



Lead the Charge Automaker Supply Chain Scorecard - 2026 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 research and 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. Note that the final version of this scorecard will be published as an interactive web page online.

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.](#)

[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](#)

[9. 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.](#)

Overall scores

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 mineral sourcing	Indigenous Peoples' rights	Workers' rights in the supply chain	Total	
BMW	34%	67%	16%	9%	16%	27%	30%	73%	32%	12%	39%	39%	19%
BYD	14%	18%	0%	8%	20%	12%	13%	38%	12%	0%	13%	16%	53%
Ford	45%	58%	23%	37%	29%	37%	40%	73%	70%	26%	28%	49%	6%
GAC	4%	11%	0%	0%	9%	5%	5%	4%	2%	0%	3%	2%	48%
Geely*	27%	38%	19%	21%	26%	26%	31%	51%	17%	2%	26%	24%	36%
GM	22%	29%	18%	19%	7%	18%	20%	46%	23%	11%	19%	25%	19%
Honda	12%	32%	0%	1%	2%	9%	8%	37%	20%	0%	8%	16%	2%
Hyundai	23%	41%	12%	8%	15%	19%	21%	47%	26%	3%	22%	25%	9%
Kia	21%	51%	7%	4%	10%	18%	20%	44%	25%	6%	19%	23%	12%
Mercedes	41%	51%	28%	26%	36%	35%	39%	62%	35%	26%	48%	42%	11%
Nissan	15%	35%	1%	15%	7%	15%	13%	40%	14%	0%	12%	17%	4%
Renault	31%	49%	5%	10%	39%	26%	28%	52%	34%	17%	36%	35%	12%
SAIC	3%	10%	0%	0%	6%	4%	4%	0%	0%	0%	3%	1%	22%
Stellantis	21%	37%	1%	1%	22%	15%	14%	64%	26%	3%	21%	29%	7%
Tesla	49%	45%	22%	45%	56%	42%	50%	60%	69%	25%	40%	48%	100%
Toyota	9%	20%	0%	0%	12%	8%	7%	18%	19%	0%	3%	10%	2%
Volkswagen	39%	54%	13%	16%	31%	28%	31%	68%	48%	23%	46%	46%	11%
Volvo	44%	53%	58%	55%	17%	46%	55%	64%	37%	8%	20%	32%	23%

[^] Automotive sales data from Marklines. All figures are cumulative annual values for the year 2025. The data covers passenger vehicles only.

*Geely Auto Group data includes Marklines sales data from the Geely, Galaxy, Zeekr and Lynk&Co brands only.

[~]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/>

LINKED DATA

Summary of fossil-free and environmentally sustainable supply chains scores

Theme	Indicator Category	Indicators	Total Number of Points	Tesla 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 %		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
		1.2.2. The company commits to having suppliers provide science-based targets for GHG emissions.	1	0.25
		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	1
		1.2.5. The company has programs in place to monitor suppliers for compliance with GHG emissions targets and other environmental impacts.	1	0.75
		1.2.6. The company commits to eliminate deforestation and the conversion of all natural ecosystems from their supply chains.	1	0.25
		TARGET-SETTING & PROGRESS TOTAL	7	2.25
	TARGET-SETTING & PROGRESS %		32%	
	1.3. Use of supply chain levers to achieve fossil free and environmentally sustainable supply chains	1.3.1. The company incentivises suppliers to reduce GHG and other significant air emissions.	1	0.5
		1.3.2. The company implements incentives and control systems to improve water management by suppliers	1	0.6
		1.3.3. The company implements incentives and control systems to eliminate deforestation from its supply chain	1	0.6
		SUPPLY CHAIN LEVERS TOTAL	3	1.7
		SUPPLY CHAIN LEVERS %		57%
	GENERAL CLIMATE AND ENVIRONMENT - TOTAL % SCORE (WEIGHTED)			
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	1
		DISCLOSE TOTAL	1	1
		DISCLOSE %		100%
	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 fossil-free and/or lower emission steel in their annual production cycle.	1	0
		2.2.3. The company has a target for the use of recycled 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 %		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 manufacturing.	2	0
		SUPPLY CHAIN LEVERS TOTAL	6	0
		SUPPLY CHAIN LEVERS %		0%

Summary of fossil-free and environmentally sustainable supply chains scores

Theme	Indicator Category	Indicators	Total Number of Points	Tesla Points
	STEEL - TOTAL % SCORE (WEIGHTED)			22%
	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	1
		DISCLOSE TOTAL	1	1
		DISCLOSE %		100%
	3.1. Disclosure of scope 3 GHG emissions due to aluminium	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 fossil-free and/or lower emission aluminium in their annual production cycle	1	0
		3.2.3. The company has a target to increase use of recycled 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 %		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 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	0.4
		3.3.3. The company has entered into formal arrangements with suppliers to incentivise investment in and greater production of fossil free aluminium	2	1
		3.3.4. The company integrates improved recyclability of aluminium into automobile design and manufacturing.	2	1.7
		SUPPLY CHAIN LEVERS TOTAL	6	3.1
		SUPPLY CHAIN LEVERS %		52%
	ALUMINIUM - TOTAL % SCORE (WEIGHTED)			45%
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	1
		DISCLOSE TOTAL	1	1
		DISCLOSE %		100%
	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	0.25
		4.2.3. The company has set collection and/or recovery targets for high intensity battery metals.	1	0.25
		TARGET-SETTING & PROGRESS TOTAL	3	0.5
		TARGET-SETTING & PROGRESS %		17%
	4.3. Use of supply chain levers to achieve fossil free and environmentally sustainable battery supply chains	4.3.1. The company requires all battery manufacturers to use 100% renewable electricity	2	1
		4.3.2. Company engages and/or enters into formal agreements with extractives and other value chain companies to prevent/mitigate adverse environmental impacts of lithium sourcing.	1	0.75
		4.3.3. Company engages and/or enters into formal agreements with extractives and other value chain companies to prevent/mitigate adverse environmental impacts of nickel sourcing.	1	1
		4.3.4. Company engages and/or enters into formal agreements with extractives and other value chain companies to prevent/mitigate adverse environmental impacts of cobalt sourcing.	1	0.25

Summary of fossil-free and environmentally sustainable supply chains scores

Theme	Indicator Category	Indicators	Total Number of Points	Tesla Points
		4.3.5. 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	1
		4.3.6. The company invests in the development of new battery chemistries & technologies that minimize their overall material and carbon footprint by reducing the use of emissions-intensive minerals and toxic materials	2	2
		4.3.7. The company invests in the development of new battery designs, technologies, systems and/or processes to maximize the safe and effective recycling of EV batteries	1	0.5
		4.3.8. The company has established processes for battery repair, reuse and repurposing in order to maximize the usable lifespan of its EV batteries.	1	0.25
		4.3.9. 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	7
		SUPPLY CHAIN LEVERS %		64%
	BATTERIES - TOTAL % SCORE (WEIGHTED)			56%
Climate Influence	Influence Map Performance Band: https:	Multiplier applied:		1.2

CLIMATE AND ENVIRONMENT - TOTAL NORMALIZED	18.0	7.6
CLIMATE AND ENVIRONMENT - TOTAL % SCORE (WEIGHTED)		42%
CLIMATE AND ENVIRONMENT - TOTAL NORMALIZED + IM MULTIPLIER		9.1
CLIMATE AND ENVIRONMENT - TOTAL % SCORE (WEIGHTED) + IM MULTIPLIER		50%

Summary of human rights & responsible sourcing scores

Sub-section	Indicator Category	Indicators	Total Number of Points	Tesla Points
1. Responsible Sourcing: General HR 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	1.5
		COMMIT TOTAL	3	2.5
		COMMIT %		83%
	1.2. Identify	1.2.1. The company has a process in place to assess salient human rights risks in their supply chain.	1	0.75
		1.2.2. The company discloses the salient human rights risks in their supply chain and where they are located.	1	1
		1.2.3. The company has a process for identifying high risk supplier categories in their supply chain.	1	1
		IDENTIFY TOTAL	3	2.75
		IDENTIFY %		92%
	1.3. Prevent, Mitigate and Account	1.3.1. The company assesses the risk of adverse human rights impacts with suppliers prior to entering into any contracts.	2	0.5
		1.3.2. The company discloses how it monitors suppliers for compliance with the SCoC during the contract period.	2	0.8
		1.3.3. The company reports on how it is prepared to respond if it finds non-conformances with the SCoC	1.5	0.5
		1.3.5. The company discloses how they verify the implementation of corrective actions.	1	1
		PREVENT, MITIGATE & ACCOUNT TOTAL	6.5	2.8
	PREVENT, MITIGATE & ACCOUNT %		43%	
	1.4. Remedy	1.4.1. The company has put in place a formal mechanism whereby workers, suppliers, suppliers' workers (in any tier) and other external stakeholders can raise grievances regarding adverse human rights impacts in their supply chain to an impartial entity.	2	1
		1.4.3. 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	0.5
		1.4.4. The company has put in place a remedy process for its supply chain.	2	0.5
		REMEDY TOTAL	5	2
		REMEDY %		40%
GENERAL HUMAN RIGHTS - TOTAL % SCORE (WEIGHTED)				60%
2. Responsible Sourcing of Transition Minerals	2.1. Commit	2.1.1. The company has a commitment to responsible metals and minerals sourcing.	1	1
		2.1.2. The company requires its suppliers to undertake due diligence in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High Risk Areas (CAHRAs)	2	2
		COMMIT TOTAL	3	3
		COMMIT %		100%
	2.2. Identify	2.2.1. The company has a process in place to map transition minerals (e.g. nickel, lithium, cobalt, copper, manganese, zinc) in their supply chains to the point of extraction.	2	2
		2.2.2. The company discloses conflict minerals risks in their supply chain and where they are located.	1	1
		2.2.3. The company discloses broader transition minerals risks in their supply chain and where they are located.	1	1

Summary of human rights & responsible sourcing scores

Sub-section	Indicator Category	Indicators	Total Number of Points	Tesla Points	
		2.2.4. The company publishes a list of smelters or refiners (SoR) in its supply chain	1	1	
		2.2.5. The company discloses which of the SoRs in its supply chain are conformant with the Responsible Minerals Initiative (RMI).	1	0	
		IDENTIFY TOTAL	6	5	
		IDENTIFY %		83%	
	2.3. Prevent, Mitigate and Account	2.3.1. The company discloses how it monitors suppliers for compliance with the transition minerals due diligence requirements.	2	0.8	
		2.3.2. The company formally engages SoRs to build their capacity to conduct due diligence of their own supply chains.	2	1	
		2.3.3. The company formally engages extractives companies and includes human rights clauses in any contractual arrangements.	2	2	
		2.3.4. The company is a member of IRMA and actively engages their suppliers with regards to IRMA mining audits.	2	1.2	
		Note: IRMA does not excuse companies from doing their own supply chain due diligence			
		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	0.5	
		2.3.6. The company discloses how they verify the implementation of corrective actions.	1	1	
		PREVENT, MITIGATE & ACCOUNT TOTAL	10.5	6.5	
	PREVENT, MITIGATE & ACCOUNT %		62%		
	2.4. Remedy	2.4.1. The company has put in place a formal mechanism whereby grievances can be raised about SoR facilities.	1	0.5	
		REMEDY TOTAL	1	0.5	
REMEDY %			50%		
TRANSITION MINERALS - TOTAL % SCORE (WEIGHTED)				69%	
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	1	
		3.1.2. The company has a public commitment to FPIC.	1	0	
		3.1.3. The company requires its tier 1 suppliers to respect Indigenous Peoples' rights	2	2	
		3.1.5. These commitments are translated into the languages used by the impacted Indigenous Peoples.	1	0	
		COMMIT TOTAL	5	3	
	COMMIT %		60%		
	3.2. Identify	3.2.1. The company has a process in place to assess risks to Indigenous Peoples' rights in their supply chain to the point of extraction.	1	0.25	
		IDENTIFY TOTAL	1	0.25	
		IDENTIFY %		25%	
	3.3. Prevent, Mitigate and Account	3.3.1. The company provides additional discussion regarding the practices by which suppliers must obtain FPIC	1	0.25	
		3.3.2. The company is a member of a multi-stakeholder group (e.g. IRMA) that includes the participation of Indigenous Peoples to ensure respect of Indigenous Peoples' rights at the point of extraction.	2	1.2	

Summary of human rights & responsible sourcing scores

Sub-section	Indicator Category	Indicators	Total Number of Points	Tesla Points	
		3.3.3. The company has a formal process in place to engage critical upstream suppliers on FPIC (e.g. extractives companies)	2	0.5	
		3.3.4. The company reports on how it is prepared to respond if it finds FPIC breaches in its supply chain.	1	0	
		PREVENT, MITIGATE & ACCOUNT TOTAL	6	1.95	
		PREVENT, MITIGATE & ACCOUNT %		33%	
	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 %		0%	
	INDIGENOUS RIGHTS - TOTAL % SCORE (WEIGHTED)				25%
	4. Respect for Workers' Rights	4.1. Commit	4.1.1. The company has a commitment to workers' rights	1	0.5
			4.1.2. The company extends their workers' rights commitments to their Tier 1 suppliers and beyond.	2	1.5
Note: only the specific worker rights commitments are evaluated here. Whether or not these commitments are extended beyond tier 1 suppliers is evaluated in the "General" human rights section.					
COMMIT TOTAL			3	2	
		COMMIT %		67%	
4.2. Identify		4.2.1. The company consults trade unions and/or workers' representatives in their assessment of salient workers' rights risks in their supply chain.	1	0	
		4.2.2. The company discloses the salient workers rights risks in their supply chain and where they are located.	1	1	
		IDENTIFY TOTAL	2	1	
		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	0.5	
		4.3.3. The company works with the relevant trade union and/or worker representative organisation to verify the implementation of corrective actions pertaining to workers' rights.	2	0	
		PREVENT, MITIGATE & ACCOUNT TOTAL	5.5	0.5	
		PREVENT, MITIGATE & ACCOUNT %		9%	
4.4. Remedy		4.4.1 Workers and the representative organisations of workers' own choosing are formally included in the remedy process.	1	0.5	
		REMEDY TOTAL	1	0.5	
	REMEDY %		50%		
WORKERS' RIGHTS - TOTAL % SCORE (WEIGHTED)				40%	

