

UNGC Index

2021



Integrated Sustainability and Financial Report 2021

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Our Sustainability Aspirations

We are working to revolutionize mobility, fueled by new challenges and the desire to help build a better world for everyone.



Climate Change

Achieve carbon neutrality by 2050



Air

Attain zero emissions from our vehicles and facilities



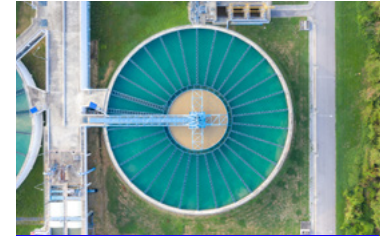
Energy

Use 100 percent local, renewable electricity in all manufacturing by 2035



Waste

Reach true zero waste to landfill across our operations
Eliminate single-use plastics from our operations by 2030



Water

Make zero water withdrawals for manufacturing processes
Use freshwater only for human consumption



Materials

Utilize only recycled or renewable content in vehicle plastics



Safety

Work toward a future that is free from vehicle crashes and workplace injuries



Human Rights

Source only raw materials that are responsibly produced



Diversity, Equity and Inclusion

Create a truly diverse culture where everyone feels like they belong



Access

Drive human progress by providing mobility and accessibility for all

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This Sustainability Report serves as Ford's annual United Nations Global Compact (UNGC) "Communication on Progress," as it includes discussion of Ford's implementation of the Ten Principles of the UNGC and support for the broader UN Sustainable Development Goals.

Please see the index below for information on where each UNGC principle is covered in this report.

Guidance on abbreviations

[Global Reporting Initiative \(GRI\) Index](#)

[ESG Reporting Hub](#)

[UN Guiding Principles Reporting Framework index](#)

UNGC Principle	Report location and page number
Human Rights	
1. Businesses should support and respect the protection of internationally proclaimed human rights.	Integrated Sustainability and Financial Report 2021 > How We Create Sustainable Value, page 9
	Integrated Sustainability and Financial Report 2021 > Our Sustainability Strategy, page 10
	Integrated Sustainability and Financial Report 2021 > Our Sustainability Aspirations, page 11
	Integrated Sustainability and Financial Report 2021 > Corporate Governance, page 18
	Integrated Sustainability and Financial Report 2021 > Sustainability Governance, page 19
	Integrated Sustainability and Financial Report 2021 > Transparency and Trust, page 22
	Integrated Sustainability and Financial Report 2021 > Ethical Conduct, page 23
	Integrated Sustainability and Financial Report 2021 > Climate Change: Toward Carbon Neutrality, pages 41–43
	Integrated Sustainability and Financial Report 2021 > Empowering Our People, page 59
	Integrated Sustainability and Financial Report 2021 > Respecting Human Rights, page 66
	Integrated Sustainability and Financial Report 2021 > Identifying Our Salient Human Rights Issues, page 67
	Integrated Sustainability and Financial Report 2021 > Human Rights Within Ford, pages 67–68
	Integrated Sustainability and Financial Report 2021 > Human Rights Within Our Supply Chain, pages 69–70
	Integrated Sustainability and Financial Report 2021 > Responsible Sourcing of Raw Materials, pages 71–72
Best Practice Examples:	
	Sustainability Governance: Sustainability and Innovation Committee, page 2
	We Are Committed to Protecting Human Rights and the Environment Policy
	Supplier Code of Conduct

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	<p>Performance and Reports:</p> <p>ESG Reporting Hub</p> <p>UN Guiding Principles Reporting Framework index</p> <p>UN Sustainable Development Goals Index</p> <p>Global Modern Slavery and Human Trafficking Transparency Statement</p> <p>GRI Index</p> <p>Conflict Minerals Disclosure and Reporting</p>
<p>2. Businesses should make sure that they are not complicit in human rights abuses.</p>	<p>Integrated Sustainability and Financial Report 2021 > How We Create Sustainable Value, page 9</p> <p>Integrated Sustainability and Financial Report 2021 > Progress Against Our Aspirations, page 12</p> <p>Integrated Sustainability and Financial Report 2021 > Corporate Governance, page 18</p> <p>Integrated Sustainability and Financial Report 2021 > Sustainability Governance, page 19</p> <p>Integrated Sustainability and Financial Report 2021 > Transparency and Trust, page 22</p> <p>Integrated Sustainability and Financial Report 2021 > Ethical Conduct, page 23</p> <p>Integrated Sustainability and Financial Report 2021 > Empowering Our People, pages 59–60</p> <p>Integrated Sustainability and Financial Report 2021 > Transforming the Way We Work, pages 60–61</p> <p>Integrated Sustainability and Financial Report 2021 > Respecting Human Rights, page 66</p> <p>Integrated Sustainability and Financial Report 2021 > Identifying Our Salient Human Rights Issues, page 67</p> <p>Integrated Sustainability and Financial Report 2021 > Human Rights Within Ford, pages 67–68</p> <p>Integrated Sustainability and Financial Report 2021 > Human Rights Within Our Supply Chain, pages 69–70</p> <p>Integrated Sustainability and Financial Report 2021 > Responsible Sourcing of Raw Materials, pages 71–72</p>

