



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	Toyota Points	
1. Fossil Free and Environmentally Sustainable Supply Chains (General)	1.1. Disclosure of emissions, water and deforestation management	1.1.1. The company discloses total scope 3 GHG emissions due to purchased goods and services.	2	2	
		1.1.2. The company discloses "significant emissions" in its supply chain.	1	0	
		1.1.3. The company discloses water usage by key suppliers in its supply chain.	1	0	
		1.1.4. The company discloses deforestation and conversion-free commodity volumes from its supply chain	1	0	
		DISCLOSE TOTAL	5	2	
		DISCLOSE NORMALIZED	1.0	0.4	
		DISCLOSE %		40%	
	1.2. Target-setting and progress towards fossil free and environmentally sustainable supply chains	1.2.1. The company has set and disclosed a scope 3 SBT (must include reference to upstream/purchased goods & not only 'Well to Wheel')	2	0.5	
		1.2.2. The company commits to having suppliers provide science-based targets for GHG emissions.	1	0	
		1.2.3. The company discloses the current percentage of suppliers providing science-based targets.	1	0	
		1.2.4. The company requires all significant suppliers to set water reduction targets and disclose their water usage.	1	0	
		1.2.5. The company has programs in place to monitor suppliers for compliance with GHG emissions targets and other environmental impacts.	1	0.25	
		1.2.6. The company commits to eliminate deforestation and the conversion of all natural ecosystems from their supply chains.	1	0.5	
		TARGET-SETTING & PROGRESS TOTAL	7	1.25	
		TARGET-SETTING & PROGRESS NORMALIZED	1.5	0.3	
		TARGET-SETTING & PROGRESS %		18%	
	1.3. Use of supply chain levers to achieve fossil free and environmentally sustainable supply chains	1.3.1. The company incentivises suppliers to reduce GHG and other significant air emissions.	1	0	
		1.3.2. The company implements incentives and control systems to improve water management by suppliers	1	0	
		1.3.3. The company implements incentives and control systems to eliminate deforestation from its supply chain	1	0	
		SUPPLY CHAIN LEVERS TOTAL	3	0	
		SUPPLY CHAIN LEVERS NORMALIZED	2.0	0.0	
		SUPPLY CHAIN LEVERS %		0%	
	GENERAL CLIMATE AND ENVIRONMENT - TOTAL NORMALIZED			4.5	0.7
	GENERAL CLIMATE AND ENVIRONMENT - TOTAL % SCORE (WEIGHTED)				15%
	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%	

Sub-section	Indicator Category	Indicators	Total Number of Points	Toyota Points	
Steel	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	0	
		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	
		TARGET-SETTING & PROGRESS NORMALIZED	1.5	0.0	
		TARGET-SETTING & PROGRESS %		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 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	
		2.3.3. The company has entered into formal arrangements with suppliers to incentivise investment in and greater production of fossil free steel.	2	0	
		2.3.4. The company integrates improved recyclability of steel into automobile design and manufacture.	2	0	
		SUPPLY CHAIN LEVERS TOTAL	6	0	
		SUPPLY CHAIN LEVERS NORMALIZED	2.0	0.0	
		SUPPLY CHAIN LEVERS %		0%	
	STEEL - TOTAL NORMALIZED			4.5	0.0
	STEEL - TOTAL % SCORE (WEIGHTED)				0%
	3.Fossil Free and Environmentally Sustainable Aluminium	3.1. Disclosure of scope 3 GHG emissions due to aluminium	3.1.1. The company discloses disaggregated GHG emissions for their aluminium supply chains.	1	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 aluminium supply chains		3.2.1 The company has set targets for the use of fossil free and environmentally sustainable aluminium	2	0	
		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	
		TARGET-SETTING & PROGRESS NORMALIZED	1.5	0.0	
		TARGET-SETTING & PROGRESS %		0%	

Sub-section	Indicator Category	Indicators	Total Number of Points	Toyota Points
	3.3. Use of supply chain levers to achieve fossil free and environmentally sustainable aluminium supply chains	3.3.1. The company participates in multi-stakeholder procurement initiatives to collaborate with other buyers to incentivise investment in and production of fossil free aluminium at scale.	1	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	0
		3.3.3. The company has entered into formal arrangements with suppliers to incentivise investment in and greater production of fossil free aluminium	2	0
		3.3.4. The company integrates improved recyclability of aluminium into automobile design and manufacturing process.	2	0
		SUPPLY CHAIN LEVERS TOTAL	6	0
		SUPPLY CHAIN LEVERS NORMALIZED	2.0	0.0
		SUPPLY CHAIN LEVERS %		0%
		ALUMINIUM - TOTAL NORMALIZED		4.5
ALUMINIUM - TOTAL % SCORE (WEIGHTED)				0%
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
		4.2.2. The company has set a target to reduce reliance on energy intensive minerals in battery production.	1	0
		4.2.3. The company has set collection and/or recovery targets for high intensity battery metals.	1	0
		TARGET-SETTING & PROGRESS TOTAL	3	0
		TARGET-SETTING & PROGRESS NORMALIZED	1.5	0.0
	TARGET-SETTING & PROGRESS %		0%	
	4.3. Use of supply chain levers to achieve fossil free and environmentally sustainable battery supply chains	4.3.1. The company requires all battery manufacturers to use 100% renewable electricity	2	0
		4.3.3. Company enters into formal agreements (inclusive of joint ventures and investments) with extractives and other value chain companies to reduce the environmental impact of lithium sourcing.	1	0
		4.3.4. Company enters into formal agreements (inclusive of joint ventures and investments) with extractives and other value chain companies to reduce the environmental impact of nickel sourcing.	1	0
		4.3.5. Company enters into formal agreements (inclusive of joint ventures and investments) with extractives and other value chain companies to reduce the environmental impact of cobalt sourcing.	1	0
		4.3.6. The company participates in multi-stakeholder initiatives to collaborate with other buyers to incentivise investment in and production of fossil free and environmentally sustainable batteries at scale.	1	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Toyota 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	0.5
		4.3.8. The company invests in the development of new battery designs, technologies, systems and/or processes to maximize the recyclability of EV batteries	1	0.25
		4.3.9. The company has established processes for battery repair, reuse and repurposing in order to maximize the usable lifespan of its EV batteries.	1	0.5
		4.3.10. The company has established closed-loop processes in order to maximize the recycling of end-of-life EV batteries	1	0.25
		SUPPLY CHAIN LEVERS TOTAL	11	1.5
		SUPPLY CHAIN LEVERS NORMALIZED	2.0	0.3
		SUPPLY CHAIN LEVERS %		14%
		BATTERIES - TOTAL NORMALIZED	4.5	0.3
		BATTERIES - TOTAL % SCORE (WEIGHTED)		6%
Climate	Influence Map	Multiplier applied:		0.9

CLIMATE AND ENVIRONMENT - TOTAL NORMALIZED	18.0	0.9
CLIMATE AND ENVIRONMENT - TOTAL % SCORE (WEIGHTED)		5%
CLIMATE AND ENVIRONMENT - TOTAL NORMALIZED + IM MULTIPLIER		0.8
CLIMATE AND ENVIRONMENT - TOTAL % SCORE (WEIGHTED) + IM MULTIPLIER		5%

Sub-section	Indicator Category	Indicators	Total Number of Points	Toyota 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	0.5	
		COMMIT TOTAL	3	1.5	
		COMMIT NORMALIZED	1.0	0.5	
		COMMIT %		50%	
	1.2. Identify	1.2.1. The company has a process in place to assess salient human rights risks in their supply chain.	1	0.25	
		1.2.2. The company discloses the salient human rights risks in their supply chain and where they are located.	1	0.5	
		1.2.3. The company has a process for identifying high risk supplier categories in their supply chain.	1	0	
		IDENTIFY TOTAL	3	0.75	
		IDENTIFY NORMALIZED	1.5	0.4	
		IDENTIFY %		25%	
	1.3. Prevent, Mitigate and Account	1.3.1. The company assesses the risk of adverse human rights impacts with suppliers prior to entering into any contracts.	2	0	
		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	0	
		PREVENT, MITIGATE & ACCOUNT TOTAL	6.5	1.8	
		PREVENT, MITIGATE & ACCOUNT NORMALIZED	2.0	0.6	
		PREVENT, MITIGATE & ACCOUNT %		28%	
	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	
		1.4.2. The company discloses data about the practical operation of their grievance mechanism, such as the number of grievances filed, addressed, and resolved, their type, severity and outcome.	1	0	
		1.4.3. The company has put in place a remedy process.	2	0	
		REMEDY TOTAL	5	0	
		REMEDY NORMALIZED	2.0	0.0	
		REMEDY %		0%	
	GENERAL HUMAN RIGHTS - TOTAL NORMALIZED			6.5	1.4
	GENERAL HUMAN RIGHTS - TOTAL % SCORE (WEIGHTED)				22%
	2. Responsible	2.1. Commit	2.1.1. The company has a commitment to responsible metals and minerals sourcing.	1	1