Summary of human rights & responsible sourcing scores

Sub-section	Indicator Category	Indicators	Total Number of Points	Tesla Points
HUMAN RIGHTS - TOTAL NORMALIZED			26.0	12.6
HUMAN RIGHTS - TOTAL % SCORE (WEIGHTED)				48%

Company analysis - fossil-free and environmentally sustainable supply chains

Theme	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Tesla Analysis	Tesla 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>Tesla discloses its scope 3 GHG emissions by category, including Category 1 due to purchased goods and services (Impact Report 2024, p. 194).</p> <p>2024 Impact Report (extended version) https://www.tesla.com/ns_videos/2024-extended-version-tesla-impact-report.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 against all of the above categories by key suppliers in its supply chain. The company will need to define its key suppliers if it does not disclose this information for the whole supply chain.</p> <p>50%: the company discloses significant emissions against some of the above categories for part of its supply chain.</p>	Not disclosed.	0
		1.1.3. The company discloses water usage by key suppliers in its supply chain.	1	<p>According to GRI 303, water usage includes:</p> <ul style="list-style-type: none"> - water withdrawn - water consumed - water discharged <p>The following scores are absolute not cumulative:</p> <p>100%: the company provides data against all of the above indicators for key suppliers in its supply chain. The company will need to define key suppliers if they do not disclose this information for their whole supply chain.</p> <p>50%: the company provides data against some of the above indicators for part of its supply chain.</p>	<p>Tesla discloses its total freshwater withdrawal for manufacturing, as well as the year-over-year change in water use intensity per vehicle (YoY Total Water/Vehicle), but does not provide related data for its supply chain (2024 Impact Report, p. 195).</p> <p>2024 Impact Report (extended version) https://www.tesla.com/ns_videos/2024-extended-version-tesla-impact-report.pdf</p>	0

Company analysis - fossil-free and environmentally sustainable supply chains

Theme	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Tesla Analysis	Tesla 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. OR 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. OR 25%: The company discloses deforestation and conversion-free commodity volumes from at least one of its key high-risk soft commodities</p> <p>MODIFIER: Half points will be awarded if a company discloses information that meets any of the above criteria but only for part of its supply chain</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>The following scores are absolute, not cumulative: 100%: the company has disclosed verified science-based targets that include scope 3, including 2050 (or sooner) and interim year target(s), and has also disclosed a disaggregated interim target for upstream/purchased goods (scope 3 category 1)</p> <p>50%: the company discloses a lifecycle target that includes upstream/purchased goods, including 2050 (or sooner) and interim year target(s), and/or does not indicate if its target(s) has been verified as science-based.</p> <p>25%: the company only discloses a 2050 zero emissions target with no interim target and/or does not specify upstream/purchased goods.</p>	<p>Tesla has a commitment to "net-zero GHG emissions as soon as possible" (p. 39).</p> <p>The company does not disclose any time-bound quantitative target or any interim target.</p> <p>2024 Impact Report (extended version) https://www.tesla.com/ns_videos/2024-extended-version-tesla-impact-report.pdf</p>	0
		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. 100%: the company requires all its tier 1 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 within 2 years.</p> <p>25%: company commits to having suppliers setting science-based emissions targets, but does not provide a target date or target date is more than 2 years away.</p> <p>0%: Company does not have a commitment.</p>	<p>Tesla does not have a commitment or requirement across its tier 1 suppliers.</p> <p>It focuses on battery supply chain decarbonization and claims that "our expectations remain that all battery cell manufacturers are working toward net-zero GHG emissions in production and will share their asset-specific roadmaps" (2024 Impact Report, p. 155).</p> <p>In its battery supply chain, Tesla discloses that 77% of suppliers aim to be net zero or carbon neutral by 2050 and 61% of suppliers have interim reduction targets.</p> <p>Although over 70% of the battery supply chain has set emission reduction targets, this excludes other energy-intensive segments of the supply chain, thus it does not qualify for the second sub-indicator.</p> <p>In its 2023 Impact Report (p. 108), Tesla indicates that it began requiring suppliers to provide GHG reduction plans, with science-aligned reduction targets set at the cell, cathode and refining smelting levels.</p> <p>2024 Impact Report (extended version) https://www.tesla.com/ns_videos/2024-extended-version-tesla-impact-report.pdf</p> <p>2023 Impact Report https://www.tesla.com/ns_videos/2023-tesla-impact-report.pdf</p>	0.25

Company analysis - fossil-free and environmentally sustainable supply chains

Theme	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Tesla Analysis	Tesla Points
		1.2.3. The company discloses the current percentage of suppliers providing science-based targets.	1	<p>25%: the company discloses the current percentage of tier 1 suppliers providing science-based targets.</p> <p>25%: the company discloses the current number and/or 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>	<p>Tesla discloses that 9 suppliers in its battery supply chain set science-aligned GHG reduction targets in its 2023 Impact Report (p. 108).</p> <p>In its 2024 Impact Report (p. 155), Tesla discloses that 77% of its battery suppliers have set 2050 net-zero or carbon neutrality targets and 61% of its suppliers have 2030 interim reduction targets.</p> <p>Whilst these disclosures represent a commendable level of transparency for the company's battery supply chain, Tesla does not provide the total number or percentage of tier 1 suppliers that have set SBTs, or the company's total number of tier 1 suppliers, and so does not qualify for points against this indicator.</p> <p>2024 Impact Report (highlight version) https://www.tesla.com/ns_videos/2024-tesla-impact-report-highlights.pdf</p> <p>2023 Impact Report https://www.tesla.com/ns_videos/2023-tesla-impact-report.pdf</p>	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: - water withdrawn - water consumed - water discharged</p>	<p>Tesla requires suppliers to “implement a water management program that documents, characterizes, and monitors water sources, use and discharge” and “supply the data for all products and related services to Tesla upon request” (Supplier Code of Conduct, p. 6).</p> <p>Suppliers are also expected to “adopt or establish a management system” that includes setting up targets (p. 7-8).</p> <p>Supplier Code of Conduct (2021) https://digitalassets.tesla.com/tesla-contents/image/upload/tesla-supplier-code-of-conduct.pdf</p>	1
		1.2.5. The company has programs in place to monitor suppliers for compliance with GHG emissions targets and other environmental impacts.	1	<p>50%: The company has a process that includes reducing GHGs and other environmental impacts, and includes targets as a basis for compliance. OR 25%: The company has a process that includes reducing GHGs and other environmental impacts, but lacks targets as a basis for compliance.</p> <p>PLUS 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>Tesla implemented a new, stricter requirement in 2024, mandating that suppliers establish an emissions monitoring plan (such as ISO 14064 or 14067) or undergo an independent third-party verified product Life Cycle Assessment (LCA) (2024 Impact Report, p. 151).</p> <p>More specifically for its battery supply chain, Tesla expects all battery cell manufacturers to work toward net-zero GHG emissions in production and share their asset-specific roadmaps (p. 155). This indicates that Tesla includes targets/roadmap as a basis for compliance, although this requirement is not yet applied across the entire supply chain.</p> <p>Tesla discloses the number of audits that it conducted in 2024, including those on the environment aspect (2024 Impact Report, p. 150).</p> <p>Tesla engages with suppliers through distributing supplier-facing guidelines that define the content of a robust decarbonization strategy, which includes asset-specific roadmaps (p. 151).</p> <p>However, Tesla does not disclose case studies of how the company has engaged with suppliers on their emission reduction target/roadmap setting.</p> <p>Supplier Code of Conduct https://digitalassets.tesla.com/tesla-contents/image/upload/tesla-supplier-code-of-conduct.pdf</p> <p>2024 Impact Report (extended version) https://www.tesla.com/ns_videos/2024-extended-version-tesla-impact-report.pdf</p> <p>2023 Impact Report https://www.tesla.com/ns_videos/2023-tesla-impact-report.pdf</p>	0.75

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Theme	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Tesla Analysis	Tesla 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>Tesla's responsible sourcing policy (cited in 2024 Conflict Minerals Report, p. 6) on the company website states that Tesla "will not tolerate, contribute to, or facilitate the commission by any party in our supply chain of...serious negative/adverse impacts on the environment and biodiversity, including...deforestation".</p> <p>This indicates that Tesla has a general commitment to halt deforestation, but without a time-bound target.</p> <p>Responsible Sourcing Policy https://www.tesla.com/en_eu/legal/additional-resources#responsible-sourcing-policies</p> <p>2024 Conflict Minerals Report https://digitalassets.tesla.com/tesla-contents/image/upload/Tesla_Conflict_Minerals_Report.pdf</p>	0.25
	1.3. Use of supply chain levers to achieve fossil free and environmentally sustainable supply chains	1.3.1. The company incentivises suppliers to reduce GHG and other significant air emissions.	1	<p>50%: the company specifies that sustainability and/or ESG are included as factors for choosing a preferred supplier.</p> <p>25%: the company specifies that GHG emissions are included in the tender and contracting process.</p> <p>25%: the company specifies that "other significant air emissions" targets are included in the tender and contracting process.</p> <p>As companies are unlikely to publish their contract information, references may be found in sustainability reports, procurement policies, etc.</p>	<p>Tesla states that "In 2023, we added responsible sourcing due diligence to Tesla's internal Global Procurement Policy supplier selection guidelines to include social and environmental criteria in sourcing decisions before awarding business to any supplier", with criteria including GHG emissions, CSR audit scores and SAQ results (2023 Impact Report, p. 132).</p> <p>Further in 2024, Tesla discloses that it has incorporated the cost of carbon functionality into the sourcing system, where supply chain managers can see a shadow cost of carbon based on emissions calculated in the Impact Report. According to Tesla, "this allows Tesla to incorporate this previously externalized cost into purchasing decisions" (2024 Impact Report, p. 152)</p> <p>Tesla expects all battery cell manufacturers to work toward net-zero GHG emissions in production and share their asset-specific roadmaps (2024 Impact Report, p. 155). However, it is unclear if the emission targets are included in the tender/contracting process based on this requirement.</p> <p>For the broader supply chain, it is therefore unclear if GHG targets and other significant emissions targets are included in the tender and contracting process.</p> <p>2023 Impact Report https://www.tesla.com/ns_videos/2023-tesla-impact-report.pdf</p> <p>2024 Impact Report (extended version) https://www.tesla.com/ns_videos/2024-extended-version-tesla-impact-report.pdf</p>	0.5

Company analysis - fossil-free and environmentally sustainable supply chains

Theme	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Tesla Analysis	Tesla 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 has established 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 has operationalized policies, systems and/or processes to manage risks and address impacts of water depletion/pollution by (existing) suppliers (e.g. the company discloses 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.). Note: generic claims (e.g. simply stating that the company assesses / manages water-related risks) are insufficient — companies must explain the specific mechanisms used and/or provide concrete examples or data to illustrate implementation.</p>	<p>Tesla includes water management requirements in its Supplier CoC (p. 6). Tesla also identifies “access to clean water and protecting water level” and “water quality in waterways affected by operations” as salient environmental risks (Policy Statement on Human Rights Strategy, p. 3).</p> <p>The company discloses examples of engaging with nickel and lithium suppliers on water related issues and suppliers' actions to address the identified risks. For example, Tesla discloses that it communicates with suppliers its zero tolerance policy for tailings disposal into oceans and requested EIAs, and that nickel suppliers provided “evidence of water management through erosion control, sedimentation ponds and onsite downstream pH and turbidity monitoring” (2024 Impact Report, p. 165). It also discloses that lithium suppliers in water-stressed areas have committed to “evaluate the use of Direct Lithium Extraction (DLE), desalinization technologies to minimize fresh water use and direct use of sea water in the production process” (p. 170).</p> <p>The company does not mention how it assesses risks and/or incentivizes improved water management by (potential) new suppliers.</p> <p>Supplier Code of Conduct (2021) https://digitalassets.tesla.com/tesla-contents/image/upload/tesla-supplier-code-of-conduct.pdf</p> <p>2024 Impact Report (extended version) https://www.tesla.com/ns_videos/2024-extended-version-tesla-impact-report.pdf</p> <p>Policy Statement on Human Rights Strategy https://digitalassets.tesla.com/tesla-contents/image/upload/Policy-Statement-Human-Rights-Strategy.pdf</p>	0.6