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<p>2. Businesses should make sure that they are not complicit in human rights abuses. <i>continued</i></p>	<p>Best Practice Examples:</p> <p>Integrated Sustainability and Financial Report 2021 > Prioritizing Key Issues, page 15</p> <p>Integrated Sustainability and Financial Report 2021 > Our Culture Operating System, page 59</p> <p>Integrated Sustainability and Financial Report 2021 > External Recognition for Human Rights Performance, page 66</p> <p>Integrated Sustainability and Financial Report 2021 > Identifying Our Salient Human Rights Performance Issues, page 67</p> <p>Integrated Sustainability and Financial Report 2021 > Human Rights Within Our Supply Chain, pages 69–70</p> <p>Integrated Sustainability and Financial Report 2021 > Customer Experience, page 78</p> <p>Integrated Sustainability and Financial Report 2021 > Community Investment and Engagement, pages 79–82</p> <p>Performance Data</p> <p>Return to Work Manufacturing Playbook</p> <p>We Are Committed to Protecting Human Rights and the Environment Policy</p> <p>Supplier Code of Conduct</p> <p>Responsible Materials Sourcing Policy</p> <p>Performance and Reports:</p> <p>ESG Reporting Hub</p> <p>UN Guiding Principles Reporting Framework Index</p> <p>Global Modern Slavery and Human Trafficking Transparency Statement</p> <p>Protecting Human Rights in Our Manufacturing Facilities</p> <p>UN Sustainable Development Goals Index</p> <p>Conflict Minerals Disclosure and Reporting</p>

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Labor Standards	
3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	<p>Integrated Sustainability and Financial Report 2021 > Respecting Human Rights, page 66</p> <p>Integrated Sustainability and Financial Report 2021 > Human Rights Within Ford, pages 67–68</p> <p>Integrated Sustainability and Financial Report 2021 > Human Rights Within Our Supply Chain, pages 69–70</p> <p>Best Practice Examples:</p> <p>We Are Committed to Protecting Human Rights and the Environment Policy</p> <p>Supplier Code of Conduct</p> <p>Performance and Reports:</p> <p>ESG Reporting Hub</p> <p>GRI Index 102–41</p> <p>Protecting Human Rights in Our Manufacturing Facilities</p>
4. Businesses should uphold the elimination of all forms of forced and compulsory labour.	<p>Integrated Sustainability and Financial Report 2021 > Respecting Human Rights, page 66</p> <p>Integrated Sustainability and Financial Report 2021 > Identifying Our Salient Human Rights Issues, page 67</p> <p>Integrated Sustainability and Financial Report 2021 > Human Rights Within Ford, pages 67–68</p> <p>Integrated Sustainability and Financial Report 2021 > Human Rights Within Our Supply Chain, pages 69–70</p> <p>Integrated Sustainability and Financial Report 2021 > Responsible Sourcing of Raw Materials, pages 71–72</p> <p>We Are Committed to Protecting Human Rights and the Environment Policy</p> <p>Supplier Code of Conduct</p> <p>Responsible Materials Sourcing Policy</p>