Sub-section	Indicator Category	Indicators	Total Number of Points	Toyota 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	0
		COMMIT TOTAL	3	1
		COMMIT NORMALIZED	1.0	0.3
		COMMIT %		33%
	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	1
		2.2.2. The company discloses transition minerals risks in their supply chain and where they are located.	1	0.5
		2.2.3. The company publishes a list of smelters or refiners (SoR) in its supply chain	1	0.5
		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
		IDENTIFY TOTAL	5	2.4
		IDENTIFY NORMALIZED	1.5	0.7
		IDENTIFY %		48%
	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	0.5
		2.3.3. The company formally engages extractives companies and includes human rights clauses in any contractual arrangements.	2	0
		2.3.4. The company is a member of IRMA and actively engages their suppliers with regards to IRMA mining audits. Note: IRMA does not excuse companies from doing their own supply chain due diligence	2	0
		2.3.5. The company reports on how it is prepared to respond if it finds non-conformances associated with its responsible minerals sourcing policy occurring in its operations or supply chains.	1.5	1
		2.3.6. The company discloses how they verify the implementation of corrective actions.	1	0
		PREVENT, MITIGATE & ACCOUNT TOTAL	10.5	2.3
		PREVENT, MITIGATE & ACCOUNT NORMALIZED	2.0	0.4
		PREVENT, MITIGATE & ACCOUNT %		22%
		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	Toyota Points	
		REMEDY NORMALIZED	2.0	0.0	
		REMEDY %		0%	
		TRANSITION MINERALS - TOTAL NORMALIZED	6.5	1.5	
		TRANSITION MINERALS - TOTAL % SCORE (WEIGHTED)		23%	
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	0	
		3.1.4. These commitments are translated into the languages used by the impacted Indigenous Peoples.	1	0	
		COMMIT TOTAL	5	0	
		COMMIT NORMALIZED	1.0	0.0	
		COMMIT %		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	0	
		IDENTIFY TOTAL	1	0	
		IDENTIFY NORMALIZED	1.5	0.0	
		IDENTIFY %		0%	
	3.3. Prevent, Mitigate and Account	3.3.1. The company provides additional discussion regarding the practices by which suppliers must obtain FPIC	1	0	
		3.3.2. The company is a member of a multi-stakeholder group (e.g. IRMA) that includes the participation of Indigenous Peoples to ensure respect of Indigenous Peoples' rights at the point of extraction.	2	0	
		3.3.3. The company has a formal process in place to engage critical upstream suppliers on FPIC (e.g. extractives companies)	2	0	
		3.3.4. The company reports on how it is prepared to respond if it finds FPIC breaches in its supply chain.	1	0	
		PREVENT, MITIGATE & ACCOUNT TOTAL	6	0	
		PREVENT, MITIGATE & ACCOUNT NORMALIZED	2.0	0.0	
		PREVENT, MITIGATE & ACCOUNT %		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	0	
		REMEDY TOTAL	1	0	
		REMEDY NORMALIZED	2.0	0.0	
		REMEDY %		0%	
			INDIGENOUS RIGHTS - TOTAL NORMALIZED	6.5	0.0
			INDIGENOUS RIGHTS - TOTAL % SCORE (WEIGHTED)		0%

Sub-section	Indicator Category	Indicators	Total Number of Points	Toyota Points	
4. Respect for Workers' Rights	4.1. Commit	4.1.1. The company has a commitment to workers' rights	1	0	
		4.1.2. The company extends their workers' rights commitments to their Tier 1 suppliers and beyond.	2	0	
		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	0
		COMMIT NORMALIZED		1.0	0.0
	COMMIT %			0%	
	4.2. Identify	4.2.1. The company consults trade unions and/or workers' representatives in their assessment of salient workers' rights risks in their supply chain.	1	0	
		4.2.2. The company discloses the salient workers rights risks in their supply chain and where they are located.	1	1	
		IDENTIFY TOTAL		2	1
		IDENTIFY NORMALIZED		1.5	0.8
		IDENTIFY %			50%
	4.3. Prevent, Mitigate and Account	4.3.1. The company actively collaborates with workers and the representative organisation(s) of workers' own choosing to promote respect for workers' rights in its supply chain.	2	0	
		4.3.2. The company reports on how it is prepared to respond if it finds non-conformances associated with its workers' rights policy occurring in its operations or supply chains.	1.5	1	
		4.3.3. The company works with the relevant trade union and/or worker representative organisation to verify the implementation of corrective actions pertaining to workers' rights.	2	0	
		PREVENT, MITIGATE & ACCOUNT TOTAL		5.5	1
		PREVENT, MITIGATE & ACCOUNT NORMALIZED		2.0	0.4
	PREVENT, MITIGATE & ACCOUNT %			18%	
	4.4. Remedy	4.4.1 Workers and the representative organisations of workers' own choosing are formally included in the remedy process.	1	0	
		REMEDY TOTAL		1	0
		REMEDY NORMALIZED		2.0	0.0
		REMEDY %			0%
	WORKERS' RIGHTS - TOTAL NORMALIZED			6.5	1.1
	WORKERS' RIGHTS - TOTAL % SCORE (WEIGHTED)				17%
HUMAN RIGHTS - TOTAL NORMALIZED			26.0	4.0	

Sub-section	Indicator Category	Indicators	Total Number of Points	Toyota Points
HUMAN RIGHTS - TOTAL % SCORE (WEIGHTED)				16%

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Toyota Analysis	Toyota Points
1. Fossil Free and Environmentally Sustainable Supply Chains (General)	1.1. Disclosure of emissions, water and deforestation management	1.1.1. The company discloses total scope 3 GHG emissions due to purchased goods and services.	2	<p>The following scores are absolute, not cumulative:</p> <p>100%: The company discloses scope 3 GHG emissions due to purchased goods and services.</p> <p>25%: The company includes scope 3 GHG emissions including purchased goods and services in overall disclosure, but does not disaggregate.</p> <p>Note: the company may achieve additional points under each of the supply chain areas below, if they provide disaggregated emissions against each supply chain.</p>	<p>Toyota discloses its scope 3 emissions including purchased goods and services (Sustainability Databook, p. 51).</p> <p>Sustainability Data Book (June 2024)</p> <p>https://global.toyota/pages/global_toyota/sustainability/report/sdb/sdb24_en.pdf</p>	2
		1.1.2. The company discloses "significant emissions" in its supply chain.	1	<p>Based on GRI 305-7, significant emissions include:</p> <ul style="list-style-type: none"> i. NOx ii. SOx iii. Persistent organic pollutants (POP) iv. Volatile organic compounds (VOC) v. Hazardous air pollutants (HAP) vi. Particulate matter (PM) vii. Other standard categories of air emissions identified in relevant regulations <p>The following scores are absolute not cumulative:</p> <p>100%: the company discloses significant emissions in their supply chain against all of the above categories.</p> <p>50%: the company discloses significant emissions in their supply chain against some of the above categories.</p>	Disclosed for its own operations, but not disclosed for suppliers.	0
		1.1.3. The company discloses water usage by key suppliers in its supply chain.	1	<p>According to GRI 303, water usage includes:</p> <ul style="list-style-type: none"> - water withdrawn - water consumed - water discharged <p>Companies will need to define "key suppliers" and:</p> <p>50%: provide data against some of the above indicators</p> <p>100%: provide data against all of the above indicators</p>	Disclosed for its own operations, but not disclosed for suppliers.	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Toyota Analysis	Toyota 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>Toyota states that it aims to achieve Scope 1, 2 and 3 to become carbon-neutral by 2050. It has also set verified targets by SBTi with interim targets, but these don't include upstream/purchased goods (Sustainability Data Book, p. 44, 46-47).</p> <p>Sustainability Data Book (June 2024) https://global.toyota/pages/global_toyota/sustainability/report/sdb/sdb24_en.pdf</p>	0.5
		1.2.2. The company commits to having suppliers provide science-based targets for GHG emissions.	1	<p>The following scores are absolute not cumulative.</p> <p>100%: the company requires all its tier 1 suppliers, and their suppliers to set science-based targets. They also require tier 2 suppliers to set science-based targets.</p> <p>75%: the company requires all its tier 1 suppliers set science-based targets.</p> <p>50%: the company commits to having at least 70% of its key suppliers by emissions setting science-based targets by 2025.</p> <p>25%: company commits to having suppliers setting science-based emissions targets, but does not provide a target date or target date is after 2025.</p> <p>0%: Company does not have a commitment.</p>	<p>Toyota asks its suppliers to "aim to achieve carbon neutrality" and reduce GHG emissions, but without mentioning SBT (Supplier Sustainability Guidelines, p. 6; Green Purchasing Guidelines, p. 7). Additionally this is not a requirement.</p> <p>Supplier Sustainability Guidelines https://global.toyota/pages/global_toyota/sustainability/esg/supplier_csr_en.pdf</p> <p>Green Purchasing Guidelines https://global.toyota/pages/global_toyota/sustainability/esg/toyota_green_purchasing_guidelines_en.pdf</p>	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Toyota Analysis	Toyota 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>Toyota asks its suppliers to “take initiatives to thoroughly reduce water usage and manage waste water”, but without mentioning targets (Supplier Sustainability Guidelines, p. 6). Furthermore, these are not requirements.</p> <p>Supplier Sustainability Guidelines https://global.toyota/pages/global_toyota/sustainability/esg/supplier_csr_en.pdf</p>	0
		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>Toyota uses a self-assessment sheet to monitor suppliers’ results, but it is unclear if GHG emissions targets are part of the assessment. Toyota also introduced the CDP Supply Chain Program in 2015 and discloses that it “received responses from suppliers accounting for approximately 82 percent of the total purchasing value” via CDP Supply Chain Program in 2022. While it indicates the number of suppliers that have set quantitative targets, Toyota doesn’t include targets as a basis for supplier compliance (Sustainability Data Book, p. 14).</p> <p>In its supplier Sustainability Guidelines (p. 6), Toyota states that it may visit the supplier or conduct third-party audit to confirm compliance with the guidelines, which includes reduction of GHG emissions (p. 5). However, there is no disclosure of the number of suppliers audited.</p> <p>Sustainability Data Book https://global.toyota/pages/global_toyota/sustainability/report/sdb/sdb24_en.pdf</p> <p>Supplier Sustainability Guidelines https://global.toyota/pages/global_toyota/sustainability/esg/supplier_csr_en.pdf</p>	0.25

