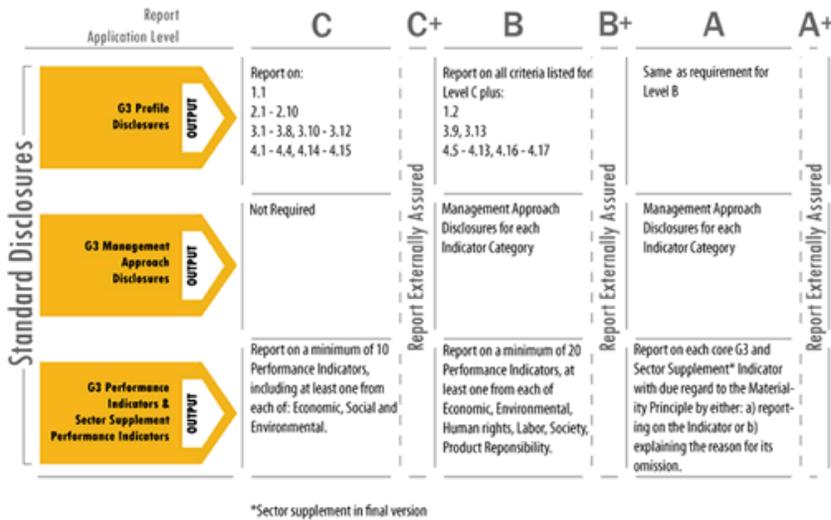




GRI Index



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.



RELATED LINKS +

External Web Sites:
Global Reporting Initiative

KEY

- Yes, this indicator is reported on
- 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

➔ 1. Strategy and Analysis

Element	Status	Report Links	Notes
1.1 Statement from the most senior decisionmaker of the organization (e.g., CEO, chair or equivalent senior position) about the relevance of sustainability to the organization and its strategy.	<input checked="" type="checkbox"/>	<ul style="list-style-type: none"> • Letter from William Clay Ford, Jr. • Letter from Alan Mulally 	
1.2 Description of key impacts, risks and opportunities.	<input checked="" type="checkbox"/>	<ul style="list-style-type: none"> • 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

Element	Status	Report Links	Notes
2.1 Name of the organization.	<input checked="" type="checkbox"/>	<ul style="list-style-type: none"> • Our Operations 	
2.2 Primary brands, products and/or services.	<input checked="" type="checkbox"/>	<ul style="list-style-type: none"> • Our Operations • Products and Services 	
2.3 Operational structure of the organization, including main divisions, operating companies, subsidiaries and joint ventures.	<input checked="" type="checkbox"/>	<ul style="list-style-type: none"> • Our Operations • Products and Services 	

2.4	Location of organization's headquarters.	■	<ul style="list-style-type: none"> • 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.	■	<ul style="list-style-type: none"> • Manufacturing 	
2.6	Nature of ownership and legal form.	■	<ul style="list-style-type: none"> • Our Operations 	
2.7	Markets served (including geographic breakdown, sectors served and types of customers/beneficiaries).	■	<ul style="list-style-type: none"> • Products and Services • Dealers 	
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.	■	<ul style="list-style-type: none"> • Our Operations • Manufacturing • Economy Data • Products and Services 	
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).	■	<ul style="list-style-type: none"> • Sustaining Ford • Workforce Reductions • Workforce 	
2.10	Awards received in the reporting period.	■	<ul style="list-style-type: none"> • 2009 Awards and Recognition • Quality Awards and Ratings • Operational Energy Use and Greenhouse Gas Emissions • Diversity Awards 	

➔ 3. Report Parameters

Report Profile

Element	Status	Report Links	Notes
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	■	<ul style="list-style-type: none"> • Overview
3.2	Date of most recent previous report (if any).	■	<ul style="list-style-type: none"> • Overview
3.3	Reporting cycle (annual, biennial, etc.).	■	<ul style="list-style-type: none"> • Overview
3.4	Contact point for questions regarding the report or its contents.	■	<ul style="list-style-type: none"> • Contact

