



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	Mercedes 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	1	
		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	0.5	
		1.2.5. The company has programs in place to monitor suppliers for compliance with GHG emissions targets and other environmental impacts.	1	1	
		1.2.6. The company commits to eliminate deforestation and the conversion of all natural ecosystems from their supply chains.	1	0.25	
		TARGET-SETTING & PROGRESS TOTAL	7	3.5	
		TARGET-SETTING & PROGRESS NORMALIZED	1.5	0.8	
		TARGET-SETTING & PROGRESS %		50%	
	1.3. Use of supply chain levers to achieve fossil free and environmentally sustainable supply chains	1.3.1. The company incentivises suppliers to reduce GHG and other significant air emissions.	1	0.75	
		1.3.2. The company implements incentives and control systems to improve water management by suppliers	1	0.6	
		1.3.3. The company implements incentives and control systems to eliminate deforestation from its supply chain	1	0.6	
		SUPPLY CHAIN LEVERS TOTAL	3	1.95	
		SUPPLY CHAIN LEVERS NORMALIZED	2.0	1.3	
		SUPPLY CHAIN LEVERS %		65%	
	GENERAL CLIMATE AND ENVIRONMENT - TOTAL NORMALIZED			4.5	2.5
	GENERAL CLIMATE AND ENVIRONMENT - TOTAL % SCORE (WEIGHTED)				54%
	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		2.2.1. The company has set targets for the use of fossil free and environmentally sustainable steel.	2	0.4	

Sub-section	Indicator Category	Indicators	Total Number of Points	Mercedes Points	
	and progress towards fossil free and environmentally sustainable steel supply chains	2.2.2. The company publishes progress towards their target by disclosing the current percentage of low-CO2 steel in their annual production cycle.	1	0	
		2.2.3. The company has a target for the use of secondary/ scrap steel by 2030.	2	0	
		2.2.4. The company publishes progress towards their target by disclosing the current percentage of recycled steel used in its annual production cycle.	1	0	
		TARGET-SETTING & PROGRESS TOTAL	6	0.4	
		TARGET-SETTING & PROGRESS NORMALIZED	1.5	0.1	
		TARGET-SETTING & PROGRESS %		7%	
	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	
		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	0.45	
		2.3.3. The company has entered into formal arrangements with suppliers to incentivise investment in and greater production of fossil free steel.	2	2	
		2.3.4. The company integrates improved recyclability of steel into automobile design and manufacture.	2	0.5	
		SUPPLY CHAIN LEVERS TOTAL	6	2.95	
		SUPPLY CHAIN LEVERS NORMALIZED	2.0	1.0	
		SUPPLY CHAIN LEVERS %		49%	
	STEEL - TOTAL NORMALIZED			4.5	1.1
	STEEL - TOTAL % SCORE (WEIGHTED)				24%
	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	0.4	
		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	0.4	
		TARGET-SETTING & PROGRESS NORMALIZED	1.5	0.1	
TARGET-SETTING & PROGRESS %			7%		
3.3. Use of supply chain levers to		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	0	

Sub-section	Indicator Category	Indicators	Total Number of Points	Mercedes Points
	achieve fossil free and environmentally sustainable aluminium supply chains	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	0.4
		3.3.3. The company has entered into formal arrangements with suppliers to incentivise investment in and greater production of fossil free aluminium	2	1.5
		3.3.4. The company integrates improved recyclability of aluminium into automobile design and manufacturing process.	2	1
		SUPPLY CHAIN LEVERS TOTAL	6	2.9
		SUPPLY CHAIN LEVERS NORMALIZED	2.0	1.0
		SUPPLY CHAIN LEVERS %		48%
		ALUMINIUM - TOTAL NORMALIZED		4.5
	ALUMINIUM - TOTAL % SCORE (WEIGHTED)			24%
4. Fossil Free and Environmentally Sustainable Batteries	4.1. Disclosure of scope 3 GHG emissions due to battery supply chains	4.1.1. The company discloses disaggregated scope 3 emissions for their battery supply chains, including a total for the whole battery and disaggregated emissions for key battery minerals (cathode / anode active materials)	1	0
		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	0.25
		4.2.2. The company has set a target to reduce reliance on energy intensive minerals in battery production.	1	0.25
		4.2.3. The company has set collection and/or recovery targets for high intensity battery metals.	1	0.25
		TARGET-SETTING & PROGRESS TOTAL	3	0.75
		TARGET-SETTING & PROGRESS NORMALIZED	1.5	0.4
		TARGET-SETTING & PROGRESS %		25%
	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	1
		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	0.75
		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	0.5
		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	0.25
		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

Sub-section	Indicator Category	Indicators	Total Number of Points	Mercedes Points
		4.3.7. The company invests in the development of new battery chemistries & technologies that reduce their overall material and carbon footprint by reducing the use of emissions-intensive minerals and toxic materials (such as persistent organic pollutants (POPs))	2	2
		4.3.8. The company invests in the development of new battery designs, technologies, systems and/or processes to maximize the recyclability of EV batteries	1	1
		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	1
		4.3.10. The company has established closed-loop processes in order to maximize the recycling of end-of-life EV batteries	1	0.5
		SUPPLY CHAIN LEVERS TOTAL	11	7
		SUPPLY CHAIN LEVERS NORMALIZED	2.0	1.3
		SUPPLY CHAIN LEVERS %		64%
		BATTERIES - TOTAL NORMALIZED	4.5	1.6
		BATTERIES - TOTAL % SCORE (WEIGHTED)		37%
Climate	Influence Map	Multiplier applied:		1.1

CLIMATE AND ENVIRONMENT - TOTAL NORMALIZED	18.0	6.2
CLIMATE AND ENVIRONMENT - TOTAL % SCORE (WEIGHTED)		35%
CLIMATE AND ENVIRONMENT - TOTAL NORMALIZED + IM MULTIPLIER		6.9
CLIMATE AND ENVIRONMENT - TOTAL % SCORE (WEIGHTED) + IM MULTIPLIER		38%

Sub-section	Indicator Category	Indicators	Total Number of Points	Mercedes 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	1
		1.2.2. The company discloses the salient human rights risks in their supply chain and where they are located.	1	1
		1.2.3. The company has a process for identifying high risk supplier categories in their supply chain.	1	0.75
		IDENTIFY TOTAL	3	2.75
		IDENTIFY NORMALIZED	1.5	1.4
		IDENTIFY %		92%
	1.3. Prevent, Mitigate and Account	1.3.1. The company assesses the risk of adverse human rights impacts with suppliers prior to entering into any contracts.	2	1.5
		1.3.2. The company discloses how it monitors suppliers for compliance with the SCoC during the contract period.	2	0.8
		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	1
		PREVENT, MITIGATE & ACCOUNT TOTAL	6.5	4.3
		PREVENT, MITIGATE & ACCOUNT NORMALIZED	2.0	1.3
		PREVENT, MITIGATE & ACCOUNT %		66%
	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	0.6
		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	1
		REMEDY TOTAL	5	1.85
		REMEDY NORMALIZED	2.0	0.7
		REMEDY %		37%
	GENERAL HUMAN RIGHTS - TOTAL NORMALIZED		6.5	4.4
	GENERAL HUMAN RIGHTS - TOTAL % SCORE (WEIGHTED)			68%
	2. Responsible	2.1. Commit	2.1.1. The company has a commitment to responsible metals and minerals sourcing.	1

Sub-section	Indicator Category	Indicators	Total Number of Points	Mercedes Points
Sourcing of Transition Minerals		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	1.2
		COMMIT TOTAL	3	2.2
		COMMIT NORMALIZED	1.0	0.7
		COMMIT %		73%
	2.2. Identify	2.2.1. The company has a process in place to map transition minerals (e.g. nickel, lithium, cobalt, copper, manganese, zinc) in their supply chains to the point of extraction.	2	2
		2.2.2. The company discloses transition minerals risks in their supply chain and where they are located.	1	1
		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
		IDENTIFY TOTAL	5	3
		IDENTIFY NORMALIZED	1.5	0.9
		IDENTIFY %		60%
	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	0.8
		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	1.2
		2.3.5. The company reports on how it is prepared to respond if it finds non-conformances associated with its responsible minerals sourcing policy occurring in its operations or supply chains.	1.5	1
		2.3.6. The company discloses how they verify the implementation of corrective actions.	1	1
		PREVENT, MITIGATE & ACCOUNT TOTAL	10.5	5
		PREVENT, MITIGATE & ACCOUNT NORMALIZED	2.0	1.0
		PREVENT, MITIGATE & ACCOUNT %		48%
		2.4. Remedy	2.4.1. The company has put in place a formal mechanism whereby grievances can be raised about SoR facilities.	1
	REMEDY TOTAL		1	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Mercedes Points
		REMEDY NORMALIZED	2.0	0.0
		REMEDY %		0%
		TRANSITION MINERALS - TOTAL NORMALIZED	6.5	2.6
		TRANSITION MINERALS - TOTAL % SCORE (WEIGHTED)		40%
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	0
		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	1
		3.1.4. These commitments are translated into the languages used by the impacted Indigenous Peoples.	1	0
		COMMIT TOTAL	5	1
		COMMIT NORMALIZED	1.0	0.2
		COMMIT %		20%
	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	0.5
		IDENTIFY TOTAL	1	0.5
		IDENTIFY NORMALIZED	1.5	0.8
		IDENTIFY %		50%
	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	1.2
		3.3.3. The company has a formal process in place to engage critical upstream suppliers on FPIC (e.g. extractives companies)	2	0
		3.3.4. The company reports on how it is prepared to respond if it finds FPIC breaches in its supply chain.	1	0
		PREVENT, MITIGATE & ACCOUNT TOTAL	6	1.2
		PREVENT, MITIGATE & ACCOUNT NORMALIZED	2.0	0.4
		PREVENT, MITIGATE & ACCOUNT %		20%
	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	1.4
	INDIGENOUS RIGHTS - TOTAL % SCORE (WEIGHTED)		21%	