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Toyota Analysis	Toyota 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>Toyota has formulated the Policy for Sustainable Natural Rubber Procurement for natural rubber used in cars (Sustainability Data Book, p. 14) and has a commitment not to source natural rubber from areas deforested or degraded after the 1 April 2019 cutoff date (Policy for Sustainable Natural Rubber Procurement). Toyota also commits to eliminate deforestation and ecosystem conversion from its supply chains. However, it doesn't specify any time-bound target.</p> <p>Sustainability Data Book https://global.toyota/pages/global_toyota/sustainability/report/sdb/sdb24_en.pdf</p> <p>Policy for Sustainable Natural Rubber Procurement https://global.toyota/pages/global_toyota/sustainability/esg/partners/natural_rubber_en.pdf</p>	0.5
	1.3. Use of supply chain levers to achieve fossil free and environmentally sustainable supply chains	1.3.1. The company incentivises suppliers to reduce GHG and other significant air emissions.	1	<p>50%: the company specifies that sustainability and/or ESG are included as factors for choosing a preferred supplier.</p> <p>25%: the company specifies that GHG emissions are included in the tender and contracting process.</p> <p>25%: the company specifies that "other significant air emissions" targets are included in the tender and contracting process.</p> <p>As companies are unlikely to publish their contract information, references may be found in sustainability reports, procurement policies, etc.</p>	<p>Toyota asks its suppliers to comply with the supplier sustainability guidelines and indicates that non-compliance may lead to cancellation of business relationship (Sustainability Data Book, p. 14; Supplier Sustainability Guidelines, p. 6). However, there is no indication of including sustainability factors for choosing preferred supplier or during the contracting process.</p> <p>Sustainability Data Book https://global.toyota/pages/global_toyota/sustainability/report/sdb/sdb24_en.pdf</p> <p>Supplier Sustainability Guidelines https://global.toyota/pages/global_toyota/sustainability/esg/supplier_csr_en.pdf</p>	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Toyota Analysis	Toyota 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>	Not disclosed.	0
		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>Toyota has a policy for sustainable natural rubber procurement, which commits to eliminate deforestation. However, its broader supplier sustainability guidelines, green procurement policy and sustainability data book don't address the issue of deforestation and land conversion in its supply chain.</p> <p>Policy for Sustainable Natural Rubber Procurement https://global.toyota/pages/global_toyota/sustainability/esg/partners/natural_rubber_en.pdf</p> <p>Supplier Sustainability Guidelines https://global.toyota/pages/global_toyota/sustainability/esg/supplier_csr_en.pdf</p> <p>Toyota Green Purchasing Guidelines https://global.toyota/pages/global_toyota/sustainability/esg/toyota_green_purchasing_guidelines_en.pdf</p>	0
2. Fossil Free and Environmentally Sustainable Steel	2.1. Disclosure of scope 3 GHG emissions due to steel supply chains	2.1.1. The company discloses disaggregated GHG emissions for their steel supply chains.	1	<p>The following scores are absolute, not cumulative:</p> <p>100%: The company discloses scope 3 GHG emissions for purchased goods and services, disaggregated for their steel supply chains</p> <p>50%: The company discloses a Life Cycle Assessment (LCA) for at least one electric vehicle model that includes disaggregated data on the embodied GHG emissions from the steel used in that vehicle.</p>	Not disclosed.	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Toyota Analysis	Toyota 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>	Not disclosed.	0
		2.2.2. The company publishes progress towards their target by disclosing the current percentage of low-CO2 steel in their annual production cycle.	1	<p>50%: The company discloses the current percentage of low-CO2 steel in their production cycle (definition of low-CO2 steel taken from SteelZero / ResponsibleSteel, specifically < 2 tons CO2e/ton for primary steel with 0% scrap through to < 0.35 tons CO2e/ton for secondary steel with 100% scrap).</p> <p>50%: the company discloses the current percentage of Responsible Steel certified steel in their supply chain. Note: depending on the level of certification, companies may score points under the first category.</p> <p>MODIFIER: Half points will be awarded if a company discloses information that meets either, or both, of the above criteria but only for some elements in its annual production cycle.</p>	Not disclosed.	0
		2.2.3. The company has a target for the use of secondary/ scrap steel by 2030.	2	<p>100%: the company discloses a target for the use of recycled steel that is aligned with IEA Guidance for Heavy Industry has recycling, re-use: scrap as share of input in steel production as 54% by 2030</p> <p>50%: the company discloses a target for the use of recycled steel.</p>	Not disclosed.	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Toyota Analysis	Toyota 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	Toyota is not a member of SteelZero or the First Movers Coalition's sector group on steel. https://www.theclimategroup.org/steelzero-members https://initiatives.weforum.org/first-movers-coalition/community	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.	Not disclosed.	0
		2.3.3. The company has entered into formal arrangements with suppliers to incentivise investment in and greater production of fossil free steel.	2	50%: the company states that it has entered into a formal arrangement with at least one steel supplier to invest in and scale-up production of low-CO2 steel. 25%: at least one purchase agreement signed by the company with a steel supplier for the provision of low-CO2 steel is a binding contract for which timelines and scale of supply (e.g. volume of steel to be purchased per year) are publicly disclosed. 25%: at least one purchase agreement signed by the company is for the provision of steel produced with new technologies for fossil-free steelmaking.	Not disclosed.	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Toyota Analysis	Toyota 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>	Not disclosed.	0
3.Fossil Free and Environmentally Sustainable Aluminium	3.1. Disclosure of scope 3 GHG emissions due to aluminium	3.1.1. The company discloses disaggregated GHG emissions for their aluminium supply chains.	1	<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 aluminum 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>	Not disclosed.	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	<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>	Not disclosed.	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Toyota Analysis	Toyota 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.	Not disclosed.	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.	Not disclosed.	0
		3.2.4. The company publishes progress towards their target by disclosing the current percentage of recycled aluminium used in its annual production cycle	1	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	Toyota 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 Aluminum Stewardship Initiative (ASI). 50%: the company actively engages their aluminum suppliers regarding ASI certification. 25%: the company has disclosed purchasing commitments for ASI certified aluminum. Note: 0.4 points modifier applied due to multistakeholder initiative assessment. See sheet 8.	Toyota is not a member of ASI. https://aluminium-stewardship.org/about-asi/members	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Toyota Analysis	Toyota 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 aluminum 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>	Not disclosed.	0
		3.3.4. The company integrates improved recyclability of aluminium into automobile design and manufacturing process.	2	<p>25%: the company discloses that it is implementing a closed-loop process for aluminum (no reference to post-consumer scrap).</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>	Not disclosed.	0
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>	Not disclosed.	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Toyota Analysis	Toyota 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>	Not disclosed.	0
		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>	Not disclosed.	0
	4.3. Use of supply chain levers to achieve fossil free and environmentally sustainable battery supply chains	4.3.1. The company requires all battery manufacturers to use 100% renewable electricity	2	<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>	Not disclosed.	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Toyota Analysis	Toyota 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>	Not disclosed.	0
		4.3.4. Company enters into formal agreements (inclusive of joint ventures and investments) with extractives and other value chain companies to reduce the environmental impact of nickel sourcing.	1	<p>25%: the company has entered into contractual agreements for the purchase of low CO2 nickel. These agreements may include purchasing commitments, and/or other forms of investment, including R&D.</p> <p>25%: the company has entered into contractual agreements to reduce other environmental impacts of nickel sourcing, including by incorporating environmental conditions in contracts with suppliers.</p> <p>25%: the company discloses the specific areas or requirements that such environmental conditions included in contracts cover. This may include requirements regarding water usage, biodiversity, tailings management, etc. but the company must explain how these conditions address specific environmental risks associated with nickel sourcing.</p> <p>25%: The company engages in multi-stakeholder initiative(s) to reduce impacts on sourcing (e.g. emissions, water, biodiversity etc.). Any such initiatives must be specific to nickel mining / refining.</p>	Not disclosed.	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Toyota Analysis	Toyota 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>	Not disclosed.	0
		4.3.6. The company participates in multi-stakeholder initiatives to collaborate with other buyers to incentivise investment in and production of fossil free and environmentally sustainable batteries at scale.	1	100%: the company is a member of the Global Battery Alliance.	<p>Toyota 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>Toyota is developing all-solid-state batteries which is expected to lead to “increased power output, longer cruising range, and shorter charging times” (2023 Integrated Report, p. 43). However, no processes to scale R&D to production are disclosed.</p> <p>Toyota’s Integrated Report 2023 https://global.toyota/pages/global_toyota/ir/library/annual/2023_001_integrated_en.pdf</p>	0.5