Report Scope and Boundary

Element	Status	Report Links	Notes
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.	■	<ul style="list-style-type: none"> • Materiality Analysis • Who 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.	■	<ul style="list-style-type: none"> • Overview
3.7	State any specific limitations on the scope or boundary of the report.	■	<ul style="list-style-type: none"> • 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.	■	<ul style="list-style-type: none"> • 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.	■	<ul style="list-style-type: none"> • 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 re-statement (e.g., mergers/acquisitions, change of the base years/periods, nature of business, measurement methods).	■	<ul style="list-style-type: none"> • 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.		<ul style="list-style-type: none"> Overview 	
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GRI Content Index

Element	Status	Report Links	Notes
3.12		<ul style="list-style-type: none"> GRI Index 	

Assurance

Element	Status	Report Links	Notes
3.13		<ul style="list-style-type: none"> Assurance 	

➔ 4. Governance, Commitments and Engagement

Governance

Element	Status	Report Links	Notes
4.1		<ul style="list-style-type: none"> Corporate Governance – Board of Directors Governance and Management Structures Sustainability Governance and Integration 	
4.2		<ul style="list-style-type: none"> Corporate Governance – Board of Directors 	
4.3		<ul style="list-style-type: none"> Corporate Governance – Board of Directors 	
4.4		<ul style="list-style-type: none"> Corporate Governance – Board of Directors Who Are Our Stakeholders? 	
4.5		<ul style="list-style-type: none"> Sustainability Governance and Integration 	
4.6		<ul style="list-style-type: none"> Corporate Governance – Board of Directors Ethical Business Practices 	
4.7		<ul style="list-style-type: none"> Corporate Governance – Board of Directors 	
4.8		<ul style="list-style-type: none"> Ethical Business Practices Sustainability Governance and Integration Policy Letters and Directives 	
4.9		<ul style="list-style-type: none"> Corporate Governance – Board of Directors 	

4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental and social performance.	■	<ul style="list-style-type: none"> • Corporate Governance – Board of Directors
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Commitments to External Initiatives

Element	Status	Report Links	Notes
4.11	■	<ul style="list-style-type: none"> • Environment 	
4.12	■	<ul style="list-style-type: none"> • 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	■	<ul style="list-style-type: none"> • 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

Element	Status	Report Links	Notes
4.14	■	<ul style="list-style-type: none"> • Who Are Our Stakeholders? 	
4.15	■	<ul style="list-style-type: none"> • Who Are Our Stakeholders? 	
4.16	■	<ul style="list-style-type: none"> • Who Are Our Stakeholders? • Engaging with Our Employees • Customers • Dealers • Investors • Engaging with Communities 	
4.17	■	<ul style="list-style-type: none"> • Who Are Our Stakeholders? • Materiality Analysis • Assurance • Public Policy 	

➔ 5. Management Approach and Performance Indicators

Disclosure on Management Approach

Element	Status	Report Links	Notes
Economic	■	<ul style="list-style-type: none"> • Economy • Sustaining Ford 	

Environment	<input checked="" type="checkbox"/>	<ul style="list-style-type: none"> Environment Manufacturing
Labor	<input checked="" type="checkbox"/>	<ul style="list-style-type: none"> Employees Workplace Health and Safety
Human Rights	<input checked="" type="checkbox"/>	<ul style="list-style-type: none"> Human Rights
Society	<input checked="" type="checkbox"/>	<ul style="list-style-type: none"> Society
Product Responsibility	<input checked="" type="checkbox"/>	<ul style="list-style-type: none"> Delivering New Products How We Manage Vehicle Safety

Economic

Economic Performance

Element	Status	Report Links	Notes
EC1	<input checked="" type="checkbox"/>	<ul style="list-style-type: none"> Economy Data Society Data 	
EC2	<input checked="" type="checkbox"/>	<ul style="list-style-type: none"> Climate Change Risks and Opportunities 	
EC3	<input checked="" type="checkbox"/>	<ul style="list-style-type: none"> Workforce Working with the UAW 	
EC4	<input checked="" type="checkbox"/>	<ul style="list-style-type: none"> Ford's Green Partnerships with the Federal and State Governments Financing Our Plan and Improving Our Balance Sheet 	