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<p>4. Businesses should uphold the elimination of all forms of forced and compulsory labour. <i>continued</i></p>	<p>Best Practice Examples:</p> <p>Integrated Sustainability and Financial Report 2021 > Prioritizing Key Issues, page 15</p> <p>Integrated Sustainability and Financial Report 2021 > Identifying Our Salient Human Rights Issues, page 67</p> <p>Integrated Sustainability and Financial Report 2021 > Human Rights Within Ford, pages 67–68</p> <p>Integrated Sustainability and Financial Report 2021 > Auditing Our Suppliers, page 70</p> <p>Integrated Sustainability and Financial Report 2021 > Responsible Sourcing of Raw Materials, pages 71–72</p> <p>Performance and Reports:</p> <p>GRI Index</p> <p>ESG Reporting Hub</p> <p>We Are Committed to Protecting Human Rights and the Environment Policy</p> <p>Performance Data</p> <p>UN Guiding Principles Reporting Framework Index</p> <p>Global Modern Slavery and Human Trafficking Transparency Statement</p> <p>Protecting Human Rights in Our Manufacturing Facilities</p> <p>Conflict Minerals Disclosure and Reporting</p>

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5. Businesses should uphold the effective abolition of child labour.	<p>Integrated Sustainability and Financial Report 2021 > Prioritizing Key Issues, page 15</p> <p>Integrated Sustainability and Financial Report 2021 > Respecting Human Rights, page 66</p> <p>Integrated Sustainability and Financial Report 2021 > Identifying Our Salient Human Rights Issues, page 67</p> <p>Integrated Sustainability and Financial Report 2021 > Human Rights Within Ford, pages 67–68</p> <p>Integrated Sustainability and Financial Report 2021 > Auditing Our Suppliers, page 70</p> <p>Integrated Sustainability and Financial Report 2021 > Responsible Sourcing of Raw Materials, pages 71–72</p> <p>We Are Committed to Protecting Human Rights and the Environment Policy</p> <p>Supplier Code of Conduct</p> <p>Performance and Reports:</p> <p>ESG Reporting Hub</p> <p>UN Guiding Principles Reporting Framework Index</p> <p>Global Modern Slavery and Human Trafficking Transparency Statement</p> <p>Protecting Human Rights in Our Manufacturing Facilities</p> <p>Conflict Minerals Disclosure and Reporting</p> <p>UN Sustainable Development Goals Index</p> <p>GRI Index 408</p>
6. Businesses should uphold the elimination of discrimination in respect of employment and occupation.	<p>Integrated Sustainability and Financial Report 2021 > Our Plan, page 7</p> <p>Integrated Sustainability and Financial Report 2021 > Transparency and Trust, page 22</p> <p>Integrated Sustainability and Financial Report 2021 > Ethical Conduct, page 23</p> <p>Integrated Sustainability and Financial Report 2021 > Empowering Our People, page 59</p> <p>Integrated Sustainability and Financial Report 2021 > Building an Adaptive Workforce, page 62</p> <p>Integrated Sustainability and Financial Report 2021 > Diversity, Equity and Inclusion, pages 63–65</p> <p>Integrated Sustainability and Financial Report 2021 > Supplier Diversity, page 65</p> <p>Integrated Sustainability and Financial Report 2021 > Respecting Human Rights, page 66</p> <p>Integrated Sustainability and Financial Report 2021 > Identifying Our Salient Human Rights Issues, page 67</p> <p>Integrated Sustainability and Financial Report 2021 > Human Rights Within Ford, pages 67–68</p> <p>We Are Committed to Protecting Human Rights and the Environment Policy</p> <p>Supplier Code of Conduct</p>