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Toyota Analysis	Toyota 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>Toyota states that it collaborates with Cirba Solutions on battery recycling in the United States, which is aiming to extract up to 95% of critical minerals from used batteries (2023 Integrated Report, p. 82). However, it does not disclose if this has been achieved at the pilot stage.</p> <p>Toyota's Integrated Report 2023 https://global.toyota/pages/global_toyota/ir/library/annual/2023_001_integrated_en.pdf</p>	0.25
		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>Toyota states that it "is working together with JERA Co., Inc. to build the world's first large capacity Sweep Energy Storage System utilizing batteries reclaimed from electric vehicles (HEV, PHEV, BEV, FCEV)" (Sustainability Data Book, p. 32). Toyota also "inspects and reassembles (rebuilt) used nickel-metal hydride batteries removed from HEVs in the Japanese market", which have been reused as stationary batteries since 2013 and for vehicles since 2014 (2023 Integrated Report, p. 82).</p> <p>Toyota also collaborates with Redwood Materials Inc. and Cirba Solutions in North America to collect and recycle batteries all throughout the United States. It discloses that "collaboration with Cirba Solutions is expected to reduce costs associated with the transportation and logistics of used batteries for Toyota and Lexus vehicles by 70%" (2023 Integrated Report, p. 82).</p> <p>Sustainability Data Book https://global.toyota/pages/global_toyota/sustainability/report/sdb/sdb24_en.pdf</p> <p>Toyota's Integrated Report 2023 https://global.toyota/pages/global_toyota/ir/library/annual/2023_001_integrated_en.pdf</p>	0.5
		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>The company indicates that there is a closed-loop process in place for recycling batteries at least for some models and geographies. It states that Lexus BEV batteries can be collected for new vehicles (rebuild), used as storage batteries for electricity storage, etc. (reuse), or recycled to create new batteries (recycle) (Sustainability Data Book, p. 32). Toyota also collaborates with Redwood Materials Inc. and Cirba Solutions in North America to collect and recycle batteries all throughout the United States, with Cirba Solutions aiming to extract up to 95% of critical minerals from used batteries (2023 Integrated Report, p. 82). However, this process does not yet appear to be operational. No additional details are disclosed.</p> <p>Sustainability Data Book https://global.toyota/pages/global_toyota/sustainability/report/sdb/sdb24_en.pdf</p> <p>Toyota's Integrated Report 2023 https://global.toyota/pages/global_toyota/ir/library/annual/2023_001_integrated_en.pdf</p>	0.25

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Toyota Analysis	Toyota 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	<p>Toyota Analysis</p> <p>D rating</p> <p>https://lobbymax.org/company/Toyota-Motor</p>	0.9

Sub-section	Indicator Category	Indicators	Total Number of Points	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	Toyota Analysis	Toyota 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).	Toyota has a standalone human rights policy in which the company commits to respecting both the UNGPs and the Universal Declaration of Human Rights (p. 1). Toyota's Human Rights Policy https://global.toyota/pages/global_toyota/sustainability/esg/social/human_rights_policy_en.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.	Toyota's Supplier Sustainability Guidelines explicitly reference the company's Human Rights Policy (p. 4). However, agreement with this policy and/or respect for human rights does not seem to be required, but only expected: "Toyota's Expectations of Suppliers in the Process of Developing "Products and Services". "We expect suppliers to comply with the following items to undertake sustainability activities." (p. 3). Other references are similarly ambiguous: "It is our policy to ask all of our suppliers to carefully read and understand these guidelines and take the initiatives necessary to ensure that they penetrate down through your supply chain. We ask that you share in this intent by having the legal representative sign and submit this form as evidence of your agreement." (p.6) Whether Toyota requires or only expects/asks suppliers to apply these standards to their own suppliers is similarly ambiguous: "We also expect suppliers to deepen and expand sustainability initiatives with business partners by developing and deploying individual sustainability policies and guidelines..." (p. 3). Supplier Sustainability Guidelines https://global.toyota/pages/global_toyota/sustainability/esg/supplier_csr_en.pdf	0.5
	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.	Toyota's Human Rights Policy states that "to fulfil the responsibility to respect human rights", they "will establish and continuously implement a Human Rights Due Diligence system" ... "for the identification, prevention, and mitigation of negative human rights impacts" (p. 2). The company's Integrated Report also indicates that they work "with suppliers on risk monitoring, tracking, and mitigation" (p. 89). Despite these statements, the company does not provide any information about their risk identification and prioritisation processes or how often they repeat these exercises. While the company states that they consult "human rights experts and other relevant stakeholders to classify and analyse the risks" (Sustainability Data Book, p. 62), they provide no details about how these consultations are carried out. Toyota's Human Rights Policy https://global.toyota/pages/global_toyota/sustainability/esg/social/human_rights_policy_en.pdf Toyota's Integrated Report 2023 https://global.toyota/pages/global_toyota/ir/library/annual/2023_001_integrated_en.pdf Sustainability Data Book https://global.toyota/pages/global_toyota/sustainability/report/sdb/sdb24_en.pdf	0.25

Sub-section	Indicator Category	Indicators	Total Number of Points	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	Toyota Analysis	Toyota 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>Toyota includes a list of "salient" human rights issues in an Appendix to their Human Rights Policy. These include forced labour, child labour, discrimination, and harassment. These are repeated in the company's Sustainability Data Book (p. 62). The company describes the potential for, and actions to address, forced labour, in some level of detail (Sustainability Data Book, p. 63), but does not do this for all salient risks.</p> <p>Toyota does specify later in the report where in the supply chain a number of human rights risks occur, by reference to material type (Sustainability Data Book, p. 77).</p> <p>Toyota's Human Rights Policy https://global.toyota/pages/global_toyota/sustainability/esg/social/human_rights_policy_en.pdf</p> <p>Sustainability Data Book https://global.toyota/pages/global_toyota/sustainability/report/sdb/sdb24_en.pdf</p>	0.5
		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>Toyota does not outline the process for identifying high risk suppliers and whether/how this extends beyond tier 2. The company does not describe the actions it takes to manage higher risk suppliers (assurance actions are discussed regarding risks in general at p. 62-64 of the company's Sustainability Data Book).</p> <p>Sustainability Data Book https://global.toyota/pages/global_toyota/sustainability/report/sdb/sdb24_en.pdf</p>	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	Toyota Analysis	Toyota Points
	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>Toyota's Code of Conduct states that the company conducts appropriate due diligence and selects suppliers who are "Committed to respecting human rights and responsible sourcing practices", among other criteria (p. 22). However, the company does not explain how it assesses risk before entering into business. The company does not provide information about the number of potential new suppliers assessed and non-conformances found either.</p> <p>Code of Conduct https://global.toyota/pages/global_toyota/company/vision-and-philosophy/code_of_conduct_001_en_2.pdf</p>	0
		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>Toyota's Supplier Sustainability Guidelines indicate that supplier compliance might be checked through onsite visits and third-party audits (p. 6). The company's Integrated Report provides further detail regarding domestic suppliers: "To ensure understanding and implementation of the Guidelines, all domestic Toyota suppliers are requested to periodically check the status of their implementation using a self-inspection sheet." (p. 90).</p> <p>Toyota does not disclose up-to-date information on suppliers assessed. The company states that "in October 2020, around 350 tier 1 suppliers, which account for over 90 percent of the purchase volume in Japan, submitted the results of their self-inspections" (Integrated Report, p. 90). This information is too old to be able to achieve points on this indicator. The company does not provide updated information on number of suppliers audited either, and does not disclose numbers for non-conformances found.</p> <p>Supplier Sustainability Guidelines https://global.toyota/pages/global_toyota/sustainability/esg/supplier_csr_en.pdf</p> <p>Toyota's Integrated Report 2023 https://global.toyota/pages/global_toyota/ir/library/annual/2023_001_integrated_en.pdf</p>	0.8