Market Presence

Element	Status	Report Links	Notes
EC5	<input type="checkbox"/>		
EC6	<input checked="" type="checkbox"/>	<ul style="list-style-type: none"> Human Rights Society Data 	
EC7	<input type="checkbox"/>		

Indirect Economic Impacts

Element	Status	Report Links	Notes
EC8	<input checked="" type="checkbox"/>	<ul style="list-style-type: none"> Society Data Investing in Communities 	
EC9	<input checked="" type="checkbox"/>	<ul style="list-style-type: none"> Economy: Progress and Goals Economic Impacts of the Auto Industry 	

Environmental

Materials

Element	Status	Report Links	Notes
EN1	<input checked="" type="checkbox"/>	<ul style="list-style-type: none"> Sustainable Materials 	
EN2	<input checked="" type="checkbox"/>	<ul style="list-style-type: none"> Sustainable Materials 	

Energy

Element	Status	Report Links	Notes
EN3	<input checked="" type="checkbox"/>	<ul style="list-style-type: none"> Environment Data: Operational Energy Use and CO₂ Emissions 	

EN4	Indirect energy consumption by primary source.	<input checked="" type="checkbox"/>	<ul style="list-style-type: none"> Environment Data: Operational Energy Use and CO₂ Emissions
EN5	Energy saved due to conservation and efficiency improvements.	<input checked="" type="checkbox"/>	<ul style="list-style-type: none"> Environment Data: Operational Energy Use and CO₂ 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.	<input checked="" type="checkbox"/>	<ul style="list-style-type: none"> 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.	<input checked="" type="checkbox"/>	<ul style="list-style-type: none"> Environment Data: Operational Energy Use and CO₂ Emissions

Water

Element	Status	Report Links	Notes
EN8	Total water withdrawal by source.	<input checked="" type="checkbox"/>	<ul style="list-style-type: none"> Environment Data: Global Water Use By Source
EN9	Water sources significantly affected by withdrawal of water.	<input type="checkbox"/>	<ul style="list-style-type: none"> Water Use
EN10	Percentage and total volume of water recycled and reused.	<input type="checkbox"/>	<ul style="list-style-type: none"> Water Use

Biodiversity

Element	Status	Report Links	Notes
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	<input type="checkbox"/>	<ul style="list-style-type: none"> 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.	<input checked="" type="checkbox"/>	<ul style="list-style-type: none"> Sustainable Land Use and Biodiversity
EN13	Habitats protected or restored.	<input checked="" type="checkbox"/>	<ul style="list-style-type: none"> Sustainable Land Use and Biodiversity
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	<input type="checkbox"/>	<ul style="list-style-type: none"> Sustainable Land Use and Biodiversity Green 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.	<input type="checkbox"/>	

Emissions, Effluents and Waste

Element	Status	Report Links	Notes
EN16	Total direct and indirect greenhouse gas emissions by weight.	<input checked="" type="checkbox"/>	<ul style="list-style-type: none"> Environment Data: Operational Energy Use and CO₂ Emissions
EN17	Other relevant indirect greenhouse gas emissions by weight.	<input checked="" type="checkbox"/>	<ul style="list-style-type: none"> Environment Data: Fuel Economy and CO₂ Emissions
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	<input checked="" type="checkbox"/>	<ul style="list-style-type: none"> 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.	<input checked="" type="checkbox"/>	<ul style="list-style-type: none"> Environment Data: Emissions (VOC and Other) Facilities-Related Emissions
EN20	NOx, SOx and other significant air emissions by type and	<input checked="" type="checkbox"/>	<ul style="list-style-type: none"> Environment Data: Emissions (VOC and

