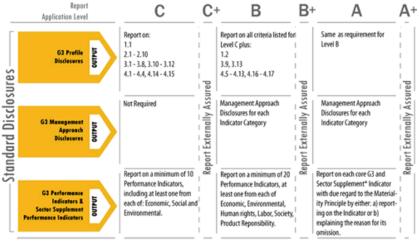


GRI Index



This report is aligned with the Global Reporting Initiative (GRI) G3 Sustainability Reporting Guidelines released in October 2006, at an application level of A. To locate the elements and information contained within the guidelines, use the index below. For a detailed explanation of the indicators, visit the GRI Web site.



*Sector supplement in final version

◆ 1. Strategy and Analysis

Report Links 1.1 Statement from the most senior decisionmaker of the Letter from William Clay Ford, Jr. 1900 organization (e.g., CEO, chair or equivalent senior position) Letter from Alan Mulally about the relevance of sustainability to the organization and its 1.2 Description of key impacts, risks and opportunities. Letter from William Clay Ford, Jr. Letter from Alan Mulally Letter from Sue Cischke Our Value Chain and Its Impacts Material Issues Performance Summary Ford's Goals, Commitments, and Status Sustainability Governance and Integration

2. Organizational Profile

Eleme	nt	Status	Report Links Notes
2.1	Name of the organization.	1000	Our Operations
2.2	Primary brands, products and/or services.		Our OperationsProducts and Services
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries and joint ventures.	100	Our OperationsProducts and Services

RELATED LINKS

External Web Sites:

Global Reporting Initiative

Yes, this indicator is reported on

KEY

- This indicator is partially reported on
- No, this indicator is not reported on
- Click on this icon to see notes related to that indicator, including explanations of core elements and indicators not covered in the report.

Additional indicators are shown in **bold**

2.4	Location of organization's headquarters.	0.000	0	Manufacturing	
2.5	Number of countries where the organization operates, and names of countries either with major operations or that are specifically relevant to the sustainability issues covered in the report.	-	•	Manufacturing	
2.6	Nature of ownership and legal form.	1000	0	Our Operations	
2.7	Markets served (including geographic breakdown, sectors served and types of customers/beneficiaries).		0	Products and Services Dealers	0
2.8	Scale of the reporting organization, including: number of employees; net sales (for private sector organizations) or net revenues (for public sector organizations); total capitalization broken down in terms of debt and equity (for private sector organizations); and quantity of products or services provided.	-	•	Our Operations Manufacturing Economy Data Products and Services	(1)
2.9	Significant changes during the reporting period regarding size, structure, or ownership including: the location of, or changes in operations, including facility openings, closings, and expansions; and changes in the share capital structure and other capital formation, maintenance and alteration operations (for private sector organizations).	-	•	Sustaining Ford Workforce Reductions Workforce	
2.10	Awards received in the reporting period.	-	•	2009 Awards and Recognition Quality Awards and Ratings Operational Energy Use and Greenhouse Gas Emissions Diversity Awards	

3. Report Parameters

Report Profile

Elemei	nt	Status	Report Links	Notes
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	100	Overview	
3.2	Date of most recent previous report (if any).		 Overview 	
3.3	Reporting cycle (annual, biennial, etc.).	1000	Overview	
3.4	Contact point for questions regarding the report or its contents.	1000	Contact	

Report Scope and Boundary

Elemen	t	Status	Report Links Not
3.5	Process for defining report content, including: determining materiality; prioritizing topics within the report; and identifying stakeholders the organization expects to use the report.	-	Materiality AnalysisWho Are Our Stakeholders?
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	-	Overview
3.7	State any specific limitations on the scope or boundary of the report.	100	Overview
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations and other entities that can significantly affect comparability from period to period and/or between organizations.	-	 Performance Summary Economy Data Environment Data Society Data
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report.	-	 Performance Summary Economy Data Environment Data Society Data
3.10	Explanation of the effect of any re-statements of information provided in earlier reports and the reasons for such restatement (e.g., mergers/acquisitions, change of the base years/periods, nature of business, measurement methods).	-	 Performance Summary Economy Data Environment Data Society Data

