.3
		SUPPLY CHAIN LEVERS %		16%
	BATTERIES - TOTAL NORMALIZED		4.5	0.3
	BATTERIES - TOTAL % SCORE (WEIGHTED)			7%
Climate	Influence Map	Multiplier applied:		1.1

CLIMATE AND ENVIRONMENT - TOTAL NORMALIZED			18.0	3.4
CLIMATE AND ENVIRONMENT - TOTAL % SCORE (WEIGHTED)				19%
CLIMATE AND ENVIRONMENT - TOTAL NORMALIZED + IM MULTIPLIER				3.7
CLIMATE AND ENVIRONMENT - TOTAL % SCORE (WEIGHTED) + IM MULTIPLIER				21%

Sub-section	Indicator Category	Indicators	Total Number of Points	GM 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
		COMMIT TOTAL	3	3
		COMMIT NORMALIZED	1.0	1.0
		COMMIT %		100%
	1.2. Identify	1.2.1. The company has a process in place to assess salient human rights risks in their supply chain.	1	0.5
		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	0.25
		IDENTIFY TOTAL	3	1
		IDENTIFY NORMALIZED	1.5	0.5
		IDENTIFY %		33%
	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	0.5
		1.3.2. The company discloses how it monitors suppliers for compliance with the SCoC during the contract period.	2	1.2
		1.3.3. The company reports on how it is prepared to respond if it finds non-conformances with the SCoC	1.5	1
		1.3.4. The company discloses how they verify the implementation of corrective actions.	1	0
		PREVENT, MITIGATE & ACCOUNT TOTAL	6.5	2.7
		PREVENT, MITIGATE & ACCOUNT NORMALIZED	2.0	0.8
		PREVENT, MITIGATE & ACCOUNT %		42%
	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	0.25
		1.4.3. The company has put in place a remedy process.	2	0.5
		REMEDY TOTAL	5	1.75
		REMEDY NORMALIZED	2.0	0.7
REMEDY %			35%	
GENERAL HUMAN RIGHTS - TOTAL NORMALIZED			6.5	3.0
GENERAL HUMAN RIGHTS - TOTAL % SCORE (WEIGHTED)				47%
2. Responsible Sourcing of Transition Minerals	2.1. Commit	2.1.1. The company has a commitment to responsible metals and minerals sourcing.	1	0.75
		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
		COMMIT TOTAL	3	2.25
		COMMIT NORMALIZED	1.0	0.8

Sub-section	Indicator Category	Indicators	Total Number of Points	GM Points
		COMMIT %		75%
	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	0
		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	0
		2.2.4. The company discloses which of the SoRs in its supply chain are conformant with the Responsible Minerals Initiative (RMI).	1	0.2
		IDENTIFY TOTAL	5	0.7
		IDENTIFY NORMALIZED	1.5	0.2
		IDENTIFY %		14%
	2.3. Prevent, Mitigate and Account	2.3.1. The company discloses how it monitors suppliers for compliance with the transition minerals due diligence requirements.	2	1.2
		2.3.2. The company formally engages SoRs to build their capacity to conduct due diligence of their own supply chains.	2	1
		2.3.3. The company formally engages extractives companies and includes human rights clauses in any contractual arrangements.	2	0
		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	0.4
		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
		2.3.6. The company discloses how they verify the implementation of corrective actions.	1	0
		PREVENT, MITIGATE & ACCOUNT TOTAL	10.5	3.6
		PREVENT, MITIGATE & ACCOUNT NORMALIZED	2.0	0.7
		PREVENT, MITIGATE & ACCOUNT %		34%
	2.4. Remedy	2.4.1. The company has put in place a formal mechanism whereby grievances can be raised about SoR facilities.	1	0
		REMEDY TOTAL	1	0
		REMEDY NORMALIZED	2.0	0.0
		REMEDY %		0%
		TRANSITION MINERALS - TOTAL NORMALIZED	6.5	1.6
		TRANSITION MINERALS - TOTAL % SCORE (WEIGHTED)		25%
3. Indigenous Peoples' Rights and Free Prior and Informed	3.1. Commit	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	0
		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

Sub-section	Indicator Category	Indicators	Total Number of Points	GM Points	
Consent (FPIC)		COMMIT TOTAL	5	3	
		COMMIT NORMALIZED	1.0	0.6	
		COMMIT %		60%	
	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	0
			IDENTIFY TOTAL	1	0
			IDENTIFY NORMALIZED	1.5	0.0
			IDENTIFY %		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	0
			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	0.4
			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
			PREVENT, MITIGATE & ACCOUNT TOTAL	6	0.4
			PREVENT, MITIGATE & ACCOUNT NORMALIZED	2.0	0.1
			PREVENT, MITIGATE & ACCOUNT %		7%
	3.4. Remedy	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
			REMEDY TOTAL	1	0
			REMEDY NORMALIZED	2.0	0.0
REMEDY %				0%	
INDIGENOUS RIGHTS - TOTAL NORMALIZED			6.5	0.7	
INDIGENOUS RIGHTS - TOTAL % SCORE (WEIGHTED)				11%	
4. Respect for Workers' Rights	4.1. Commit	4.1.1. The company has a commitment to workers' rights	1	0.5	
		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.			
		COMMIT TOTAL	3	2	
		COMMIT NORMALIZED	1.0	0.7	
	COMMIT %		67%		
	4.2. Identify	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	

Sub-section	Indicator Category	Indicators	Total Number of Points	GM Points
		IDENTIFY TOTAL	2	0
		IDENTIFY NORMALIZED	1.5	0.0
		IDENTIFY %		0%
	4.3. Prevent, Mitigate and Account	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	0.5
		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
		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
		PREVENT, MITIGATE & ACCOUNT TOTAL	5.5	1.5
		PREVENT, MITIGATE & ACCOUNT NORMALIZED	2.0	0.5
		PREVENT, MITIGATE & ACCOUNT %		27%
	4.4. Remedy	4.4.1 Workers and the representative organisations of workers' own choosing are formally included in the remedy process.	1	0
		REMEDY TOTAL	1	0
		REMEDY NORMALIZED	2.0	0.0
		REMEDY %		0%
		WORKERS' RIGHTS - TOTAL NORMALIZED	6.5	1.2
		WORKERS' RIGHTS - TOTAL % SCORE (WEIGHTED)		19%
		HUMAN RIGHTS - TOTAL NORMALIZED	26.0	6.6
		HUMAN RIGHTS - TOTAL % SCORE (WEIGHTED)		25%