Element	Status	Report Links	Notes
weight.		Other	
		Environment Data: Tailpipe Emissions	
EN21	<input type="checkbox"/>		
EN22	<input type="checkbox"/>	Environment Data: Waste	
EN23	<input type="checkbox"/>	Compliance	
EN24	<input type="checkbox"/>		
EN25	<input type="checkbox"/>		

Products and Services

Element	Status	Report Links	Notes
EN26	<input type="checkbox"/>	<ul style="list-style-type: none"> Design for Life-Cycle Sustainability End of Life Improving Fuel Economy Migration to Alternative Fuels and Powertrains 	
EN27	<input type="checkbox"/>	<ul style="list-style-type: none"> Sustainable Materials End of Life 	

Compliance

Element	Status	Report Links	Notes
EN28	<input type="checkbox"/>	Compliance	

Transport

Element	Status	Report Links	Notes
EN29	<input type="checkbox"/>	Logistics	

Overall

Element	Status	Report Links	Notes
EN30	<input type="checkbox"/>		

Social: Labor Practices and Decent Work

Employment

Element	Status	Report Links	Notes
LA1	<input type="checkbox"/>	<ul style="list-style-type: none"> Employees Our Operations Society Data: Employment by Business Unit 	
LA2	<input type="checkbox"/>		
LA3	<input type="checkbox"/>		

Labor/Management Relations

Element	Status	Report Links	Notes
LA4	<input type="checkbox"/>	Who Are Our Stakeholders?	

LA5	Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements.	<input type="checkbox"/>	<ul style="list-style-type: none"> Employees Workforce Reductions Handling Downsizing Responsibly 	
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Occupational Health and Safety

Element	Status	Report Links	Notes
LA6	<input type="checkbox"/>	<ul style="list-style-type: none"> Workplace Health and Safety 	
LA7	<input type="checkbox"/>	<ul style="list-style-type: none"> Our 2009 Safety Record Society Data: Workplace Safety 	
LA8	<input type="checkbox"/>	<ul style="list-style-type: none"> Health as a Strategic Advantage Ford and Juvenile Diabetes 	
LA9	<input type="checkbox"/>	<ul style="list-style-type: none"> Relationship Management 	

Training and Education

Element	Status	Report Links	Notes
LA10	<input type="checkbox"/>	<ul style="list-style-type: none"> Safe Acts Ethical Business Practices Supply Chain 	
LA11	<input type="checkbox"/>	<ul style="list-style-type: none"> Employees Workforce Handling Downsizing Responsibly 	
LA12	<input type="checkbox"/>		

Diversity and Opportunity

Element	Status	Report Links	Notes
LA13	<input type="checkbox"/>	<ul style="list-style-type: none"> Corporate Governance – Board of Directors Diversity and Inclusion in the Workplace Society Data: Engagement and Community 	
LA14	<input type="checkbox"/>	<ul style="list-style-type: none"> Diversity and Inclusion in the Workplace Society Data: Engagement and Community 	

Social: Human Rights

Strategy and Management

Element	Status	Report Links	Notes
HR1	<input type="checkbox"/>	<ul style="list-style-type: none"> Ford's Commitment to Human Rights Working Conditions in Ford Plants 	
HR2	<input type="checkbox"/>	<ul style="list-style-type: none"> Ford and the Automotive Industry Supply Chain 	
HR3	<input type="checkbox"/>	<ul style="list-style-type: none"> Supply Chain Profile Society Data: Engagement and Community 	

Non-Discrimination

Element	Status	Report Links	Notes
HR4	<input type="checkbox"/>	<ul style="list-style-type: none"> Society Data: Engagement and Community Ford's Commitment to Human Rights 	

Freedom of Association and Collective Bargaining

Element	Status	Report Links	Notes
HR5	<div style="width: 100%; height: 10px; background-color: #808080;"></div>	<ul style="list-style-type: none">Working Conditions in Ford PlantsFord and the Automotive Industry Supply ChainSociety Data: Engagement and Community	

Child Labor

Element	Status	Report Links	Notes
HR6	<div style="width: 100%; height: 10px; background-color: #808080;"></div>	<ul style="list-style-type: none">Working Conditions in Ford PlantsFord and the Automotive Industry Supply ChainSociety Data: Engagement and Community	