3.11	Significant changes from previous reporting periods in the
	scope, boundary or measurement methods applied in the
	report

Overview

GRI Content Index

Elemen	t	Status	Report Links	Notes
3.12	Table identifying the location of the Standard Disclosures in the report.		• GRI Index	

Assurance

Elemer	nt	Status	Report Links	Notes
3.13	Policy and current practice with regard to seeking external assurance for the report. If not included in the assurance report accompanying the sustainability report, explain the scope and basis of any external assurance provided. Also explain the relationship between the reporting organization and the assurance provider(s).	-	Assurance	

→ 4. Governance, Commitments and Engagement

Governance

Element		Status	Report Links Note
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	-	 Corporate Governance – Board of Directors Governance and Management Structures Sustainability Governance and Integration
4.2	Indicate whether the Chair of the highest governance body is also an executive officer (and, if so, their function within the organization's management and the reasons for this arrangement).		Corporate Governance – Board of Directors
4.3	For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.		 Corporate Governance – Board of <u>Directors</u>
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.		Corporate Governance – Board of Directors Who Are Our Stakeholders?
4.5	Linkage between compensation for members of the highest governance body, senior managers and executives (including departure arrangements), and the organization's performance (including social and environmental performance).	-	 Sustainability Governance and Integration
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.		 Corporate Governance – Board of Directors Ethical Business Practices
4.7	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organization's strategy on economic, environmental, and social topics.	-	 Corporate Governance – Board of Directors
4.8	Internally developed statements of mission or values, codes of conduct and principles relevant to economic, environmental and social performance and the status of their implementation. Explain the degree to which these: are applied across the organization in different regions and departments/units; and relate to internationally agreed standards.	-	 Ethical Business Practices Sustainability Governance and Integration Policy Letters and Directives
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct and principles.	-	Corporate Governance – Board of Directors

Commitments to External Initiatives

4.10

Elemer	nt	Status	Report Links	Notes
4.11	Explanation of whether and how the precautionary approach or principles is addressed by the organization. Article 15 of the Rio Principles introduced the precautionary approach. A response to 4.11 could address the organization's approach to risk management in operational planning or the development and introduction of new products.	-	<u>Environment</u>	
4.12	Externally developed economic, environmental and social charters, principles or other initiatives to which the organization subscribes or endorses.	-	 Climate Change Policy and Partnerships Policy Letters and Directives Ford's Approach to Urban Mobility: Catalyst for Learning, Collaboration, and Action Human Rights Collaboration within the Automotive Industry Expanding Impact on Working Conditions Public Policy Positions 	
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: has positions in governance bodies, participates in projects or committees; provides substantive funding beyond routine membership dues; or views membership as strategic.	-	 Climate Change Policy and Partnerships Ford's Approach to Urban Mobility: Catalyst for Learning, Collaboration, and Action Collaboration within the Automotive Industry Vehicle Safety: Collaborative Efforts Ford's Green Partnerships with the Federal and State Governments Participation in the Policy-Making Progress 	

Stakeholder Engagement

Elemen	t	Status	Report Links	Notes
4.14	List of stakeholder groups engaged by the organization. Examples of stakeholder groups are: communities; civil society; customers; shareholders and providers of capital; suppliers; and employees, other workers and their trade unions.	2000	Who Are Our Stakeholders?	
4.15	Basis for identification and selection of stakeholders with whom to engage.		Who Are Our Stakeholders?	
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	-	 Who Are Our Stakeholders? Engaging with Our Employees Customers Dealers Investors Engaging with Communities 	
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	-	 Who Are Our Stakeholders? Materiality Analysis Assurance Public Policy 	