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<p>6. Businesses should uphold the elimination of discrimination in respect of employment and occupation. <i>continued</i></p>	<p>Best Practice Examples:</p> <p>Integrated Sustainability and Financial Report 2021 > Our Culture Operating System, page 59</p> <p>Integrated Sustainability and Financial Report 2021 > Employee Engagement and Satisfaction, page 61</p> <p>Integrated Sustainability and Financial Report 2021 > Learning and Development, page 62</p> <p>Integrated Sustainability and Financial Report 2021 > Diversity, Equity and Inclusion, pages 63–65</p> <p>Integrated Sustainability and Financial Report 2021 > Ethical Recruiting, page 68</p> <p>Ford Supplier Diversity and Inclusion</p> <p>Performance and Reports:</p> <p>GRI Index 405-1 – 405-2</p> <p>ESG Reporting Hub</p> <p>We Are Committed to Protecting Human Rights and the Environment Policy</p> <p>Supplier Code of Conduct</p> <p>UN Guiding Principles Reporting Framework Index</p> <p>UN Sustainable Development Goals Index</p>
Environment	
<p>7. Businesses should support a precautionary approach to environmental challenges.</p>	<p>The precautionary principle is the idea that if the consequences of an action are unknown but are judged to have some potential for major or irreversible negative consequences, then it is better to avoid that action. We do not formally apply the precautionary principle to decision-making across all of our activities. However, it has influenced our thinking. For example, in addressing climate change as a business issue, we have employed this principle. In addition, we assess and manage environmental, safety, supply chain, operational and other risks as described throughout this report.</p> <p>Integrated Sustainability and Financial Report 2021 > Our Sustainability Strategy, page 10</p> <p>Integrated Sustainability and Financial Report 2021 > Our Sustainability Aspirations, page 11</p> <p>Integrated Sustainability and Financial Report 2021 > Environment Overview, page 40</p> <p>Integrated Sustainability and Financial Report 2021 > Climate Change: Toward Carbon Neutrality, pages 41-43</p> <p>Integrated Sustainability and Financial Report 2021 > Sustainable Operations, page 50</p> <p>Integrated Sustainability and Financial Report 2021 > Energy and Emissions, pages 50-53</p> <p>Integrated Sustainability and Financial Report 2021 > Minimizing Our Supply Chain Impacts, pages 55-56</p> <p>Integrated Sustainability and Financial Report 2021 > Respecting Human Rights, page 66</p> <p>We Are Committed to Protecting Human Rights and the Environment Policy</p> <p>Supplier Code of Conduct</p>

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<p>7. Businesses should support a precautionary approach to environmental challenges. <i>continued</i></p>	<p>Best Practice Examples:</p> <p>Integrated Sustainability and Financial Report 2021 > Prioritizing Key Issues, page 15</p> <p>Integrated Sustainability and Financial Report 2021 > Being Transparent About Our Climate Change Strategy, page 43</p> <p>Integrated Sustainability and Financial Report 2021 > Identifying Our Salient Human Rights Issues, page 67</p> <p>Cynthia Williams to Join Michigan's Council on Climate Solutions to Advise State on Carbon Neutrality Goals</p> <p>Performance and Reports:</p> <p>GRI Index 102–11</p> <p>We Are Committed to Protecting Human Rights and the Environment Policy</p> <p>Supplier Code of Conduct</p> <p>TCFD Index</p> <p>CDP Climate Change Response</p> <p>CDP Water Response</p> <p>UN Sustainable Development Goals Index</p> <p>UN Guiding Principles Reporting Framework Index</p>
<p>8. Businesses should undertake initiatives to promote greater environmental responsibility.</p>	<p>Integrated Sustainability and Financial Report 2021 > Our Sustainability Strategy, page 10</p> <p>Integrated Sustainability and Financial Report 2021 > Progress Against Our Aspirations, page 12</p> <p>Integrated Sustainability and Financial Report 2021 > Climate Change: Toward Carbon Neutrality, pages 41–43</p> <p>Integrated Sustainability and Financial Report 2021 > Reducing Our Vehicle CO₂ Footprint, pages 43–45</p> <p>Integrated Sustainability and Financial Report 2021 > Taking a Life Cycle Approach, pages 45–46</p> <p>Integrated Sustainability and Financial Report 2021 > Alternative Fuels and Powertrains, pages 46–47</p> <p>Integrated Sustainability and Financial Report 2021 > Addressing Non-CO₂ Emissions, page 47</p> <p>Integrated Sustainability and Financial Report 2021 > Moving Toward a Circular Economy, pages 47–49</p> <p>Integrated Sustainability and Financial Report 2021 > Sustainable Operations, page 50</p> <p>Integrated Sustainability and Financial Report 2021 > Energy and Emissions, pages 50–53</p> <p>Integrated Sustainability and Financial Report 2021 > Water Use, pages 53–54</p> <p>Integrated Sustainability and Financial Report 2021 > Reducing Waste, page 55</p> <p>Integrated Sustainability and Financial Report 2021 > Minimizing Our Supply Chain Impacts, pages 55–56</p> <p>We Are Committed to Protecting Human Rights and the Environment Policy</p> <p>Supplier Code of Conduct</p>