Sub-section	Indicator Category	Indicators	Total Number of Points	Mercedes Points	
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	1	
		4.2.2. The company discloses the salient workers rights risks in their supply chain and where they are located.	1	1	
		IDENTIFY TOTAL		2	2
		IDENTIFY NORMALIZED		1.5	1.5
		IDENTIFY %			100%
	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	2	
		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	3
		PREVENT, MITIGATE & ACCOUNT NORMALIZED		2.0	1.1
		PREVENT, MITIGATE & ACCOUNT %			55%
	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	3.3
	WORKERS' RIGHTS - TOTAL % SCORE (WEIGHTED)				50%
HUMAN RIGHTS - TOTAL NORMALIZED			26.0	11.6	

Sub-section	Indicator Category	Indicators	Total Number of Points	Mercedes Points
HUMAN RIGHTS - TOTAL % SCORE (WEIGHTED)				45%

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Mercedes Analysis	Mercedes 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	The following scores are absolute, not cumulative: 100%: The company discloses scope 3 GHG emissions due to purchased goods and services. 25%: The company includes scope 3 GHG emissions including purchased goods and services in overall disclosure, but does not disaggregate. Note: the company may achieve additional points under each of the supply chain areas below, if they provide disaggregated emissions against each supply chain.	Mercedes-Benz discloses its scope 3 GHG emissions due to purchased goods (2023 Sustainability Report, p. 180). 2023 Sustainability Report https://group.mercedes-benz.com/documents/sustainability/reports/mercedes-benz-sustainability-report-2023.pdf	2
		1.1.2. The company discloses "significant emissions" in its supply chain.	1	Based on GRI 305-7, significant emissions include: 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 The following scores are absolute not cumulative: 100%: the company discloses significant emissions in their supply chain against all of the above categories. 50%: the company discloses significant emissions in their supply chain against some of the above categories.	Mercedes-Benz discloses the emissions of SO2, NOx, and VOC of its operations (2023 Sustainability Report, p. 100). Additionally, Mercedes Benz discloses significant emissions in the LCA results for specific EV models such as Mercedes-Benz E-Class as part of the 360° Environmental Check disclosure. However, the company does not disclose the significant emissions in its supply chain. 2023 Sustainability Report https://group.mercedes-benz.com/documents/sustainability/reports/mercedes-benz-sustainability-report-2023.pdf Mercedes Benz E-Class 360 Environmental Check: https://group.mercedes-benz.com/documents/sustainability/product/mercedes-benz-environmental-check-e-class-e300e.pdf	0
		1.1.3. The company discloses water usage by key suppliers in its supply chain.	1	According to GRI 303, water usage includes: - water withdrawn - water consumed - water discharged Companies will need to define "key suppliers" and: 50%: provide data against some of the above indicators 100%: provide data against all of the above indicators	Mercedes-Benz provides disclosure of water consumption and withdrawal for its operations (2023 Sustainability Report, p. 185), but it doesn't specify it for its supply chain. 2023 Sustainability Report https://group.mercedes-benz.com/documents/sustainability/reports/mercedes-benz-sustainability-report-2023.pdf	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Mercedes Analysis	Mercedes Points
		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
	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>Mercedes Benz discloses its climate targets in its 2023 Sustainability Report (p. 69-70): "The Group's ambition is to make the entire Mercedes Benz new vehicle fleet net carbon-neutral across all stages of the value chain by 2039". In terms of interim target, "the Group's goal is to reduce CO2 emissions per car across the entire value chain up to 50 % by the end of this decade, compared to 2020 (2023: 46.3 tonnes per vehicle)".</p> <p>Although its goal of reducing the CO2 emissions of the Mercedes-Benz new vehicle fleet during the use phase by more than 40% compared to 2018 has been confirmed by the SBTi, this does not include the upstream/purchased goods section of the value chain.</p> <p>2023 Sustainability Report https://group.mercedes-benz.com/documents/sustainability/reports/mercedes-benz-sustainability-report-2023.pdf</p>	1
		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>In its Responsible Sourcing Standards (p. 14), Mercedes-Benz states that: "The Partner must develop suitable corporate goals for its scope 1, 2 and 3 emissions and take measures to help achieve the goals of the Paris Agreement. "</p> <p>In addition (p. 15), "the Partner should have its climate protection targets assessed in accordance with recognized scientific methods such as the Science Based Targets initiative (SBTi)."</p> <p>Responsible Sourcing Standards https://supplier.mercedes-benz.com/docs/DOC-2672</p>	0.75

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Mercedes Analysis	Mercedes Points
		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>Mercedes states that its suppliers should report regularly and publicly on the environmental impact of its activities”, which includes water consumption (Responsible Sourcing Standards, p. 16-17). They are not required to set targets</p> <p>Responsible Sourcing Standards https://supplier.mercedes-benz.com/docs/DOC-2672</p>	0.5
		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>Mercedes states that “The Partner should report publicly on its targets and approach for reducing and preventing environmental threats and damage and publish information on the corresponding commitments, challenges, and progress made.” (Responsible Sourcing Standards, p. 14)</p> <p>In terms of climate targets, Mercedes states that “The Partner must regularly monitor and report on its progress to the Mercedes-Benz Group, especially with regard to its CO2 footprint at the product level.” (Responsible Sourcing Standards, p. 14)</p> <p>In addition, Mercedes states that “In 2023, a total of 744 on-site inspections were carried out at suppliers of production materials. A check was carried out to determine whether an environmental management system in accordance with ISO 14001 was in place. In the medium term, the Mercedes-Benz Group plans to cooperate even more closely with its suppliers and sensitise them to environmental issues.” (2023 Sustainability Report, p. 226)</p> <p>In 2020, Mercedes sent a letter of intent to suppliers of production materials concerning net carbon-neutral products. It discloses that “84% of all registered suppliers of production material for Mercedes-Benz Cars and Mercedes-Benz Vans –measured by the annual planned procurement volume based on planning figures updated every 14 days – have signed the “Ambition Letter”.</p> <p>Responsible Sourcing Standards</p>	1

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Mercedes Analysis	Mercedes Points
		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>Mercedes has a general commitment to “Deforestation-Free Supply Chains” and has related policy for its suppliers in its Responsible Sourcing Policy (p. 15). However, there is no time-bound target.</p> <p>Responsible Sourcing Standards https://supplier.mercedes-benz.com/docs/DOC-2672</p>	0.25
	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>	<p>Mercedes states that “In future, it therefore only intends to work with partners who share its understanding of sustainability with reference to the climate, environment and human rights, and has enshrined net carbon neutrality in its contractual terms”. (Sustainability Report, p. 87).</p> <p>Mercedes also states in its Responsible Sourcing Standards (p. 14) that “The Partner must commit to the material- and component-specific CO2 targets of the Mercedes-Benz Group that are agreed as part of the awarding process and switch to CO2-neutral products in the medium term. To help achieve these goals, these expectations must also be applied within its own supply chain.”</p> <p>Mercedes does not disclose if or how other significant air emissions are assessed in the contracting process.</p> <p>2023 Sustainability Report https://group.mercedes-benz.com/documents/sustainability/reports/mercedes-benz-sustainability-report-2023.pdf</p> <p>Responsible Sourcing Standards https://supplier.mercedes-benz.com/docs/DOC-2672</p>	0.75

