



# We Are Committed to Protecting Human Rights and the Environment

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## Purpose

We are committed to driving human progress with a company culture that strives to increase access to transportation, protect our environment, enhance the health and well-being of the communities that surround us, and respect the rights of the people who live there. As we design and manufacture solutions, we respect human rights and the environment over the entire life cycle of our products and services, from the origin of the raw materials to the end-of-life.

We are committed to respecting the United Nations (UN) Guiding Principles on Business and Human Rights, are members of the UN Global Compact, and support the UN Sustainability Development Goals (SDGs). We communicate our annual progress to meet these commitments in our [\*Sustainability Report\*](#).

Our Chief Executive Officer approves, and the Sustainability and Innovation Committee of the Board of Directors provides oversight of this policy. In addition, our internal and external stakeholders review and provide feedback on this policy.





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### 1. Seek to exceed expectations:

Regarding human rights and the environment, we follow all Ford policies and comply with or exceed all applicable laws and regulations. We also strive to meet the spirit of these laws and regulations. Cost alone does not drive our business decisions; we consider impacts on human rights and the environment among other factors. We expect our suppliers, partners, and joint ventures (referred to as “*business partners*” in this policy) to adopt and enforce similar policies and extend them to their own supply chain.

### 2. Protect and respect human rights:

We respect human rights in all our activities and seek to address adverse impacts we have caused on a timely basis. Aligned with the UN Guiding Principles on Business and Human Rights, we are committed to respecting these widely accepted international human rights frameworks and charters:

- ✓ [International Bill of Human Rights \(The United Nations Universal Declaration of Human Rights and its two Covenants\) 1948](#)
- ✓ [The International Labour Organisation \(ILO\) Declaration on Fundamental Principles and Rights at Work \(1998\)](#)
- ✓ [The Organisation for Economic Co-operation and Development \(OECD\) Guidelines for Multinational Enterprises Revision 2011](#)
- ✓ [UN Women’s Empowerment Principles](#)

We work to uphold and support human rights by following this policy to identify and monitor risks, remediate any non-compliance, and transparently report our progress. We:

- Treat our workforce fairly, humanely, and with respect and dignity.
- Prohibit the use of child labor in any form. We will not employ anyone below the age of 15, unless as part of a government-authorized job training or apprenticeship program that clearly benefits the participants.
- Prohibit the use of forced or compulsory labor in any form and do not tolerate any forms of abusive disciplinary practices.
- Prohibit the use or support of human trafficking.
- Follow ethical recruiting practices, including but not limited to prohibiting the use of misleading or fraudulent practices while offering employment, the use



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of recruitment fees paid by employees, and the confiscating, destroying, concealing, and/or denying of access to employee identity documents.

- Recognize and respect employees' rights to freedom of association and collective bargaining. We will work with recognized employee representatives to promote the interests of employees. Even where there is no representation by unions, we provide opportunities for employee and external stakeholder concerns to be heard.
- Comply with applicable laws regulating hours of work and provide fair and competitive compensation and benefits that meet or exceed legal requirements.
- Commit to not tolerating harassment or discrimination of any form, supporting diversity and women's rights, providing a healthy and safe working environment, protecting consumer and employee data privacy, and prohibiting bribery, even in countries where it may be tolerated or condoned. These policies are described in more detail in our [\*Code of Conduct\*](#).

### **3. Protect the environment:**

We are committed to preserving the environment for present and future generations. We believe that access to a healthy and clean environment is a basic human right. To protect the environment, we:

- Minimize negative environmental impacts while striving for positive impact.
- Do our part to minimize impact on climate change aligned with the United Nations Framework Convention on Climate Change (Paris Climate Agreement), striving towards carbon neutrality.
- Minimize vehicle criteria and greenhouse gas emissions and increase energy efficiency, recognizing that life-cycle performance is a function of vehicle technology, energy sources, and operating environment.
- Consider environmental performance throughout the life of a vehicle and address in-service concerns in a timely, customer-driven manner.
- Use recycled and renewable materials, reduce substances of concern, and improve recyclability of our products through material selection and product design.
- Achieve continual environmental improvement in manufacturing.
- Reduce emissions, increase energy efficiency, and utilize renewable energy in our manufacturing operations.



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- Mimic ecosystem performance, eliminate waste, divert waste from landfill to products, reduce fresh water usage, reduce single use plastic, and support safe and accessible drinking water in our manufacturing operations and communities.
- Utilize materials with reduced toxicity in our manufacturing processes.
- Follow Ford procedures designed to safeguard the environment when we discontinue manufacturing operations, decommission legacy or other sites in which Ford is involved, or dispose of parts and other components.
- Conduct environmental due diligence in connection with potential real estate transactions.

### **4. Support worthy community institutions, programs, and endeavors:**

We take pride in being considered an active and valuable member of the communities in which we operate. We encourage our people to be involved in community initiatives and contribute to worthy charitable, educational, and civic causes. Ford supports non-profit organizations focused on education, community development, social services, safe/smart mobility and civic/cultural initiatives. We follow the global approval process in addition to any local requirements set up by operations for contributions or other support provided by Ford.