Disclosure on Management Approach

→ 5. Management Approach and Performance Indicators

Element	Status	Report Links	Notes
Economic	200	<u>Economy</u><u>Sustaining Ford</u>	

Environment	<u>Environment</u><u>Manufacturing</u>
Labor	 Employees
	Workplace Health and Safety
Human Rights	Human Rights
Society	Society
Product Responsibility	Delivering New Products
	How We Manage Vehicle Safety

Economic

Economic Performance

Elemer	nt	Status	Report Links No	tes
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings and payments to capital providers and governments.		Economy DataSociety Data	•
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.		Climate Change Risks and Opportunities	
EC3	Coverage of the organization's defined benefit plan obligations.	100	WorkforceWorking with the UAW	
EC4	Significant financial assistance received from government.	10.0	 Ford's Green Partnerships with the Federal and State Governments Financing Our Plan and Improving Our Balance Sheet)

Market Presence

Elemer	nt	Status	Report Links	Notes
EC5	Range of ratios of standard entry-level wage compared to local minimum wage at significant locations of operation.			
EC6	Policy, practices, and proportion of spending on locally based suppliers at significant locations of operation.	1000	Human RightsSociety Data	(1)
EC7	Procedures for local hiring and proportion of senior management hired from the local community at locations of significant operation.	Total Control		0

Indirect Economic Impacts

Elemen	t	Status	Report Links Notes
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind or pro bono engagement.	100	Society DataInvesting in Communities
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	2000	 Economy: Progress and Goals Economic Impacts of the Auto Industry

Environmental

Materials

Elemen	t	Status	Report Links	Notes
EN1	Materials used by weight or volume.	2000	Sustainable Materials	0
EN2	Percentage of materials used that are recycled input materials.		 Sustainable Materials 	0

Energy

Elemen	t	Status	Report Links	Notes
EN3	Direct energy consumption by primary energy source.		 Environment Data: Operational Energy Use and CO₂ Emissions 	

EN4	Indirect energy consumption by primary source.		Environment Data: Operational Energy Use and CO ₂ Emissions
EN5	Energy saved due to conservation and efficiency improvements.	-	Environment Data: Operational Energy Use and CO ₂ Emissions Operational Energy Use and Greenhouse Gas Emissions Renewable Energy Use
EN6	Initiatives to provide energy-efficient or renewable energy-based products and services, and reductions in energy requirements as a result of these initiatives.	-	Fuel Economy and Greenhouse Gas Emissions Improving Fuel Economy Migration to Alternative Fuels and Powertrains Ford's Green Partnerships with the Federal and State Governments Electrification: A Closer Look A Look Inside the "Black Box" Supply Chain Sustainability
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	100	Environment Data: Operational Energy Use and CO ₂ Emissions

Water

Element		Status	Report Links	Notes
EN8	Total water withdrawal by source.	1000	 Environment Data: Global Water Use By Source 	
EN9	Water sources significantly affected by withdrawal of water.	100	Water Use	
EN10	Percentage and total volume of water recycled and reused.		■ <u>Water Use</u>	

Biodiversity

Elemen	t	Status	Report Links Note
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.		Sustainable Land Use and Biodiversity
EN12	Descriptions of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.		 Sustainable Land Use and Biodiversity
EN13	Habitats protected or restored.	200	Sustainable Land Use and Biodiversity
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.		Sustainable Land Use and BiodiversityGreen Buildings
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.		

