

Ford Code of Human Rights, Basic Working Conditions and Corporate Responsibility
Pre-Site Visit Facility Survey

Date	October 8, 2012
Location / Facility	Camaçari Plant – Brazil

Perception and Understanding of Code

1. In your opinion, what is the greatest value-add of conducting human rights assessments at Ford's owned and operated facilities?

The greatest value-add of conducting human rights assessments at Ford's owned and operated facilities is to be recognized by employees, government, society and customers as a responsible company in terms of human rights.

2. When you look at the code, and imagine using it to assess current practice at Ford facilities, what are the greatest areas of non-compliance that you might predict? How do you think management, workers and employee representatives at Ford facilities will view these assessments?

Looking at the code, the greatest areas of risk for non-compliance is the difficulty to predict work hours.

Facility Conditions

In order to gauge human rights risks, it is imperative that business enterprises identify and assess any actual or potential adverse human rights impacts with which they may be involved either through their own activities or as a result of their business relationships. Please answer the following questions to describe how your facility approaches assessment and management of human rights risks.

1. In your opinion, what does upholding human rights mean to your facility?

Upholding human rights to Camaçari Plant is one of the priorities of its management considering that the plant follows the Corporate Policies and local laws, respecting diversity – gender, race, sexual orientation, religion, etc., and will not tolerate the moral and sexual harassment.

2. How is the preservation of human rights monitored in your facility?

There are communication channels where the employee and suppliers can denunciate any potential human rights risks, with the possibility to preserve the denouncer identity. When denounce is received there is an investigation to identify and take actions of possible problems.

3. How is your facility working to reduce human rights risks? Please describe any particular processes or initiatives.

Employees are trained periodically about the Corporate Policies and constant audits are received from different areas to evaluate environmental, health and safety.

4. How is your facility monitoring human rights risks?

The Camaçari Labor team audits the system (Timekeeping vs. Entrance System) and keeps contact with the Leader in all areas. If necessary, the HRBO is involved in the process.

- How are you remediating any non-compliance to human rights policies or addressing identified human rights risks?

After an investigation if non-compliance is identified the responsible is penalized in accordance to the law and corporate policies. If the supplier is responsible, the Purchasing Department is involved and takes the actions included in the contract or purchase orders. Ford does not tolerate human rights violation.

- Do you believe that you are making progress in minimizing human rights risks? What additional support do you believe is necessary in order to making continuous improvement towards upholding human rights?

We believe that Camaçari is a plant where the human rights are respected and the efforts necessary to continue this condition is made by local management and employees.

Working Conditions

- Please describe how you meet each of the facets of “Basic Working Conditions” as outlined in the Code of Human Rights, Basic Working Conditions, and Corporate Responsibility. Use the following chart to outline: i) the policy / law(s) followed in order to meet these principles of “Basic Working Conditions” as outlined in Policy Letter 24, ii) the process your facility undertakes in order to implement such policy / law correctly, and, iii) where these documents are housed.

	Policy(s) / Law(s) Followed	Process to Implement Policy Correctly
Child Labor	<ul style="list-style-type: none"> Brazilian Law and Ford Policies 	<ul style="list-style-type: none"> External labor auditors verify this situation, at least once a year.
Compensation	<ul style="list-style-type: none"> Ford Policy 	<ul style="list-style-type: none"> Salary survey for each two year
Forced Labor	<ul style="list-style-type: none"> Brazilian Law and Ford Policies 	<ul style="list-style-type: none"> External labor auditors verify this situation, at least once a year.
Freedom of Association and Collective Bargaining	<ul style="list-style-type: none"> Ford Policy 	<ul style="list-style-type: none"> There are more than 20 Union representatives inside Ford Camaçari that support this policy, and the Union is present in the integration process to new employees
Harassment and Discrimination	<ul style="list-style-type: none"> Ford Policy 	<ul style="list-style-type: none"> Free call to GAO and communication about this toll for all employees Investigation all process that we have received from GAO
Health and Safety	<ul style="list-style-type: none"> Ford Policies SOS Process 	<ul style="list-style-type: none"> There a Safety area responsible to verify the process Daily review with Camaçari OCM Monthly review with Brazil and South America OCM External Labor Auditor verify the safety process at least once a year
Work Hours	<ul style="list-style-type: none"> Ford Policy 	<ul style="list-style-type: none"> Audit Timekeeping process versus entrance system Coaching the supervisors Involve HRBO if necessary...
Where are these documents housed?		
<ul style="list-style-type: none"> Files (Labor Team and HRBO) 		

2. In the code, it has been made explicit that Ford seeks to identify, report and address any suspicion of human trafficking in order to adhere to our commitment to ensuring Basic Working Conditions and Human Rights.
 - a) Within your community, are you aware of or have noticed any human trafficking activity? If so, please describe.
 - b) Are you aware of any suppliers or businesses in which you interact that are suspected of or have been found to engage in activities of human trafficking, directly or indirectly?