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8. Businesses should undertake initiatives to promote greater environmental responsibility. <i>continued</i>	<p>Best Practice Examples:</p> <p>Integrated Sustainability and Financial Report 2021 > Cleaner City Air With Geofencing Technology, page 44</p> <p>Integrated Sustainability and Financial Report 2021 > From Powder to Parts: Recycling 3D Printing Waste, page 49</p> <p>Integrated Sustainability and Financial Report 2021 > Making the Switch to Renewable Electricity, page 51</p> <p>Integrated Sustainability and Financial Report 2021 > Ford Valencia Lagoon Creates a Healthy Ecosystem, page 54</p> <p>Integrated Sustainability and Financial Report 2021 > Minimizing Our Supply Chain Impacts – Building Supplier Capability Through PACE, page 56</p> <p>Integrated Sustainability and Financial Report 2021 > Responsible Sourcing of Raw Materials, pages 71–72</p> <p>Climate Change Scenario Report</p> <p>Performance and Reports:</p> <p>GRI Index 301–308</p> <p>We Are Committed to Protecting Human Rights and the Environment Policy</p> <p>Supplier Code of Conduct</p> <p>ESG Reporting Hub</p> <p>UN Guiding Principles Reporting Framework Index</p> <p>TCFD Index</p> <p>CDP Climate Change Response</p> <p>CDP Water Response</p> <p>UN Sustainable Development Goals Index</p>

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9. Businesses should encourage the development and diffusion of environmentally friendly technologies.	<p> Integrated Sustainability and Financial Report 2021 > Our Sustainability Strategy, page 10 Integrated Sustainability and Financial Report 2021 > Climate Change: Toward Carbon Neutrality, pages 41–43 Integrated Sustainability and Financial Report 2021 > Reducing Our Vehicle CO₂ Footprint, pages 43–45 Integrated Sustainability and Financial Report 2021 > Taking a Life Cycle Approach, pages 45–46 Integrated Sustainability and Financial Report 2021 > Alternative Fuels and Powertrains, pages 46–47 Integrated Sustainability and Financial Report 2021 > Addressing Non-CO₂ Emissions, page 47 Integrated Sustainability and Financial Report 2021 > Moving Toward a Circular Economy, pages 47–49 Integrated Sustainability and Financial Report 2021 > Sustainable Operations, page 50 Integrated Sustainability and Financial Report 2021 > Energy and Emissions, pages 50–53 Integrated Sustainability and Financial Report 2021 > Water Use, pages 53–54 Integrated Sustainability and Financial Report 2021 > Reducing Waste, page 55 Integrated Sustainability and Financial Report 2021 > Minimizing Our Supply Chain Impacts, pages 55–56 We Are Committed to Protecting Human Rights and the Environment Policy Supplier Code of Conduct </p> <p>Best Practice Examples:</p> <p> Integrated Sustainability and Financial Report 2021 > Leading the Electric Revolution, pages 30–31 Integrated Sustainability and Financial Report 2021 > Mobility Solutions, pages 32–33 Integrated Sustainability and Financial Report 2021 > Recognition for the F-150 and Mach-E, page 44 Integrated Sustainability and Financial Report 2021 > Energy and Emissions, pages 50–53 Integrated Sustainability and Financial Report 2021 > Collaborating With Industry Partners, page 56 </p> <p>Performance and Reports:</p> <p> GRI Index 302-5 TCFD Index UN Sustainable Development Goals Index </p>

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Anti-Corruption

10. Businesses should work against corruption in all its forms, including extortion and bribery.

[Integrated Sustainability and Financial Report 2021](#) > Corporate Governance, page 18

[Integrated Sustainability and Financial Report 2021](#) > Governance Principles and Practices, page 18

[Integrated Sustainability and Financial Report 2021](#) > Sustainability Governance, page 19

[Integrated Sustainability and Financial Report 2021](#) > Transparency and Trust, page 22

[Integrated Sustainability and Financial Report 2021](#) > Ethical Conduct, page 23

[Integrated Sustainability and Financial Report 2021](#) > Human Rights Within Ford, pages 67–68

[Integrated Sustainability and Financial Report 2021](#) > Human Rights Within Our Supply Chain, pages 69–70

[Integrated Sustainability and Financial Report 2021](#) > Responsible Sourcing of Raw Materials, pages 71–72

Best Practice Examples:

[Integrated Sustainability and Financial Report 2021](#) > Training To Build Capacity, page 70

[We Are Committed to Protecting Human Rights and the Environment Policy](#)

[Supplier Code of Conduct](#)

Performance and Reports:

[GRI Index 205-1–205-3](#)

[ESG Reporting Hub](#)



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