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	GM Analysis	GM 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>100%: The company discloses scope 3 GHG emissions due to purchased goods and services.</p> <p>25%: 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>GM discloses scope 3 GHG emissions due to purchased goods and services in its 2023 Sustainability Supplement report (p. 27).</p> <p>2023 Sustainability Supplement https://www.gm.com/content/dam/company/docs/us/en/gmcom/company/GM_Supplement_2023.pdf</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"> i. NOx ii. SOx iii. Persistent organic pollutants (POP) iv. Volatile organic compounds (VOC) v. Hazardous air pollutants (HAP) vi. Particulate matter (PM) vii. Other standard categories of air emissions identified in relevant regulations <p>The following scores are absolute not cumulative:</p> <p>100%: the company discloses significant emissions in their supply chain against all of the above categories.</p> <p>50%: 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"> - water withdrawn - water consumed - water discharged <p>Companies will need to define "key suppliers" and:</p> <p>50%: provide data against some of the above indicators</p> <p>100%: 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>50%: 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>25%: The company discloses deforestation and conversion-free commodity volumes from at least one of its key high-risk hard commodities</p> <p>50%: 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>25%: 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)	GM Analysis	GM 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>100%: the company discloses a verified science-based scope three target that includes upstream/purchased goods, including 2050 and interim year target(s).</p> <p>50%: 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>25%: the company only discloses 2050 zero emissions target with no interim target and/or it does not specify upstream/purchased goods.</p>	<p>GM discloses a 2040 carbon neutrality goal for its global products and operations, which doesn't specify upstream/purchased goods in scope 3 emissions (2023 Sustainability Report, p. 10 & p. 36)</p> <p>2023 Sustainability Report https://www.gm.com/content/dam/company/docs/us/en/gmcom/company/GM_2023_SR.pdf</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>100%: 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>75%: the company requires all its tier 1 suppliers set science-based targets.</p> <p>50%: the company commits to having at least 70% of its key suppliers by emissions setting science-based targets by 2025.</p> <p>25%: 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>0%: Company does not have a commitment.</p>	<p>GM states in its ScCoC (p. 6) that "suppliers shall establish time-bound emission reduction goals and shall strive to obtain approved science based targets that are at a minum aligned with GM's Supplier Sustainability Partnership Pledge".</p> <p>Supplier Code of Conduct (SCoC) https://investor.gm.com/static-files/b7d3c605-a597-486c-86e2-dbb6a25a42</p>	0.75
		1.2.3. The company discloses the current percentage of suppliers providing science-based targets.	1	<p>25%: they disclose the current percentage of tier 1 suppliers providing science-based targets.</p> <p>25%: they disclose the current percentage of tier 2 suppliers providing science-based targets.</p> <p>25%: additional points for over 50% of tier 1 suppliers providing science-based targets</p> <p>25%: additional points for all tier 1 suppliers providing science-based targets.</p>	Not disclosed.	0
		1.2.4. The company requires all significant suppliers to set water reduction targets and disclose their water usage.	1	<p>50%: the company requires tier 1 suppliers to set water reduction targets</p> <p>50%: 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"> - water withdrawn - water consumed - water discharged 	<p>In its 2023 CDP Water Security Questionnaire (p. 39), GM states that "We also measure water security with our supply chain through CDP. In 2022, 462 top, strategic tier 1 suppliers were asked to respond to the CDP Water questionnaire. These suppliers represent 90% of our budgeted annual purchase value participated in CDP. The intended benefit is for suppliers to improve on their water conservation and mitigate operational risks from water usage."</p> <p>However, GM doesn't specify any requirement for suppliers to set targets or report on their water usage.</p> <p>Supplier Code of Conduct (SCoC) https://investor.gm.com/static-files/b7d3c605-a597-486c-86e2-dbb6a25a42</p> <p>2023 CDP Water Questionnaire https://investor.gm.com/static-files/dbbba2a7-94f4-4e1a-a853-ae88500aa49</p>	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	GM Analysis	GM 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>25%: 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>50%: 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>25%: the company provides quantitative information of the number of suppliers audited and the tiers that are audited.</p> <p>25%: the company provides qualitative case studies of how they have engaged suppliers on their targets.</p>	<p>GM monitors "participating global Tier I and Tier II suppliers' sustainability performance through CDP and EcoVadis", which includes GHGs and other environmental impacts (2023 Sustainability Report, p. 11). However, it does not explicitly say this includes emission targets as a basis for compliance. GM discloses the quantitative information for suppliers participating in each platform, with 88% of direct and logistics suppliers by purchasing value participating in the CDP EcoVadis platform and over 92% in the CDP climate survey (p. 38).</p> <p>2023 Sustainability Report https://www.gm.com/content/dam/company/docs/us/en/gmcom/company/GM_2023_SR.pdf</p>	0.5
		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>100%: The company has time-bound targets to eliminate deforestation and the conversion of natural ecosystems from their supply chain.</p> <p>OR</p> <p>100%: 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>75%: 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>75%: 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>50%: 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>50%: 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>25%: 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>As member of the Sustainable Natural Rubber Initiative, the company has a commitment as following in its Sustainable Natural Rubber Policy:"Protects high conservation values (HCVs) and high carbon stock (HCS) forests (the cutoff date after which deforestation or HCV degradation is considered non-conforming with this policy is 1 April 2019)."</p> <p>GM Sustainable Natural Rubber Policy https://investor.gm.com/static-files/71121463-d00d-42c3-a9ca-7d82d24294cb</p>	0.5
	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>50%: the company specifies that sustainability and/or ESG are included as factors for choosing a preferred supplier.</p> <p>25%: the company specifies that GHG emissions are included in the tender and contracting process.</p> <p>25%: 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>	Not disclosed.	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	GM Analysis	GM Points
		1.3.2. The company implements incentives and control systems to improve water management by suppliers	1	<p>20%: 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>40%: 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>40%: 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>GM discloses in its Supplier CoC (p. 7) that it requires suppliers to have a water management program. In its 2024 CDP Report (p. 150, section 5.11.5.3), it discloses that "GM has added language to our RFQ document that requires all invited suppliers to participate in annual CDP water assessments". However, there is no disclosure on supplier water risk management systems.</p> <p>Supplier Code of Conduct (SCoC) https://investor.gm.com/static-files/b7d3c605-a597-486c-86e2-dbbe6a25a42</p> <p>2024 CDP Corporate Questionnaire 2024 https://investor.gm.com/static-files/e3565be8-c35c-4c61-a477-af810889478b</p>	0.6
		1.3.3. The company implements incentives and control systems to eliminate deforestation from its supply chain	1	<p>20%: 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>40%: 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>40%: 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>	Not disclosed.	0
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	<p>The following scores are absolute, not cumulative:</p> <p>100%: The company discloses scope 3 GHG emissions for purchased goods and services, disaggregated for their steel supply chains</p> <p>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 steel used in that vehicle.</p>	Not disclosed.	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	GM Analysis	GM Points
	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	<p>The scores below are not additive. They indicate specific thresholds for getting that percentage of points:</p> <p>100%: the company has a commitment to source 100% fossil free steel by 2050 and 50% fossil free steel by 2030.</p> <p>80%: 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).</p> <p>60%: 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</p> <p>40%: 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)</p> <p>20%: 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</p>	<p>As part of its FMC membership, GM has the following commitment: "at least 10% of the crude steel used in manufacturing the sheet steel products that GM directly purchases for our U.S., Canada and Mexico manufacturing facilities will be near-zero emissions by 2030, if prices are no more than 20% higher than current commercial prices and/or as approved by GM leadership" (2023 Sustainability Report, p. 23).</p> <p>2023 Sustainability Supplement https://www.gm.com/content/dam/company/docs/us/en/gmcom/company/GM_Supplement_2023.pdf</p>	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	<p>50%: 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).</p> <p>50%: 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.</p> <p>MODIFIER: 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.</p>	Not disclosed.	0
		2.2.3. The company has a target for the use of secondary/ scrap steel by 2030.	2	<p>100%: 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>50%: 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>100%: the company discloses the percentage of recycled steel in their annual production cycle including volumes of both pre- and post-consumer steel.</p> <p>75%: the company discloses the percentage of recycled steel in their annual production cycle.</p> <p>50%: 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>	Not disclosed.	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	GM Analysis	GM Points
	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	1	50%: the company is a member of SteelZero. 50%: the company is a member of the First Movers Coalition's sector group on steel	GM is not a member of SteelZero. GM is a member of the First Movers Coalition's sector group on steel. https://www.theclimategroup.org/steelzero-members https://initiatives.weforum.org/first-movers-coalition/community	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	1	25%: the company is a member of ResponsibleSteel. 50%: the company actively engages their steel suppliers regarding ResponsibleSteel certification. 25%: the company has disclosed purchasing commitments for ResponsibleSteel certified steel. Note: 0.6 points modifier applied due to multistakeholder initiative assessment. See sheet 8.	GM is not a member of ResponsibleSteel. https://www.responsiblesteel.org/members-and-associates	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	50%: the company states that it has entered into a formal arrangement with at least one steel supplier to invest in and scale-up production of low-CO2 steel. 25%: at least one purchase agreement signed by the company with a steel supplier for the provision of low-CO2 steel is a binding contract for which timelines and scale of supply (e.g. volume of steel to be purchased per year) are publicly disclosed. 25%: at least one purchase agreement signed by the company is for the provision of steel produced with new technologies for fossil-free steelmaking.	GM has previously disclosed agreements with Nucor, U.S. Steel and ArcelorMittal for lower emission steel (2023 Sustainability Report, p. 23). Additional details are not disclosed. 2023 Sustainability Supplement https://www.gm.com/content/dam/company/docs/us/en/gmcom/company/GM_Supplement_2023.pdf	1
		2.3.4. The company integrates improved recyclability of steel into automobile design and manufacture.	2	25%: the company discloses that it is implementing a closed-loop process for steel (no reference to post-consumer scrap). OR 50%: the company provides detail on a closed-loop process it is implementing for steel (must include reference to post-consumer scrap). PLUS 50%: the company provides detail of how it uses automotive and/or component design to improve the recyclability of steel.	With regards to steel and aluminum, the company discloses that it is "exploring closed-loop recycling to drive efficiencies and lower GHG emissions" (2023 Sustainability Report, p23). However, because the company is only exploring and not implementing closed loop recycling processes for steel, points are not awarded. 2023 Sustainability Report https://www.gm.com/content/dam/company/docs/us/en/gmcom/company/GM_2023_SR.pdf	0
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	The following scores are absolute, not cumulative: 100%: The company discloses scope 3 GHG emissions for purchased goods and services, disaggregated for their aluminum supply chains 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.	Not disclosed.	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	GM Analysis	GM Points
	3.2. Target setting and progress towards fossil free and environmentally sustainable aluminium supply chains	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>100%: The company has a commitment to source 100% fossil free Aluminium by 2050 and 50% fossil free Aluminium by 2030.</p> <p>80%: 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>60%: 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 < 3 tons CO2e/ton).</p> <p>40%: the company has an emissions reduction target for aluminium that is aligned with IEA Heavy Industry Guidance (27% emissions reduction by 2030 and 95% by 2050)</p> <p>20%: the company has a commitment to net zero aluminium by 2050 and/or a 2030 emissions reduction target for aluminium that is below the IEA Heavy Industry Guidance</p>	<p>As part of its FMC membership, GM has the following commitment: "At least 10% of the primary aluminum used in manufacturing the sheet aluminum products GM directly purchases for our U.S., Canada and Mexico manufacturing facilities will be low carbon by 2030, if prices are no more than 20% higher than current commercial prices and/or as approved by GM leadership" (2023 Sustainability Report, p. 23).</p> <p>2023 Sustainability Supplement https://www.gm.com/content/dam/company/docs/us/en/gmcom/company/GM_Supplement_2023.pdf</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>100%: 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>50%: The company partially discloses the percentage of low-co2 aluminium for some elements within their annual production cycle.</p>	Not disclosed.	0
		3.2.3. The company has a target to increase use of secondary/scrap aluminium by 2030.	2	<p>These scores are not cumulative, they are thresholds for achieving a particular score.</p> <p>100%: the company discloses a target for use of secondary or scrap aluminium that is aligned with IEA Net Zero 42% secondary/scrap by 2030.</p> <p>50%: the company discloses a target for use of secondary or scrap aluminium that is less than IEA Net Zero 42% secondary/scrap by 2030.</p>	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	<p>100%: the company discloses the percentage of recycled aluminium in their annual production cycle including volumes of both pre- and post-consumer aluminium.</p> <p>75%: the company discloses the percentage of recycled aluminium in their annual production cycle.</p> <p>50%: the company partially discloses the percentage of recycled aluminium for some elements with their annual production cycle.</p> <p>NB: Total recycled/scrap steel volume is sufficient if total steel volume is disclosed.</p>	Not disclosed.	0
		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	1	<p>100%: the company is a member of First Movers Coalition sector group on aluminium</p>	<p>GM is a member of First Movers Coalition sector group on aluminium.</p> <p>https://initiatives.weforum.org/first-movers-coalition/community</p>