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Theme	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Tesla Analysis	Tesla Points
		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 has established 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 has operationalized policies, systems and/or processes to manage risks and address impacts of deforestation and land conversion by existing suppliers (e.g. the company discloses 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.). Note: generic claims (e.g. simply stating that the company assesses / manages deforestation risks) are insufficient — companies must explain the specific mechanisms used and/or provide concrete examples or data to illustrate implementation.</p>	<p>Tesla mentions deforestation among “salient responsible sourcing issues” in its Responsible Sourcing Policy.</p> <p>In its 2023 Impact Report, it includes “Protecting forests and biodiversity” as a standalone engagement area (p. 106) and provides a case study of engaging with gold supplier/refiner with alleged deforestation practice that led to an outcome of “encouraged removal of certain actors from Tesla's upstream supply chain” (p. 136).</p> <p>Tesla identifies deforestation as a key risk related to nickel sourcing in Indonesia and has co-founded the multi-stakeholder Nickel Efforts for a Sustainable Transition (NEST) Program in April 2024 with the aim to implement biodiversity conservation, reforestation and community engagement. The program focuses initially on the Morowali area in Sulawesi and includes identifying areas of high value for biodiversity, critical habitats, carbon storage, cultural sites and traditional lands through the High-Conservation Value screening approach (2024 Impact Report, p. 169).</p> <p>Additionally, Tesla discloses that 100% of supplying mines in Indonesia high-conservation value areas have reforestation plans (p. 142). The company also states that “Supplying mines provided evidence of revegetation, including maps of opened, planned, and restored terrain, mining permits; and mine closure plants (progress validated via on-site visits)” as well as “evidence of biodiversity management, including baseline flora and fauna studies, endemic species protection, local plan nurseries and detailed monitoring of operations and post-mining restoration” (p. 168).</p> <p>Tesla does not disclose how it takes deforestation into account in the tender process/when choosing a preferred supplier.</p> <p>Responsible Sourcing Policy https://www.tesla.com/en_eu/legal/additional-resources#responsible-sourcing-policies</p> <p>2023 Impact Report https://www.tesla.com/ns_videos/2023-tesla-impact-report.pdf</p> <p>2024 Impact Report (extended version) https://www.tesla.com/ns_videos/2024-extended-version-tesla-impact-report.pdf</p>	0.6
2. Fossil Free and Environmentally Sustainable Steel	2.1. Disclosure of scope 3 GHG emissions due to steel supply chains	2.1.1. The company discloses disaggregated GHG emissions for their steel supply chains.	1	<p>The following scores are absolute, not cumulative:</p> <p>100%: The company discloses scope 3 GHG emissions for purchased goods and services, disaggregated for their steel supply chains</p> <p>50%: The company discloses a Life Cycle Assessment (LCA) for at least one electric vehicle model that includes disaggregated data on the embodied GHG emissions from the steel used in that vehicle.</p>	<p>Tesla discloses that steel accounts for 6.04% of its commodity supply chain emissions (2024 Impact Report, p. 152).</p> <p>Although there is no disclosure of scope 3 GHG emissions due to steel supply chains in absolute quantity, it could be calculated based on the disclosure of the total quantity of Category 1 of Scope 3 emissions (purchased goods and services).</p> <p>2024 Impact Report (extended version) https://www.tesla.com/ns_videos/2024-extended-version-tesla-impact-report.pdf</p>	1

Company analysis - fossil-free and environmentally sustainable supply chains

Theme	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Tesla Analysis	Tesla Points
	<p>2.2. Target setting and progress towards fossil free and environmentally sustainable steel supply chains</p>	<p>2.2.1. The company has set targets for the use of fossil free and environmentally sustainable steel.</p>	2	<p>The scores below are absolute, not cumulative:</p> <p>100%: the company has a commitment to source 100% fossil-free steel by 2040, and has set interim targets to source at least 10% fossil-free steel AND 50% lower emission steel by 2030.</p> <p>80%: the company has a commitment to source 100% fossil-free steel by 2050, and has set interim targets to source at least 10% fossil-free steel AND 50% lower emission steel by 2030.</p> <p>60%: the company has set a target to source at least 10% fossil-free steel OR 50% lower emission steel by 2030.</p> <p>40%: the company has set an emissions reduction target for its steel supply chain that is aligned with the IEA Net Zero Roadmap (2023 version), specifically a 27% reduction by 2030 and 90% by 2050.</p> <p>20%: the company has a commitment to net zero steel by 2050 and/or a 2030 steel supply chain emissions reduction target that falls short of the above-mentioned thresholds.</p> <p>Note: For definitions of fossil-free steel and lower emission steel used in this indicator and those below, as well as comparisons with definitions from other standards and schemes, please refer to the methodology document.</p>	<p>Tesla recognizes the important role of steel in its supply chain decarbonization and has started mapping its steel and iron supply chain for further decarbonization efforts, but has not set a time-bound commitment for steel decarbonization (2024 Impact Report, p. 181).</p> <p>2024 Impact Report (extended version) https://www.tesla.com/ns_videos/2024-extended-version-tesla-impact-report.pdf</p>	0
		<p>2.2.2. The company publishes progress towards their target by disclosing the current percentage of fossil-free and/or lower emission steel in their annual production cycle.</p>	1	<p>The scores below are absolute, not cumulative:</p> <p>100%: The company discloses the current percentage of lower emission and/or fossil-free steel in its production cycle</p> <p>50%: The company partially discloses the quantity of fossil-free and/or lower emission steel used in its annual production cycle, e.g., in the form of an absolute amount instead of a percentage or only for some elements within its annual production cycle.</p>	Not disclosed.	0
		<p>2.2.3. The company has a target for the use of recycled steel by 2030.</p>	2	<p>The scores below are absolute, not cumulative:</p> <p>100%: the company discloses a target to use at least 38% recycled steel by 2030, aligned with the IEA Net Zero Roadmap (2023 version). The target includes a specific commitment or target for increasing the use of post-consumer scrap.</p> <p>75%: the company discloses a target to use at least 38% of recycled steel by 2030, but does not specify a target for post-consumer scrap.</p> <p>50%: the company discloses a target for the use of recycled steel below the 38% threshold and lacks detail on scrap type.</p>	Not disclosed.	0

Company analysis - fossil-free and environmentally sustainable supply chains

Theme	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Tesla Analysis	Tesla 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	<p>The scores below are absolute, not cumulative:</p> <p>100%: the company discloses the percentage of recycled steel in their annual production cycle including volumes of both pre- and post-consumer steel. NB: Total recycled/scrap steel volume is sufficient if total steel volume is disclosed.</p> <p>75%: the company discloses the percentage of recycled steel in their annual production cycle.</p> <p>50%: The company partially discloses the quantity of recycled steel used in its annual production cycle, e.g., in the form of an absolute amount instead of a percentage or only for some elements within its annual production cycle.</p>	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 at scale.	1	<p>50%: the company is a member of SteelZero.</p> <p>50%: the company is a member of the First Movers Coalition's sector group on steel</p>	<p>Tesla is not a member of SteelZero or the First Movers Coalition's sector group on steel.</p> <p>https://www.theclimategroup.org/steelzero-members https://initiatives.weforum.org/first-movers-coalition/community</p>	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	<p>25%: the company is a member of ResponsibleSteel.</p> <p>50%: the company actively engages their steel suppliers regarding ResponsibleSteel certification.</p> <p>25%: the company has disclosed purchasing agreements for ResponsibleSteel certified steel.</p> <p>Note: 0.6 points modifier applied due to multistakeholder initiative assessment. See sheet 8.</p>	<p>Tesla is not a member of ResponsibleSteel.</p> <p>https://www.responsiblesteel.org/members-and-associates</p>	0

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Theme	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Tesla Analysis	Tesla Points
		2.3.3. The company has entered into formal arrangements with suppliers to incentivise investment in and greater production of fossil free steel.	2	<p>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 lower emission or fossil-free steel.</p> <p>25%: at least one purchase agreement signed by the company with a steel supplier for the provision of lower emission or fossil-free 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.</p> <p>25%: at least one purchase agreement signed by the company is for the provision of steel produced with breakthrough technologies for fossil-free steelmaking.</p>	Not disclosed.	0
		2.3.4. The company integrates improved recyclability of steel into automobile design and manufacturing.	2	<p>25%: the company discloses that it is implementing a closed-loop process for steel recycling (must include reference to post-consumer scrap).</p> <p>OR</p> <p>10%: the company discloses that it is implementing a closed-loop process for steel recycling (no reference to post-consumer scrap).</p> <p>PLUS</p> <p>25%: the company provides a qualitative description of the closed-loop process(es) it is implementing for steel recycling.</p> <p>25%: the company discloses that it improves the recyclability of steel through automotive and/or component design.</p> <p>25%: the company explains how it has used automotive and/or component design to improve the recyclability of steel (e.g. by minimizing copper contamination).</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>	<p>Tesla discloses that aluminium accounts for 11.29% of its commodity supply chain emissions (2024 Impact Report, p. 152).</p> <p>Although there is no disclosure of scope 3 GHG emissions due to aluminium supply chains in absolute quantity, it could be calculated based on the disclosure of the Category 1 of Scope 3 emissions (purchased goods and services).</p> <p>2024 Impact Report (extended version) https://www.tesla.com/ns_videos/2024-extended-version-tesla-impact-report.pdf</p>	1

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Theme	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Tesla Analysis	Tesla Points
	3.2. Target setting and progress towards fossil free and environmentally sustainable aluminium supply chains	3.2.1 The company has set targets for the use of fossil free and environmentally sustainable aluminium	2	<p>The scores below are not additive. They indicate specific thresholds for getting that percentage of points:</p> <p>100%: the company has a commitment to source 100% fossil-free aluminium by 2040, with interim targets for all procured primary aluminium to be produced with low-carbon power by 2035 and to source at least 10% fossil-free aluminium by 2030</p> <p>80%: the company has set a target that is aligned with Mission Possible 1.5 scenario: to ensure all primary aluminium is produced with low-carbon power by 2035</p> <p>60%: the company has set a target of procuring at least 10% fossil-free aluminium by 2030</p> <p>40%: the company has set an emissions reduction target for its aluminium supply chain that is aligned with the IEA Net Zero Roadmap (2023 version), specifically a 27% reduction by 2030 and by 95% by 2050</p> <p>20%: the company has a commitment to net zero aluminium by 2050 and/or a 2030 emissions reduction target for its aluminium supply chain that falls short of the above-mentioned thresholds</p> <p>Note: For definitions of fossil-free aluminium and lower emission aluminium used in this indicator and those below, as well as comparisons with definitions from other standards and schemes, please refer to the methodology document.</p>	<p>Tesla recognizes the important role of aluminium in its supply chain decarbonization and has started mapping its aluminium supply chain for further decarbonization efforts, but has not set time-bound commitment for aluminium supply chain decarbonization (2024 Impact Report, p. 179-180).</p> <p>2024 Impact Report (extended version) https://www.tesla.com/ns_videos/2024-extended-version-tesla-impact-report.pdf</p>	0
		3.2.2. The company publishes progress towards their target by disclosing the current percentage of fossil-free and/or lower emission aluminium in their annual production cycle	1	<p>The following scores are absolute, not cumulative:</p> <p>100%: The company discloses the current percentage of fossil-free and/or lower emission aluminium in its supply chain</p> <p>50%: The company partially discloses the quantity of fossil-free and/or lower emission aluminium used in its annual production cycle, e.g., in the form of an absolute amount instead of a percentage or only for some elements within its annual production cycle.</p>	<p>Tesla discloses that it entered into an agreement on low-carbon aluminium procurement in 2024, but it does not disclose the current percentage of fossil-free or lower emission aluminium in its annual production cycle (2024 Impact Report, p. 180).</p> <p>2024 Impact Report (extended version) https://www.tesla.com/ns_videos/2024-extended-version-tesla-impact-report.pdf</p>	0
		3.2.3. The company has a target to increase use of recycled aluminium by 2030.	2	<p>These scores are not cumulative, they are thresholds for achieving a particular score.</p> <p>100%: the company discloses a target to use at least 42% recycled aluminium by 2030, aligned with the IEA Net Zero Roadmap (2023 version). The target includes a specific commitment or target for increasing the use of post-consumer aluminium scrap.</p> <p>75%: the company discloses a target to use at least 42% of recycled aluminium by 2030, but does not specify a target for post-consumer scrap</p> <p>50%: the company discloses a target for the use of recycled steel below the 42% threshold and lacks detail on scrap type</p>	Not disclosed.	0

Company analysis - fossil-free and environmentally sustainable supply chains

Theme	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Tesla Analysis	Tesla Points
		3.2.4. The company publishes progress towards their target by disclosing the current percentage of recycled aluminium used in its annual production cycle	1	<p>These scores are not cumulative, they are thresholds for achieving a particular score:</p> <p>100%: the company discloses the percentage of recycled aluminium in their annual production cycle including volumes of both pre- and post-consumer aluminium. NB: Total recycled/scrap steel volume is sufficient if total steel volume is disclosed.</p> <p>75%: the company discloses the percentage of recycled aluminium in their annual production cycle.</p> <p>50%: The company partially discloses the quantity of recycled aluminum used in its annual production cycle, e.g., in the form of an absolute amount instead of a percentage or only for some elements within its annual production cycle.</p>	<p>Tesla discloses that it recycles aluminium scrap from its operations and recycled components from non-Tesla vehicles such as aluminium wheels for use in its castings for Model Y (2024 Impact Report, p. 60).</p> <p>Additionally, Tesla discloses that its supply chain and engineering teams collaborated to promote more sustainable material design and developed technical specifications for alloys that enable the use of over 90% post-consumer recycled content in its castings (p. 180).</p> <p>However, the company does not disclose the volume or percentage of recycled aluminium used in its annual production cycle.</p> <p>2024 Impact Report (extended version) https://www.tesla.com/ns_videos/2024-extended-version-tesla-impact-report.pdf</p>	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 at scale.	1	100%: the company is a member of First Movers Coalition sector group on aluminium	<p>Tesla is not a member of First Movers Coalition sector group on aluminium.</p> <p>https://initiatives.weforum.org/first-movers-coalition/community</p>	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	<p>25%: the company is a member of the Aluminum Stewardship Initiative (ASI).</p> <p>50%: the company actively engages their aluminum suppliers regarding ASI certification.</p> <p>25%: the company has disclosed purchasing commitments for ASI certified aluminium.</p> <p>Note: 0.4 points modifier applied due to multistakeholder initiative assessment. See sheet 8.</p>	<p>Tesla is a member of ASI.</p> <p>Tesla continues to require audits based on the Aluminium Stewardship Initiative's (ASI) Performance Standard as a condition for awarding new business (2024 Impact Report, p. 179).</p> <p>Additionally, Tesla discloses the percentage of suppliers currently certified or actively working toward ASI certification, both for Cybertruck and for the broader group of relevant suppliers (p. 179).</p> <p>2024 Impact Report (extended version) https://www.tesla.com/ns_videos/2024-extended-version-tesla-impact-report.pdf https://aluminium-stewardship.org/about-asi/members</p>	0.4