Emissions, Effluents and Waste

Elemen	t	Status	Report Links Notes
EN16	Total direct and indirect greenhouse gas emissions by weight.	2000	 Environment Data: Operational Energy Use and CO₂ Emissions
EN17	Other relevant indirect greenhouse gas emissions by weight.		 Environment Data: Fuel Economy and CO₂ Emissions
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	-	 Climate Change Our Strategy: Blueprint for Sustainability Improving Fuel Economy Migration to Alternative Fuels and Powertrains Ford's Green Partnerships with the Federal and State Governments
EN19	Emissions of ozone-depleting substances by weight.	-	 Environment Data: Emissions (VOC and Other) Facilities-Related Emissions
EN20	NOx, SOx and other significant air emissions by type and	2000	 Environment Data: Emissions (VOC and

	weight.		Other) Environment Data: Tailpipe Emissions
EN21	Total water discharge by quality and destination.		(
EN22	Total weight of waste by type and disposal method.		Environment Data: Waste
EN23	Total number and volume of significant spills.		Compliance
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III and VIII, and percentage of transported waste shipped internationally.		
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.		
Produc	ets and Services		
Element		Status	Report Links Not
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	-	 Design for Life-Cycle Sustainability End of Life Improving Fuel Economy Migration to Alternative Fuels and Powertrains
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.		Sustainable MaterialsEnd of Life
Compli	ance		
Element		Status	Report Links Not
EN28	Monetary value of significant fines and total number of non- monetary sanctions for non-compliance with environmental laws and regulations.	-	Compliance
Transp	oort		
Element		Status	Report Links Not
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	200	Logistics
Overal	ı		
Element		Status	Report Links Not
EN30	Total environmental protection expenditures and investments by type.		•
Social	: Labor Practices and Decent Work		
Employ	yment		
Element		Status	Report Links Not
LA1	Total workforce by employment type, employment contract and region.		 Employees Our Operations Society Data: Employment by Business Unit
LA2	Total number and rate of employee turnover by age group, gender and region.		•
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.		
Labor/ľ	Management Relations		
Element		Status	Report Links Not
LA4	Percentage of employees covered by collective bargaining	200	Who Are Our Stakeholders?

- LA5 Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements.

 Employees
 Workforce Reductions
 Handling Downsizing Responsibly
- **Occupational Health and Safety**

Elemen	ıt	Status	Report Links	Notes
LA6	Percentage of total workforce represented in formal joint management–worker health and safety committees that help monitor and advise on occupational health and safety programs.	-	Workplace Health and Safety	0
LA7	Rates of injury, occupational diseases, lost days and absenteeism, and number of work-related fatalities by region.		Our 2009 Safety RecordSociety Data: Workplace Safety	1
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families or community members regarding serious diseases.		Health as a Strategic AdvantageFord and Juvenile Diabetes	
LA9	Health and safety topics covered in formal agreements with trade unions.		Relationship Management	

Training and Education

Element		Status	Report Links	Notes
LA10	Average hours of training per year per employee by employee category.		Safe ActsEthical Business PracticesSupply Chain	0
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	100	EmployeesWorkforceHandling Downsizing Responsibly	
LA12	Percentage of employees receiving regular performance and career development reviews.			

Diversity and Opportunity

Elemen	t	Status	Report Links Notes
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.		 Corporate Governance – Board of Directors Diversity and Inclusion in the Workplace Society Data: Engagement and Community
LA14	Ratio of basic salary of men to women by employee category.		 Diversity and Inclusion in the Workplace Society Data: Engagement and Community

Social: Human Rights

Strategy and Management

Elemen	t	Status	Report Links Notes
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	-	Ford's Commitment to Human RightsWorking Conditions in Ford Plants
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.		 Ford and the Automotive Industry Supply Chain
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	100	Supply Chain ProfileSociety Data: Engagement and Community

Non-Discrimination

Elemen	t	Status	Report Links	Notes
HR4	Total number of incidents of discrimination and actions taken.		Society Data: Engagement and Community Ford's Commitment to Human Rights	0

Freedom of Association and Collective Bargaining

Elemen	t	Status	Report Links Notes
HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.	-	 Working Conditions in Ford Plants Ford and the Automotive Industry Supply Chain Society Data: Engagement and Community