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	GM Analysis	GM Points
		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	<p>25%: the company is a member of the Aluminum Stewardship Initiative (ASI). 50%: the company actively engages their aluminum suppliers regarding ASI certification. 25%: the company has disclosed purchasing commitments for ASI certified aluminum.</p> <p>Note: 0.4 points modifier applied due to multistakeholder initiative assessment. See sheet 8.</p>	<p>GM is not a member of ASI. https://aluminium-stewardship.org/about-asi/members</p>	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	<p>50%: the company states that it has entered into a formal arrangement with at least one aluminum supplier to invest in and scale-up production of low-CO2 aluminium. 25%: at least one purchase agreement signed by the company with a aluminum supplier for the provision of low-CO2 aluminium is a binding contract for which timelines and scale of supply (e.g. volume of aluminium to be purchased per year) are publicly disclosed. 25%: at least one purchase agreement signed by the company is for the provision of aluminium produced with new technologies for fossil-free aluminum production.</p>	Not disclosed.	0
		3.3.4. The company integrates improved recyclability of aluminium into automobile design and manufacturing process.	2	<p>25%: the company discloses that it is implementing a closed-loop process for aluminum (no reference to post-consumer scrap). OR 50%: the company provides detail on a closed-loop process it is implementing for aluminum (must include reference to post-consumer scrap). PLUS 50%: 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>GM states that it is “developing new alloys that allow increased recycled content” (2023 Sustainability Report, p. 23).</p> <p>The company also discloses that its Customer Care and Aftersales team has a remanufacturing program that “works with dealers and suppliers to encourage parts that are not currently remanufacturable to be recycled. Examples include fascias, aluminium wheels and catalytic converters, where all or part of the product is recovered for recycling or reuse.” However, a closed loop process for aluminum specifically is not disclosed.</p> <p>2023 Sustainability Report https://www.gm.com/content/dam/company/docs/us/en/gmcom/company/GM_2023_SR.pdf</p>	1
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: 100%: 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 75%: 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) 50%: The company discloses scope 3 GHG emissions for purchased goods and services, disaggregated for their battery supply chain. 25%: 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