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Mercedes Analysis	Mercedes 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>Mercedes includes general requirements for suppliers to have environmental management systems, with reference to water consumption and waste management (Responsible Sourcing Standards, p. 15-17).</p> <p>In its Water Policy and CDP Water Security Report (section 1.5b), Mercedes also indicates that “water-related aspects are incorporated into our supplier contracts and we encourage upstream value chain initiatives”. However, the requirement is vague and the company does not explain how water management is taken into consideration in the tender and contracting process for selecting (potential) new suppliers.</p> <p>Mercedes’ raw material report provides several examples of risks of water depletion and/or pollution the company has identified in its supply chain, as well as evidence of how the company has engaged with suppliers on these issues. The report also states that the company has expanded the scope of its human rights due diligence audits “to include environmental aspects like biodiversity, water protection, hazardous substances and energy management” (p. 26).</p> <p>The company does not disclose if or how it considers impacts on water in the supplier selection process.</p> <p>Responsible Sourcing Standards https://supplier.mercedes-benz.com/docs/DOC-2672</p> <p>Raw Material Report https://group.mercedes-benz.com/dokumente/nachhaltigkeit/produktion/mercedes-benz-raw-materials-report.pdf</p> <p>CDP Water Security Report</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>	<p>Mercedes includes general requirements for suppliers regarding deforestation (Responsible Sourcing Standards, p. 14). The company states that it “contractually obligates its suppliers to take due diligence measures to support the protection of natural forests in the upstream supply chain” and provides evidence of engagement with leather suppliers in Brazil to address deforestation risks (2023 Sustainability Report, p. 105).</p> <p>The company does not explain how deforestation risks are addressed in the tendering and contracting process for (potential) new suppliers.</p> <p>2023 Sustainability Report https://group.mercedes-benz.com/documents/sustainability/reports/mercedes-benz-sustainability-report-2023.pdf</p> <p>Responsible Sourcing Standards https://supplier.mercedes-benz.com/docs/DOC-2672</p>	0.6
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>	<p>The company has published “360° Environmental Check” for some of its models, which includes vehicle model level CO2 emissions data, but it is not disaggregated on embodied emissions from steel used in the vehicle.</p> <p>360° Environmental check (quoted in 2023 Sustainability Report, p. 73) https://group.mercedes-benz.com/responsibility/sustainability/climate-environment/environmental-check/</p> <p>360° Environmental check Mercedes-Benz E-Class https://group.mercedes-benz.com/documents/sustainability/product/mercedes-benz-environmental-check-e-class-e300e.pdf</p>	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Mercedes Analysis	Mercedes 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>Mercedes discloses that it "intends to purchase over 200,000 tonnes of CO2-reduced steel per year from European suppliers for its own press plants before the end of this decade" (2023 Sustainability Report, p. 88). Mercedes has also set a target for its European press shops to use 1/3 low-co2 steel by 2030 (2024 ESG Conference presentation, p. 10). However, it is not clear what percentage of the company's global steel use this would represent and low-co2 steel / CO2 reduced steel is not defined.</p> <p>Additionally, Mercedes discloses that 84 % of all registered suppliers have signed the "Ambition Letter" and committed to supply Mercedes-Benz Cars and Mercedes-Benz Vans exclusively with net carbon-neutral products from 2039 at the latest. This includes the steel suppliers, but the percentage of steel suppliers that have signed the letter is unclear (2023 Sustainability Report, p. 87). While Mercedes states that "quantitative interim targets for CO2 emissions in the supply chains have been defined" (p. 87), there is no disclosure of the interim target for steel.</p> <p>Thus it is not possible to deduce if these targets align with the IEA, FMC or SteelZero thresholds.</p> <p>2023 Sustainability Report https://group.mercedes-benz.com/documents/sustainability/reports/mercedes-benz-sustainability-report-2023.pdf</p> <p>2024 ESG Conference Presentation https://group.mercedes-benz.com/dokumente/investoren/presentationen/mercedes-benz-ir-esgc24-presentation-markus-schaefer-decarbonisation-and-sustainable-products.pdf</p>	0.4
		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>	<p>Mercedes has set an overall target of increasing the share of secondary raw materials, including steel, to an average of 40% by 2030 (2023 Sustainability Report, p. 101). However, the company does not provide a disaggregated target for secondary/scrap steel from the overall secondary raw material use target.</p> <p>2023 Sustainability Report https://group.mercedes-benz.com/documents/sustainability/reports/mercedes-benz-sustainability-report-2023.pdf</p>	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

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Mercedes Analysis	Mercedes Points
		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	The following scores are absolute, not cumulative: 100%: the company discloses the percentage of recycled steel in their annual production cycle including volumes of both pre- and post-consumer steel. 75%: the company discloses the percentage of recycled steel in their annual production cycle. 50%: The company partially discloses the percentage of recycled steel for some elements within their annual production cycle. NB: Total recycled/scrap steel volume is sufficient if total steel volume is disclosed.	Not disclosed.	0
	2.3. Use of supply chain levers to achieve fossil free and environmentally sustainable steel supply chains	2.3.1. The company participates in multi-stakeholder procurement initiatives to collaborate with other buyers to incentivise investment in and production of fossil-free steel.	1	50%: the company is a member of SteelZero. 50%: the company is a member of the First Movers Coalition's sector group on steel	Mercedes is not a member of SteelZero or the First Movers Coalition's sector group on steel.	0
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	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.	Mercedes is a member of ResponsibleSteel and has published guidance for suppliers regarding the use of third party mining and supply chain standards, including ResponsibleSteel - which is ranked as the second highest performing standard (p. 30). The company does not disclose purchasing commitments for ResponsibleSteel certified steel. https://www.responsiblesteel.org/members-and-associates Guidance for Suppliers: Navigating Quality and Effectiveness of Mining and Supply Chain Standards - https://supplier.mercedes-benz.com/docs/DOC-3222	0.45	
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.	According to 2023 Sustainability Report (p. 88-89): 1) Mercedes has signed a contract with H2 Green Steel for the supply of around 50,000 tonnes of virtually CO2-free steel per year for its European press plants. This steel will be produced with a green hydrogen DRI facility powered by renewable energy. The production starts in 2025. They also signed a letter of intent with the plan to expand to North America. 2) Mercedes has signed a supply contract with Steel Dynamics for its plant in Alabama for more than 50,000 tonnes of CO2-reduced steel produced with green electricity, which has been integrated into production since September 2023. 3) Mercedes has received steel from SSAB's hydrogen-based direct reduction in 2022. 4) Mercedes and thyssenkrupp Steel have signed a letter of intent to purchase CO2-reduced steel, with the first direct reduction plant to be commissioned in 2026. 5) Mercedes has also signed letter of intent with Salzgitter Flachstahl for the supply of CO2-reduced steel produced using a combination of direct reduction processes and EAF. 6) Mercedes also sources CO2-reduced steel from Arvedi, partly produced with renewable energies. These agreements cover Mercedes' production geographies in Europe and North America only. Mercedes has also announced that it has signed an agreement with Baosteel for the supply of low-carbon steel in China. However, this is only disclosed in a press release and not in any official reporting.	2	

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Mercedes Analysis	Mercedes Points
		2.3.4. The company integrates improved recyclability of steel into automobile design and manufacture.	2	<p>25%: the company discloses that it is implementing a closed-loop process for steel (no reference to post-consumer scrap).</p> <p>OR</p> <p>50%: the company provides detail on a closed-loop process it is implementing for steel (must include reference to post-consumer scrap).</p> <p>PLUS</p> <p>50%: the company provides detail of how it uses automotive and/or component design to improve the recyclability of steel.</p>	<p>Mercedes discloses that it works on reusing steel scrap from its Sindelfingen plant but doesn't mention post-consumer steel scrap (2023 Sustainability Report, p. 89, 109). The company does not explain how it integrates steel recyclability into component design.</p> <p>2023 Sustainability Report https://group.mercedes-benz.com/documents/sustainability/reports/mercedes-benz-sustainability-report-2023.pdf</p>	0.5
3.Fossil Free and Environmentally Sustainable Aluminium	3.1. Disclosure of scope 3 GHG emissions due to aluminium	3.1.1. The company discloses disaggregated GHG emissions for their aluminium supply chains.	1	<p>The following scores are absolute, not cumulative:</p> <p>100%: The company discloses scope 3 GHG emissions for purchased goods and services, disaggregated for their aluminium 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 aluminum used in that vehicle.</p>	<p>The company has published "360° Environmental Check" for some of its models, which includes vehicle model level CO2 emissions data, but it is not disaggregated on embodied emissions from aluminum used in the vehicle.</p> <p>360° Environmental check (quoted in 2023 Sustainability Report, p. 73) https://group.mercedes-benz.com/responsibility/sustainability/climate-environment/environmental-check/</p> <p>360° Environmental check Mercedes-Benz E-Class https://group.mercedes-benz.com/documents/sustainability/product/mercedes-benz-environmental-check-e-class-e300e.pdf</p>	0
	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 aluminum 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 aluminum by 2050 and/or a 2030 emissions reduction target for aluminum that is below the IEA Heavy Industry Guidance</p>	<p>Mercedes discloses that at least a third of the primary aluminium used in Europe for future electric models is to be produced using renewable energies (2023 Sustainability Report, p. 89).</p> <p>Mercedes also discloses that 84 % of all registered suppliers have signed the "Ambition Letter" and committed to supply Mercedes-Benz Cars and Mercedes-Benz Vans exclusively with net carbon-neutral products from 2039 at the latest. This includes the aluminium suppliers, but the percentage of aluminium suppliers that have signed the letter is unclear (2023 Sustainability Report, p. 87). While Mercedes states that "quantitative interim targets for CO2 emissions in the supply chains have been defined" (p. 87), there is no disclosure of the interim target for aluminium.</p> <p>Thus it is not possible to deduce if these targets align with the IEA, FMC or SteelZero thresholds.</p> <p>2023 Sustainability Report https://group.mercedes-benz.com/documents/sustainability/reports/mercedes-benz-sustainability-report-2023.pdf</p>	0.4