### **5. Work with sustainable business partners:**

To foster our sustainability practices, Ford seeks to identify and do business with business partners that conduct their business to standards consistent with this policy. We expect them to share our commitment to maintaining a responsible, eco-friendly, and transparent company and supply chain. We:

- Seek to identify and do business with organizations that adopt and enforce policies to protect people and the planet in their own operations and in their supply chain.
- Publish supplier requirements to give guidance to our supply base on the standards and practices we expect. We will work with suppliers to help them adopt sustainable practices, protect human rights, work towards continual environmental improvement, and source responsibly.



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- Consider companies' sustainable business practices as we make decisions about sourcing and other business alliances. We perform appropriate due diligence and follow purchasing policies when selecting new business associations.

### **6. Conduct due diligence:**

Consistent with the UN Guiding Principles on Business and Human Rights, we are committed to implement and integrate due diligence into our business to prevent and mitigate human rights and environmental impacts. Sustainability and the protection of human rights and the environment are everyone's responsibility. To address our responsibilities, we:

- Identify and assess actual or potential impacts through our formal Human Rights Saliency Assessment, including consultation with external experts, relevant stakeholders and potentially affected groups (see our [Sustainability Report](#)).
- Integrate due diligence findings in our business planning and decision making, considering the environment, human rights, public health, indigenous populations, and the communities where we operate. We seek to align our business goals with respect for people and the environment.
- Set sustainability goals, accurately track our results, and continually evaluate and report our progress.
- Provide timely and accurate information to our various stakeholders on social and environmental matters involving Ford, utilizing the UN Guiding Principles Reporting Framework.
- Engage constructively with suppliers, local communities, governments, non-governmental organizations, and other stakeholders, including indigenous people.
- Seek third party assistance, as appropriate, to assess compliance with this policy.

### **7. Provide grievance mechanisms and remedy:**

We strive to prevent, mitigate and remediate human rights and environmental impacts. To accomplish these goals, we:





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- Provide operational-level grievance mechanisms through our reporting mechanisms (described in Section 8 below); these are accessible to our employees, suppliers, and the public.
- Provide appropriate remedies when non-compliance occurs.
- Do not retaliate against good faith reports of violation of policy or law, per our [\*Code of Conduct\*](#).

### **8. Report suspected wrongdoing through Ford’s reporting channels:**

We report suspected violations of this policy. Ford takes reports seriously. Reports of inappropriate behavior assist in maintaining a positive culture and compliance with the law and allow us to educate and counsel. See our reporting policy at [\*We Are Committed to Speaking Up and Eliminating Retaliation\*](#). External stakeholders may report by emailing [SpeakUp@ford.com](mailto:SpeakUp@ford.com).

Violations of this *We Are Committed to Protecting Human Rights and the Environment* policy may lead to disciplinary action up to and including termination.

## General

**1. Applicability:** This policy applies to all personnel who work at Ford. This includes all regular, part-time, supplemental, and temporary employees, agency resources, on-site Purchase Service resources, and independent contractors while they are performing services for Ford. This policy also applies to hourly workers to the extent allowed, authorized, or agreed to in the applicable collective bargaining agreement.

- a. Ford’s Subsidiaries are expected to adopt this policy or to adopt their own compliance policies with principles and values consistent with Ford’s. It is Ford’s policy to encourage Affiliates to adopt this policy or to adopt their own compliance policies that share and observe these same values. Please refer to specific investment documentation to determine whether this policy applies, or whether the investment has adopted similar policies and a code of conduct of its own.



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## General

b. Definitions:

- i. **"Affiliate"**: For the purposes of this policy, an Affiliate is any entity (other than a Subsidiary) that (directly or indirectly) is in control of, is controlled by, or is under common control with Ford. For purposes of this definition, "control" means the power (directly or indirectly) to (i) vote 10% or more of the voting stock or capital of the entity, or (ii) direct or cause the direction of the management of the entity, whether by contract or otherwise.
- ii. **"Ford"**: Ford Motor Company, a Delaware corporation.
- iii. **"Subsidiary"**: For the purposes of this policy, a Subsidiary is an entity in which Ford owns (directly or indirectly) more than 50% of the voting stock or capital but does not include independently-owned dealerships and distributorships of Ford's products and services.

**2. Additional, Related Resources:** [Sustainability Report](#); [Code of Conduct](#); [We Are Committed to Speaking Up and Eliminating Retaliation policy](#).

**3. Version:** 1.0

**4. Policy Owner:** Organizational Leader of Sustainability, Environment, and Safety Engineering

**5. Effective Date:**

a. The initial effective date of this policy is 03-31-2021.

b. Effective dates of revisions of this policy are:

i. N/A as of \_\_\_\_\_.

c. The latest revision date of this policy is N/A.

**6. Change Log:** None as of 03-31-2021.