Forced and Compulsory Labor

Element	Status	Report Links	Notes
HR7	<div style="width: 100%; height: 10px; background-color: #808080;"></div>	<ul style="list-style-type: none">Working Conditions in Ford PlantsFord and the Automotive Industry Supply ChainSociety Data: Engagement and Community	

Security Practices

Element	Status	Report Links	Notes
HR8	<div style="width: 0%; height: 10px; background-color: #808080;"></div>		

Indigenous Practices

Element	Status	Report Links	Notes
HR9	<div style="width: 0%; height: 10px; background-color: #808080;"></div>		

Social: Society

Community

Element	Status	Report Links	Notes
SO1	<div style="width: 100%; height: 10px; background-color: #808080;"></div>	<ul style="list-style-type: none">Who Are Our Stakeholders?CommunityHandling Downsizing Responsibly	

Corruption

Element	Status	Report Links	Notes
SO2	<div style="width: 100%; height: 10px; background-color: #808080;"></div>	<ul style="list-style-type: none">Ethical Business Practices	
SO3	<div style="width: 100%; height: 10px; background-color: #808080;"></div>	<ul style="list-style-type: none">Ethical Business Practices	
SO4	<div style="width: 100%; height: 10px; background-color: #808080;"></div>	<ul style="list-style-type: none">Ethical Business Practices	

Public Policy

Element	Status	Report Links	Notes
SO5	<div style="width: 100%; height: 10px; background-color: #808080;"></div>	<ul style="list-style-type: none">Public PolicyClimate Change Policy and PartnershipsSteps to Reduce Health Care Costs	

- [Policy Letters and Directives](#)
- [Sustainability Governance and Integration](#)
- [Participation in the Policy-Making Progress](#)

SO6	Total value of financial and in-kind contributions to political parties, politicians and related institutions by country.	<input type="checkbox"/>		
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Anti-Competitive Behavior

Element	Status	Report Links	Notes
SO7	Total number of legal actions for anti-competitive behavior, anti-trust and monopoly practices and their outcomes.	<input type="checkbox"/>	

Compliance

Element	Status	Report Links	Notes
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	<input type="checkbox"/>	<ul style="list-style-type: none"> • Compliance • Society Data: Workplace Health and Safety Violations

Social: Product Responsibility

Customer Health and Safety

Element	Status	Report 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.	<input type="checkbox"/>	<ul style="list-style-type: none"> • 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.	<input type="checkbox"/>	

Products and Service Labeling

Element	Status	Report Links	Notes
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	<input type="checkbox"/>	
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	<input type="checkbox"/>	
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	<input type="checkbox"/>	<ul style="list-style-type: none"> • Customer Satisfaction and Quality • Economy Data: Product, Quality and Service

Marketing Communications

Element	Status	Report Links	Notes
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion and sponsorship.	<input type="checkbox"/>	<ul style="list-style-type: none"> • 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.	<input type="checkbox"/>	

Customer Privacy

Element	Status	Report Links	Notes
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	<input type="checkbox"/>	

Compliance

Element	Status	Report Links	Notes
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PR9 Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.



[Report Home](#) > [GRI Index](#)



- OVERVIEW
- OUR OPERATIONS
- MATERIAL ISSUES
- GOVERNANCE
- ECONOMY
- ENVIRONMENT
- SOCIETY

Notes to GRI Index

2. Organizational Profile

RELATED LINKS +

External Web Sites:
Global Reporting Initiative

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

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 www.fordmotorcompany.com/about-ford/company-information/corporate-governance/corporate-governance-policies/governance-policy-803p

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

Element	Notes
EC9	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

Element	Notes
EN1	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	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

Element	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

Element	Notes
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

Element	Notes
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

Element	Notes
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

Element	Notes
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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.
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LA2	We do not report on turnover because the information is considered proprietary.
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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

Element	Notes
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.

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

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 10-K .

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.