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Mercedes Analysis	Mercedes Points
		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	The following scores are absolute, not cumulative: 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). 50%: The company partially discloses the percentage of low-co2 aluminium for some elements within their annual production cycle.	Mercedes only discloses that at least a third of the primary aluminium used in Europe for future electric models is to be produced using renewable energies (2023 Sustainability Report, p. 89). However it is not clear how much of this aluminium is currently produced with renewable energy and there is no disclosure for other locations. 2023 Sustainability Report https://group.mercedes-benz.com/documents/sustainability/reports/mercedes-benz-sustainability-report-2023.pdf	0
		3.2.3. The company has a target to increase use of secondary/scrap aluminium by 2030.	2	These scores are not cumulative, they are thresholds for achieving a particular score. 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. 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.	Mercedes has set an overall target of increasing the share of secondary raw materials, including aluminium, to an average of 40% by 2030 (2023 Sustainability Report, p. 101). However, the company does not provide a disaggregated target for secondary/scrap aluminium from the overall secondary raw material use target. 2023 Sustainability Report https://group.mercedes-benz.com/documents/sustainability/reports/mercedes-benz-sustainability-report-2023.pdf	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	100%: the company discloses the percentage of recycled aluminium in their annual production cycle including volumes of both pre- and post-consumer aluminium. 75%: the company discloses the percentage of recycled aluminium in their annual production cycle. 50%: the company partially discloses the percentage of recycled aluminium for some elements with their annual production cycle. NB: Total recycled/scrap steel volume is sufficient if total steel volume is disclosed.	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	100%: the company is a member of First Movers Coalition sector group on aluminium	Mercedes is not a member of First Movers Coalition sector group on aluminium. https://initiatives.weforum.org/first-movers-coalition/community	0
		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	25%: the company is a member of the Aluminium Stewardship Initiative (ASI). 50%: the company actively engages their aluminum suppliers regarding ASI certification. 25%: the company has disclosed purchasing commitments for ASI certified aluminium. Note: 0.4 points modifier applied due to multistakeholder initiative assessment. See sheet 8.	Mercedes is a member of ASI. It states that: "suppliers to the Mercedes-Benz Group's European foundries and extrusion plants now only receive orders on condition that the primary aluminium used has passed through ASI-certified production stages from the mine to the rolling mill" (2023 Sustainability Report, p. 106-107). In addition, "four European press plants where bonnets are stamped out for Mercedes-Benz Cars have been successfully certified in accordance with the ASI "Performance Standard". In its Raw Materials Report (p. 7), Mercedes disclosed that it has "raised the bar and aim to achieve 80% ASI-certified aluminium" in its vehicles (EQS-based calculation, may differ for other models). https://aluminium-stewardship.org/about-asi/members 2023 Sustainability Report https://group.mercedes-benz.com/documents/sustainability/reports/mercedes-benz-sustainability-report-2023.pdf Raw Materials Report https://group.mercedes-benz.com/responsibility/sustainability/supply-chains/raw-materials-report.html	0.4

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Mercedes Analysis	Mercedes Points
		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 aluminium supplier to invest in and scale-up production of low-CO2 aluminium.</p> <p>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.</p> <p>25%: at least one purchase agreement signed by the company is for the provision of aluminum produced with new technologies for fossil-free aluminum production.</p>	<p>Mercedes entered into partnership with Hydro which has supplied CO2-reduced aluminium to Mercedes since June 2023 (2023 Sustainability Report, p. 89), however, the scale of supply for the contract is not disclosed. Mercedes had previously disclosed an agreement with an aluminium producer "with the aim of working together to develop and introduce, by 2030, aluminium for automotive applications that is practically CO2 -free" due to "innovative technologies for primary material production."</p> <p>2023 Sustainability Report https://group.mercedes-benz.com/documents/sustainability/reports/mercedes-benz-sustainability-report-2023.pdf</p>	1.5
		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).</p> <p>OR</p> <p>50%: the company provides detail on a closed-loop process it is implementing for aluminum (must include reference to post-consumer scrap).</p> <p>PLUS</p> <p>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>Mercedes discloses that it "is working with its suppliers to develop aluminium alloys with a high proportion of end-of-life scrap". The company also states that it "included sophisticated structural castings for the bodyshell made from low-CO2 aluminium with a minimum post-consumer scrap content of 25% in its series production in 2023" but it is not clear whether this post-consumer aluminum scrap came from its own closed-loop process (2023 Sustainability Report, p. 103, 109)</p> <p>2023 Sustainability Report https://group.mercedes-benz.com/documents/sustainability/reports/mercedes-benz-sustainability-report-2023.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:</p> <p>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</p> <p>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)</p> <p>50%: The company discloses scope 3 GHG emissions for purchased goods and services, disaggregated for their battery supply chain.</p> <p>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
	4.2. Target setting and progress towards fossil free and environmentally sustainable battery supply chains	4.2.1. The company has set a target to produce fossil free and environmentally sustainable batteries.	1	<p>The scores below are not additive. They indicate specific thresholds for getting that percentage of points:</p> <p>100%: the company has a commitment to produce 100% fossil free batteries by 2050 and 50% fossil free batteries by 2030.</p> <p>50%: Alignment with IEA Heavy Industry Guidance (27% emissions reduction by 2030 and 95% by 2050)</p> <p>25%: Commitment below IEA Heavy Industry Guidance.</p>	<p>Mercedes states (2023 Sustainability Report, p. 79) that "The company has now also made the net carbon-neutral production of battery cells a key requirement when awarding contracts to its battery cell partners." Mercedes discloses that 84 % of all registered suppliers have signed the "Ambition Letter" and committed to supply Mercedes-Benz Cars and Mercedes-Benz Vans exclusively with net carbon-neutral products from 2039 at the latest. This includes the battery suppliers, but the percentage of battery suppliers that have signed the letter is unclear (2023 Sustainability Report, p. 87). While Mercedes states that "quantitative interim targets for CO2 emissions in the supply chains have been defined" (p. 87), there is no disclosure of the interim target for batteries.</p> <p>2023 Sustainability Report https://group.mercedes-benz.com/documents/sustainability/reports/mercedes-benz-sustainability-report-2023.pdf</p>	0.25

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Mercedes Analysis	Mercedes Points
		4.2.2. The company has set a target to reduce reliance on energy intensive minerals in battery production.	1	<p>25%: statement of intent to reduce high intensity minerals in battery production (which may include a commitment to producing smaller batteries).</p> <p>25%: the company has set a disaggregated target for the reduction of primary sources of nickel in their supply chain.</p> <p>25%: the company has set a disaggregated target for the reduction of primary sources of lithium in their supply chain.</p> <p>25%: the company has set a disaggregated target for the reduction of primary sources of cobalt in their supply chain.</p> <p>Note: The final three scoring criteria can also be met by setting targets for increasing the % recycled nickel/lithium/cobalt used in new batteries.</p>	<p>There is a statement of intent to reduce high intensity minerals such as cobalt in battery production (2023 Sustainability Report, p. 105). However, no disaggregated targets for nickel, lithium or cobalt are provided.</p> <p>2023 Sustainability Report https://group.mercedes-benz.com/documents/sustainability/reports/mercedes-benz-sustainability-report-2023.pdf</p>	0.25
		4.2.3. The company has set collection and/or recovery targets for high intensity battery metals.	1	<p>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.</p> <p>25%: the company has set collection and/or recovery targets for high intensity battery metals that are lower and/or not disaggregated.</p>	<p>Mercedes states it is building a battery recycling facility in Kuppenheim, where the company aims to achieve an overall recovery rate of 96%, "to be further increased by 2025 together with technology partners."</p> <p>Page 84 Sustainability Report - https://sustainabilityreport.mercedes-benz.com/2022/_assets/downloads/entire-mercedes-benz-sr22.pdf</p>	0.25
	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	<p>100%: the company discloses a requirement that all battery manufacturers are required to use 100% renewable electricity.</p> <p>50%: the company discloses agreements/requirements for 100% renewable energy with some battery manufacturers</p> <p>25%: the company discloses agreements/requirements for reduced emissions with some battery manufacturers</p> <p>or</p> <p>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.</p>	<p>Mercedes states that "the Group is focusing on expanding strategic partnerships with battery cell producers that supply the Mercedes-Benz Group's global battery production network with battery cells and modules manufactured in a net carbon-neutral manner" (2023 Sustainability Report, p. 79). The company had previously disclosed that it had stipulated to strategic battery cell partners that "only battery cells produced on a CO2 -neutral on the balance sheet basis should be procured" (2022 Sustainability Report, p108). However, it does not say that CO2-neutral must entail using 100% renewable energy.</p> <p>2023 Sustainability Report https://group.mercedes-benz.com/documents/sustainability/reports/mercedes-benz-sustainability-report-2023.pdf</p> <p>2022 Sustainability Report - https://sustainabilityreport.mercedes-benz.com/2022/_assets/downloads/entire-mercedes-benz-sr22.pdf</p>	1