Child Labor

HR6 Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor. • Working Conditions in Ford Plants • Ford and the Automotive Industry Supply Chain • Society Data: Engagement and Community	Elemen	t	Status	Report Links Notes
	HR6	child labor, and measures taken to contribute to the elimination	-	 Ford and the Automotive Industry Supply Chain Society Data: Engagement and

Forced and Compulsory Labor

HR7 Operations identified as having significant risk for incidents of forced or compulsory labor, and measurements to contribute to the elimination of forced or compulsory labor. Working Conditions in Ford Plants Ford and the Automotive Industry Supply Chain Society Data: Engagement and Community	Elemen	ıt	Status	Report Links	Votes
	HR7	forced or compulsory labor, and measurements to contribute to	-	 Ford and the Automotive Industry Supply Chain Society Data: Engagement and 	

Security Practices

Elemen	t	Status	Report Links	Notes
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.			

Indigenous Practices

Elemen	t	Status	Report Links	Notes
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.			

Social: Society

Community

Elemer	nt	Status	Report Links	Notes
SO1	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating and exiting.		 Who Are Our Stakeholders? Community Handling Downsizing Responsibly 	
Corru	•	Status	Report Links	Notes
SO2	Percentage and total number of business units analyzed for risks related to corruption.	Status	Ethical Business Practices	Notes
SO3	Percentage of employees trained in organization's anti- corruption policies and procedures.	100	Ethical Business Practices	
SO4	Actions taken in response to incidents of corruption.	1000	 Ethical Business Practices 	

Public Policy

Public	rubiic Policy					
Elemer	nt	Status	Report Links Notes			
SO5	Public policy positions and participation in public policy development and lobbying.	-	 Public Policy Climate Change Policy and Partnerships Steps to Reduce Health Care Costs 			

				Sustainability Governance and Integration	
S06	Total value of financial and in-kind contributions to political parties, politicians and related institutions by country.		0	Participation in the Policy-Making Progress	
Anti-Co	ompetitive Behavior				
Element		Status	Re	port Links	Notes
S07	Total number of legal actions for anti-competitive behavior, anti-trust and monopoly practices and their outcomes.				0
Compli	iance				
Element		Status	Re	port Links	Notes
SO8	Monetary value of significant fines and total number of non- monetary sanctions for non-compliance with laws and regulations.		•	Compliance Society Data: Workplace Health and Safety Violations	0
Socia	l: Product Responsibility				
Custor	ner Health and Safety				
Element		Status	Re	port Links	Notes
PR1	Life-cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	-	0	Building Ever-Safer Vehicles How We Manage Vehicle Safety	
PR2	Information on all legal proceedings and incidents of non-compliance can be found in the Company's Annual Report on the Form 10-K.				0
Produc	ets and Service Labeling				
Element		Status	Re	port Links	Notes
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	=			0
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.				
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	-	0	Customer Satisfaction and Quality Economy Data: Product, Quality and Service	
/larket	ting Communications				
Element		Status	Re	port Links	Notes
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion and sponsorship.	-		Policy Letters and Directives	
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion and sponsorship by type of outcomes.				0
Custor	ner Privacy				
Element		Status	Re	port Links	Notes
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.				
Compli	iance				
Element		Status	Re	port Links	Notes

Policy Letters and Directives

PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.		0	
Report F	lome > GRI Index			

Notes to GRI Index

2. Organizational Profile

Element	Notes
2.7	More detailed information on our products and services is reported on in our annual financial reporting, including our <u>10-K</u> and <u>Annual Report</u> .
2.8	Information on our scale is reported on in our annual financial reporting, including our 10-K and Annual Report.