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	GM Analysis	GM Points
	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	The scores below are not additive. They indicate specific thresholds for getting that percentage of points: 100%: the company has a commitment to produce 100% fossil free batteries by 2050 and 50% fossil free batteries by 2030. 50%: Alignment with IEA Heavy Industry Guidance (27% emissions reduction by 2030 and 95% by 2050) 25%: Commitment below IEA Heavy Industry Guidance.	Not disclosed.	0
		4.2.2. The company has set a target to reduce reliance on energy intensive minerals in battery production.	1	25%: statement of intent to reduce high intensity minerals in battery production (which may include a commitment to producing smaller batteries). 25%: the company has set a disaggregated target for the reduction of primary sources of nickel in their supply chain. 25%: the company has set a disaggregated target for the reduction of primary sources of lithium in their supply chain. 25%: the company has set a disaggregated target for the reduction of primary sources of cobalt in their supply chain. Note: The final three scoring criteria can also be met by setting targets for increasing the % recycled nickel/lithium/cobalt used in new batteries.	Not disclosed.	0
		4.2.3. The company has set collection and/or recovery targets for high intensity battery metals.	1	100%: the company has a medium term target of 95% recovery for cobalt & nickel with 70% lithium by 2030 (equal to that proposed by the EU) and a short term target of 90% recovery rate for cobalt & nickel and 35% lithium by 2025. 25%: the company has set collection and/or recovery targets for high intensity battery metals that are lower and/or not disaggregated.	Not disclosed.	0
	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	100%: the company discloses a requirement that all battery manufacturers are required to use 100% renewable electricity. 50%: the company discloses agreements/requirements for 100% renewable energy with some battery manufacturers 25%: the company discloses agreements/requirements for reduced emissions with some battery manufacturers or 50%: 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.	Not disclosed.	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	GM Analysis	GM Points
		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>25%: 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&D.</p> <p>25%: 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>25%: 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>25%: 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>GM invested in Controlled Thermal Resources (CTR) in 2021, which broke ground in January 2024 and is expected to produce lithium through a closed-loop, direct extraction process that results in a smaller physical footprint and lower carbon dioxide emissions when compared to traditional processes (2023 Sustainability Report, p. 34). The company had previously disclosed that the project will have no production tailings (2021 Sustainability Report, p83).</p> <p>2023 Sustainability Supplement https://www.gm.com/content/dam/company/docs/us/en/gmcom/company/GM_Supplement_2023.pdf</p> <p>2021 Sustainability - https://www.gmsustainability.com/_pdf/resources-and-downloads/GM_2021_SR.pdf</p>	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	<p>25%: 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&D.</p> <p>25%: 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>25%: 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>25%: 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>	Not disclosed	0
		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>25%: 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&D.</p> <p>25%: 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>25%: 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>25%: The company engages in multi-stakeholder initiative(s) to reduce impacts on sourcing (e.g. emissions, water, biodiversity etc.)</p>	Not disclosed	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	GM Analysis	GM Points
		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	100%: the company is a member of the Global Battery Alliance.	GM is not a member of the Global Battery Alliance. https://www.globalbattery.org/about/members/	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	25%: the company provides examples of R&D that they are conducting to develop new battery chemistries / technologies that reduce the use of emissions-intensive minerals and/or toxic pollutants. R&D could be done in house or via formal partnerships with battery manufacturers. 25%: the company provides examples of the systems and processes it is developing to scale this R&D to commercial production. 50%: the company has brought to market electric vehicles that utilize battery chemistries / technologies that meet the above criteria.	GM is not a member of the Global Battery Alliance. https://www.globalbattery.org/about/members/	0
		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	25%: the company provides examples of R&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). 25%: the company provides examples of the systems and processes it is developing to scale this R&D to commercial production. 50%: 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 & 70% lithium. Note disclosed recovery rates achieved at the pilot / R&D stage are valid for points here. Disclosure of recycling rates achieved at commercial scale is evaluated in indicator 4.3.10.	GM discloses in its 2023 Sustainability Report (p. 25) that it works with cell and cathod manufacturers and global recycling partners to establish pathways for recycled material from its manufacturing battery scrap and warranty returns to reenter the EV supply chains. It also discloses that it collaborates with recycling companies and Department of Energy's U.S. Advanced Battery Consortium to support the development of recycling and recycled material reuse in new cells. GM Ventures made a strategic investment in a battery recycling company in Quebec, Canada, namely Lithion, in 2022. This investment is said to enable the recovery of raw materials from batteries. According to GM's 2022 Sustainability Report (p. 45), "With a recovery rate above 95%—and using Québec's green energy—Lithion can reduce the GHG emissions in battery materials by over 75%, and water use by over 90%, compared to mining new materials.... This new facility will be able to process 7,500 metric tons of lithium-ion batteries a year with a recovery rate above 95% and using Québec's green energy". The company makes no reference to systems to scale this R&D to commercial production. 2023 Sustainability Report https://www.gm.com/content/dam/company/docs/us/en/gmcom/company/GM_2023_SR.pdf	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	25%: the company indicates that there are processes in place (such as inspection, design, access to battery information, collection and transportation, etc.) for repairing, reusing and/or repurposing batteries. 25%: 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 50%: the company provides quantitative information about the collection of batteries (i.e total numbers and / or percentages of batteries collected)	GM states in its 2023 Sustainability Report (p. 25) that "We have worked with North American battery recyclers for several years to handle dismantling and recycling of EV batteries and their components throughout our product development and manufacturing operations." The company disclosed in its 2022 Sustainability Report (p. 44) that there is a process in place for repurposing and remanufacturing batteries. However, no additional details are provided. GM also discloses that 3k+ metric tons of lithium batteries are recycled from small consumer size to EV size in the US (2023 Sustainability Report, p. 25). However, it is unclear what number/percentage of batteries have been collected for recycling and/or repurposing. 2023 Sustainability Report https://www.gm.com/content/dam/company/docs/us/en/gmcom/company/GM_2023_SR.pdf 2022 Sustainability Report https://investor.gm.com/static-files/3e80904d-b9f7-43aa-ae08-42175c9763ac	0.25