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Mercedes Analysis	Mercedes 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>Mercedes has established a partnership with Rock Tech Inc., which is building a refinery for lithium hydroxide in Guben (Germany). The supply agreement stipulates that both partners will work together on a roadmap for the net carbon-neutral production of lithium hydroxide by 2030" (Sustainability Report, p.79).</p> <p>Mercedes also discloses that its "contractual agreements with our battery cell suppliers stipulate that lithium sourcing is restricted to material originating from mines that are audited against the IRMA Standard" (Raw Materials Report, p. 19).</p> <p>Mercedes has established the Responsible Lithium Partnership with other buyers to work towards responsible use of resources and sustainable lithium. However, it is unclear whether this includes contractual requirement regarding emissions, water usage and other environmental factors (Raw Materials Report, p. 19).</p> <p>2023 Sustainability Report https://group.mercedes-benz.com/documents/sustainability/reports/mercedes-benz-sustainability-report-2023.pdf</p> <p>Raw Materials Report https://group.mercedes-benz.com/responsibility/sustainability/supply-chains/raw-materials-report.html</p>	0.75
		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>	<p>Mercedes is a member of the Nickel Working Group of the Responsible Minerals Initiative (RMI) (Raw Materials Report, p. 26).</p> <p>Mercedes also states that "contractual agreements with our battery cell suppliers stipulate that nickel sourcing is restricted to material originating from mines that are audited against the IRMA Standard. A transitional period of three years after SOP applies to achieve the IRMA 50 level (Raw Materials Report, p. 25).</p> <p>Raw Materials Report https://group.mercedes-benz.com/responsibility/sustainability/supply-chains/raw-materials-report.html</p>	0.5

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Mercedes Analysis	Mercedes Points
		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>	<p>Mercedes states that it has entered into “contractual agreements with our battery cell suppliers” that “stipulate that cobalt sourcing is restricted to material originating from mines that are audited against the IRMA Standard. A transitional period of three years after SOP applies to achieve the IRMA 50 level” (Raw Materials Report, p. 10).</p> <p>Raw Materials Report https://group.mercedes-benz.com/responsibility/sustainability/supply-chains/raw-materials-report.html</p>	0.25
		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.	<p>Mercedes is not a member of the Global Battery Alliance.</p> <p>https://www.globalbattery.org/about/members/</p>	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	<p>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.</p> <p>25%: the company provides examples of the systems and processes it is developing to scale this R&D to commercial production.</p> <p>50%: the company has brought to market electric vehicles that utilize battery chemistries / technologies that meet the above criteria.</p>	<p>Mercedes is “working with partners to increase the energy density of lithium-ion batteries by using high-silicon anodes or lithium anodes in conjunction with solid-state technology” (2023 Sustainability Report, p.80).</p> <p>In order to bring new technologies into series production as early as possible, Mercedes “is setting up a competence centre for battery technology in Untertürkheim” (p. 80).</p> <p>Mercedes also mentions that its new eSprinter van is the first of its vehicles to use a lithium/iron phosphate (LFP) chemistry, which makes “it possible to dispense with cobalt and nickel as raw materials” (p75).</p> <p>2023 Sustainability Report https://group.mercedes-benz.com/documents/sustainability/reports/mercedes-benz-sustainability-report-2023.pdf</p>	2

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Mercedes Analysis	Mercedes Points
		4.3.8. The company invests in the development of new battery designs, technologies, systems and/or processes to maximize the recyclability of EV batteries	1	<p>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).</p> <p>25%: the company provides examples of the systems and processes it is developing to scale this R&D to commercial production.</p> <p>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.</p>	<p>Mercedes is constructing its own battery recycling plant at the Kuppenheim location. It has founded LICU-LAR GmbH as a subsidiary for its battery recycling strategy and is in discussion with the public sector to construct the facilities for hydrometallurgical processing of the battery materials that allows recovery rates of more than 96%.</p> <p>It is also working with partners in China and the USA to create a closed material cycle for battery recycling, but with no disclosure on the percentage of recovery rate. (2023 Sustainability Report, p. 109).</p> <p>2023 Sustainability Report https://group.mercedes-benz.com/documents/sustainability/reports/mercedes-benz-sustainability-report-2023.pdf</p>	1
		4.3.9. The company has established processes for battery repair, reuse and repurposing in order to maximize the usable lifespan of its EV batteries.	1	<p>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.</p> <p>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</p> <p>50%: the company provides quantitative information about the collection of batteries (i.e total numbers and / or percentages of batteries collected)</p>	<p>Mercedes discloses it has a process in place for repurposing batteries, such as converting it for use in a stationary energy bank, and also discloses qualitative information about processes for battery collection (2023 Sustainability Report, p. 108). Mercedes states that "72% of the returnable high-voltage lithium-ion batteries are being routed to remanufacturing for reuse in vehicles or for second life in energy storages" (p. 10).</p> <p>2023 Sustainability Report https://group.mercedes-benz.com/documents/sustainability/reports/mercedes-benz-sustainability-report-2023.pdf</p>	1
		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>Mercedes discloses a process for battery recycling and that it is constructing its own pilot plant for recycling lithium-ion battery systems at Kuppenheim, with the first stage plant for mechanical dismantling under construction and the second step pending public sector approval, which will operate facilities that use a process of hydrometallurgy that "completely avoids energy-and material-intensive combustion processes". Mercedes also discloses that it is " working with partners in China and the USA to create a closed material cycle for battery recycling" (2023 Sustainability Report, p. 109; 2022 Sustainability Report, p. 84). The company does not provide quantitative information about currently implemented recycling rates.</p> <p>2023 Sustainability Report https://group.mercedes-benz.com/documents/sustainability/reports/mercedes-benz-sustainability-report-2023.pdf</p>	0.5

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Mercedes Analysis	Mercedes Points
5. Climate Lobbying		Performance Band (A+ to F) is a full measures of a company's climate policy engagement, accounting for both its own engagement and that of its industry associations.	Multiplier of total category score	A=1.3 B=1.2 C=1.1 N/D = 1 D=0.9 E= 0.8 F=0.7	C- https://lobbymap.org/company/Mercedes-Benz-7c1efd951fa2a6dfc2b58e9f311f6d7b	1.1

Sub-section	Indicator Category	Indicators	Total Number of Points	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	Mercedes Analysis	Mercedes 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).	The company's "Principles of Social Responsibility and Human Rights" include an express commitment to the Universal Declaration of Human Rights, the International Pact on Civil and Political Rights, the International Pact on Economic, Social and Cultural Rights, the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, and the UN Guiding Principles on Business and Human Rights, among others (p. 5) Principles of Social Responsibility and Human Rights mercedes-benz-grundsatzserklaerung-fuer-soziale-verantwortung-und-menschenrechte-de.pdf	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.	Mercedes Benz' "Responsible Sourcing Standards" explicitly reference its Principles of Social Responsibility and Human Rights and require suppliers to put in place processes to address human rights risks (such as human rights due diligence processes) in line with the UN Guiding Principles. (p. 5). "The Partner will forward the content of these human rights standards ... to its subcontractors, placing them under the corresponding obligations, and will monitor and check compliance with human rights standards in the supply chain" (p. 6). Responsible Sourcing Standards https://supplier.mercedes-benz.com/docs/DOC-2672	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.	The company refers to a "risk assessment within the framework of the Mercedes-Benz Human Rights Respect System" in its Principles of Social Responsibility and Human Rights document (p. 20). The company's Human Rights Respect System (HRRS) is the company's human rights due diligence approach. Under the HRRS, the company "perform a risk-based, systematic assessment to verify that our controlled Group companies and supply chains comply with human rights..." "We develop our HRRS continuously, for example, when a risk assessment is performed due to a new activity or relationship and before strategic decisions or changes in business operations" (p. 14). The company also discloses on its website that an in-depth analysis using a human rights survey is conducted annually, on the basis of which the company defines risk-specific sets of measures, which they then offer to the respective Group companies. Identification of labour risks within the group companies is carried out through the company's "Social Compliance Management System" (Sustainability Report, p. 152). This is also performed annually. The methodology to identify and prioritise risks is described in the company's Sustainability Report (p. 152-53, 156). The company's prioritisation criteria for "risk raw materials and services" is based, among other things, on the "severity approach" of the UN Guiding Principles (p. 153). This is described in the company's website, under "Handling Risk Raw Materials". The company also consults experts "to review our classification of the salient risk areas" (Raw Materials Report, p. 5). The results of risk raw materials assessments are reported in the annual Raw Materials Report. This outlines the process for risk identification and assessment under "Raw Material Supply Chain & Risk Analysis" (p. 5). The company states that they involve external stakeholders and experts, including human rights organisations, trade unions, universities, etc. in their risk identification process, that they consult international non-governmental organisations on human rights issues, and that they have formed a "core group of external stakeholders" to support the Mercedes-Benz Group in the further development of the HRRS. It includes some detail about the ways in which these experts are involved (Sustainability Report, p. 152, 154) (Raw Materials Report, p. 5). Principles of Social Responsibility and Human Rights mercedes-benz-grundsatzserklaerung-fuer-soziale-verantwortung-und-menschenrechte-de.pdf	1