RELATED LINKS External Web Sites: Global Reporting Initiative

4. Governance, Commitments and Engagement

Governance

Element	Notes
4.4	Information on contacting our Board of Directors can be found at www.fordmotorcompany.com/about-ford/company-information/corporate-governance/contact-information/contact-board-829p
4.6	Ford's Code of Business Conduct and Ethics for Members of the Board Of Directors can be found at www.fordmotorcompany.com/doc/directors code of ethics.pdf
4.8	Ford's Code of Conduct Handbook is publicly available at

5. Management Approach and Performance Indicators

Economic

Economic Performance

Element	Notes
EC1	Information related to operating costs is referenced as "automotive costs of goods sold" in the Company's Annual Report on Form 10-K. Information related to payments to providers of capital is referenced as "cash paid interest expenses" and "stockholder dividends" in the Company's Annual Report on Form 10-K. Ford considers employee compensation proprietary.
EC4	In addition to the technology partnerships discussed, our local or regional operations sometimes enter into agreements with governments to receive incentives such as reduced taxes or fees in return for commitments to job creation or other economic development activities. The nature and magnitude of these agreements are not tracked centrally.

Market Presence

Element	Notes
EC6	Ford does not track this information, because local sourcing has not appeared as an important issue in our materiality analyses. However, we use local suppliers everywhere we operate, and in several localities in which we operate, suppliers set up operations nearby to support Ford operations. In addition, the local economic development model described is aligned with our Supplier Diversity Development initiatives. Attributes of our Supplier Diversity Development initiatives include: economic development rationale, local employment opportunities and workforce development, supplier development and a considerable financial history of purchases from minority- and women-owned companies. These initiatives operate exclusively in the United States and are driven in part by compliance with federal requirements. Globally, a mandated Black Economic Empowerment Program also drives supplier development and local employment for Ford in South Africa.
EC7	Ford doesn't track this information, because our materiality analysis determined that the procedures used for local hiring and proportion of senior management hired from the local community is not a material issue. However, Ford's recruiting initiatives are designed to be inclusive and hire from all segments of the diverse populations and communities in which we live and work.

Opportunities for employment and advancement are available on a nondiscriminatory basis - without regard to race, color, religion, age, gender, sexual orientation, national origin, handicap or veteran status. We take affirmative action in accordance with the law to have minorities and women represented appropriately throughout the workforce and to provide qualified handicapped persons, disabled veterans and veterans of the Vietnam era opportunity for employment and advancement.

Indirect Economic Impacts

EC9

Notes

Our established accounting methods allow us to track expenditures for items like environmental protection and controls, safety investments, etc., but do not include methods for estimating costs associated with indirect economic, environmental or social costs and benefits. For example, during the last five years, we took charges to our consolidated income for engineering, research and development we sponsored in the following amounts: \$ 4.9 billion (2009), \$7.3 billion (2008), \$7.5 billion (2007), \$7.2 billion (2006), \$8.0 billion (2005), \$7.4 billion (2004). Engineering, research and development is focused on improving the performance (including fuel efficiency), safety and customer satisfaction of our products, and to develop new products.

Environmental

Materials

In our materiality analysis, the use of sustainable materials appears as a significant issue, and we provide extensive coverage of that issue. However, accounting for total amount of every material used has not been identified as a material issue for internal or external stakeholders

EN2

EN1

We report on our use of recycled materials and our efforts to increase recycled content in our vehicles. However, accounting for the exact percentage of recycled materials used in all of our vehicles has not been identified as a material issue for internal or external stakeholders.

Biodiversity

Notes

EN11

We believe that protecting biodiversity is an important issue, and we report on our efforts to increase and protect wildlife habitat. However, the location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas is not material based on our materiality analysis.

Emissions, Effluents and Waste

EN21

Significant discharges to water by type are not currently tracked at the corporate level. The Company is collecting baseline data on discharges to municipal wastewater treatment plants, and this data will be reported as soon as practical. In addition, the large majority of wastewater discharges are treated before discharge. However, detailed discussion of this indicator is not included in this report because it is not a material issue based on our materiality analysis.

EN22

This is an area in which Ford is increasing its tracking and reporting. We currently report on waste by type categorized into hazardous and non-hazardous. We also report on waste disposal to landfill. With our new GEM database, we are now tracking waste disposal methods beyond landfill (i.e., recycling, reuse, compost, incineration, other.) With this new data tracking tool, we will be able to more report fully on this metric in the next few years.