Sub-section	Indicator Category	Indicators	Total Number of Points	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	Toyota Analysis	Toyota Points
		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>Toyota's Supplier Sustainability Guidelines do outline responses in case of non-conformance by existing suppliers: "If a problem that violates these guidelines should occur, we ask that you report it immediately and take steps to make the necessary improvements. In the unlikely event that appropriate countermeasures are not taken, this may result in the cancellation of business orders." (p. 6).</p> <p>The company explains further in its Integrated Report: "When a problem is identified, we communicate with the supplier concerned and ask them to make improvements. Our stance has always been that the business relationship may be reconsidered if no improvements are made. In addition, to prevent reoccurrences at other suppliers, we send notices explaining the issue to suppliers and ask them to implement thorough preventive measures." (p. 90).</p> <p>Supplier Sustainability Guidelines https://global.toyota/pages/global_toyota/sustainability/esg/supplier_csr_en.pdf</p> <p>Toyota's Integrated Report 2023 https://global.toyota/pages/global_toyota/ir/library/annual/2023_001_integrated_en.pdf</p>	1
		1.3.4. The company discloses how they verify the implementation of corrective actions.	1		<p>The following scores are absolute, not cumulative:</p> <p>100%: the company discloses the types of actions that it undertakes across its whole supply chain to verify whether corrective actions have occurred.</p> <p>25%: the company only a subset of the types of actions that it undertakes to verify whether correction actions have occurred (e.g. audits) and/or only discloses the types of actions that it undertakes for certain supply chains and/or materials to verify whether corrective actions have occurred.</p> <p>Note: successful corrective measures involve impacted stakeholders and/or their representatives. Their involvement is scored under each section below.</p>	Not disclosed	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	Toyota Analysis	Toyota Points
	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>Toyota has put in place a Global Speak Up Line. While the company states that this line is available to "anyone" (Toyota Speak Up Policy, p. 4), the mechanism appears to only address issues that may arise within the Group, and not extend to issues or concerns in the supply chain. For this reason, these indicators cannot be further assessed.</p> <p>Toyota Speak Up Policy https://global.toyota/pages/global_toyota/company/vision-and-philosophy/en_Toyota_Global_Speakup_Policy.pdf</p>	0
		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>Toyota does not appear to have put in place mechanisms for receiving and resolving supply chain human rights grievances, so these indicators cannot be assessed.</p>	0
		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: - 25%: how they investigate an issue that is raised and escalate the issue within the company - 25%: how they determine appropriate remedy</p> <p>50%: the company discloses information on the the measures of reparation for human rights abuses provided through its remedy process: - 25%: The company discloses information about the number of confirmed human rights grievances in its supply chain that resulted in measures of reparation to those affected, or in a request for suppliers to provide reparation. - 25%: The company provides one or more qualitative case studies to illustrate reparations in action (where there have been no cases resulting in measures of reparation that year, case studies from previous years to illustrate the process will suffice). Note: this information can be anonymised, to protect the identity of those involved.</p>	<p>Toyota does not appear to have put in place mechanisms for receiving and resolving supply chain human rights grievances, so these indicators cannot be assessed.</p>	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	Toyota Analysis	Toyota Points
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>Toyota has a standalone responsible sourcing policy called "Policies and Approaches to Responsible Mineral Sourcing" that appears to apply to all minerals and metals. When discussing this policy in its Sustainability Data Book, the company mentions nickel, cobalt, lithium, and graphite alongside conflict minerals (p. 77).</p> <p>Policies and Approaches to Responsible Mineral Sourcing https://global.toyota/pages/global_toyota/sustainability/esg/mineral_sourcing_en.pdf</p> <p>Sustainability Data Book https://global.toyota/pages/global_toyota/sustainability/report/sdb/sdb24_en.pdf</p>	1
		2.1.2. The company requires its suppliers to undertake due diligence in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High Risk Areas (CAHRAs)	2		<p>50%: Implementation of the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from CAHRAs:</p> <p>- 50%: the SCoC requires suppliers to undertake due diligence in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from CAHRAs in relation to all salient metals and minerals from anywhere.</p> <p>OR</p> <p>- 25%: the SCoC requires suppliers to undertake due diligence in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from CAHRAs in relation to all metals and minerals from CAHRAs.</p> <p>OR</p> <p>- 10%: the SCoC requires suppliers to undertake due diligence in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from CAHRAs in relation to tin, tungsten, tantalum, and gold (3TGs) from CAHRAs.</p> <p>50%: Implementation of Due Diligence:</p> <p>- 25%: the company requires suppliers to have a due diligence process in place to identify raw materials sources, specifically, conducting due diligence on Smelter or Refiners (SoRs) in their supply chain (this may include the use of third party certification, etc).</p> <p>- 25%: the company requires suppliers to disclose smelter/refiner information.</p>	<p>Toyota does not require suppliers to perform due diligence in line with the OECD Guidance. Toyota's Supplier Sustainability Guidelines include an expectation of suppliers "to avoid the procurement or usage of materials which are unlawful or which are obtained through unethical or otherwise unacceptable means (such as conflicts minerals, cobalt, natural rubber)." Suppliers are expected "to take appropriate steps to discontinue procurement of these materials if usage is detected (p. 6). Toyota's "Policies and Approaches to Responsible Mineral Sourcing" address suppliers similarly: "...we ask our suppliers to understand our policies and approaches and to promote responsible material procurement." As with human rights clauses more broadly, it is not clear whether these behaviours are required or only expected/encouraged.</p> <p>The company's Conflict Minerals Report describes a process of data gathering in order to reasonably determine the country of origine of conflict minerals, including requesting suppliers to provide relevant information through the [Reasonable Country of Origin Inquiry] survey (section 3). The company indicates that they use the RMI's Conflict Minerals Reporting Template ("CMRT") "to obtain information from these suppliers and to determine whether the products that Toyota manufactures or that it contracts with others for manufacture contained any 3TG necessary to the functionality or production of these products." The company adds that they received responses from 95% of the in-scope suppliers surveyed." (section 3). However, it is not clear from this information whether Toyota contractually requires suppliers to perform due diligence to identify raw materials sources and to disclose SoR information.</p> <p>Supplier Sustainability Guidelines https://global.toyota/pages/global_toyota/sustainability/esg/supplier_csr_en.pdf</p> <p>Policies and Approaches to Responsible Mineral Sourcing https://global.toyota/pages/global_toyota/sustainability/esg/mineral_sourcing_en.pdf</p> <p>Conflict Minerals Report https://global.toyota/pages/global_toyota/ir/library/sec/form_sd_202405_final.pdf</p>	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	Toyota Analysis	Toyota 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>Toyota states that they “have been advancing activities to clarify the supply chain for batteries, in which cobalt is the primary component, using the CRT, provided by the Responsible Minerals Initiative (RMI). We have identified several smelters in our supply chain.” (Integrated Report, p. 89).</p> <p>The company also describes mapping efforts and results for conflict minerals: “Toyota was able to determine the origin of a portion of the conflict minerals contained in our supply chain and whether some of them come from recycled or scrap sources. Since the supply chain of the automotive industry is broad and complex, we are unable to determine all of the facilities used to process them, the country of origin, or the mine or location of origin.” (section 5). The Conflict Minerals Report describes the processes deployed to obtain country of origin and SoR information.</p> <p>Beyond this information, the company does not disclose details about the portion of transition minerals supply chains they were able to map to the point of extraction, or concrete information resulting from their mapping.</p> <p>Toyota’s Integrated Report 2023 https://global.toyota/pages/global_toyota/ir/library/annual/2023_001_integrated_en.pdf</p> <p>Conflict Minerals Report https://global.toyota/pages/global_toyota/ir/library/sec/form_sd_202405_final.pdf</p>	1
		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>Toyota discloses that they source 3TGs from CAHRAs. They state in their Conflict Minerals Report: “... we were unable to determine with reasonable certainty the mines or locations of origin of all the conflict minerals contained in our supply chain” (section 1); but the company “was able to determine the origin of a portion of the conflict minerals contained in our supply chain” (section 5). The Report names some of the human rights risks entailed by conflict minerals (e.g. financing armed conflict in section 5), but does not describe them in any level of detail.</p> <p>Toyota discloses broader risks from transition minerals in their supply chains and where these are located in its Sustainability Data Book (p. 77). However, while the company specifies risk per material type, it does not disclose the relevant tier and geographical location.</p> <p>Conflict Minerals Report https://global.toyota/pages/global_toyota/ir/library/sec/form_sd_202405_final.pdf</p> <p>Sustainability Data Book https://global.toyota/pages/global_toyota/sustainability/report/sdb/sdb24_en.pdf</p>	0.5
		2.2.3. The company publishes a list of smelters or refiners (SoR) in its supply chain	1		<p>100%: the company publishes a complete list of smelters/refiners in their supply chain for at least 3TG minerals.</p> <p>50%: the company publishes a partial list of smelters/refiners in their supply chain. Note: to score here, the company must disclose a significant number of SoRs.</p>	<p>Annex A of Toyota’s Conflict Minerals Report includes a partial list of smelters or refiners “reported to be certified conformant” by the company’s suppliers (i.e. matched against RMI’s list of RMAP-conformant smelters and refiners as of April 2, 2024).</p> <p>Conflict Minerals Report https://global.toyota/pages/global_toyota/ir/library/sec/form_sd_202405_final.pdf</p>	0.5