Sub-section	Indicator Category	Indicators	Total Number of Points	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	Mercedes Analysis	Mercedes 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>Mercedes described how it had identified salient risks in its supply chain in its previous Sustainability Report (p. 214-215). This year's sustainability report links to a webpage, which lists the same salient risks the company has identified, adding that "In 2024, the existing risk areas were expanded to include five additional environmental risk fields. These are in line with the OECD Handbook for Environmental Due Diligence and the EU Battery Regulation."</p> <p>The company's Raw Materials Report provides much greater detail about these salient risks, providing descriptions of these risks across different raw material supply chains from the company's own due diligence. However, it is noted that these disclosures are specific to minerals supply chains, rather than the company's saliency assessment across the board.</p> <p>2022 Sustainability Report - https://sustainabilityreport.mercedes-benz.com/2022/_assets/downloads/entire-mercedes-benz-sr22.pdf</p> <p>How we handle raw materials - https://group.mercedes-benz.com/sustainability/human-rights/supply-chains/risk-raw-materials.html</p> <p>Raw Materials Report https://group.mercedes-benz.com/responsibility/sustainability/supply-chains/raw-materials-report.html</p>	1
		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>The company's HRSS includes the Supplier Compliance Risk Management (SCRM) for direct suppliers and, based on "substantiated knowledge", indirect suppliers (beyond Tier 1). As part of the SCRM, the Mercedes-Benz Group subjects all the Tier 1 suppliers to a risk assessment at least once a year. Following an initial overarching risk assessment, the specific risks are determined using specific questionnaires. The procurement departments for all Tier 1 suppliers continuously check for human rights and environmental risks using artificial intelligence (Sustainability Report, p. 151-53).</p> <p>The Mercedes-Benz Group follows up internal and external reports of potential human rights violations from Tier 1 suppliers and substantiated knowledge from Tier N suppliers as part of the SCRM. It examines the nature and severity of the potential human rights violation. Depending on the results of the risk assessment or the analysis of suspected cases, the procurement departments for production materials, non-production materials and services agree and review suitable preventive or corrective measures with the supplier (Sustainability Report, p. 153). The procurement units systematically analyse whether and to what extent their suppliers uphold human rights. Tier 1 suppliers identified as having an increased risk of human rights and environmental violations are questioned about these issues in writing (p. 156).</p> <p>The company also discusses a process for identifying "risk raw materials" that includes identifying "risk hotspots in the raw material supply chains – for example on the basis of country risks in the individual mining countries." (p. 153).</p> <p>The company's Raw Materials Report also direct suppliers "are subject to an in-depth assessment", focusing on "the state of their due diligence management system, using the Mercedes-Benz Due Diligence Questionnaire (DDQ) as an instrument." (p. 5). While the process for identifying high risk suppliers is described in some level of detail, the company does not describe the differential assurance actions it takes based on differently scored suppliers, beyond stating "suitable preventive and corrective measures" and "measures for the risk hotspots" and "suitable measures to minimise the main human rights risks".</p>	0.75
	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>2023 Sustainability Report - https://sustainabilityreport.mercedes-benz.com/2023/_assets/downloads/entire-mercedes-benz-sr23.pdf</p> <p>The company indicates that "Suppliers must comply with the Responsible Sourcing Standards (RSS) in order to participate in new contracts awarded by the Group." (Sustainability Report, p. 86).</p> <p>The company explains that "central procurement departments conduct systematic reviews of compliance with the supplier standards. New suppliers are evaluated with regard to sustainability topics, including human rights and labor standards—possibly also by way of on-site assessments." (Principles of Social Responsibility and Human Rights, p. 16).</p> <p>Mercedes-Benz Group indicates that a total of 744 inspections of new direct suppliers were carried out in 2023 (Sustainability Report, p. 156). However, the company does not provide quantitative information about the number of non-conformities found.</p> <p>The company extend its supplier assessment to Tier 2 suppliers in certain circumstances. Risk assessment of tier 2 suppliers or beyond is performed on a "risk basis" or based on "substantiated knowledge" (Sustainability Report, p. 151-53).</p> <p>2023 Sustainability Report https://group.mercedes-benz.com/documents/sustainability/reports/mercedes-benz-sustainability-report-2023.pdf</p> <p>Principles of Social Responsibility and Human Rights mercedes-benz-grundsatzerklaerung-fuer-soziale-verantwortung-und-menschenrechte-de.pdf</p>	1.5

Sub-section	Indicator Category	Indicators	Total Number of Points	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	Mercedes Analysis	Mercedes 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>The company describes the compliance monitoring process in various documents. "Our central procurement departments conduct systematic reviews of compliance with the supplier standards" (Principles of Social Responsibility and Human Rights, p. 16). "The procurement departments for production materials as well as non-production materials and services for all Tier 1 suppliers continuously check for human rights and environmental risks using artificial intelligence." (Sustainability Report, p. 152). The company follows up internal and external reports of potential human rights violations, and examines the nature and severity of the potential human rights violation. "Depending on the results of the risk assessment or the analysis of suspected cases, the procurement departments for production materials, non-production materials and services agree and review suitable preventive or corrective measures with the supplier." (Sustainability Report, p. 153).</p> <p>The company's Annual Report adds: "Tier 1 suppliers were continuously screened for human rights violations and breaches of environmental standards in the reporting year. Should there be any indication revealed, the responsible procurement department initiates an extensive examination of the situation." This can include on-site inspections. (p. 112).</p> <p>The company's BPO whistleblower system also allows employees and external whistleblowers worldwide to report violations of the Responsible Sourcing Standards (Sustainability Report, p. 154).</p> <p>The company does not disclosed the total number, or percentage, of suppliers assessed. While the company discloses that a total of 744 inspections of direct suppliers were carried out in 2023 (p. 156), this is stated to be for new suppliers only (and so is scored above). In addition, the company does not clarify what percentage of the total number of suppliers this represented. There is no information about the number of non-conformances found.</p> <p>Principles of Social Responsibility and Human Rights mercedes-benz-grundsatzerklaerung-fuer-soziale-verantwortung-und-menschenrechte-de.pdf</p> <p>2023 Sustainability Report https://group.mercedes-benz.com/documents/sustainability/reports/mercedes-benz-sustainability-report-2023.pdf</p> <p>2023 Annual Report https://group.mercedes-benz.com/documents/investors/reports/annual-report/mercedes-benz/mercedes-benz-annual-report-2023-incl-combined-management-report-mbg-ag.pdf#page=140</p>	0.8
		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>The company discloses that suppliers will be subject to corrective action plans if non-conformances are identified. It does discuss the actions it will take in relation to non-conformances by existing suppliers: "In the event of knowledge of a violation of the requirements of the Responsible Sourcing Standards, the Mercedes-Benz Group will take steps to prevent or mitigate the violation, for example, by agreeing on a corrective action plan. The Partner is obliged to provide the best possible support in these efforts. In the event that the violation persists, the Mercedes-Benz Group reserves the right to suspend or terminate the contractual relationship." (Responsible Sourcing Standards, p. 4).</p> <p>"In the event a violation of human rights standards as defined in this section cannot be brought to an end in the foreseeable future, the Mercedes-Benz Group will, together with the Partner and/or relevant third parties, draw up and implement a corrective action plan to end the violation within a certain period of time or to minimize its extent. The Partner shall use its best effort to support the Mercedes-Benz Group." "If the Partner does not meet the requirements of these Responsible Sourcing Standards, the Mercedes-Benz Group reserves the right to take appropriate measures which may ultimately lead to the suspension or termination of a supply relationship." (p. 6).</p> <p>The company adopts a "empowerment before withdrawal" approach (Sustainability Report, p. 153). The company adds that depending on the circumstances of the case, a specific sustainability assessment can also be commissioned from e.g. the Responsible Supply Chain Initiative (RSCI) for suppliers of production materials (p. 157).</p> <p>The company does not disclose the number of corrective action plans or measures issued during the year.</p> <p>Responsible Sourcing Standards - https://supplier.mercedes-benz.com/docs/DOC-2672</p> <p>2023 Sustainability Report - https://group.mercedes-benz.com/documents/sustainability/reports/mercedes-benz-sustainability-report-2023.pdf</p>	1