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	GM Analysis	GM Points
		4.3.10. The company has established closed-loop processes in order to maximize the recycling of end-of-life EV batteries	1	<p>25%: the company indicates that there is a closed-loop process in place for recycling batteries (that involves recovering raw materials).</p> <p>25%: 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>50%: the company provides quantitative information about the % of batteries currently being recycled (at commercial scale).</p>	<p>GM states in its 2023 Sustainability Report (p. 25) that "We have worked with North American battery recyclers for several years to handle dismantling and recycling of EV batteries and their components throughout our product development and manufacturing operations." However, no additional details are provided.</p> <p>The company had disclosed in 2023 that it has an agreement for battery recycling with Quebec-based battery recycler Lithion, which has recycling rates of over 95% and that "having commissioned an industrial-scale demonstration plant in January 2020, Lithion will start commercial recycling operations in 2023" (2022 Sustainability Report, p45). However, its latest sustainability report makes no reference to commercial production having begun.</p> <p>2023 Sustainability Report https://www.gm.com/content/dam/company/docs/us/en/gmcom/company/GM_2023_SR.pdf</p> <p>2022 Sustainability Report https://investor.gm.com/static-files/3e80904d-b9f7-43aa-ae08-42175c9763ac</p>	0.25
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	<p>C- rating</p> <p>https://lobbymax.org/company/General-Motors</p>	1.1

Sub-section	Indicator Category	Indicators	Total Number of Points	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	GM Analysis	GM 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		100%: 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).	GM has a standalone Human Rights Policy in which the company commits to “respecting all internationally recognized human rights, including those described in the Universal Declaration of Human Rights...” (p. 1) Human Rights Policy https://investor.gm.com/static-files/e02b37e8-1b5f-4d45-a75b-b61b9f2512ca	1
		1.1.2. The company extends their human rights commitments to their Tier 1 suppliers and beyond.	2		50%: 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. OR 25%: 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. PLUS 50%: the company “requires” or otherwise mandates their suppliers to apply the requirements of the SCoC to their own suppliers. OR 25%: the company “expects” or “encourages” their suppliers to apply these standards to their own suppliers.	GM's Supplier Code of Conduct (SCoC) explicitly references the company's Human Rights Policy. It requires suppliers to adhere to this Policy and cascade it throughout the supply chain. Supplier Code of Conduct (SCoC) https://investor.gm.com/static-files/b7d3c605-a597-486c-86e2-dbb6a25a42	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		25%: the company states that there is a process in place for identifying salient human rights risks. 25%: the company explains its methodology for identifying risks (e.g. desktop review) and prioritising them. 25%: the company specifies how often they repeat this risk assessment. 25%: 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.	GM' discloses in its Sustainability Report (SR) that the most recent “saliency assessment process” was conducted in 2021. This was based on desktop research, industry analyses reviews, external stakeholders engagement, and internal exploratory workshops. Prioritisation of risks was based on “workshops with a cross-functional working group”, where the company “looked at our value chain, and considered potential impacts to people throughout it and the severity and likelihood of each potential impact.” Through this process, the company “derived an initial set of prioritized potential impacts.” The company indicates that the saliency assessment process is an ongoing exercise (p. 70), although this statement is confusing in light of their prior indication that the last saliency assessment was conducted in 2021. The company does not clarify whether they will repeat this exercise and if so when, or how often going forward. The company does not disclose if and how they engage with external human rights experts in their risk identification process. 2023 Sustainability Report https://www.gm.com/content/dam/company/docs/us/en/gmcom/company/GM_2023_SR.pdf	0.5

Sub-section	Indicator Category	Indicators	Total Number of Points	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	GM Analysis	GM 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>25%: the company names the generic, salient risks in their supply chain (e.g. conflict minerals, forced labour, water security, etc.).</p> <p>50%: the company discloses where in their supply chain these risks occur, by reference to geographical location, material type, and/or tier. Note: greater level of specificity on all these elements is expected under indicator 2.2.2 on transition minerals risks.</p> <p>100%: the company provides additional description of these risks. Note: to score here, the description must be based on findings from the company's due diligence measures, and not constitute a generic description.</p>	<p>GM discloses the salient human rights risk in the supply chain, which include working conditions, child labour, forced labour, discrimination, environmental impacts, etc. (SR, p. 70). The company does not describe these risks in any detail.</p> <p>2023 Sustainability Report https://www.gm.com/content/dam/company/docs/us/en/gmcom/company/GM_2023_SR.pdf</p>	0.25
		1.2.3. The company has a process for identifying high risk supplier categories in their supply chain.	1		<p>50%: 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>25%: the company outlines how this process extends beyond tier 1. Note: 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>25%: the company outlines the types of differential assurance actions it uses to manage those risks. Note: to score here, it must do more than indicate that there are differential assurance actions, it must specify what those are.</p>	<p>GM provides insufficient information with regards to how they identify high risk supplier categories. It states that they "use the RBA's risk assessment and auditing tools to further [their] human rights monitoring efforts, including by identifying high risk suppliers for whom [they] create corrective action plans to remediate risk." However, the company does not describe or outline the process, and it does not specify whether/how this extends beyond Tier 1. GM describes some of their differential assurance actions: they "rely on training as a tool to prevent human rights-related issues from arising, as well as robust reporting and internal review mechanisms to rapidly identify and respond to issues." (SR, p. 71).</p> <p>2023 Sustainability Report https://www.gm.com/content/dam/company/docs/us/en/gmcom/company/GM_2023_SR.pdf</p>	0.25
	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>25%: the company outlines the process to assess risks at individual suppliers. This may include supplier questionnaires, audits, etc. Note: 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>25%: the company provides quantitative information of the number of potential new suppliers assessed, and the tier that they belong to.</p> <p>25%: the company provides quantitative information on the number of potential new suppliers where non-conformances were found. Note: the action taken to respond to these findings is addressed by indicators below.</p> <p>25%: this process extends beyond tier 1 to tier 2 at a minimum.</p>	<p>GM explains that they "review criteria including meeting conflict mineral reporting requirements, CDP participation and EcoVadis scores, when available" prior to sourcing decisions. "We ask that suppliers participate in the EcoVadis platform in connection with their request for quotes." (SR, p. 33).</p> <p>GM does not provides quantitative information on the number of potential new suppliers assessed or non-conformances found, and does not specify if the risk assessment extends to Tier 2.</p> <p>2023 Sustainability Report https://www.gm.com/content/dam/company/docs/us/en/gmcom/company/GM_2023_SR.pdf</p>	0.5