Company analysis - fossil-free and environmentally sustainable supply chains						
Theme	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Tesla Analysis	Tesla Points
		3.3.3. The company has entered into formal arrangements with suppliers to incentivise investment in and greater production of fossil free aluminium	2	<p>50%: the company states that it has entered into a formal arrangement with at least one aluminium supplier to invest in and scale-up production of lower emission or fossil-free aluminium.</p> <p>25%: at least one purchase agreement signed by the company with an aluminium supplier for the provision of lower emission or fossil-free 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 aluminium produced with new technologies for fossil-free aluminum production.</p>	<p>Tesla discloses that it entered into an agreement for low-carbon aluminium procurement in 2024, but it does not disclose the timeline and scale of supply (2024 Impact Report, p. 180).</p> <p>The low-carbon aluminium, with emission intensity below 2kg of CO2e per kg of aluminium, is achieved commercially through usage of post-consumer recycled scrap content.</p> <p>2024 Impact Report (extended version) https://www.tesla.com/ns_videos/2024-extended-version-tesla-impact-report.pdf</p>	1
		3.3.4. The company integrates improved recyclability of aluminium into automobile design and manufacturing.	2	<p>25%: the company discloses that it is implementing a closed-loop process for aluminium recycling (must include reference to post-consumer scrap).</p> <p>OR</p> <p>10%: the company discloses that it is implementing a closed-loop process for aluminium recycling (no reference to post-consumer scrap).</p> <p>PLUS</p> <p>25%: the company provides a qualitative description of the closed-loop process(es) it is implementing for aluminium recycling.</p> <p>25%: the company discloses that it improves the recyclability of aluminium through automotive and/or component design.</p> <p>25%: the company explains how it has used automotive and/or component design to improve the recyclability of aluminium (e.g. through the development of new alloys).</p>	<p>Tesla provides details on a closed-loop process for recycling aluminium scrap from its operations and recycled components from non-Tesla vehicles such as aluminium wheels for use in its castings for Model Y (2024 Impact Report, p. 60). It is unclear if the closed-loop system for aluminium makes use of post-consumer scrap from Tesla vehicles.</p> <p>Additionally, Tesla discloses that its supply chain and engineering teams developed technical specifications for alloys that enable the use of over 90% post-consumer recycled content in its castings (p. 180).</p> <p>2024 Impact Report (extended version) https://www.tesla.com/ns_videos/2024-extended-version-tesla-impact-report.pdf</p>	1.7
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>	<p>Tesla discloses that batteries account for 28.89% of its commodity supply chain emissions (2024 Impact Report, p. 152).</p> <p>Although the company does not directly disclose the absolute quantity of scope 3 GHG emissions from its battery supply chain, it could be calculated based on the disclosure of the Category 1 of Scope 3 emissions (purchased goods and services).</p> <p>Additionally, Tesla discloses the individual contribution of cell production and key materials (including lithium, nickel and cobalt) in the battery supply chain to GHG emissions by percentage in 2024.</p> <p>It also discloses the data coverage (%) for each material, since “this data collection relies partly on primary data, partly on secondary data, and, in some cases, lacks data altogether.” (2024 Impact Report, p. 154).</p> <p>2024 Impact Report (extended version) https://www.tesla.com/ns_videos/2024-extended-version-tesla-impact-report.pdf</p>	1

Company analysis - fossil-free and environmentally sustainable supply chains						
Theme	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Tesla Analysis	Tesla Points
	4.2. Target setting and progress towards fossil free and environmentally sustainable battery supply chains	4.2.1. The company has set a target to produce fossil free and environmentally sustainable batteries.	1	<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 2040 and a target to reduce their battery supply chain emissions by 50% by 2030.</p> <p>75%: the company has a commitment to produce 100% fossil free batteries by 2050 and a target to reduce their battery supply chain emissions by 50% by 2030.</p> <p>50%: the company has set an emissions reduction target for its battery supply chain that is aligned with the IEA Heavy Industry Guidance, specifically a 27% emissions reduction by 2030 and 95% by 2050.</p> <p>25%: the company has a commitment to net zero batteries by 2050 and/or a 2030 emissions reduction target for its battery supply chain that falls short of the above-mentioned thresholds.</p>	<p>Tesla recognizes that batteries are the largest contributor to its Scope 3 emissions and expects all battery cell manufacturers to work toward net-zero GHG emissions in production and share their asset-specific roadmaps (2024 Impact Report, p. 155).</p> <p>However, the company has not set time-bound targets to reduce its battery supply chain emissions.</p> <p>2024 Impact Report (extended version) https://www.tesla.com/ns_videos/2024-extended-version-tesla-impact-report.pdf</p>	0
		4.2.2. The company has set a target to reduce reliance on energy intensive minerals in battery production.	1	<p>25%: statement of intent to reduce high intensity minerals in battery production (which may include a commitment to producing smaller batteries).</p> <p>25%: the company has set a disaggregated target for the reduction of primary sources of nickel in their supply chain.</p> <p>25%: the company has set a disaggregated target for the reduction of primary sources of lithium in their supply chain.</p> <p>25%: the company has set a disaggregated target for the reduction of primary sources of cobalt in their supply chain.</p> <p>Note: The final three scoring criteria can also be met by setting targets for increasing the % recycled nickel/lithium/cobalt used in new batteries.</p>	<p>Tesla indicates that its nickel-based cathodes contain less cobalt than similar cathode chemistries in the industry and it is increasing the use of cobalt-free iron-based batteries (2023 Impact Report, p. 117).</p> <p>This indicates that Tesla has the intent to reduce high intensity minerals such as cobalt in battery production.</p> <p>Tesla has not set a disaggregated target for the reduction of primary sources of battery materials (nickel, lithium, cobalt).</p> <p>2024 Impact Report (extended version) https://www.tesla.com/ns_videos/2024-extended-version-tesla-impact-report.pdf</p> <p>2023 Impact Report https://www.tesla.com/ns_videos/2023-tesla-impact-report.pdf</p>	0.25
		4.2.3. The company has set collection and/or recovery targets for high intensity battery metals.	1	<p>100%: the company has a medium term target of 95% recovery for cobalt & nickel with 70% lithium by 2030 (equal to that proposed by the EU) and a short term target of 90% recovery rate for cobalt & nickel and 35% lithium by 2025.</p> <p>25%: the company has set collection and/or recovery targets for high intensity battery metals that are lower and/or not disaggregated.</p> <p>Note: companies that disclose recovery rates already achieved at commercial scale and/or with existing supplier requirements on recovery rates may score points for this indicator if the disclosed recovery rates match the 2025 thresholds (25% of points) or the 2030 thresholds (100% of points).</p>	<p>Tesla has not set a target to increase the recovery rates for specific battery minerals, although it is noted that the company has disclosed that it has already achieved a ">90%" overall recovery rate for its battery recycling processes (2024 Impact Report, p. 161). The company has been awarded points for this disclosure in indicator 4.3.9.</p> <p>2024 Impact Report (extended version) https://www.tesla.com/ns_videos/2024-extended-version-tesla-impact-report.pdf</p>	0.25

Company analysis - fossil-free and environmentally sustainable supply chains						
Theme	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Tesla Analysis	Tesla Points
	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>The following scores are absolute, not cumulative:</p> <p>100%: the company discloses a requirement that all battery manufacturers are required to use 100% renewable electricity.</p> <p>50%: the company discloses agreements/requirements for 100% renewable energy with some battery manufacturers</p> <p>25%: the company discloses agreements/requirements for reduced emissions with some battery manufacturers</p> <p>or</p> <p>50%: the company discloses a requirement that all battery manufacturers are required to be "carbon neutral", "net zero" or similar but does not define how they are using the term.</p>	<p>Tesla prioritizes battery supply chain decarbonization and claims that “our expectations remain that all battery cell manufacturers are working toward net-zero GHG emissions in production and will share their asset-specific roadmaps” (2024 Impact Report, p. 155).</p> <p>The company also provides several examples of agreements with battery cell suppliers regarding renewable energy usage, including that “2 of Tesla’s main cell suppliers purchased renewable energy certificates (RECs) for their facilities in 2024, enabling use of 100% renewable electricity within two years... 1 key supplier production facility on track to reach carbon neutrality by the end of 2025 with another currently under construction (to be completed in 2025) expected to be carbon neutral on day one” (2024 Impact Report, p. 155). The company also states that “100% of cell and direct cathode suppliers have GHG emissions reduction programs including commitments to 100% renewable energy by 2030, carbon neutrality at a key production facility by end of 2025 and carbon neutrality from day one for another one currently in production” (2024 Impact Report, p. 156).</p> <p>However, it is unclear if this “expectation” is translated into any specific mandatory requirements for battery suppliers. Thus points are only awarded for the second sub-indicator.</p> <p>2024 Impact Report (extended version) https://www.tesla.com/ns_videos/2024-extended-version-tesla-impact-report.pdf</p>	1
		4.3.2. Company engages and/or enters into formal agreements with extractives and other value chain companies to prevent/mitigate adverse environmental impacts of lithium sourcing.	1	<p>25%: the company has identified and disclosed specific environmental risks of lithium sourcing (e.g. air pollution, water, biodiversity etc.).</p> <p>25%: the company describes its overall approach or strategy to prevent/mitigate environmental risks and adverse impacts within its lithium supply chain (e.g. incorporating environmental conditions into contracts with suppliers, participating in multi-stakeholder initiative(s) to address environmental impacts of lithium sourcing etc.).</p> <p>25%: the company has entered into contractual agreements for the purchase of low-carbon lithium. These agreements may include joint ventures, purchasing commitments, and/or other forms of investment, including R&D.</p> <p>25%: the company provides examples or case studies of contractual agreements and/or direct engagement with specific lithium mining or refining companies to address environmental risks and adverse impacts. Note: examples of direct engagement can be with direct or indirect suppliers. In order to score points here, the company must provide the name of the lithium supplier and the location of the mine or project in question, and it must be clear the engagement / agreement addresses environmental impacts specifically.</p>	<p>Tesla states that it sources more than 73% of its lithium directly from mines and refiners in 2023 (2024 Impact Report, p. 170). The company has identified waste generation, GHG emissions and water use in regions of high water stress as environmental risks within its lithium supply chain.</p> <p>Tesla outlines a range of activities it is undertaking to address these impacts, including sourcing underground mines and from suppliers that have committed to evaluate the use of Direct Lithium Extraction to minimize fresh water use, and participating in multi-stakeholder initiatives, including participating in the International Lithium Association’s discussion on water impact and chairing the Lithium Working Group in the Responsible Minerals Initiative (2024 Impact Report, p. 170; 2023 Impact Report, p. 126).</p> <p>Tesla also disclosed that it “increased sourcing of low GHG emissions brine validated using ISO 14067:2018 product carbon emissions studies”, indicating that the company has entered into contractual agreements for the purchase of low-carbon lithium. Additionally the company provides details about the carbon footprint of the lithium from its in-house lithium refinery: “In 2024 we started feeding lithium raw material into our in-house lithium refinery in Corpus Christi, Texas. To understand and improve the GHG emissions value proposition of the refinery [...] Tesla’s lithium refinery has a 34% lower carbon impact than incumbent acid roast technology, which uses alkaline leach technology that requires fewer processing steps, resulting in lower energy consumption and chemical use” (2024 Impact Report, p. 172).</p> <p>Although Tesla provides a table illustrating the audits the audits that its lithium suppliers have undergone, Tesla does not disclose any examples of how it has actually engaged with individual lithium mining companies to address specific environmental risks or impacts (2024 Impact Report, p. 170).</p> <p>2024 Impact Report (extended version) https://www.tesla.com/ns_videos/2024-extended-version-tesla-impact-report.pdf</p> <p>2023 Impact Report https://www.tesla.com/ns_videos/2023-tesla-impact-report.pdf</p>	0.75

Company analysis - fossil-free and environmentally sustainable supply chains

Theme	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Tesla Analysis	Tesla Points
		4.3.3. Company engages and/or enters into formal agreements with extractives and other value chain companies to prevent/mitigate adverse environmental impacts of nickel sourcing.	1	<p>25%: the company has identified and disclosed specific environmental risks of nickel sourcing (e.g. air pollution, water, biodiversity etc.).</p> <p>25%: the company describes its overall approach or strategy to prevent/mitigate environmental risks and adverse impacts within its nickel supply chain (e.g. incorporating environmental conditions into contracts with suppliers, participating in multi-stakeholder initiative(s) to address environmental impacts of nickel sourcing etc.).</p> <p>25%: the company has entered into contractual agreements for the purchase of low-carbon nickel. These agreements may include joint ventures, purchasing commitments, and/or other forms of investment, including R&D.</p> <p>25%: the company provides examples or case studies of contractual agreements and/or direct engagement with specific nickel mining or refining companies to address environmental risks and adverse impacts. Note: examples of direct engagement can be with direct or indirect suppliers. In order to score points here, the company must provide the name of the nickel supplier and the location of the mine or project in question, and it must be clear the engagement / agreement addresses environmental impacts specifically.</p>	<p>Tesla states that it sources more than 49% of nickel directly from mines and refiners (2024 Impact Report, p. 165). Tesla has identified GHG emissions, water and air pollution, deforestation and biodiversity as environmental risks within its nickel supply chain (p. 168).</p> <p>The company discloses a range of measures it has implemented to mitigate these risks within its supply chain, including requiring suppliers to enact decarbonization plans, requesting environmental impact assessments and third party audits, requiring suppliers to more stable dry stack storage methods for mining tailings, and undertaking 2 due diligence trips to supply chain sites.</p> <p>Tesla also indicates that it “increased sourcing from lower carbon processing options like High-Pressure Acid Leaching (HPAL)” and that it has required suppliers in Indonesia to enact decarbonization plans “to produce 30% lower GHG emissions high-grade nickel matte” indicating that the company has entered in contractual agreements for the procurement of low-carbon nickel (p. 168).</p> <p>Tesla also discloses details about on-site visits made by company representatives to directly engage with suppliers in Indonesia in 2024 regarding biodiversity conservation and reforestation measures on the island of Sulawesi, as part of the Nickel Efforts for a Sustainable Transition program (p. 169).</p> <p>2024 Impact Report (extended version) https://www.tesla.com/ns_videos/2024-extended-version-tesla-impact-report.pdf</p>	1
		4.3.4. Company engages and/or enters into formal agreements with extractives and other value chain companies to prevent/mitigate adverse environmental impacts of cobalt sourcing.	1	<p>25%: the company has identified and disclosed specific environmental risks of cobalt sourcing (e.g. air pollution, water, biodiversity etc.).</p> <p>25%: the company describes its overall approach or strategy to prevent/mitigate environmental risks and adverse impacts within its cobalt supply chain (e.g. incorporating environmental conditions into contracts with suppliers, participating in multi-stakeholder initiative(s) to address environmental impacts of lithium sourcing etc.).</p> <p>25%: the company has entered into contractual agreements for the purchase of low-carbon cobalt. These agreements may include joint ventures, purchasing commitments, and/or other forms of investment, including R&D.</p> <p>25%: the company provides examples or case studies of contractual agreements and/or direct engagement with specific cobalt mining or refining companies to address environmental risks and adverse impacts. Note: examples of direct engagement can be with direct or indirect suppliers. In order to score points here, the company must provide the name of the cobalt supplier and the location of the mine or project in question, and it must be clear the engagement / agreement addresses environmental impacts specifically.</p>	<p>Tesla has not identified specific environmental risks from cobalt sourcing, with the exception of some limited examples related to specific audits (e.g. that water management issues still need corrective actions by Kamoto Copper Company and Mutanda Mining) (2024 Impact Report, p. 163). The company has also not explained how it addresses environmental risks across its cobalt supply chain.</p> <p>However, the company does provide an example of how it is directly engaging two cobalt suppliers (Kamoto Copper Company and Mutanda Mining) to address adverse impacts to water resources identified through a third-party audit (Tesla mentions that it shadowed parts of the audits in-person to ensure the credibility). Tesla also indicates that it has developed a shared exchange framework with Glencore and a publicly available monthly updated satellite monitoring system of the KCC operation (p. 162).</p> <p>The company has not disclosed any purchase agreements for low-carbon cobalt.</p> <p>2024 Impact Report (extended version) https://www.tesla.com/ns_videos/2024-extended-version-tesla-impact-report.pdf</p> <p>2022 Impact Report https://www.tesla.com/ns_videos/2022-tesla-impact-report.pdf</p>	0.25