Sub-section	Indicator Category	Indicators	Total Number of Points	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	Mercedes Analysis	Mercedes Points
		1.3.4. The company discloses how they verify the implementation of corrective actions.	1		<p>The following scores are absolute, not cumulative: 100%: the company discloses the types of actions that it undertakes across its whole supply chain to verify whether corrective actions have occurred. 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>	<p>The company verifies compliance with corrective action plans through inspections or audits. The company alerts suppliers that it might “inspect or audit the human rights due diligence processes established by the Partner, including the due diligence measures taken by the Partner in the context of human rights, as well as the timely implementation of any corrective action plan, or to have them inspected or audited by a third party commissioned by the Mercedes-Benz Group.” “The Partner shall provide the Mercedes-Benz Group, or a third party commissioned by it, with all requested information and documents for inspection and shall give them the opportunity to interview managing directors, managers, and employees, insofar as this is reasonably necessary for these purposes.” (Responsible Sourcing Standards, p. 6).</p> <p>Responsible Sourcing Standards https://supplier.mercedes-benz.com/docs/DOC-2672</p>	1
	1.4. Remedy	1.4.1. The company has put in place a formal mechanism whereby workers, suppliers, suppliers' workers (in any tier) and other external stakeholders can raise grievances regarding adverse human rights impacts in their supply chain to an impartial entity.	2		<p>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>Mercedes has put in place the “Business & People Protection Office” (BPO) whistleblower. This does not appear to be independent of the company (the company does offer an external neutral intermediary who is appointed by the company, but this is only available in Germany). “The BPO is open to all employees, business partners and third parties who wish to report violations of rules or regulations that pose a serious risk, including human rights violations, to the company.” (Principles of Social Responsibility and Human Rights, p. 20).</p> <p>The company's Responsible Sourcing Standards require suppliers to “make its supply chains aware of the available channels for reporting complaints” (p. 21). However, this does not explain how Mercedes Benz itself ensures suppliers' workers and impacted stakeholders are aware of the BPO.</p> <p>Business & People Protection Office” (BPO) whistleblower - https://group.mercedes-benz.com/verantwortung/compliance/bpo/</p> <p>Principles of Social Responsibility and Human Rights - https://mercedes-benz-grundsatzerklaerung-fuer-soziale-verantwortung-und-menschenrechte.de.pdf</p> <p>Responsible Sourcing Standards - https://supplier.mercedes-benz.com/docs/DOC-2672</p>	0.6
		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>The company reports that a total of 55 new cases with 75 accused individuals were opened during the reporting year. A total of 54 violations were confirmed with a high risk for the company, its employees or other persons (Sustainability Report, p. 46).</p> <p>However, the company does not specify how many of these cases concerned its supply chain, and does not provide information as to type, severity or tier. The company does provide some information about the type of “high risk” grievance, but only in relation to those confirmed (not all raised).</p> <p>Unlike in previous reporting, the company does not disclose how cases were resolved.</p> <p>2023 Sustainability Report https://group.mercedes-benz.com/documents/sustainability/reports/mercedes-benz-sustainability-report-2023.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.	Mercedes Analysis	Mercedes 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>The company provides some information about their investigation and escalation process in the Sustainability Report: "The BPO carries out a risk-based initial assessment based on the four-eyes principle and forwards the case to an internal investigation unit or to the responsible department. If, following a risk-based initial assessment, the BPO categorises a rule violation with a high risk for the Mercedes-Benz Group, its employees or other persons, it hands over the case to an investigation unit. The whistleblower system BPO provides support for the subsequent investigation until the case is closed". (p. 45-46). The company's BPO website also provides some detail about the investigation and escalation following a tip-off.</p> <p>The BPO site also explains the criteria for how they determine "appropriate remedy". In order to assess which measures are appropriate in response to a violation, the following criteria, among others, are regularly taken into account in accordance with the principle of proportionality: Type and severity of the violation, Responsibility of the affected person (intent, negligence), Amount, reversibility and probability of occurrence of a damage or injury, Attitude towards the violation of the affected person, Cooperation in investigating the facts of the case and/or compensation of damages occurred and/or a possible self-disclosure by the affected person.</p> <p>The procedure is described in detail in a document entitled "The Whistleblower System BPO – Our Business & People Protection Office", including the process for determining remedy (p. 7).</p> <p>Information about measures of reparation is not provided.</p> <p>2023 Sustainability Report https://group.mercedes-benz.com/documents/sustainability/reports/mercedes-benz-sustainability-report-2023.pdf</p>	1
2. Responsible Sourcing of Transition Minerals	2.1. Commit	2.1.1. The company has a commitment to responsible metals and minerals sourcing.	1		<p>The following scores are not cumulative, they are absolute:</p> <p>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>The company has a standalone Responsible Sourcing Standards document, which was developed with a particular focus on raw material supply chain risks (p. 4). While specific requirements on suppliers of "conflict minerals" are contained in Section 12 ("Responsible Sourcing of Raw Materials from Conflict Affected and High-Risk Areas"), the Responsible Sourcing Standards applies across all materials.</p> <p>Responsible Sourcing Standards https://supplier.mercedes-benz.com/docs/DOC-2672</p>	1

Sub-section	Indicator Category	Indicators	Total Number of Points	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	Mercedes Analysis	Mercedes 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> <ul style="list-style-type: none"> - 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>OR</p> <ul style="list-style-type: none"> - 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>OR</p> <ul style="list-style-type: none"> - 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>50%: Implementation of Due Diligence:</p> <ul style="list-style-type: none"> - 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). - 25%: the company requires suppliers to disclose smelter/refiner information. 	<p>Mercedes Benz requires suppliers to undertake due diligence in accordance with the OECD Guidance in relation to tin, tungsten, tantalum, and gold. Under the company's Responsible Sourcing Standards, suppliers of tin, tungsten, tantalum, and gold must "identify and disclose all the smelters and refiners in their supply chains and assess whether they have conducted an OECD-compliant due diligence process" (p. 12). For other raw materials, there is an expectation, but not a requirement, to identify and assess smelters and refiners in line with the OECD Guidance (p. 13).</p> <p>Regarding due diligence processes more broadly, all raw materials suppliers are required to provide information on the human rights due diligence processes they have in place, including identified risks and mitigating measures (p. 6).</p> <p>Disclosure of smelter/refiner information is required for 3TG suppliers (p. 12). Suppliers of raw materials more broadly are also required to identify and provide information about critical human rights "nodes", such as smelters and refineries (p. 6).</p> <p>Responsible Sourcing Standards https://supplier.mercedes-benz.com/docs/DOC-2672</p>	1.2

Sub-section	Indicator Category	Indicators	Total Number of Points	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	Mercedes Analysis	Mercedes Points
	2.2. Identify	2.2.1. The company has a process in place to map transition minerals (e.g. nickel, lithium, cobalt, copper, manganese, zinc) in their supply chains to the point of extraction.	2		<p>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>The company discloses that they have a process in place to map the supply chains of 24 identified critical raw materials (Sustainability Report, p. 153). The Group plans to gradually examine the 24 critical raw materials identified in greater depth by 2028. The company provides details on the process to map their supply chains to the point of extraction in the Sustainability Report (p. 157) and Raw Materials Report.</p> <p>Up to the end of 2023, the Mercedes-Benz Group was able to complete 57% of the process of reviewing all 24 critical raw materials. In the reporting period, full mapping to the point of extraction was completed for cobalt, lithium, nickel, copper and platinum group metals (Sustainability Report, p. 57). The company discloses some detail about this mapping in its Raw Materials Report, including primary countries of origin.</p> <p>2023 Sustainability Report https://group.mercedes-benz.com/documents/sustainability/reports/mercedes-benz-sustainability-report-2023.pdf</p> <p>Raw Materials Report https://group.mercedes-benz.com/responsibility/sustainability/supply-chains/raw-materials-report.html</p>	2
		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>Mercedes discloses that they source cobalt and 3TG from CAHRAs, and describes the risks to human rights identified (Raw Materials Report, p. 9-11, 33).</p> <p>The company's Raw Materials Report also discloses broader risks associated with a large number of transition minerals, providing details as to material type, tier, and geographical location (p. 6-34).</p> <p>Raw Materials Report https://group.mercedes-benz.com/dokumente/nachhaltigkeit/produktion/mercedes-benz-raw-materials-report.pdf</p>	1
		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>	Mercedes previously disclosed a specific document with a full list of their SoRs. However, this no longer appears to be disclosed.	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>The company requires suppliers to source only from RMAP-conformant SoRs (Responsible Sourcing Standard, p. 12). However, it does not disclose information about RMI conformance for all or some of its SoRs, even on an aggregate basis.</p> <p>Responsible Sourcing Standards https://supplier.mercedes-benz.com/docs/DOC-2672</p>	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	Mercedes Analysis	Mercedes Points
	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	0.8
		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>Mercedes Benz is a member of the Responsible Minerals Initiative (RMI) which has a Responsible Minerals Assurance Process (RMAP) for SoRs. The company requires suppliers to only source from RMAP-conformant SoRs, and states that its Mercedes-Benz Cars and Mercedes-Benz Vans business units engage directly with refiners in its supply chain (2023 Sustainability Report, p.88). The company's raw material report (p10) also states that it has engaged with a cobalt refiner on standards. However, the company does not explain how it engages with SoRs to build their capacity.</p> <p>Due Diligence for Conflict Minerals (website) https://group.mercedes-benz.com/responsibility/sustainability/supply-chains/conflict-minerals.html</p> <p>2023 Sustainability Report - https://group.mercedes-benz.com/documents/sustainability/reports/mercedes-benz-sustainability-report-2023.pdf</p> <p>Raw Materials Report - https://group.mercedes-benz.com/dokumente/nachhaltigkeit/produktion/mercedes-benz-raw-materials-report.pdf</p>	1
		2.3.3. The company formally engages extractives companies and includes human rights clauses in any contractual arrangements.	2		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>Mercedes informs in its Sustainability Report that it has entered into a strategic partnership with Rock Tech Inc for the sourcing of lithium. However, the company does not specify if this agreement includes human rights clauses (p. 79).</p> <p>2023 Sustainability Report - https://group.mercedes-benz.com/documents/sustainability/reports/mercedes-benz-sustainability-report-2023.pdf</p>	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	0.8	<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>The company is a member of IRMA (Sustainability Report, p. 252). The company states that since 2021, they have been using IRMA as a precondition in all battery-related contracts and require suppliers to exclusively use cobalt, lithium, nickel, natural graphite, manganese and copper from IRMA-audited mines in newly commissioned supplies (Raw Materials Report, p. 20). While the company explains that they expect at least proof of "IRMA transparency" at the start of production, and three years later achievement of "IRMA 50" or higher, this information is not sufficient to understand whether the company has set itself a target date by which a certain percentage of all suppliers (new and existing), or the totality of their battery-related metals must come from IRMA-certified mines.</p> <p>2023 Sustainability Report https://group.mercedes-benz.com/documents/sustainability/reports/mercedes-benz-sustainability-report-2023.pdf</p> <p>Raw Materials Report https://group.mercedes-benz.com/dokumente/nachhaltigkeit/produktion/mercedes-benz-raw-materials-report.pdf</p>	1.2
		2.3.5. The company reports on how it is prepared to respond if it finds non-conformances associated with its responsible minerals sourcing policy occurring in its operations or supply chains.	1.5		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	1