Sub-section	Indicator Category	Indicators	Total Number of Points	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	GM Analysis	GM Points
		1.3.2. The company discloses how it monitors suppliers for compliance with the SCoC during the contract period.	2		<p>20%: the company indicate that there is a process in place to monitor compliance.</p> <p>20%: 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>20%: 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>20%: 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>20%: 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>GM explains that they rely on “annual supplier self-verification surveys” to assess adherence to the SCoC and contractual obligations. Supplier responses to the survey are reviewed and, if required, escalated to remediate risk and noncompliance.” The company discloses that 4,693 suppliers participated in the self-verification compliance survey during the year (SR, p. 33) (the company discloses elsewhere that they have a total of 5,700 Tier 1 suppliers). The company does not provide quantitative information on the number of suppliers audited, or the number/percentage of non-conformances found.</p> <p>2023 Sustainability Report https://www.gm.com/content/dam/company/docs/us/en/gmcom/company/GM_2023_SR.pdf</p>	1.2
		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>33%: the company discloses that suppliers will be subject to corrective action plans if non-conformances are identified.</p> <p>33%: 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>33%: 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>GM explains that when potential new suppliers achieve below the company’s minimum EcoVadis scores for Ethics and Labor and Human Rights categories, the GPSC Ethical Sourcing Team engages with them to implement corrective measures (SR, p. 33). Regarding existing suppliers, the company states that they “aim to remedy supplier nonconformance to our policies and Supplier Code of Conduct. If we cannot mitigate the risk, we re-evaluate the business relationship.” (SR, p. 33)</p> <p>Regarding “conflict minerals”, the company’s Conflict Minerals Policy states “if we determine that a supplier in our supply chain violates one of these responsible sourcing requirements, we will endeavor to obtain an acceptable remediation of the violation, including taking actions to help resolve supplier violations that are not limited to direct communications and compliance education and training. We may also reassess our business relationship with a supplier if consistent improvement to identified violations is not achieved” (p. 2).</p> <p>GM does not disclose the number of corrective action plans or similar measures issued during the reporting year.</p> <p>2023 Sustainability Report https://www.gm.com/content/dam/company/docs/us/en/gmcom/company/GM_2023_SR.pdf</p> <p>Conflict Minerals Policy https://investor.gm.com/static-files/4fad101-b8bf-4c9b-adb7-be7159fd4598</p>	1

Sub-section	Indicator Category	Indicators	Total Number of Points	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	GM Analysis	GM 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>100%: the company discloses the types of actions that it undertakes across its whole supply chain to verify whether corrective actions have occurred.</p> <p>25%: 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>	Not disclosed	0
	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>10%: if the company only has an in-house mechanism</p> <p>20%: 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>20%: The mechanism is available to its workers, suppliers, suppliers' workers (in any tier) and other external stakeholders (e.g. whistleblower hotline).</p> <p>50%: the company communicates how the existence of the mechanism is communicated to its suppliers' workers and other impacted stakeholders. Note: simply posting it on the website is not enough.</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>GM has put in place a grievance mechanism called "Awareline". This is accessible to employees, suppliers, contractors, and others to report incidents or concerns. The company states that this is operated by an independent third party (SR, p. 79).</p> <p>GM does not explain how the existence of its grievance mechanism is communicated to suppliers' workers and other stakeholders. The company states that "Through our Supplier Code of Conduct, we expect suppliers to share information about the Awareline with their workers" (SR, p. 71), however, the SCoC does not actually contain any such requirement or expectation.</p> <p>2023 Sustainability Report https://www.gm.com/content/dam/company/docs/us/en/gmcom/company/GM_2023_SR.pdf Supplier Code of Conduct (SCoC) https://investor.gm.com/static-files/b7d3c605-a597-486c-86e2-dbb6a25a42</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>25%: The company provides quantitative information about the total number of grievances raised during the reporting year.</p> <p>50%: The company provides disaggregated information about the total number of supply chain grievances raised, with detail as to their type, severity and tier</p> <p>25%: the company provides information about the number of supply chain grievances resolved. The indicator below seeks greater detail as to the concrete measures of reparation offered.</p>	<p>GM discloses that 6523 reports were submitted to its Awareline mechanism in 2023, and that 4635 of these were allegations (Data Center, p. 53). The company also discloses that 65% of these grievances related to Human Resources, Diversity and Workplace Respect, including discrimination, and 18% related to Environment, Health and Safety, including threats and violence, environmental concerns, and workplace safety (SR, p. 79). However, the company does not provide a breakdown of supply chain grievances specifically according to tier or severity, nor does it give an indication of how grievances were resolved.</p> <p>Data Center https://www.gm.com/content/dam/company/docs/us/en/gmcom/company/GM_ESG_Data_2023.pdf</p> <p>2023 Sustainability Report https://www.gm.com/content/dam/company/docs/us/en/gmcom/company/GM_2023_SR.pdf</p>	0.25

Sub-section	Indicator Category	Indicators	Total Number of Points	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	GM Analysis	GM Points
		1.4.3. The company has put in place a remedy process.	2		<p>50%: the company discloses the process for determining remedy. This should indicate in general terms:</p> <ul style="list-style-type: none"> - 25%: how they investigate an issue that is raised and escalate the issue within the company - 25%: how they determine appropriate remedy <p>50%: the company discloses information on the the measures of reparation for human rights abuses provided through its remedy process:</p> <ul style="list-style-type: none"> - 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>GM provides some information about their investigation and escalation process. The company states that they track all reports of misconduct submitted through "Awareline or another channel, in a case management system that allows us to preserve a reporter's anonymity while facilitating efficient investigation, follow-up and compliance trend analysis. Allegations of misconduct are reviewed and prioritized based on a number of factors, including the type of misconduct, the position of the alleged wrongdoer within the company and whether the allegation entails any potential violations of law. We give high priority cases special scrutiny and review, and a cross-functional committee meets monthly to discuss their progress and resolution. Processes are in place to determine which cases require reporting to the Board or Audit Committee." (SR, p. 79).</p> <p>GM does not explain how they determine appropriate remedy. According to the Human Rights Policy, when the company identifies adverse human rights impacts, they investigate, and "where appropriate, we will engage with potentially affected stakeholders and/or their representatives with the aim of identifying mutually agreeable solutions or remedies and providing for or cooperating in their remediation through legitimate processes." (p. 3).</p> <p>2023 Sustainability Report https://www.gm.com/content/dam/company/docs/us/en/gmcom/company/GM_2023_SR.pdf</p> <p>Human Rights Policy https://investor.gm.com/static-files/e02b37e8-1b5f-4d45-a75b-b61b9f2512ca</p>	0.5
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>100%: 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>75%: 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>50%: 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>GM has a standalone "Conflict Minerals" Policy, focused on 3TGs from CAHRAs, and a Responsible Mineral Sourcing Policy that applies to conflict minerals as well as cobalt and mica.</p> <p>Conflict Minerals Policy https://investor.gm.com/static-files/4fad101-b8bf-4c9b-adb7-be7159fd4598</p> <p>Responsible Mineral Sourcing Policy https://investor.gm.com/static-files/c86d3fbc-47c6-43c2-9064-97379f52b964</p>	0.75