Company analysis - fossil-free and environmentally sustainable supply chains

Theme	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Tesla Analysis	Tesla Points
		4.3.5. 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>Tesla is a member of the Global Battery Alliance.</p> <p>https://www.globalbattery.org/about/members/</p> <p>2023 Impact Report</p> <p>https://www.tesla.com/ns_videos/2023-tesla-impact-report.pdf</p>	1
		4.3.6. The company invests in the development of new battery chemistries & technologies that minimize their overall material and carbon footprint by reducing the use of emissions-intensive minerals and toxic materials	2	<p>25%: the company provides examples of R&D that they are conducting in-house or in partnership with value chain partners to develop new battery chemistries / technologies that reduce the use of emissions-intensive minerals (such as nickel and cobalt). Note: this could include R&D into the development of smaller batteries.</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>Tesla states that its nickel-based cathodes contain less cobalt than similar cathode chemistries in the industry, and it is increasing the use of cobalt-free iron-based cathodes (LFP)/batteries for energy storage and standard range products (2023 Impact Report, p. 117).</p> <p>The efforts range from R&D to commercial production stages, and get points for the first, third and last sub-indicator.</p> <p>2023 Impact Report https://www.tesla.com/ns_videos/2023-tesla-impact-report.pdf</p> <p>2024 Impact Report (extended version) https://www.tesla.com/ns_videos/2024-extended-version-tesla-impact-report.pdf</p>	2
		4.3.7. The company invests in the development of new battery designs, technologies, systems and/or processes to maximize the safe and effective recycling 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 recyclability of batteries (i.e. recovery rates). Note this could include R&D into battery design and/or recycling methods.</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 recovery rates achieved at commercial scale is evaluated in indicator 4.3.10.</p>	<p>Tesla discloses that it has made progress in 2024 to shred collected old batteries from its products and recover nickel, cobalt, copper and lithium at its Nevada and Texas Giga factories (2024 Impact Report, p. 160). The collection and shredding stages are already operational (indicating commercial production stage), while the material recovery and re-integration with refining/cathode and cell manufacturing stages are still under development.</p> <p>This indicates that Tesla has been improving the recyclability of batteries, but does not provide further details.</p> <p>2024 Impact Report (extended version) https://www.tesla.com/ns_videos/2024-extended-version-tesla-impact-report.pdf</p>	0.5

Company analysis - fossil-free and environmentally sustainable supply chains

Theme	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Tesla Analysis	Tesla Points
		4.3.8. The company has established processes for battery repair, reuse and repurposing in order to maximize the usable lifespans 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>Tesla states that “to enhance our collection of end-of-life products for recycling, we expanded the Tesla Operating System to include recovery of end-of-life vehicles and battery packs”, indicating a process to increase the % of batteries being collected (2023 Impact Report, p. 110).</p> <p>In the company’s 2021 Impact Report (p. 96) Tesla also explains that “Before decommissioning and recycling a consumer battery pack, Tesla does everything it can to extend the useful life of each pack, including sending out over-the-air software updates to Tesla vehicles to improve battery efficiency when our engineers find new ways to do so. In addition, any battery that is no longer meeting a customer’s needs can be serviced at a Tesla Service Center. Every battery used in R&D or returned from the field that cannot be re-manufactured is recycled”. However, qualitative information on collection processes is not provided.</p> <p>Tesla discloses that 1.7GWh of battery materials were processed at its battery processing facility, and another 5.3GWh of battery materials were sent to recycling partners (p. 161). However, Tesla does not disclose the total number/percentage of batteries collected.</p> <p>Tesla does not disclose any battery reuse/repurposing initiatives.</p> <p>2023 Impact Report https://www.tesla.com/ns_videos/2023-tesla-impact-report.pdf</p> <p>2021 Impact Report https://www.tesla.com/ns_videos/2021-tesla-impact-report.pdf</p>	0.25
		4.3.9. 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). Note: this could be mineral recovery rates and/or the total percentage of batteries recycled (out of all batteries collected for end-of-life treatment).</p>	<p>Tesla has an in-house recycling process for retrieving battery minerals at its Nevada and Texas Gigafactories (2024 Impact Report, p. 159).</p> <p>Tesla discloses quantitative information about the tonnage of materials recovered (nickel, cobalt, copper and lithium) (p. 161), although this is not disclosed as a percentage. It also discloses “the percentage of materials recovered from returned or end-of-life products”, but only as an approximation (“>90%”) and so points are not awarded for the third sub-indicator.</p> <p>Additionally, Tesla does not provide a qualitative description of the battery recycling method being implemented or the percentage of batteries currently being recycled at commercial scale.</p> <p>2024 Impact Report (extended version) https://www.tesla.com/ns_videos/2024-extended-version-tesla-impact-report.pdf</p> <p>Tesla has an in-house recycling process for retrieving battery minerals at its Nevada and Texas Gigafactories (2024 Impact Report, p. 159).</p>	0.25

Company analysis - fossil-free and environmentally sustainable supply chains

Theme	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Tesla Analysis	Tesla 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	Performance Band: B https://lobbymax.org/company/Telsa-Motors	1.2

Company analysis - human rights & responsible sourcing

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Tesla analysis	Tesla Points
1. Responsible Sourcing: General HR 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) and/or the OECD Guidelines for Multinational Enterprises.	<p>Tesla has a Global Human Rights Policy (GHRP) in which the company commits to upholding and respecting all internationally recognized human rights, recognises the Universal Declaration of Human Rights, and commits to implementing the UNGPs.</p> <p>Tesla Global Human Rights Policy (GHRP) https://www.tesla.com/legal/additional-resources#global-human-rights-policy</p>	1
		1.1.2. The company extends their human rights commitments to their Tier 1 suppliers and beyond.	2	<p>50%: the company has a Supplier Code of Conduct (SCoC) or equivalent. The SCoC explicitly references the company's human rights policy or states that suppliers are required to respect and/or uphold all human rights.</p> <p>OR</p> <p>25%: the company has a Supplier Code of Conduct (SCoC) or equivalent that explicitly requires suppliers to comply with the company's human rights policy that is limited in scope, or to respect a limited selection of human rights listed by the company.</p> <p>PLUS</p> <p>50%: the company "requires" or otherwise mandates their suppliers to apply the requirements of the SCoC to their own suppliers.</p> <p>OR</p> <p>25%: the company "expects" or "encourages" their suppliers to apply these standards to their own suppliers.</p>	<p>Tesla's SCoC entitled "Mission: to accelerate the world's transition to sustainable energy", references the company's GHRP and Responsible Sourcing Policy (first page). However, it is noted that the SCoC itself does not require suppliers to respect all human rights (or any of the listed instruments under the first sub-indicator). Instead, the SCoC requires suppliers to respect a limited selection of human rights listed in the code (sections A and B). While the company is granted points for the first sub-indicator this year (based on the reference to the human rights policy), this selective or limited approach to requiring respect for human rights might be insufficient to achieve points in the future as we tighten up the indicators.</p> <p>It is not clear whether suppliers are required or just expected to apply the same requirements to their own suppliers. The SCoC states: "We expect our suppliers to not just conduct business consistent with this Code, but also to set similar expectations with their own supply chain" (introduction). "Supplier Responsibility: A process to communicate Code requirements to suppliers and to monitor supplier compliance to the Code" (last page). The language used does not denote a mandatory character. In addition, "communicate Code requirements" could mean ensuring suppliers' own suppliers are made aware of the requirements direct suppliers are under. There do not appear to be other aspects which would denote a mandatory character such as clear steps or consequences for infringements.</p> <p>Tesla Supplier Code of Conduct https://digitalassets.tesla.com/tesla-contents/image/upload/tesla-supplier-code-of-conduct.pdf</p>	1.5

Company analysis - human rights & responsible sourcing

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Tesla analysis	Tesla Points
	1.2. Identify	1.2.1. The company has a process in place to assess salient human rights risks in their supply chain.	1	<p>25%: the company states that there is a process in place for identifying salient human rights risks.</p> <p>25%: the company explains its methodology for identifying risks (e.g. desktop review) and prioritising them.</p> <p>25%: the company specifies how often they repeat this risk assessment.</p> <p>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.</p> <p>Finally, effective risk identification involves consultation with potentially impacted stakeholders. We have included additional indicators under each section below to reflect this.</p>	<p>Tesla mentions a broad “sustainability assessment” and more specific supply chain risk identification processes in their Impact Report. In 2023, the company conducted a sustainability assessment to identify areas “that are salient to society and the environment”. The company states that this is an ongoing effort: “In 2024, we continued to periodically evaluate the saliency of these risks and opportunities to inform our overall strategy...” (p. 8). The company does not describe their methodology for assessing sustainability risks or impacts or prioritisation criteria.</p> <p>However, a more specific supply chain risk identification process is described later in the report, with more detail. This lists the sources of information the company uses to identify risks, and mentions the risks that are prioritised (p. 141). The prioritisation criteria is not explained, but this was provided in last year’s reporting, which will be taken into account for this year’s assessment. Tesla’s Responsible Sourcing Policy also addresses their means of identifying risk, by “collecting information and data from primary and secondary sources to identify potential environmental and social risks, red flags, and/or adverse impacts, including through supplier questionnaires, assessments, and grievance mechanisms that provide an avenue for rights holders and rights defenders to raise potential concerns” (Commitment). Tesla’s Impact Report also describes specific risk identification processes in relation to selected raw materials (e.g. cobalt nickel, lithium, graphite, etc.) (p. 162-181).</p> <p>This risk identification process is also described as an ongoing effort (GHRP, Commitment).</p> <p>The company states that they “engage external groups on a regular basis to provide feedback on our approach to human rights” (GHRP, Governance). They also state that “assessing and addressing human rights risks ... involves engaging with and incorporating input from external stakeholders...” (GRHP, Commitment). However, the company does not clarify whether these engagement activities include external human rights experts, and how feedback is sought. Tesla gives a few examples of direct engagement with NGOs (e.g. in Indonesia in the context of nickel mining, and in relation to mica mining) (Impact Report, p. 167-8, 177), though it is not clear whether these were for purposes of risk identification. In any case, this manner of presenting the information (i.e. isolated and scattered instances) does not convey a practice or approach that is applied across the board. While this information got the company points last year, the company had provided more examples, and was still warned that this manner of disclosure might be considered insufficient going forward.</p> <p>Tesla’s Impact Report 2024 https://www.tesla.com/ns_videos/2024-extended-version-tesla-impact-report.pdf Tesla Global Human Rights Policy (GHRP) https://www.tesla.com/legal/additional-resources#global-human-rights-policy Tesla Responsible Sourcing Policy https://www.tesla.com/legal/additional-resources#responsible-sourcing-policies</p>	0.75