Sub-section	Indicator Category	Indicators	Total Number of Points	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	Mercedes Analysis	Mercedes Points
	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.	The company does not commit explicitly to the UNDRIP in any of its policies. The company has announced plans to update their Declaration of Principles for Social Responsibility to include commitments towards Indigenous Peoples' rights, and this might be relevant for future assessments.	0
		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>	The company does not commit explicitly to FPIC in its human rights policy and/or in a standalone Indigenous Peoples' 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>Mercedes' Responsible Sourcing Standard explicitly requires suppliers to "uphold the principles of free, prior, and informed consent of indigenous peoples in its activities in the sense of ILO Convention No. 169 on Indigenous and Tribal Peoples in Independent Countries", but it does not reference UNDRIP (p. 11).</p> <p>Responsible Sourcing Standards https://supplier.mercedes-benz.com/docs/DOC-2672</p>	1
		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
		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>	<p>The company's Raw Materials Report lists "Community and indigenous peoples' rights" as salient risk areas for all their critical raw materials (p. 3). Specific critical raw materials are assessed against the nine salient risk areas listed in their Responsible Sourcing Standards (p. 5). These include "Protection of Local Communities and Indigenous Peoples", and FPIC (p. 11). The Raw Materials Report identifies in which raw material supply chain the risk is salient and where in the supply chain it occurs. The company does not provide information regarding involving of Indigenous Peoples in the risk identification process and no case studies of engaging on risks to Indigenous Peoples' rights specifically are included (only on risks to Indigenous Peoples and local communities in general).</p> <p>Raw Materials Report https://group.mercedes-benz.com/responsibility/sustainability/supply-chains/raw-materials-report.html</p> <p>Responsible Sourcing Standards https://supplier.mercedes-benz.com/docs/DOC-2672</p>
	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

Sub-section	Indicator Category	Indicators	Total Number of Points	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	Mercedes Analysis	Mercedes Points
		3.3.2. The company is a member of a multi-stakeholder group (e.g. IRMA) that includes the participation of Indigenous Peoples to ensure respect of Indigenous Peoples' rights at the point of extraction.	2		Refer to Responsible Sourcing of Transition Minerals indicators.	Refer to Responsible Sourcing of Transition Minerals indicators.	1.2
		3.3.3. The company has a formal process in place to engage critical upstream suppliers on FPIC (e.g. extractives companies)	2		This score relates to direct engagement by the company with extractives companies. It is in addition to their membership of IRMA. 25%: the company formally engages significant suppliers regarding FPIC. 25%: the company states that they formally review company documents (e.g. meeting minutes) to ensure that Indigenous Peoples' FPIC has been provided. 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.	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		The indicators in HR general provide a baseline for this. In addition: 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.	Not disclosed	0
	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

Sub-section	Indicator Category	Indicators	Total Number of Points	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	Mercedes Analysis	Mercedes Points
4. Respect for Workers' Rights	4.1. Commit	4.1.1. The company has a commitment to workers' rights	1		<p>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.</p> <p>OR</p> <p>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):</p> <ol style="list-style-type: none"> 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. <p>PLUS</p> <p>25%: the company has a commitment to a living wage in their human rights policy or in another formal policy document.</p> <p>25%: the company outlines how it calculates a living wage.</p>	<p>Mercedes' Principles of Social Responsibility and Human Rights include a commitment to the ILO Declaration on Fundamental Principles and Rights at Work and explicitly mentions the five fundamental principles. It commits to paying an appropriate wage that "is at least equal to the minimum wage established under applicable local law and, in addition, enables our employees to at least secure their livelihood", but not to a living wage (p. 6, 9).</p> <p>Principles of Social Responsibility and Human Rights mercedes-benz-grundsatzerklaerung-fuer-soziale-verantwortung-und-menschenrechte-de.pdf</p>	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		<p>25%: The SCoC includes a specific commitment to the ILO Declaration on Fundamental Principles and Rights at work and/or the ILO Fundamental Conventions.</p> <p>OR</p> <p>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):</p> <ol style="list-style-type: none"> 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. <p>PLUS</p> <p>25%: the SCoC requires suppliers to pay a living wage.</p> <p>25%: the SCoC prohibits the payment of recruitment fees.</p>	<p>Mercedes' Responsible Sourcing Standards include a commitment to the ILO Declaration on Fundamental Principles and Rights at Work (p. 5) and includes explicit requirements on the five fundamental principles. This document also explicitly states, "Employees must not be financially burdened through the withholding of wages or expenses or the imposition of fees as part of the hiring process." (p. 8). It does not refer to a living wage.</p> <p>Responsible Sourcing Standards https://supplier.mercedes-benz.com/docs/DOC-2672</p>	1.5
	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		<p>Generic supply chain indicators provide a baseline score for this. To get additional points here, companies must specify that they consult with labour unions and/or workers' representatives regarding salient workers' rights in the supply chain. This must expressly include labour unions and/or workers' representatives in the supply chain and/or global union federations (GUFs)</p> <p>Note: workers' representatives are not a substitute for trade unions where trade unions are allowed to operate and not limited in their activities.</p>	<p>The company states that it engages "with potentially affected rights holders, for example with employees and their representatives, in order to identify human rights risks and develop appropriate measures (Sustainability Report, p. 154). In its Raw Materials Report, the company explains that in their risk assessment processes, they "liaise with a diverse set of external stakeholders", including trade unions (p. 5).</p> <p>2023 Sustainability Report https://group.mercedes-benz.com/documents/sustainability/reports/mercedes-benz-sustainability-report-2023.pdf</p> <p>Raw Materials Report https://group.mercedes-benz.com/responsibility/sustainability/supply-chains/raw-materials-report.html</p>	1

Sub-section	Indicator Category	Indicators	Total Number of Points	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	Mercedes Analysis	Mercedes Points
		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.	Both the company's Principles of Social Responsibility and Human Rights, and Responsible Sourcing Standards name salient risks to workers' rights as part of their overall disclosure of salient risks. The company's Raw Materials Report lists "working conditions, including occupational health and safety", "child labour" and "modern slavery, including forced labour" as salient risk areas for all their critical raw materials (p. 3). In addition, this report identifies in which raw material supply chains salient workers' rights risks are present, and details where these are located in their cobalt and mica supply chains. Principles of Social Responsibility and Human Rights mercedes-benz-grundsatzerklaerung-fuer-soziale-verantwortung-und-menschenrechte-de.pdf Responsible Sourcing Standards https://supplier.mercedes-benz.com/docs/DOC-2672 Raw Materials Report https://group.mercedes-benz.com/responsibility/sustainability/supply-chains/raw-materials-report.html Raw Materials Report https://group.mercedes-benz.com/responsibility/sustainability/supply-chains/raw-materials-report.html	1
	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.	The company discloses that collective bargaining agreements are in place for the majority of employees throughout the Group (Sustainability Report, p. 127). These include Mercedes-Benz Group AG, Mercedes-Benz AG, Mercedes-Benz Mobility AG, Mercedes-Benz Bank AG and Mercedes-Benz Intellectual Property GmbH & Co. (p. 125). Mercedes has signed a GFA with IndustriALL. IndustriALL and the company's Work Council were also actively involved in the formulation of the company's human rights policy, including workers' principles (Principles of Social Responsibility and Human Rights, p. 6.). In this policy, the company commits to "remain neutral; the trade unions and the company will ensure that employees can make an independent decision" (p. 8). 2023 Sustainability Report https://group.mercedes-benz.com/documents/sustainability/reports/mercedes-benz-sustainability-report-2023.pdf Principles of Social Responsibility and Human Rights mercedes-benz-grundsatzerklaerung-fuer-soziale-verantwortung-und-menschenrechte-de.pdf	2
		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 specified	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 specified	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