Sub-section	Indicator Category	Indicators	Total Number of Points	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	GM Analysis	GM 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>50%: Implementation of the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from CAHRAs:</p> <p>- 50%: 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>- 25%: 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>- 10%: 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>50%: Implementation of Due Diligence:</p> <p>- 25%: 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>- 25%: the company requires suppliers to disclose smelter/refiner information.</p>	<p>GM requires suppliers to implement the OECD Guidance only in relation to 3TG from CAHRAs (Conflict Minerals Policy, p. 1), but the company's Responsible Mineral Sourcing Policy extends this requirement to cobalt and mica from CAHRAs (Appendix A).</p> <p>According to the Responsible Mineral Sourcing Policy, suppliers are required to establish due diligence frameworks in line with the OECD Guidance, complete reporting templates for mica and cobalt, and use SoRs that conform to an independent third party responsible mineral sourcing program (p. 2). In addition, GM's SCoC includes a requirement for suppliers to disclose to GM updated smelter/refiner information for any 3TG mineral used in the production of its parts and products (p. 8).</p> <p>Conflict Minerals Policy https://investor.gm.com/static-files/4fad101-b8bf-4c9b-adb7-be7159fd4598</p> <p>Responsible Mineral Sourcing Policy https://investor.gm.com/static-files/c86d3fbc-47c6-43c2-9064-97379f52b964</p>	1.5
	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>25%: the company discloses that they have a process in place to map transition minerals supply chains back to the point of extraction.</p> <p>25%: 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>25%: 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>25%: the company discloses concrete information from their mapping (e.g. primary country of origin).</p> <p>MODIFIER: 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 & lithium. Companies that map two of fewer minerals will receive half scores.</p>	<p>GM states that they have an "in-house supply chain visibility tool" that "integrates GM plants, Tier I, II and III suppliers, and logistics nodes to map geographic locations and relationships across our global supply chain." (SR, p. 41). This does not appear to extend to the point of extraction. The company does not disclose any further detail about its mapping processes and results.</p> <p>2023 Sustainability Report https://www.gm.com/content/dam/company/docs/us/en/gmcom/company/GM_2023_SR.pdf</p>	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	GM Analysis	GM Points
		2.2.2. The company discloses transition minerals risks in their supply chain and where they are located.	1		<p>50%: the company describes the risks of sourcing from CAHRAs in their supply chains, specifying the minerals and countries of origin (potentially) involved.</p> <p>50%: the company discloses broader risks from transition minerals in their supply chains and where these are located, by reference to material type, tier, and geographical location.</p>	<p>GM discusses the risks of sourcing from CAHRAs in its Conflict Minerals Report. The company states that they have reason to believe that certain of the 3TG in their products may have originated from the DRG and adjoining countries (the "Covered Countries" under the US SEC Conflict Minerals Disclosure Rule) (Conflict Minerals Report, section II).</p> <p>The company does not discuss other transition minerals from CAHRAs, and does not disclose broader risks from transition minerals in their supply chains and where these are located.</p> <p>Conflict Minerals Report https://investor.gm.com/static-files/26234429-898d-4f0c-b78c-e8f54bf927ed</p>	0.5
		2.2.3. The company publishes a list of smelters or refiners (SoR) in its supply chain	1		<p>100%: the company publishes a complete list of smelters/refiners in their supply chain for at least 3TG minerals.</p> <p>50%: the company publishes a partial list of smelters/refiners in their supply chain. Note: to score here, the company must disclose a significant number of SoRs.</p>	<p>GM no longer discloses a list of SoRs. To justify this, the company explains that "Since a direct link between our products and particular SoRs cannot be established, we were unable to determine the particular SoRs that may have provided 3TG to our direct suppliers and whether or not such SoRs are actually in our supply chain. Accordingly, a delineated list of particular SoRs has not been provided" (Conflict Minerals Report, section VII).</p> <p>Conflict Minerals Report https://investor.gm.com/static-files/26234429-898d-4f0c-b78c-e8f54bf927ed</p>	0
		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	<p>100%: the company discloses information on RMI conformance for all of the SoRs identified in their supply chain.</p> <p>50%: 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</p>	<p>GM discloses that suppliers' Conflict Minerals Reporting Template (CMRT) responses "identified 5 SoRs that have sourced or are sourcing from a Covered Country, although we were unable to determine whether any of these 5 SoRs provided 3TG for parts and components supplied to us." Of the 5 SoRs disclosed by suppliers, "3 were conformant to the Responsible Minerals Assurance Process (RMAP) as of March 1, 2023. Of the remaining 2 SoRs, one is in process of RMAP assessment for conformance and GM is conducting enhanced due diligence and evaluation remediation regarding the other identified SoR." (Conflict Minerals Report, section II).</p> <p>Conflict Minerals Report https://investor.gm.com/static-files/26234429-898d-4f0c-b78c-e8f54bf927ed</p>	0.2
	2.3. Prevent, Mitigate and Account	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	1.2
		2.3.2. The company formally engages SoRs to build their capacity to conduct due diligence of their own supply chains.	2		<p>25%: 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.</p> <p>25%: the company specifies that it engages directly with SoRs to build their capacity to conduct due diligence.</p> <p>50%: the company provides detail on how it engages with SoRs to build their capacity</p>	<p>GM participates in RMI, and engages with SoR through RMI's RMAP program. The company states that they "are active in the RMI and subgroups, such as the Smelter Engagement Team, which enable direct engagement. In 2023, we sent communications to 42 3TG and 14 cobalt smelters, refiners or processors." (SR, p. 35). GM also participates in the AIAG Smelter Engagement Team and the RMI SET to prioritize and conduct outreach and visits to SoRs (Conflict Minerals Report, section V).</p> <p>The company also engages with SoR directly. However, unlike last year, the company does not disclose what specific actions or activities it has undertaken to engage and build capacity of SoR this year. While the company mentions that 42 letters were sent to eligible SoRs to encourage them to join the RMAP (Conflict Minerals Report, section IV-Step 3), they do not indicate whether they engaged with them in any capacity building.</p> <p>2023 Sustainability Report https://www.gm.com/content/dam/company/docs/us/en/gmcom/company/GM_2023_SR.pdf</p> <p>Conflict Minerals Report https://investor.gm.com/static-files/26234429-898d-4f0c-b78c-e8f54bf927ed</p>	1
		2.3.3. The company formally engages extractives companies and includes human rights clauses in any contractual arrangements.	2		<p>100%: 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.</p>	<p>GM states that in January 2023, it invested in Lithium Americas to produce battery raw materials from Lithium Americas' Thacker Pass lithium project in Humboldt County, Nevada. GM has also entered into an agreement with Controlled Thermal Resources (CTR) for access to its lithium from CTR's Hell's Kitchen Lithium and Power development in the Salton Sea Geothermal Field, located in Imperial, California (SR, p. 34). GM does not disclose whether these agreements contain human rights clauses.</p> <p>While the company discloses a good level of detail about these agreements, two is an insufficient number.</p> <p>2023 Sustainability Report https://www.gm.com/content/dam/company/docs/us/en/gmcom/company/GM_2023_SR.pdf</p>	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	GM Analysis	GM Points
		<p>2.3.4. The company is a member of IRMA and actively engages their suppliers with regards to IRMA mining audits.</p> <p>Note: IRMA does not excuse companies from doing their own supply chain due diligence</p>	2	0.8	<p>25%: The company is a member of IRMA.</p> <p>50%: The company actively engages their suppliers regarding suppliers' certification by IRMA.</p> <p>25%: the company discloses a commitment to source a percentage of metals from IRMA certified mines by a certain date.</p>	<p>GM is a member of IRMA (SR, p. 71). The company states that they "partner with the Initiative for Responsible Mining Assurance (IRMA) to promote comprehensive third-party assessments and certifications". However, the company does not explain if or how they engage with suppliers regarding IRMA certification.</p> <p>2023 Sustainability Report https://www.gm.com/content/dam/company/docs/us/en/gmcom/company/GM_2023_SR.pdf</p>	0.4
		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
		2.3.6. The company discloses how they verify the implementation of corrective actions.	1		See general HR indicators	See general HR indicators	0
	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>50%: 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>50%: the company discloses how they review and investigate grievances raised through this mechanism.</p>	Not disclosed	0
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		100%: the company has an explicit commitment to the UNDRIP in their human rights policy and/or in a standalone Indigenous Peoples' rights policy.	<p>GM's Human Rights Policy includes an express commitment to respect the rights of Indigenous Peoples, as established and codified in the UN Declaration of the Rights of Indigenous Peoples (UNDRIP) (p. 2).</p> <p>Human Rights Policy https://investor.gm.com/static-files/e02b37e8-1b5f-4d45-a75b-b61b9f2512ca</p>	1
		3.1.2. The company has a public commitment to FPIC.	1		<p>100%: 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>25%: 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>	GM does not have an explicit commitment to FPIC in their human rights policy.	0
		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 (50%) and FPIC (50%).</p> <p>MODIFIER: Points will be halved if the policy is qualified.</p>	<p>GM's SCoC explicitly references, and expects suppliers to respect, the UNDRIP, and Indigenous Peoples' FPIC rights (p. 8).</p> <p>Supplier Code of Conduct (SCoC) https://investor.gm.com/static-files/b7d3c605-a597-486c-86e2-dbb6a25a42</p>	2
		3.1.4. These commitments are translated into the languages used by the impacted Indigenous Peoples.	1		<p>50%: the company requires suppliers to translate these commitments to the languages of the impacted Indigenous Peoples.</p> <p>50%: 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	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	GM Analysis	GM 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>25%: 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>25%: the company discloses where in the supply chain these risks occur.</p> <p>25%: the company discloses how they use this mapping to identify high risk suppliers.</p> <p>25%: the company provides case studies of this process in practice</p>	Not disclosed	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>100%: the company discloses a process. This process must explicitly specify that any FPIC process must reach and engage impacted Indigenous Peoples.</p> <p>25%: the company states a process and/or expectation but it is limited in its application.</p>	Not disclosed	0
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.	0.4	
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>25%: the company formally engages significant suppliers regarding FPIC.</p> <p>25%: the company states that they formally review company documents (e.g. meeting minutes) to ensure that Indigenous Peoples' FPIC has been provided.</p> <p>50%: 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	
3.3.4. The company reports on how it is prepared to respond if it finds FPIC breaches in its supply chain.		1		<p>The indicators in HR general provide a baseline for this. In addition:</p> <p>100%: 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.</p>	Not disclosed	0	