Products and Services

EN27

In the United States, approximately 85 percent of vehicle materials are recycled, and in Europe it is higher because of take-back legislation. In other countries, the amount of materials reused is likely as high or higher. Based on our materiality analysis, reclamation of product packaging is not material for Ford.

Overall

EN30

Our established accounting methods allow us to track expenditures for items like environmental protection and controls, but do not include methods for estimating costs associated with indirect economic, environmental or social costs and benefits. For example, during the last five years, we took charges to our consolidated income for engineering, research and development we sponsored in the following amounts: \$4.9 billion (2009), \$7.3 billion (2008), \$7.5 billion (2007), \$7.2 billion (2006), \$8.0 billion (2005), \$7.4 billion (2004). Engineering, research and development is focused on improving the performance (including fuel efficiency) of our products, and to develop new products.

Social: Labor Practices and Decent Work

Employment

LA1	Ford reports on the number of employees covered by collective bargaining agreements. The remaining elements of the indicator are not a material issue for Ford.
LA2	We do not report on turnover because the information is considered proprietary.

Labor/Management Relations

Element	Notes
LA4	Substantially all of the hourly employees in our Automotive operations in the United States are represented by unions and covered by collective bargaining agreements. Most hourly employees and many nonmanagement salaried employees of our subsidiaries outside the United States are also represented by unions.

Occupational Health and Safety

Element	Notes
LA6	Approximately 75 percent of the Company's workforce globally are covered by the health and safety committees. This includes the entire manufacturing workforce and some staff organizations.
LA7	Does not include subcontracted workers.

Training and Education

LA10 While Ford offers its employees a wide array of educational and training opportunities, the Company does not currently track the information needed to report on this indicator. We have reported on training related to several material issues; however, compiling average hours for all training is not considered material.	Element	Notes
average hours for all training to not considered material.	LA10	

Diversity and Opportunity

Element	Notes
LA13	We do not report diversity data outside of the United States because diversity categories vary regionally. In addition, this data has not been identified as a material issue by our analyses.
LA14	We do not report on the ratio of basic salary of men to women because the information is considered proprietary.

Social: Human Rights

Non-Discrimination

Element	Notes
HR4	Ford does not report on the number of incidents of discrimination and actions taken because the information is considered proprietary.

Social: Society

Anti-Competitive Behavior

Element	Notes
SO7	Legal actions are described in the Company's Annual Report on the Form 10-K.

Compliance

Element	Notes
SO8	Additional information on fines for non-compliance with laws and regulations can be found in the Company's Annual Report on the Form 10-K.

Social: Product Responsibility

Customer Health and Safety

Element	Notes
PR2	Information on all legal proceedings and incidents of non-compliance can be found in the Company's Annual Report on the Form 10-K.

Products and Service Labeling

Element	Notes
PR3	Ford's vehicles are subject to numerous labeling requirements that vary by country, region and state. We maintain compliance
	through our normal product requirement compliance systems. We report on the sourcing of components of our products on vehicle
	stickers. We report on safe use of the product or service in vehicle manuals. In Europe, we use an Eco-label that goes beyond legal
	requirements and also inform customers in the driver's manual about the impact of air conditioning on real-world fuel economy. Eco-

labels also discuss substances that might produce an environmental or social impact. Ford of Europe also reports on disposal of

Marketing Communications

Element	Notes
PR7	Information on all legal proceedings and incidents of non-compliance can be found in the Company's Annual Report on the Form

products. In the United States, Ford makes vehicle dismantling guides available.

Compliance

Element	Notes
PR9	Information on all legal proceedings and incidents of non-compliance can be found in the Company's Annual Report on the Form 10-K. Detailed discussion of this indicator was omitted from the report because it is not considered material.

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