We do not have issues on this topic.

Corporate Responsibility

1. Please describe how you meet each of the facets of “Corporate Responsibility” as outlined in the Code of Human Rights, Basic Working Conditions, and Corporate Responsibility. Use the following chart to outline: i) the policy / law(s) followed in order to meet these principles of “Corporate Responsibility” as outlined in Policy Letter 24, ii) the process your facility undertakes in order to implement such policy / law correctly, and, iii) where these documents are housed.

	Policy(s) / Law(s) Followed	Process to Implement Policy Correctly
Community Engagement and Indigenous Populations	<ul style="list-style-type: none"> • Ford Policy 	<ul style="list-style-type: none"> • 80% of Bahia population is Black based on the Brazil history of immigration from Africa. More than 70% of Bahia employees are black Brazilians.
Bribery and Corruption	<ul style="list-style-type: none"> • Policy Letter C3 • Directive A-109 	
Environment and Sustainability	<ul style="list-style-type: none"> • Policy Letter 17 	
Where are these documents housed?		
<ul style="list-style-type: none"> • Ford Intranet • Site Maintenance Building in Camaçari Plant. 		

2. What local communities or populations do you regularly engage with? What issues are pertinent to them in relation to Ford's projects and activities? What is your process to address issues pertinent to such local communities and populations?
 - Ford is engaged with the population of the cities near the Camaçari Plant and Ford Harbor (Camaçari, Candeias, Dias D'Ávila, and Simões Filho). There are no issues related to Ford's projects and activities, and they are coordinated to local demands, mainly health and education.
 - Ford has a program called “Odontomóvel” that consist in a dentist clinic installed in a Ford Transit, where the dentist attends poor children in public schools.
 - “Environmental Education Program” in Candeias, city near Camaçari, including different activities at education, health and professional qualification areas to poor communities.
 - Ford stimulates the Citizenship Committee formed by voluntary employees from Ford and Suppliers that does several campaigns attending children, elderlies and animals.
3. How have you incorporated sustainable water strategies in to your facility's operations? Can you point to any specific metrics / improvements that have been made and can be quantified? If so, please describe or provide any relevant documentation that indicates progress.

Camaçari Plant use benchmarks and water health assessment to continuously reduce water utilization, as shown in the internal indicators.

4. In your opinion, how do you believe sustainable water projects contribute to the health of staff, operations and the community?

Since water is a finite resource, sustainable water projects are the unique way to preserve our health thru the time by reducing natural resource consumption.

What initiatives are being undertaken to reduce environmental / health impacts from operations? How is this contributing to your facility's ability to move towards being more environmentally sustainable in the long-term?

- Replanting seedlings of local plants (rain forest), produced at the site, surrounding the site - 5000 seedlings monthly, to restore the local vegetation.
- Reduced landfill waste from 12 kilos per unit to 5 kilos per unit through sending organic waste for composting
- Wetland that treats sanitary water to be used at the internal gardens

Responsibility for and Implementation of the Code

How are you approaching continuous improvement in your facility's performance, practices and processes in place to comply with Policy Letter 24?

- Clear Communication with OCM and Employees
- Labor and HRBO Team is aligned with Ford Policies
- The Labor authority is supporting this process

Additional Information

- What would you suggest is most important for Social Sustainability to keep in mind in order to make this effort successful (both in terms of gathering information and creating a sense of partnership and shared purpose with the facilities)?

We suggest maintain the initiatives in place, strengthening the Citizenship Committee and stimulating the employee volunteering, plant tour of Universities to reinforce the Ford processes, University Cooperation Program to develop knowledge and new engineers, donation of cars and parts to improve the engineering studies.

Simplify the donation process to universities and social institutions would help the Ford actions with these public formers improving Company's reputation.

- Any words of wisdom/advice?

This process is so important to reminder the OCM and HR Team about the Ford Policies and we keep monitoring all processes.