Sub-section	Indicator Category	Indicators	Total Number of Points	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	Toyota Analysis	Toyota Points
		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	100%: the company discloses information on RMI conformance for all of the SoRs identified in their supply chain. 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	Toyota discloses a list of smelters or refiners "reported to be certified conformant" by the company's suppliers (i.e. matched against RMI's list of RMAP-conformant smelters and refiners as of April 2, 2024) in Annex A to the company's Conflict Minerals Report. Conflict Minerals Report https://global.toyota/pages/global_toyota/ir/library/sec/form_sd_202405_final.pdf	0.4
	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		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. 25%: the company specifies that it engages directly with SoRs to build their capacity to conduct due diligence. 50%: the company provides detail on how it engages with SoRs to build their capacity	Toyota is a member of RMI (Conflict Minerals Report, section 4), and states that it encourages smelters/refiners to participate in the Responsible Minerals Assurance Process (RMAP) (Sustainability Data Book, p. 78). In the Conflict Minerals Report, the company explains: "We have been using the CMRT published by the RMI and compared the results of the survey on smelter information with the list of Responsible Minerals Assurance Process ("RMAP")" (section 4). The company does not appear to engage with SoR directly. While the company informs that "Toyota Motor North America, ... contacted 84 smelters/refiners during 2023 as a participant of the Global Smelter Engagement Teams Working Group and the AIAG's Smelter Engagement Teams Working Group", this was to "encourage smelters/refiners to participate in RMAP (section 4). It does not appear that this was intended to, or part of broader activities to build SoR capacity. Conflict Minerals Report https://global.toyota/pages/global_toyota/ir/library/sec/form_sd_202405_final.pdf Sustainability Data Book https://global.toyota/pages/global_toyota/sustainability/report/sdb/sdb24_en.pdf	0.5
		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.	Not disclosed	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	25%: The company is a member of IRMA. 50%: The company actively engages their suppliers regarding suppliers' certification by IRMA. 25%: the company discloses a commitment to source a percentage of metals from IRMA certified mines by a certain date.	Toyota is not a member of IRMA	0
		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

Sub-section	Indicator Category	Indicators	Total Number of Points	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	Toyota Analysis	Toyota Points
		2.3.6. The company discloses how they verify the implementation of corrective actions.	1		See general HR indicators	See general HR indicators	0
	2.4. Remedy	2.4.1. The company has put in place a formal mechanism whereby grievances can be raised about SoR facilities.	1		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. 50%: the company discloses how they review and investigate grievances raised through this mechanism.	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.	Toyota does not have a commitment to the UNDRIP in their human rights policy, and the company does not have a standalone Indigenous Peoples' rights policy.	0
		3.1.2. The company has a public commitment to FPIC.	1		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. 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.)	Toyota does not have a commitment to FPIC in their human rights policy, and the company does not have 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		The SCoC or responsible sourcing policy explicitly references the UNDRIP (50%) and FPIC (50%). MODIFIER: Points will be halved if the policy is qualified.	Toyota's Guidelines for Suppliers do not reference the UNDRIP or FPIC.	0
		3.1.4. These commitments are translated into the languages used by the impacted Indigenous Peoples.	1		50%: the company requires suppliers to translate these commitments to the languages of the impacted Indigenous Peoples. 50%: the company requires that these translations are actively made available to the impacted Indigenous Peoples.	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		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. 25%: the company discloses where in the supply chain these risks occur. 25%: the company discloses how they use this mapping to identify high risk suppliers. 25%: the company provides case studies of this process in practice	Not disclosed
	3.3. Prevent, Mitigate and Account	3.3.1. The company provides additional discussion regarding the practices by which suppliers must obtain FPIC	1		100%: the company discloses a process. This process must explicitly specify that any FPIC process must reach and engage impacted Indigenous Peoples. 25%: the company states a process and/or expectation but it is limited in its application.	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.	Toyota Analysis	Toyota 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.	0
		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.	Toyota Analysis	Toyota 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>Toyota's Human Rights Policy does not include a commitment to the ILO Declaration on Fundamental Principles and Rights at Work and/or the ILO Fundamental Conventions. The policy mentions some, but not all of the fundamental principles. The company does not commit to a living wage.</p> <p>Toyota's Human Rights Policy https://global.toyota/pages/global_toyota/sustainability/esg/social/human_rights_policy_en.pdf</p>	0
		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>Toyota's Supplier Sustainability Guidelines do not include a specific commitment to the ILO Declaration on Fundamental Principles and Rights at work and/or the ILO Fundamental Conventions. They include an explicit reference to the five fundamental principles and rights at work, but suppliers are not required to respect them (they are only expected to do so). They do not require suppliers to pay a living wage, and do not prohibit recruitment fees. In fact, recruitment fees are implicitly allowed based on the following clause: "Do not exploit employees with high recruitment fees and other costs that are considered unreasonable by international norms." (p. 4).</p> <p>Supplier Sustainability Guidelines https://global.toyota/pages/global_toyota/sustainability/esg/supplier_csr_en.pdf</p>	0
	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>Toyota does not disclose whether they consult with labour unions and/or workers' representatives regarding salient workers' rights issues. The company mentions "labor-management council meetings" in their Integrated Report, but provides no information about the nature and purpose of these meetings (p. 85)</p> <p>Toyota's Integrated Report 2023 https://global.toyota/pages/global_toyota/ir/library/annual/2023_001_integrated_en.pdf</p>	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	Toyota Analysis	Toyota 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.	<p>Toyota's Human Rights Policy lists child labour, forced labour, harassment, and discrimination as salient risks to workers' rights. The company's Sustainability Data Book specifies the raw materials supply chain where the risks of forced labour and child labour are located (p. 77). The company also describes the risk of forced labour in their supply chain to a good level of detail, including information on geographic location (p. 63).</p> <p>Toyota's Human Rights Policy https://global.toyota/pages/global_toyota/sustainability/esg/social/human_rights_policy_en.pdf</p> <p>Sustainability Data Book https://global.toyota/pages/global_toyota/sustainability/report/sdb/sdb24_en.pdf</p>	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		<p>25%: the company has a collective agreement with the relevant trade union in the headquartered country.</p> <p>25%: the company has a global framework agreement with IndustriALL for neutrality across all its operations.</p> <p>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.</p> <p>25%: IndustriAll was actively involved in the formulation of the company's workers' rights principles and/or policies.</p>	<p>Toyota states that it has "collective agreements in place with our unionized affiliate companies both in Japan and overseas" and that has "unionized operations" in 19 of the 21 countries in which it has a manufacturing base (Sustainability Data Book, p. 66). However, this is insufficient to understand whether the company has a collective agreement covering employees in their headquarters in Japan.</p> <p>The company does not have a GFA with IndustriAll and IndustriAll does not appear to have been involved in the formulation of the company's labour rights commitments.</p> <p>Toyota's Integrated Report mentions "labor-management council meetings", but provides no information about the nature and purpose of these meetings (p. 85).</p> <p>Sustainability Data Book https://global.toyota/pages/global_toyota/sustainability/report/sdb/sdb24_en.pdf</p> <p>Toyota's Integrated Report 2023 https://global.toyota/pages/global_toyota/ir/library/annual/2023_001_integrated_en.pdf</p>	0
		4.3.2. The company reports on how it is prepared to respond if it finds non-conformances associated with its workers' rights policy occurring in its operations or supply chains.	1.5		Refer to general HR indicators.	Refer to general HR indicators.	1
		4.3.3. The company works with the relevant trade union and/or worker representative organisation to verify the implementation of corrective actions pertaining to workers' rights.	2		100%: the company specifies that it works with the relevant trade union and/or workers representatives to verify implementation of correction actions.	Not disclosed	0
	4.4. Remedy	4.4.1 Workers and the representative organisations of workers' own choosing are formally included in the remedy process.	1		100%: the company specifies that trade unions are formally engaged in any remedy process.	Not disclosed	0