Company analysis - human rights & responsible sourcing

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Tesla analysis	Tesla 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>Tesla lists its "final assessment findings" in its Impact Report (p. 9). These include 20 focus areas, but only includes child and forced labor and responsible sourcing in connection with the supply chain.</p> <p>Tesla's GHRP outlines the company's salient human rights issues. The company notes: "the following topics are based on recognized international human rights standards and reflect several salient human rights issues we have identified in our operations and supply chain. Tesla regularly updates this list as regional contexts change or as we update our Policy. Our respect for human rights is not limited to these topics" (GHRP, "Salient Human Rights Issues"). These risks range from labour-related risks, to environmental risks and risks to the rights of local communities and Indigenous Peoples.</p> <p>Tesla discloses where in the supply chain risks occur, by reference to specific raw material, tier, and geographical location, in its Impact Report (p. 162-181). These sections include additional description, such as specific challenges, monitoring activities, specific preventive measures taken, and state of progress in addressing the issues identified.</p> <p>Tesla's Impact Report 2024 https://www.tesla.com/ns_videos/2024-extended-version-tesla-impact-report.pdf Tesla Global Human Rights Policy (GHRP) https://www.tesla.com/legal/additional-resources#global-human-rights-policy</p>	1
		1.2.3. The company has a process for identifying high risk supplier categories in their supply chain.	1	<p>50%: the company outlines the process for how they identify high risk supplier categories in Tier 1 in order to prioritise differential preventive/mitigating action. 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 preventive/mitigating 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>Tesla lists the tools they use to assess supplier risks, including a Supplier Self-Assessment Questionnaire (SAQ), CSR audits, and the Integrity Line (Impact Report, p. 141, 181). The company explains that they use the responses to the SAQ to identify high-risk suppliers, based on detected gaps as well as the extent of potential impacts on workers and number of workers potentially affected (p. 182).</p> <p>Regarding preventive/mitigating action, Tesla's Responsible Sourcing Policy indicates that, "where a reasonable risk exists" the company will identify "priority engagement areas and immediately devise, adopt, and implement a risk management/mitigation plan with reasonable timescales in the view of continuous improvement" (Commitment). Tesla's Impact Report lists their risk mitigation strategies in general terms (p. 141) and in relation to specific raw minerals (e.g. cobalt, nickel, lithium, graphite, etc.) These sections also describe when the risk identification actions extends beyond Tier 1 (e.g. audits of mines and/or smelters or refiners in relation to certain raw materials) (p. 162-181). Regarding risk assessment beyond Tier 1, Tesla also explains that their mapping efforts to the point of extraction "enable colleagues to make decisions that consider entire upstream supply chains, rather than solely focusing our evaluation and responsible sourcing efforts on the direct tier 1 suppliers" (Impact Report, p. 184).</p> <p>Tesla's Impact Report 2024 https://www.tesla.com/ns_videos/2024-extended-version-tesla-impact-report.pdf Tesla Responsible Sourcing Policy https://www.tesla.com/legal/additional-resources#responsible-sourcing-policies Tesla Global Human Rights Policy (GHRP) https://www.tesla.com/legal/additional-resources#global-human-rights-policy</p>	1

Company analysis - human rights & responsible sourcing

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Tesla analysis	Tesla 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>Tesla's SCoC states that the company "will take steps to ensure that our suppliers' business practices are consistent with the Code. This applies both in our selection of new suppliers and in our on-going relationships with our existing suppliers" (Introduction). Depending on the product, Tesla also requires certain certifications as a condition for awarding business, such as audits according to ASI's Performance Standard (Impact Report, p. 179).</p> <p>Tesla includes social and environmental criteria in their selection process, and assess potential new suppliers based on audit scores, SAQ results, and complaints submitted via Tesla's Integrity Line (Impact Report, p. 141).</p> <p>Tesla discloses that 465 direct suppliers were assessed through the SAQ (Impact Report, p. 142), but the company does not distinguish between existing and potential new suppliers.</p> <p>The company does not disclose whether their risk identification process prior to awarding contracts extends beyond tier 1.</p> <p>Tesla Supplier Code of Conduct https://digitalassets.tesla.com/tesla-contents/image/upload/tesla-supplier-code-of-conduct.pdf Tesla's Impact Report 2024 https://www.tesla.com/ns_videos/2024-extended-version-tesla-impact-report.pdf</p>	0.5

Company analysis - human rights & responsible sourcing

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Tesla analysis	Tesla Points
		1.3.2. The company discloses how it monitors suppliers for compliance with the SCoC during the contract period.	2	<p>20%: the company indicates 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).</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, their type and severity. Note: it is insufficient just to provide a number, additional information (for example, on the type, location, and/or severity of the non-conformances) must also be provided.</p> <p>OR</p> <p>10%: the company provides quantitative information on non-conformances found</p> <p>Note: 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 (this can refer to the company as a whole, or to the total number of suppliers within a relevant category). The action taken to respond to these findings is addressed by indicators below.</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>Tesla monitors supplier compliance through annual SAQs, CSR audits, and reports to their Integrity Line (Impact Report, p. 149, p. 181). The raw materials-specific sections of the report describe additional monitoring tools, such as satellite monitoring of mine sites (p. 162), site-visits by Tesla’s own sustainability team, and reviewing existing ESIAAs (p. 170).</p> <p>Tesla discloses that 465 direct suppliers were assessed through the SAQ (Impact Report, p. 142). Note that elsewhere in the report, the company discloses that they received 1400 submissions (p. 183), which is either contradictory or confusing data. The company also discloses that 226 CSR audits of direct suppliers were completed. This number comprises 39 closure audits, and 187 initial audits (p. 150). Separately, the company also reports that 34 audits of lithium, nickel, and cobalt mine sites and refineries were carried out during the reporting year (p. 142, 149). However, the company does not disclose what percentage of total suppliers these numbers amount to, or the company’s total number of suppliers as a whole or within a relevant category, so points cannot be awarded. This is a slight regression from last year when the company specified the percentage of all direct suppliers that responded to Tesla’s SAQ.</p> <p>Tesla provides some information about the results of these audits, but this is limited. It indicates that an average of 17 non-conformances were detected per audit, but this only refers to first audits. In addition, while the type of non-conformance (e.g. labor, environment, supply chain management, etc.) is indicated, no information is provided regarding severity or geographical location. Elsewhere in the report, the company discloses the results of the CSR audits performed on its two direct cobalt suppliers in the DRC, providing detail as to sustainability criteria not fully-met (p. 163). While this is very valuable information, it is not enough to provide a picture of suppliers’ performance more broadly.</p> <p>Tesla’s Impact Report 2024 https://www.tesla.com/ns_videos/2024-extended-version-tesla-impact-report.pdf</p>	0.8

Company analysis - human rights & responsible sourcing

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Tesla analysis	Tesla 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, or potential 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 the actions it will take in response to findings of non-conformance by potential new suppliers (for example, time-bound action plans before contracts go ahead, policy revision, targeted training, onsite audits, refraining from contracting, etc.).</p> <p>33%: the company discloses specific actions it will take in response to findings of non-conformance by existing suppliers.</p> <p>33%: the company discloses the number of corrective action plans or equivalent issued during the reporting year. Note: this is distinct from providing remedy to impacted stakeholders.</p> <p>Note: this is distinct from providing remedy to impacted stakeholders.</p>	<p>Tesla does not indicate the action it will take in relation to findings of non-conformance by potential new suppliers.</p> <p>Regarding existing suppliers, the company’s Responsible Sourcing Policy expresses the following commitment: “when managing non-compliance, as appropriate, first engage our suppliers, business partners, central or local government authorities, international organizations, civil society, affected stakeholders, and third parties to establish corrective action plans and drive corrective actions that help address the underlying issues and build capacity”. The company also states that “Where direct engagement does not lead to meaningful progress and/or where there is insufficient evidence or lack of viability for the immediate and appropriate mitigation of serious abuses, consider all appropriate forms of leverage, including the reduction and/or termination of supply agreement and/or suspension or discontinued engagement with suppliers” (Commitment).</p> <p>Under the SCoC, suppliers are expected to implement corrective action plans following audits or inspections (section E: “Management Systems”).</p> <p>Tesla does not disclose the number of corrective action plans issued during the reporting year.</p> <p>Tesla Responsible Sourcing Policy https://www.tesla.com/legal/additional-resources#responsible-sourcing-policies Tesla Supplier Code of Conduct https://digitalassets.tesla.com/tesla-contents/image/upload/tesla-supplier-code-of-conduct.pdf Tesla’s Impact Report 2024 https://www.tesla.com/ns_videos/2024-extended-version-tesla-impact-report.pdf</p>	0.5
		1.3.5. 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>	<p>Tesla explains that they verify implementation of corrective action plans agreed upon after an audit, with a follow-up audit or closure audit (Impact Report, p. 149). Last year, the company had indicated that this was carried out within one year. In 2022, Tesla disclosed more information about their verification processes, which served to give the company points in subsequent assessments. We will continue to consider that information this year, but note that this is now quite old and points will no longer be given for the first sub-indicator in the future unless the company re-states or provides updated information about their verification processes.</p> <p>Tesla’s Impact Report 2024 https://www.tesla.com/ns_videos/2024-extended-version-tesla-impact-report.pdf</p>	1

Company analysis - human rights & responsible sourcing						
Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Tesla analysis	Tesla 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>Tesla has put in place an Integrity Line reporting system that is third-party-managed, and is available to "employees, contractors, and third parties including suppliers, their employees, community members, and other stakeholders." The company does not explain how the existence of the Integrity Line is communicated to its suppliers' workers and other impacted stakeholders, such as local communities.</p> <p>Tesla Integrity Line https://www.tesla.com/legal/additional-resources#tesla-integrity-line</p>	1
		1.4.3. 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>25%: The company provides quantitative information about the total number of supply chain grievances, with detail as to their type, severity, tier, and geographical location.</p> <p>25%: the company provides information about the number of supply chain grievances resolved, and an indication of how they were resolved. Note: simply stating that the grievance was resolved is not enough - the company must disclose the substantive outcome (e.g. rejected and reasons for rejection, confirmed and compensation provided, and/or agreement with the complainant reached, and/or rectification of wrongful practices requested, etc.). The indicator below seeks greater detail as to the concrete measures of reparation offered.</p> <p>25%: The company provides information about the total number of ongoing supply chain grievances.</p>	<p>Tesla discloses that a total of three grievances were raised during the reporting year concerning responsible sourcing - one through the Integrity Line, two by email (Impact Report, p. 185). While Tesla discloses the types of concerns raised, there is no additional information concerning severity, tier, or geographical location.</p> <p>Tesla does disclose the status and outcome of these complaints, indicating that one complaint was unsubstantiated, one led to an audit, and another to a corrective action plan (p. 185).</p> <p>Tesla does not disclose the total number of ongoing supply chain grievances. While it is possible that the two reported grievances that led to an audit and a corrective action plan (as described above) are still open or ongoing, Tesla does not confirm this.</p> <p>Tesla's Impact Report 2024 https://www.tesla.com/ns_videos/2024-extended-version-tesla-impact-report.pdf</p>	0.5

Company analysis - human rights & responsible sourcing						
Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Tesla analysis	Tesla Points
		1.4.4. The company has put in place a remedy process for its supply chain.	2	<p>25%: the company describes how they investigate an issue that is raised and escalate the issue within the company</p> <p>25%: the company indicates how they determine appropriate remedy</p> <p>25%: the company indicates whether the affected rightsholders are involved in the determination of remedy and how</p> <p>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</p> <p>Note: the UNGPs specify that impacted stakeholders should be involved in the determination of remedy. As such, additional indicators have been included under each of the focus areas to provide a score regarding the company's engagement with specific stakeholder groups.</p>	<p>Tesla provides some information about their investigation process (Impact Report, p. 126, Integrity Line), but this is limited and does not include information about their escalation process, or how remedy is determined. Tesla indicates that "as applicable, we work with stakeholders to address or improve conditions raised" (Integrity Line). However, this is not sufficient to understand whether, and if so how, rightsholders or complainants are involved in the determination of remedy.</p> <p>Tesla does not disclose information about the number of confirmed human rights grievances in its supply chain that resulted in measures of reparation to those affected. However, the company does disclose the total number of supply chain grievances raised during the year, and their status and/or outcome. Two of these appear to still be ongoing with processes to confirm grievances or address deficiencies, so reparation measures as such may not be needed (or may not be needed yet).</p> <p>Tesla's Impact Report 2024 https://www.tesla.com/ns_videos/2024-extended-version-tesla-impact-report.pdf Tesla Global Human Rights Policy (GHRP) https://www.tesla.com/legal/additional-resources#global-human-rights-policy</p>	0.5
2. Responsible Sourcing of Transition Minerals	2.1. Commit	2.1.1. The company has a commitment to responsible metals and minerals sourcing.	1	<p>The following scores are not cumulative, they are absolute:</p> <p>100%: the company has a standalone responsible minerals sourcing policy or their human rights policy includes a section on the responsible sourcing of minerals and metals that applies to all minerals and metals.</p> <p>75%: the company has a standalone responsible minerals sourcing policy or their human rights policy includes a section on the responsible sourcing of minerals and metals that goes beyond "conflict minerals" to include some other minerals or metals (e.g. includes cobalt).</p> <p>50%: the company has a standalone responsible minerals sourcing policy or their human rights policy includes a commitment to the responsible sourcing of "conflict minerals" only.</p>	<p>Tesla has a Responsible Sourcing Policy that applies to "all materials and all sourcing regardless of sourcing location" (Introduction and Scope).</p> <p>Tesla Responsible Sourcing Policy https://www.tesla.com/legal/additional-resources#responsible-sourcing-policies</p>	1