Sub-section	Indicator Category	Indicators	Total Number of Points	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	GM Analysis	GM Points
	3.4. Remedy	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. 50%: 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. 50%: the company provides case studies of FPIC-compliant remedy instances in their supply chain	Not disclosed	0
4. Respect for Workers' Rights	4.1. Commit	4.1.1. The company has a commitment to workers' rights	1		25%: The company's human rights policy (or similar) includes a specific commitment to the ILO Declaration on Fundamental Principles and Rights at Work and/or the ILO Fundamental Conventions. OR 50%: The company identifies and commits to respecting each of the five Fundamental Principles and Rights at Work as established in the ILO Declaration (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. PLUS 25%: the company has a commitment to a living wage in their human rights policy or in another formal policy document. 25%: the company outlines how it calculates a living wage.	GM's Human Rights Policy includes a specific commitment to the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work (the ILO Core Conventions), and expressly lists the five fundamental rights at work (p. 1). The company commits to a fair wage, but not to a living wage (p. 2). Human Rights Policy https://investor.gm.com/static-files/e02b37e8-1b5f-4d45-a75b-b61b9f2512ca	0.5
		4.1.2. The company extends their workers' rights commitments to their Tier 1 suppliers and beyond. 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.	2	25%: The SCoC includes a specific commitment to the ILO Declaration on Fundamental Principles and Rights at work and/or the ILO Fundamental Conventions. OR 50%: The SCoC includes specific requirements on each of the five Fundamental Principles and Rights at Work as established in the ILO Declaration (companies whose SCoCs do not include explicit and unqualified requirements on 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. PLUS 25%: the SCoC requires suppliers to pay a living wage. 25%: the SCoC prohibits the payment of recruitment fees.	GM's SCoC expects suppliers to commit to the ILO Declaration on Fundamental Principles and Rights at work (p. 1), and explicitly identifies the five fundamental principles and rights at work. The SCoC does not require suppliers to pay a living wage, but it does include a prohibition of recruitment fees. Supplier Code of Conduct (SCoC) https://investor.gm.com/static-files/b7d3c605-a597-486c-86e2-dbbe6a25a42	1.5	

Sub-section	Indicator Category	Indicators	Total Number of Points	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	GM Analysis	GM Points
	4.2. Identify	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		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) Note: workers' representatives are not a substitute for trade unions where trade unions are allowed to operate and not limited in their activities.	Not disclosed	0
		4.2.2. The company discloses the salient workers rights risks in their supply chain and where they are located.	1		100%: the company's saliency assessment explicitly identifies workers' rights risks for at least one material / supply chain and the location/s.	GM lists a number of salient workers' rights issues as part of their saliency assessment, but it does not specify where in the supply chain these are located (SR, p. 70). The company does not describe any specific supply chain workers' rights issue. 2023 Sustainability Report https://www.gm.com/content/dam/company/docs/us/en/gmcom/company/GM_2023_SR.pdf	0
	4.3. Prevent, Mitigate and Account	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		25%: the company has a collective agreement with the relevant trade union in the headquartered country. 25%: the company has a global framework agreement with IndustriALL for neutrality across all its operations. 25%: 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. 25%: IndustriAll was actively involved in the formulation of the company's workers' rights principles and/or policies.	GM has a collective agreement with UAW. They do not appear to have a GFA with IndustriAll, and the company does not disclose whether IndustriAll was involved in the development of its workers' rights commitments. GM does not describe the formal mechanisms it has to consult trade unions and/or workers' representatives on workers' rights.	0.5
		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		Refer to general HR indicators.	Refer to general HR indicators.	1
		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

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

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