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

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

Assessment has not been updated for the 2023 edition and will be updated later in 2023

Initiative	Multi-stakeholder governance and civil society relations	Points (out of 2)	Credible audits and accreditation: Audit independence and rights-holder participation	Points (out of 1)	Transparency of audit findings	Points (out of 1)	Corrective Action Plan	Points (out of 1)	Effective grievance mechanism	Points (out of 1)	Lead case complaint number	Points (out of 1)	Credible standard criteria	Points (out of 1)	Year score	Score Assessment	Post-mortem analysis
ResponsibleSuez	<p>The ResponsibleSuez Coalition offers the Board and its members the right of directors from business members, as well as three civil society members and up to three independent directors.</p> <p>Currently, 16 civil society members are part of the ResponsibleSuez Coalition. The ResponsibleSuez Coalition can only be passed if at least 60% of the members are in favour of it and at least 3 directors from the coalition are present in the board. ResponsibleSuez Coalition members are invited to participate in the ResponsibleSuez Coalition through the ResponsibleSuez Coalition portal (https://www.responsible-suez.com/coalition).</p> <p>There is evidence that ResponsibleSuez Coalition members are engaged in the development of the standard where they (https://www.responsible-suez.com/coalition/development/).</p>	1	<p>The ResponsibleSuez Coalition requires third party audits to be conducted by an independent stakeholder engagement unit formed part of the audit process (https://www.responsible-suez.com/coalition/audit/).</p>	1	<p>ResponsibleSuez Coalition summary reports of the audits are available. These public summary reports provide information on the audit process, including who was involved in the audit, the audit methodology, the findings of the audit and the corrective action plan (https://www.responsible-suez.com/coalition/audit-reports/).</p>	0.5	<p>ResponsibleSuez Coalition and information interaction details refer to corrective action plans required in case of non-compliance. These CAPs have to meet the requirements of the standard and be published on ResponsibleSuez Portal.</p> <p>The results of corrective action plans are published on ResponsibleSuez Portal – 12 months after the initial audit is published on ResponsibleSuez Portal.</p> <p>There is evidence of an audit plan that is included in the development, implementation and monitoring of the corrective action plan (https://www.responsible-suez.com/coalition/audit-reports/).</p>	0.5	<p>ResponsibleSuez has an Issue Resolution System which serves as a grievance / complaints mechanism through which issues with ResponsibleSuez's certification process are resolved and complaints can be raised in multiple languages, and ResponsibleSuez states that the complaint can be for the support of all stakeholders from the process.</p> <p>The Issue Resolution System requires ResponsibleSuez to publish a summary of the results of the resolution and the total number of raised and resolved issues to its website. However, no separate public summary of the results of the resolution has been made through the mechanism.</p> <p>The completion process is internally managed.</p> <p>(https://www.responsible-suez.com/coalition/issue-resolution/).</p>	0.5	ResponsibleSuez is not a lead case complainant member (https://www.responsible-suez.com/coalition/issue-resolution/).	0.5	<p>The standard is aligned with the UN Guiding Principles on Business and Human Rights, in particular article 31, and the ILO Declaration on Fundamental Principles and Rights at Work. This standard also aligns with the ILO Declaration on Fundamental Principles and Rights at Work, in particular article 31, and the ILO Declaration on Fundamental Principles and Rights at Work, in particular article 31, and the ILO Declaration on Fundamental Principles and Rights at Work, in particular article 31.</p>	1	5	Scheme has made notable progress in meeting most of the minimum criteria but has some significant shortcomings.	0.6
The Institute for Responsible Mining Assurance (IRMA)	<p>IRMA is governed by a Board of Directors with representatives from each of its sectors: Mining, Commercial, Consumer, Health, Environment, Finance, and Human Rights. IRMA also includes representatives from academia, labor, and civil society. IRMA's Board of Directors is responsible for the development and implementation of the standard. IRMA also includes representatives from academia, labor, and civil society.</p> <p>IRMA is involved in the process of developing the standard. IRMA also includes representatives from academia, labor, and civil society.</p> <p>There is evidence that IRMA members are engaged in the development of the standard where they (https://www.irma-international.org/development/).</p>	2	<p>IRMA uses an independent, third party audit firm (PricewaterhouseCoopers) to conduct audits. IRMA also includes representatives from academia, labor, and civil society.</p> <p>IRMA provides the audit process including participation of impacted rights-holders (https://www.irma-international.org/audit/).</p>	1	<p>IRMA provides the audit findings, including information on the audit process, including who was involved in the audit, the audit methodology, the findings of the audit and the corrective action plan (https://www.irma-international.org/audit-reports/).</p>	1	<p>The verification criteria do not refer to corrective actions (CAPs) which include implementation of CAPs by the development, implementation and monitoring of the corrective action plan (https://www.irma-international.org/audit-reports/).</p>	1	<p>The IRMA complaints mechanism is not independently fulfilled. However the Institute does engage a grievance resolution service (IRMA's Global Grievance Resolution Service) to handle complaints. The completion process is internally managed.</p> <p>IRMA has an Issue Resolution System which serves as a grievance / complaints mechanism through which issues with IRMA's certification process are resolved and complaints can be raised in multiple languages and can be registered anonymously (https://www.irma-international.org/issue-resolution/).</p> <p>IRMA's Issue Resolution System states "summary of the results of the resolution and the total number of raised and resolved issues that is published on the IRMA website".</p>	0.5	IRMA is a lead member but not lead case complainant (https://www.irma-international.org/issue-resolution/).	0.5	<p>The IRMA standard is aligned with the UN Guiding Principles on Business and Human Rights, in particular article 31, and the ILO Declaration on Fundamental Principles and Rights at Work. This standard also aligns with the UN Guiding Principles on Business and Human Rights, in particular article 31, and the ILO Declaration on Fundamental Principles and Rights at Work, in particular article 31.</p>	1	7	IRMA has made progress in meeting most of the minimum criteria but has some shortcomings but meets majority of the performance, auditing and / or accreditation against its standard.	0.8
Aluminium Stewardship Initiative (ASI)	<p>There is a joint initiative established between ASI and the industry to develop the standard. ASI also includes representatives from academia, labor, and civil society.</p> <p>There is evidence that ASI members are engaged in the development of the standard where they (https://www.asi-international.org/development/).</p>	1	<p>ASI uses an independent, third party audit firm (PricewaterhouseCoopers) to conduct audits. ASI also includes representatives from academia, labor, and civil society.</p> <p>ASI provides the audit process including participation of impacted rights-holders (https://www.asi-international.org/audit/).</p>	1	<p>ASI provides the audit findings, including information on the audit process, including who was involved in the audit, the audit methodology, the findings of the audit and the corrective action plan (https://www.asi-international.org/audit-reports/).</p>	0.5	<p>ASI provides the audit findings, including information on the audit process, including who was involved in the audit, the audit methodology, the findings of the audit and the corrective action plan (https://www.asi-international.org/audit-reports/).</p>	0	<p>ASI provides a grievance mechanism, which includes information on the number of grievances received, whether they are resolved, and the status of the resolution. However, ASI does not provide a summary of the results of the resolution and the total number of raised and resolved issues to its website. However, no separate public summary of the results of the resolution has been made through the mechanism.</p>	0.5	ASI is not a lead case complainant member (https://www.asi-international.org/audit-reports/).	1	<p>The standard is aligned with the UN Guiding Principles on Business and Human Rights, in particular article 31, and the ILO Declaration on Fundamental Principles and Rights at Work. This standard also aligns with the UN Guiding Principles on Business and Human Rights, in particular article 31, and the ILO Declaration on Fundamental Principles and Rights at Work, in particular article 31.</p>	0.75	1.75	Scheme has made progress in some areas but fails to meet multiple criteria for effective governance, auditing and / or accreditation against its standard.	0.4