Company analysis - human rights & responsible sourcing						
Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Tesla analysis	Tesla Points
		2.1.2. The company requires its suppliers to undertake due diligence in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High Risk Areas (CAHRAs)	2	<p>50%: Implementation of the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from CAHRAs:</p> <ul style="list-style-type: none"> - 50%: the SCoC requires suppliers to undertake due diligence in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from CAHRAs in relation to all salient metals and minerals from anywhere. <p>OR</p> <ul style="list-style-type: none"> - 25%: the SCoC requires suppliers to undertake due diligence in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from CAHRAs in relation to all metals and minerals from CAHRAs. <p>OR</p> <ul style="list-style-type: none"> - 10%: the SCoC requires suppliers to undertake due diligence in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from CAHRAs in relation to tin, tungsten, tantalum, and gold (3TGs) from CAHRAs. <p>50%: Implementation of Due Diligence:</p> <ul style="list-style-type: none"> - 25%: the company requires suppliers to have a due diligence process in place to identify raw materials sources, specifically, conducting due diligence on Smelter or Refiners (SoRs) in their supply chain (this may include the use of third party certification, etc). - 25%: the company requires suppliers to disclose smelter/refiner information. 	<p>Tesla's Responsible Sourcing Policy states that they require suppliers to establish policies, due diligence frameworks, and management systems consistent with the OECD's Due Diligence Guidance for Responsible Business Conduct, and the OECD's Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. The company indicates that "suppliers are required to use reasonable efforts to ensure that products supplied to Tesla do not contribute to armed conflict, human rights abuses, or environmental degradation, regardless of sourcing location" (Commitment).</p> <p>Tesla's SCoC requires suppliers to "adopt a policy and exercise due diligence on the source and chain of custody of the cobalt, tantalum, tin, tungsten, and gold in the products they manufacture to reasonably assure that they are sourced in a way consistent with the Organization for Economic Co-operation and Development (OECD) Guidance for Responsible Supply Chains of Minerals from Conflict Affected and High-Risk Areas or an equivalent and recognized due diligence framework. Suppliers should also refer to our Human Rights & Responsible Materials policies for further guidance" (Ethics). Tesla requests 3TG suppliers to provide information on SoR through a Tesla-specific CMRT (Impact Report, p. 175). The company adds in its Conflict Minerals Report: "During the 2024 reporting year, we continued to require Tier 1 suppliers to provide SoR information specific to Tesla's product. The aim of this requirement is to encourage Tier 1 suppliers to submit information only relevant to the parts supplied to Tesla, rather than information relevant to their company as a whole." (p. 4). The company uses require and request indistinctly, and it is often not clear whether SoR information is strictly required or encouraged/requested. While points are given for the last sub-indicator, more clarity will be expected going forward.</p> <p>Tesla Responsible Sourcing Policy https://www.tesla.com/legal/additional-resources#responsible-sourcing-policies</p> <p>Tesla Supplier Code of Conduct https://digitalassets.tesla.com/tesla-contents/image/upload/tesla-supplier-code-of-conduct.pdf</p> <p>Tesla Conflict Minerals Report https://digitalassets.tesla.com/tesla-contents/image/upload/Tesla_Conflict_Minerals_Report.pdf</p> <p>Tesla's Impact Report 2024 https://www.tesla.com/ns_videos/2024-extended-version-tesla-impact-report.pdf</p>	2

Company analysis - human rights & responsible sourcing

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Tesla analysis	Tesla 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 including, at minimum, primary countries 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>Tesla undertakes mapping efforts to the point of extraction through “an integrated supply chain mapping tool” which the company describes in their Impact Report (p. 184). The company discloses specific raw material supply chains that they have managed to map to the point of extraction. This includes nickel (p. 165), lithium (p. 171), and at least some of their graphite, 3TG, aluminium, and steel supply chains (p. 174, 175, 180, 181).</p> <p>The company discloses a good level of information emerging from their mapping efforts, which is even more detailed than last year’s disclosure. This includes country of origin of nickel and lithium and the name and location of key actors in the nickel and lithium supply chains, such as the name of mining companies and mine sites, as well as smelters and refiners and their geographical location (Impact Report, p. 166, 171, respectively).</p> <p>Less information is given for 3TG, mica, aluminium, and steel, although this still includes relevant information: countries of origin for 3TG (DRC and Rwanda, p. 175), “continent” of origin of mica as well as location of tier 1 and tier 2 suppliers in the mica supply chain (Africa and Asia, p. 178), countries of origin of bauxite and activity/location of many of the tiers in the aluminium supply chain (p. 180), and a similar level of information for steel (p. 181). Cobalt appears to be directly sourced from Glencore mines in the DRC (p. 162).</p> <p>Tesla’s Impact Report 2024 https://www.tesla.com/ns_videos/2024-extended-version-tesla-impact-report.pdf</p>	2
		2.2.2. The company discloses conflict minerals risks in their supply chain and where they are located.	1	<p>Note: Conflict minerals refers to tin, tungsten, tantalum and gold or “3TG”.</p> <p>25%: the company discloses the risks of sourcing conflict minerals from CAHRAs in their supply chains, specifying the minerals and countries of origin potentially involved.</p> <p>25%: the company discloses whether they source conflict minerals from CAHRAs, as well as the relevant transition minerals and countries of origin involved.</p> <p>50%: the company describes the human rights risks associated with the CAHRA countries they source conflict minerals from in some level of detail. 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>Tesla discusses the risks of sourcing 3TG from CAHRAs in its Conflict Minerals Report and Impact Report, including in the context of the escalating military conflict in the Eastern DRC, and confirms that they source at least from the DRC and Rwanda (Impact Report, p. 175). Tesla’s Conflict Minerals Report also includes a list of possible countries of origin of their 3TG, which includes a large number of CAHRAs (Annex I).</p> <p>The company discusses the risk of contributing to conflict, human rights abuses and instability through their sourcing practices, and challenges associated with traceability of 3TG from ASM mines, unauthorised mining, high-risk smelters or refiners, and opaque business relationships (p. 175).</p> <p>Tesla Conflict Minerals Report https://digitalassets.tesla.com/tesla-contents/image/upload/Tesla_Conflict_Minerals_Report.pdf</p> <p>Tesla’s Impact Report 2024 https://www.tesla.com/ns_videos/2024-extended-version-tesla-impact-report.pdf</p>	1

Company analysis - human rights & responsible sourcing

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Tesla analysis	Tesla Points
		2.2.3. The company discloses broader transition minerals risks in their supply chain and where they are located.	1	<p>The following scores are absolute and not cumulative:</p> <p>100%: the company discloses broader risks from transition minerals in their supply chains and where these are located, by reference to tier, and geographical location for lithium, nickel, cobalt and at least one other mineral.</p> <p>50%: the company discloses broader risks from transition minerals in their supply chains and where these are located, by reference to tier and geographical location for lithium, nickel and cobalt.</p> <p>25%: the company discloses broader risks from sourcing at least one transition mineral, with reference to tier and geographical location and/or the company discloses human rights risks of sourcing transition minerals in general, including countries of origin, without disaggregating this information for individual minerals</p>	<p>Tesla's Impact Report includes material-specific chapters which address lithium, nickel, cobalt, and a number of additional minerals. These sections include information regarding risks associated with these materials, and some level of specificity regarding tier and geographical location.</p> <p>Tesla's Impact Report 2024 https://www.tesla.com/ns_videos/2024-extended-version-tesla-impact-report.pdf</p>	1
		2.2.4. 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>Tesla publishes a list of 3TG SoRs, which represents the company's "best understanding of the Smelters and Refiners (SoRs) potentially present in the supply chain". Tesla also discloses a small number of SoR in their nickel and lithium supply chains (Impact Report, p. 166 and 171, respectively).</p> <p>Tesla Smelter and Refiner List https://digitalassets.tesla.com/tesla-contents/image/upload/tesla-smelter-refiner-list.pdf Tesla's Impact Report 2024 https://www.tesla.com/ns_videos/2024-extended-version-tesla-impact-report.pdf</p>	1
		2.2.5. The company discloses which of the SoRs in its supply chain are conformant with the Responsible Minerals Initiative (RMI).	1	<p>100%: the company discloses information on RMI conformance for all of the SoRs identified in their supply chain.</p> <p>50%: the company only discloses information on RMI conformance for some of the SoRs in its supply chain or only discloses information on RMI conformance on an aggregate / percentage basis-</p> <p>Note: 0.4 points modifier applied due to multistakeholder initiative assessment. See sheet 8.</p>	<p>Tesla discloses that 241 (or 63%) SoR (of a total of 341 eligible SoR identified through supplier responses) are "engaged with the RMI or conformant" (Conflict Minerals Report, Annex II). However, the company does not provide an exact number for how many are conformant (and does not include this information in their published list of SoR).</p> <p>Tesla Conflict Minerals Report https://digitalassets.tesla.com/tesla-contents/image/upload/Tesla_Conflict_Minerals_Report.pdf</p>	0

Company analysis - human rights & responsible sourcing

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Tesla analysis	Tesla Points
	2.3. Prevent, Mitigate and Account	2.3.1. The company discloses how it monitors suppliers for compliance with the transition minerals due diligence requirements.	2	See general HR indicators	See general HR indicators	0.8
		2.3.2. The company formally engages SoRs to build their capacity to conduct due diligence of their own supply chains.	2	<p>25%: the company discloses that it participates in industry wide schemes that engage with smelters/refiners on their compliance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from CAHRAs.</p> <p>25%: the company specifies that it engages directly with SoRs to build their capacity to conduct due diligence.</p> <p>50%: the company provides detail on how it engages with SoRs to build their capacity</p>	<p>Tesla is a member of RMI (Conflict Minerals Report, p. 5), and “supports the RMI’s SoR outreach efforts and RMAP audits through our membership and participation in working groups” (p. 9). Tesla states that they engage SoR directly. In 2024, the company “requested all eligible global 3TG smelters and refiners to increase their efforts regarding the responsible sourcing of materials and engaged SoRs to discuss opportunities for potential collaboration” (Conflict Minerals Report, p. 4). However, the company does not explain how it engaged with SoRs directly to build their capacity.</p> <p>Tesla Conflict Minerals Report</p>	1
		2.3.3. The company formally engages extractives companies and includes human rights clauses in any contractual arrangements.	2	<p>50%: the company discloses that it has entered into direct agreements with extractives companies for the sourcing of transition minerals and that these companies are subject to human rights requirements</p> <p>50%: the company discloses the name of extractive companies it has entered into direct agreement with, the relevant transition minerals, and the location of the relevant mine or mines. Note: to score here, the company must provide this level of detail for a meaningful number of contracts (one or two is not enough).</p>	<p>Tesla discloses that it sources some of the raw materials in its products directly from mining companies, including cobalt, nickel, and lithium. As direct or Tier 1 suppliers, these companies are subject to Tesla’s SCoC, and the human rights/sustainability requirements in it: “The principles outlined in this Code govern our suppliers’ (defined as all companies or individuals from which Tesla is receiving goods and services as well as their personnel, agents and subcontractors) relationship with Tesla and how we expect them to operate their own business” (Introduction). These companies are audited against Tesla’s sustainability criteria (Impact Report, p. 162, 165-6, 171).</p> <p>The company discloses the names of many of the cobalt, nickel, and lithium extractive companies it has entered into direct agreement with, and the location of the relevant mines (Impact Report, p. 162, 165-6, 171).</p> <p>Tesla Supplier Code of Conduct https://digitalassets.tesla.com/tesla-contents/image/upload/tesla-supplier-code-of-conduct.pdf Tesla’s Impact Report 2024 https://www.tesla.com/ns_videos/2024-extended-version-tesla-impact-report.pdf</p>	2

Company analysis - human rights & responsible sourcing

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Tesla analysis	Tesla Points
		<p>2.3.4. The company is a member of IRMA and actively engages their suppliers with regards to IRMA mining audits.</p> <p>Note: IRMA does not excuse companies from doing their own supply chain due diligence</p>	2	<p>25%: The company is a member of IRMA.</p> <p>50%: The company actively engages extractive companies within its supply chain regarding auditing by IRMA.</p> <p>25%: the company has established requirements for minerals / metals within its supply chain to be sourced from IRMA audited mines. Note: such requirements do not need to be effective immediately, but the requirement must at least refer to a pathway towards sourcing from mines that have undergone independent IRMA audits within a period of time. Requirements can apply to extractive companies and/or downstream suppliers (e.g. battery manufacturers).</p> <p>Note: 0.8 points modifier applied due to multistakeholder initiative assessment. See sheet 8.</p>	<p>Tesla is a member of IRMA. Tesla does not state whether they impose express requirements on suppliers regarding IRMA auditing. However, the company does engage with mining companies regarding IRMA auditing. Tesla states that they formally requested all nickel mine sites that feed into the company's supply chain to "pursue the Initiative for Responsible Mining Assurance" and discloses that 100% of "identified mines ... are in the process of engaging IRMA to complete an audit in the next two years (Impact Report, p. 167). The company also discloses that "6 assets in Tesla's lithium supply chain have completed or are committed to Tesla's preferred IRMA audit standard, which is a 3x increase compared to last year" (p. 170). However, the company does not appear to explicitly <i>require</i> its suppliers to undergo IRMA audits.</p> <p>Tesla's Impact Report 2024 https://www.tesla.com/ns_videos/2024-extended-version-tesla-impact-report.pdf</p>	1.2
		2.3.5. The company reports on how it is prepared to respond if it finds non-conformances associated with its responsible minerals sourcing policy occurring in its operations or supply chains.	1.5	See general HR indicators	See general HR indicators	0.5
		2.3.6. The company discloses how they verify the implementation of corrective actions.	1	See general HR indicators	See general HR indicators.	1