Responsible Mining Assurance Forum (RMAF)	<p>RMAF has a multi-stakeholder governance body (the RMAF Board) which includes representatives from academia, labor, and civil society.</p> <p>RMAF is involved in the process of developing the standard. RMAF also includes representatives from academia, labor, and civil society.</p> <p>There is evidence that RMAF members are engaged in the development of the standard where they (https://www.responsible-mining.org/development/).</p>	1	<p>RMAF uses an independent, third party audit firm (PricewaterhouseCoopers) to conduct audits. RMAF also includes representatives from academia, labor, and civil society.</p> <p>RMAF provides the audit process including participation of impacted rights-holders (https://www.responsible-mining.org/audit/).</p>	1	<p>RMAF provides the audit findings, including information on the audit process, including who was involved in the audit, the audit methodology, the findings of the audit and the corrective action plan (https://www.responsible-mining.org/audit-reports/).</p>	0.5	<p>RMAF provides the audit findings, including information on the audit process, including who was involved in the audit, the audit methodology, the findings of the audit and the corrective action plan (https://www.responsible-mining.org/audit-reports/).</p>	0	<p>The RMAF has its own grievance mechanism (https://www.responsible-mining.org/issue-resolution/).</p> <p>The RMAF also includes representatives from academia, labor, and civil society.</p>	0.5	RMAF is not a lead case complainant member (https://www.responsible-mining.org/issue-resolution/).	0.5	<p>The RMAF standard is aligned with the UN Guiding Principles on Business and Human Rights, in particular article 31, and the ILO Declaration on Fundamental Principles and Rights at Work. This standard also aligns with the UN Guiding Principles on Business and Human Rights, in particular article 31, and the ILO Declaration on Fundamental Principles and Rights at Work, in particular article 31.</p>	0.25	1.75	Scheme has made progress in some areas but fails to meet multiple criteria for effective governance, auditing and / or accreditation against its standard.	0.4
CopperMark	<p>The Board of Directors of the CopperMark Board includes representatives from academia, labor, and civil society.</p> <p>CopperMark is involved in the process of developing the standard. CopperMark also includes representatives from academia, labor, and civil society.</p> <p>There is evidence that CopperMark members are engaged in the development of the standard where they (https://www.coppermark.org/development/).</p>	0.5	<p>CopperMark uses an independent, third party audit firm (PricewaterhouseCoopers) to conduct audits. CopperMark also includes representatives from academia, labor, and civil society.</p> <p>CopperMark provides the audit process including participation of impacted rights-holders (https://www.coppermark.org/audit/).</p>	1	<p>CopperMark provides the audit findings, including information on the audit process, including who was involved in the audit, the audit methodology, the findings of the audit and the corrective action plan (https://www.coppermark.org/audit-reports/).</p>	0.5	<p>CopperMark provides the audit findings, including information on the audit process, including who was involved in the audit, the audit methodology, the findings of the audit and the corrective action plan (https://www.coppermark.org/audit-reports/).</p>	0	<p>CopperMark provides a grievance mechanism, which includes information on the number of grievances received, whether they are resolved, and the status of the resolution. However, CopperMark does not provide a summary of the results of the resolution and the total number of raised and resolved issues to its website. However, no separate public summary of the results of the resolution has been made through the mechanism.</p>	0	CopperMark is not a lead case complainant member (https://www.coppermark.org/audit-reports/).	0.5	<p>The standard is aligned with the UN Guiding Principles on Business and Human Rights, in particular article 31, and the ILO Declaration on Fundamental Principles and Rights at Work. This standard also aligns with the UN Guiding Principles on Business and Human Rights, in particular article 31, and the ILO Declaration on Fundamental Principles and Rights at Work, in particular article 31.</p>	1	4	Scheme has made progress in some areas but fails to meet multiple criteria for effective governance, auditing and / or accreditation against its standard.	0.4
Tasvolt Sustainable Mining (TSM)	<p>Each TSM partner must establish an independent, multi-stakeholder advisory body, made up of 10 to 15 individuals from independent groups, commensurate with the industry's activity to support the development and implementation of TSM.</p> <p>TSM is involved in the process of developing the standard. TSM also includes representatives from academia, labor, and civil society.</p> <p>There is evidence that TSM members are engaged in the development of the standard where they (https://www.tasvolt.com/development/).</p>	0.5	<p>TSM uses an independent, third party audit firm (PricewaterhouseCoopers) to conduct audits. TSM also includes representatives from academia, labor, and civil society.</p> <p>TSM provides the audit process including participation of impacted rights-holders (https://www.tasvolt.com/audit/).</p>	1	<p>TSM provides the audit findings, including information on the audit process, including who was involved in the audit, the audit methodology, the findings of the audit and the corrective action plan (https://www.tasvolt.com/audit-reports/).</p>	0.5	<p>TSM provides the audit findings, including information on the audit process, including who was involved in the audit, the audit methodology, the findings of the audit and the corrective action plan (https://www.tasvolt.com/audit-reports/).</p>	0	<p>TSM has an internally fulfilled grievance mechanism (TSM's Issue Resolution Policy and Process) which serves as a grievance mechanism through which issues with TSM's certification process are resolved and complaints can be raised in multiple languages, and TSM states that the complaint can be for the support of all stakeholders from the process.</p> <p>TSM also includes representatives from academia, labor, and civil society.</p>	0.5	TSM is not a lead case complainant member (https://www.tasvolt.com/audit-reports/).	0.5	<p>The standard is aligned with the UN Guiding Principles on Business and Human Rights, in particular article 31, and the ILO Declaration on Fundamental Principles and Rights at Work. This standard also aligns with the UN Guiding Principles on Business and Human Rights, in particular article 31, and the ILO Declaration on Fundamental Principles and Rights at Work, in particular article 31.</p>	0.5	3	Scheme has made progress in some areas but fails to meet multiple criteria for effective governance, auditing and / or accreditation against its standard.	0.4
Global Steel Council (GSC)	<p>The Global Steel Council (GSC) is a non-profit association established to advance the interests of the steel industry. GSC is involved in the process of developing the standard. GSC also includes representatives from academia, labor, and civil society.</p> <p>There is evidence that GSC members are engaged in the development of the standard where they (https://www.gsc-steel.org/development/).</p>	0	<p>GSC uses an independent, third party audit firm (PricewaterhouseCoopers) to conduct audits. GSC also includes representatives from academia, labor, and civil society.</p> <p>GSC provides the audit process including participation of impacted rights-holders (https://www.gsc-steel.org/audit/).</p>	0	<p>GSC provides the audit findings, including information on the audit process, including who was involved in the audit, the audit methodology, the findings of the audit and the corrective action plan (https://www.gsc-steel.org/audit-reports/).</p>	0	<p>GSC provides the audit findings, including information on the audit process, including who was involved in the audit, the audit methodology, the findings of the audit and the corrective action plan (https://www.gsc-steel.org/audit-reports/).</p>	0	<p>GSC is not an ISIRI, community member (https://www.gsc-steel.org/audit-reports/).</p>	0	GSC is not an ISIRI, community member (https://www.gsc-steel.org/audit-reports/).	0	<p>The standard is aligned with the UN Guiding Principles on Business and Human Rights, in particular article 31, and the ILO Declaration on Fundamental Principles and Rights at Work. This standard also aligns with the UN Guiding Principles on Business and Human Rights, in particular article 31, and the ILO Declaration on Fundamental Principles and Rights at Work, in particular article 31.</p>	0.25	0.25	Failed scheme that fails to meet most of the minimum criteria for effective governance, auditing and / or accreditation.	No scoring attribution possible
International Council on Mining & Metals (ICMM) - BetterBridges	<p>ICMM provides a grievance mechanism, which includes information on the number of grievances received, whether they are resolved, and the status of the resolution. However, ICMM does not provide a summary of the results of the resolution and the total number of raised and resolved issues to its website. However, no separate public summary of the results of the resolution has been made through the mechanism.</p>	0	<p>ICMM uses an independent, third party audit firm (PricewaterhouseCoopers) to conduct audits. ICMM also includes representatives from academia, labor, and civil society.</p> <p>ICMM provides the audit process including participation of impacted rights-holders (https://www.icmm.org/audit/).</p>	0.5	<p>ICMM provides the audit findings, including information on the audit process, including who was involved in the audit, the audit methodology, the findings of the audit and the corrective action plan (https://www.icmm.org/audit-reports/).</p>	0	<p>ICMM provides the audit findings, including information on the audit process, including who was involved in the audit, the audit methodology, the findings of the audit and the corrective action plan (https://www.icmm.org/audit-reports/).</p>	0	<p>ICMM provides a grievance mechanism, which includes information on the number of grievances received, whether they are resolved, and the status of the resolution. However, ICMM does not provide a summary of the results of the resolution and the total number of raised and resolved issues to its website. However, no separate public summary of the results of the resolution has been made through the mechanism.</p>	0	ICMM is not an ISIRI, community member (https://www.icmm.org/audit-reports/).	0	<p>The standard is aligned with the UN Guiding Principles on Business and Human Rights, in particular article 31, and the ILO Declaration on Fundamental Principles and Rights at Work. This standard also aligns with the UN Guiding Principles on Business and Human Rights, in particular article 31, and the ILO Declaration on Fundamental Principles and Rights at Work, in particular article 31.</p>	0.75	1.25	Failed scheme that fails to meet most of the minimum criteria for effective governance, auditing and / or accreditation.	No scoring attribution possible