Company analysis - human rights & responsible sourcing

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Tesla analysis	Tesla Points
	2.4. Remedy	2.4.1. The company has put in place a formal mechanism whereby grievances can be raised about SoR facilities.	1	<p>50%: the company has put in place an independent, formal grievance mechanism that applies specifically to SoRs. This mechanism may be run in conjunction with other auto manufacturers. Note: this is in addition to any generic grievance mechanism that can be accessed by external stakeholders.</p> <p>50%: the company discloses how they review and investigate grievances raised through this mechanism.</p>	<p>Tesla states that stakeholders can use external grievance mechanisms such as the RMI Grievance Mechanism (Conflict Minerals Report, p. 6). This can receive concerns related to SoR in Tesla's supply chain. The RMI Grievance Mechanism investigation process is described in detail in the document "The RMI Grievance Mechanism" available on RMI's website. Member companies are not involved in the investigations, but they are "kept informed of in-scope grievances received and their status" (p. 5). Tesla does not explain whether, and if so, how they review and follow up on grievances raised through the RMI Grievance Mechanism.</p> <p>Tesla Conflict Minerals Report https://digitalassets.tesla.com/tesla-contents/image/upload/Tesla_Conflict_Minerals_Report.pdf The RMI Grievance Mechanism https://www.responsiblemineralsinitiative.org/media/docs/RMI_Grievance%20Mechanism_v4.pdf</p>	0.5
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	<p>100%: the company has an explicit commitment to the UNDRIP in their human rights policy and/or in a standalone Indigenous Peoples' rights policy.</p>	<p>Tesla's GHRP now includes an express commitment to the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) (Relationship with Communities & Indigenous Rights).</p> <p>Tesla Global Human Rights Policy (GHRP) https://www.tesla.com/legal/additional-resources#global-human-rights-policy</p>	1
		3.1.2. The company has a public commitment to FPIC.	1	<p>100%: the company has an explicit commitment to FPIC in their human rights policy and/or in a standalone Indigenous Peoples' rights policy. Note: to score full points, the commitment must be unqualified.</p> <p>50%: the company has an explicit commitment to FPIC in their human rights policy and/or in a standalone Indigenous Peoples' rights policy, but it is qualified (e.g. it allows for only consultation in practice, it is expected only in certain circumstances, it applies only to certain parts of the supply chain, etc.)</p>	<p>Tesla does not express an explicit commitment to FPIC in its GHRP. Tesla's GHRP only includes a requirement for suppliers to respect FPIC, which is scored below.</p> <p>Tesla Global Human Rights Policy (GHRP) https://www.tesla.com/legal/additional-resources#global-human-rights-policy</p>	0
		3.1.3. The company requires its tier 1 suppliers to respect Indigenous Peoples' rights	2	<p>The SCoC, responsible sourcing policy or equivalent explicitly requires suppliers to respect the UNDRIP (50%) and FPIC (50%).</p> <p>MODIFIER: Points will be halved if the policy is qualified.</p>	<p>Neither the SCoC nor the Responsible Sourcing Policy reference the UNDRIP or FPIC. However, Tesla's GHRP states that suppliers are required to commit to the UNDRIP, and to "engage with legitimate representatives of indigenous communities and respect their right to grant or withhold free, prior, and informed consent (FPIC) for their operations" ("Relationship with Communities and Indigenous Rights").</p> <p>Tesla Responsible Sourcing Policy https://www.tesla.com/legal/additional-resources#responsible-sourcing-policies Tesla Supplier Code of Conduct https://digitalassets.tesla.com/tesla-contents/image/upload/tesla-supplier-code-of-conduct.pdf</p>	2

Company analysis - human rights & responsible sourcing

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Tesla analysis	Tesla Points
		3.1.5. These commitments are translated into the languages used by the impacted Indigenous Peoples.	1	<p>50%: the company requires suppliers to translate these commitments to the languages of the impacted Indigenous Peoples.</p> <p>50%: the company requires that these translations are actively made available to the Indigenous Peoples concerned.</p>	Not disclosed	0
	3.2. Identify	3.2.1. The company has a process in place to assess risks to Indigenous Peoples' rights in their supply chain to the point of extraction.	1	<p>25%: The company discloses that their supply chain risk identification process explicitly includes FPIC and other Indigenous Peoples' rights issues through to the point of extraction.</p> <p>25%: the company discloses where in the supply chain these risks occur (e.g. materials, tiers, and geographical location).</p> <p>25%: the company explains how Indigenous Peoples are involved in the risk identification process.</p> <p>25%: the company provides case studies of this process in practice. Case studies should include information on the location, supplier/s involved, the potential impacts on Indigenous Peoples' rights, the Indigenous Peoples concerned and their objections or concerns, and the way the company went about or is ensuring that the specific rights in question are respected.</p>	<p>Tesla's GHRP includes risks to Indigenous Peoples' rights as salient human rights risks (GHRP, "Salient Human Rights Issues"), and the company assesses suppliers, including nickel and lithium suppliers, against these risks (Impact Report, p. 165, 168, and 170).</p> <p>While the company mentions two specific examples of Indigenous Peoples' issues emerging in relation to nickel mining in Canada and Indonesia (Impact Report, p. 165 and 168 respectively) and in relation to lithium mining in general (i.e. without an indication of location) (p. 170), this is too limited to understand where in the supply chain risks to Indigenous Peoples' rights occur. Additionally, this information is only revealed indirectly through the disclosure of examples of mitigating action, i.e. not as part of a systematic approach to disclosing risks to Indigenous Peoples' rights in the supply chain.</p> <p>Tesla does not explain whether/how Indigenous Peoples are involved in the risk identification process, and does not provide any examples of Indigenous Peoples' involvement in risk identification processes in practice. There is a brief reference to efforts to establish no-go zones in Indonesia but this is too limited and, in any case, is an example already taken into consideration for awarding points last year. Whilst multi-year engagement by automakers in specific contexts is good practice and to be encouraged, the information disclosed in this year's report is exactly the same as the information disclosed by the company last year. As a result, it is not possible to determine whether the company has continued to assess risks related to this issue over the last year, beyond the activities already disclosed.</p> <p>Tesla's Impact Report 2024 https://www.tesla.com/ns_videos/2024-extended-version-tesla-impact-report.pdf</p>	0.25
	3.3. Prevent, Mitigate and Account	3.3.1. The company provides additional discussion regarding the practices by which suppliers must obtain FPIC	1	<p>100%: the company describes in detail the process that suppliers must follow (for example, guidance put in place by the company for suppliers to follow, or other practical means of operationalising the company's FPIC commitments throughout the supply chain).</p> <p>25%: the company states a minimum expectation for suppliers and/or the process it describes is limited in its application.</p>	<p>Tesla does not disclose any detail about the process suppliers are required to follow to obtain FPIC. There is however some minimal indication about the company's expectation of suppliers in their GHRP: "For all raw material extraction and processing used in Tesla products, we expect our suppliers to engage with legitimate representatives of indigenous communities and respect their right to grant or withhold free, prior, and informed consent for their operations" (Relationship with Communities & Indigenous Rights).</p> <p>Tesla Global Human Rights Policy (GHRP) https://www.tesla.com/legal/additional-resources#global-human-rights-policy</p>	0.25

Company analysis - human rights & responsible sourcing

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Tesla analysis	Tesla Points
		3.3.2. The company is a member of a multi-stakeholder group (e.g. IRMA) that includes the participation of Indigenous Peoples to ensure respect of Indigenous Peoples' rights at the point of extraction.	2	Refer to Responsible Sourcing of Transition Minerals indicators.	Refer to Responsible Sourcing of Transition Minerals indicators.	1.2
		3.3.3. The company has a formal process in place to engage critical upstream suppliers on FPIC (e.g. extractives companies)	2	<p>This score relates to direct engagement by the company with extractives companies. Note: It is in addition to their membership of IRMA, and it applies whether the extractive companies are direct or indirect suppliers.</p> <p>25%: the company formally engages extractive companies regarding FPIC.</p> <p>25%: the company states that they formally review company documents (e.g. meeting minutes) to ensure that Indigenous Peoples' FPIC has been provided.</p> <p>50%: the company engages directly with representatives of Indigenous Peoples affected by mining operations to review that regular engagement and consultation take place, community needs are responded to, and there continues to be FPIC.</p>	<p>There is some indication that Tesla engages with mining companies directly regarding FPIC. In its Impact Report, the company states that nickel suppliers committed to supporting Indigenous Peoples' participation in mining projects by signing with Canada's First Nations Major Projects Coalition, and "communicated requirements for Free, Prior and Informed Consent to suppliers" (Impact Report, p. 165). However, it is not clear whether the former was a result of direct engagement and whether it included FPIC specifically, and whether the second included mining companies. The company also refers to engagement with mining companies regarding the establishment of no-go zones in Indonesia (p. 168). While points are awarded for the first sub-indicator, more clarity might be expected going forward.</p> <p>Tesla does not state whether they review company documents, or whether they engage directly with representatives of Indigenous Peoples to assess whether regular engagement and consultation is taking place and there continues to be FPIC.</p> <p>Tesla's Impact Report 2024 https://www.tesla.com/ns_videos/2024-extended-version-tesla-impact-report.pdf</p>	0.5

Company analysis - human rights & responsible sourcing

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Tesla analysis	Tesla Points
		3.3.4. The company reports on how it is prepared to respond if it finds FPIC breaches in its supply chain.	1	<p>The general HR indicators provide a baseline for this. In addition:</p> <p>25%: the company discloses the action it will take if disagreements or disputes with Indigenous Peoples arise in its supply chain.</p> <p>25%: the company discloses the action it will take if it finds FPIC breaches in its supply chain.</p> <p>50%: the company explains how the Indigenous Peoples affected by FPIC breaches are involved in decisions about how to respond (including, but not limited to, whether the company should suspend or cease its relationship with a supplier).</p>	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	<p>FPIC is a continuous process – not a single decision at a single moment in time. Grievance mechanisms should be able to address FPIC concerns throughout the lifetime of a project.</p> <p>25%: the company explains how it involves Indigenous Peoples in the design of its grievance mechanisms and/or processes to address their complaints.</p> <p>25%: the company explains how it involves Indigenous Peoples in the investigation of grievances and determination of remedy.</p> <p>50%: the company provides examples or case studies of remedy provided to Indigenous Peoples for confirmed breaches of FPIC in the supply chain.</p>	Not disclosed. Tesla provides a number of examples of action taken to address Indigenous Peoples' issues (e.g. Impact Report, p. 165, 168, 170), but these do not concern FPIC issues, or are not sufficiently developed to understand whether they concern remedy for FPIC breaches.	0

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Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Tesla analysis	Tesla 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>Tesla's GHRP does not include a specific commitment to the ILO Declaration on Fundamental Principles and Rights at Work and/or the ILO Fundamental Conventions. However, it does contain an express commitment to each of the five fundamental principles and rights at work. Tesla does not commit to a living wage.</p> <p>Tesla Global Human Rights Policy (GHRP) https://www.tesla.com/legal/additional-resources#global-human-rights-policy</p>	0.5

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Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Tesla analysis	Tesla Points
		<p>4.1.2. The company extends their workers' rights commitments to their Tier 1 suppliers and beyond.</p> <p>Note: only the specific worker rights commitments are evaluated here. Whether or not these commitments are extended beyond tier 1 suppliers is evaluated in the "General" human rights section.</p>	2	<p>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>Tesla's SCoC does not include a specific commitment to the ILO Declaration on Fundamental Principles and Rights at work and/or the ILO Fundamental Conventions. It does not explicitly mention and require compliance with the five fundamental principles and rights at work. The SCoC explicitly prohibits recruitment fees: "Workers shall not be required to pay employers' agents or sub-agents' recruitment fees or other related fees for their employment" (section A: Labor). Tesla does not require the payment of a living wage.</p> <p>Tesla Supplier Code of Conduct https://digitalassets.tesla.com/tesla-contents/image/upload/tesla-supplier-code-of-conduct.pdf</p>	1.5
	4.2. Identify	<p>4.2.1. The company consults trade unions and/or workers' representatives in their assessment of salient workers' rights risks in their supply chain.</p>	1	<p>Generic supply chain indicators provide a baseline score for this. To get additional points here, companies must specify that they consult with labour unions and/or workers' representatives regarding salient workers' rights in the supply chain. This must expressly include labour unions and/or workers' representatives in the supply chain and/or global union federations (GUFs)</p> <p>Note: workers' representatives are not a substitute for trade unions where trade unions are allowed to operate and not limited in their activities.</p>	<p>Not disclosed. Tesla states that their risk identification process is based, among other sources of information, on "impacted community and non-governmental organisation (NGO) engagement" (Impact Report, p. 141). However, there is no such statement or additional explanation as to consultation with trade unions and/or workers' representatives in the supply chain regarding identification of workers' rights risks.</p> <p>Tesla's Impact Report 2024 https://www.tesla.com/ns_videos/2024-extended-version-tesla-impact-report.pdf</p>	0

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Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Tesla analysis	Tesla Points
		4.2.2. The company discloses the salient workers rights risks in their supply chain and where they are located.	1	<p>The following scores are absolute not cumulative:</p> <p>100%: the company's risk assessment explicitly identifies the salient risks to workers' rights and describes where in the supply chain these are located.</p> <p>25%: the company's risk assessment explicitly identifies workers' rights risks for at least one material / supply chain and the location/s.</p>	<p>Tesla explicitly lists risks to workers' rights as "salient human rights issues" in their GHRP, and discloses where in the supply chain some of these risks occur, by reference to specific raw material, and/or tier, and/or geographical location, in the Impact Report (p. 162-181). These includes risks of child labour, worker security, and ASM' working conditions in Tesla's cobalt supply chain from the DRC (p. 162-3), risks to workers' health and safety and freedom of movement in the company's nickel supply chain from Indonesia (p. 168), and workers' ability to submit grievances at Tesla's lithium suppliers (p. 170).</p> <p>Tesla's Impact Report 2024 https://www.tesla.com/ns_videos/2024-extended-version-tesla-impact-report.pdf Tesla Global Human Rights Policy (GHRP) https://www.tesla.com/legal/additional-resources#global-human-rights-policy</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>Tesla does not have a collective agreement with the relevant trade union in the headquartered country, or a GFA with IndustriALL. There is no information on any of the other sub-indicators.</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.	0.5

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Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution Note: scores are cumulative unless otherwise specified.	Tesla analysis	Tesla Points
		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	<p>50%: the company specifies that it works with the relevant trade union and/or workers' representatives in the elaboration of corrective action plans.</p> <p>50%: the company specifies that it works with the relevant trade union and/or workers' representatives in the verification of corrective action plan implementation.</p>	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	<p>50%: the company specifies that trade unions and/or workers' representatives are formally involved in any remedy process concerning breaches of workers' rights in the supply chain.</p> <p>50%: the company provides examples or case studies of remedy provided to workers for confirmed breaches of workers' rights in the supply chain.</p>	<p>Tesla does not disclose whether trade unions and/or workers' representatives are formally involved in remedy processes.</p> <p>The company does disclose many examples of remedy provided to supply chain workers for breaches of their rights. These include a supplier in Vietnam installing a partition curtain for a mothers' room, a supplier in Taiwan switching to anonymous online forms to preserve workers' rights to safety and privacy (Impact Report, p. 146), and 102 workers in Taiwan, 346 workers in Hungary, 142 workers in Malaysia, and 40 workers in Mexico all benefiting from various changes in practices relating to withholding of wages and unclear contractual terms (p. 148).</p> <p>Tesla's Impact Report 2024 https://www.tesla.com/ns_videos/2024-extended-version-tesla-impact-report.pdf</p>	0.5

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