



# 2019 BLOOMBERG GENDER- EQUALITY INDEX SURVEY

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# FORD MOTOR COMPANY

Ford Motor Company is proud to be one of 230 global companies listed in Bloomberg's 2019 Gender-Equality Index (GEI). The GEI recognizes companies that demonstrate their commitment to female advancement and workplace equality. The index provides a standardized platform which enables companies to voluntarily disclose how they promote gender equality in four areas: statistics; policies; community engagement; and products and services.

2019 Score:  
**76/100**



## SECTION 1: INTERNAL EMPLOYMENT AND FEMALE MANAGEMENT STATISTICS

Question	Answer	Supplementary Information
1 How many women are on the company's board?	3	
2 What percentage of the company's board is composed of women?	21.43%	
3 Is the company's current Chairperson or equivalent position held by a woman?	No	
4 Is the company's current CEO or equivalent position held by a woman?	No	
5 What percentage of the company's named executive officers are women?	14.58%	
6 What percentage of the company's senior management are women?	13.93%	Global – salaried only
7 What percentage of the company's middle/other management are women?	23.18%	Excludes Europe – salaried only
8 What percentage of the company's total employee workforce are women?	26.90%	
9 What percentage of the company's top 10% compensated employees are women?	19.00%	Salaried only
10 What percentage of the company's IT and Engineering workforce are women?	19.87%	Excludes Europe – salaried only
11 For U.S. employees only – what percentage of the company's total U.S. employee base are multicultural women?	9.41%	Salaried only. Based on survey multicultural definition (African American women + Hispanic women + Asian women + American Indian women + Pacific Islander women + two or more races women).
12 Of employees promoted during FY2017, what percentage were women?	31.36%	Salaried only – includes all employees that moved (promoted) to a higher salary grade
13 What percentage of new hires in FY2017 were women?	33.47%	Excludes Europe – salaried only
14 What percentage of employees that left the company during FY2017 were women?	32.18%	Excludes Europe – salaried only. Includes employees who left for ANY reason, including retirement, voluntary resignation, death, best interest of company, etc.
15 What is the median tenure (in years) of the company's female employees?	6.50	Excludes Europe – salaried only

## SECTION 1: INTERNAL EMPLOYMENT AND FEMALE MANAGEMENT STATISTICS CONTINUED

Question	Answer	Supplementary Information	
16	What is the median tenure (in years) of the company's male employees?	7.10	Excludes Europe – salaried only
17	Does the company have a Chief Diversity Officer or an executive with the primary function of managing the company's diversity and inclusion initiatives?	Yes	
22	What is the company's proportion of women in the top pay quartile?	20.00%	
23	What is the company's proportion of women in the upper middle pay quartile?	21.00%	
24	What is the company's proportion of women in the lower middle pay quartile?	26.00%	
25	What is the company's proportion of women in the lower pay quartile?	40.00%	
26	Does the company disclose a quantitative gender pay gap breakout in public filings?	No	

## SECTION 2: INTERNAL POLICIES SUPPORTING A GENDER-EQUAL WORKPLACE

27	What is the minimum fully paid maternity/primary leave in weeks, available to employees globally?	10	
28	What is the minimum fully paid paternity/secondary leave in weeks, available to employees globally?	2	
	Does your company have employees based in the United States? If yes, please answer the following, with data representing at least 80% of your U.S. employees:	Yes	Salaried only
29	For U.S. employees only – does the company offer fully paid maternity/primary leave?	Yes	Salaried only
29a	For U.S. employees only – how many weeks of fully paid maternity/primary leave does the company offer?	10	Salaried only
29b	For U.S. employees only – for those employees that returned from maternity/primary leave during FY2017, what was the average number of weeks taken?	11	Salaried only
30	For U.S. employees only – does the company offer fully paid paternity/secondary leave?	Yes	Salaried only
30a	For U.S. employees only – how many weeks of fully paid paternity/secondary leave does the company offer?	2	Salaried only
30b	For U.S. employees only – for those employees that returned from paternity/secondary leave during FY2017, what was the average number of weeks taken?	8	Salaried only
	For employees that are not covered by government programs, and in countries where services are available:		
31	Does the company offer a return-to-work program for employees returning from maternity/primary leave?	No	
32	Does the company provide family care benefits/services? If yes, please mark as "Yes" all programs that are offered (for family care, this includes child care, elder care, etc.)	No	

## SECTION 2: INTERNAL POLICIES SUPPORTING A GENDER-EQUAL WORKPLACE CONTINUED

Question	Answer	Supplementary Information
33 Does the company provide adoption assistance?	No	
34 Does the company offer insurance coverage for contraception?	Yes	Some generic prescriptions prescribed for the prevention or treatment of certain medical conditions are covered at 100% of the Plan when obtained at an in-network pharmacy.
35 Does the company offer insurance coverage for fertility services?	No	
36 Does the company offer insurance coverage for egg-freezing as a part of its benefits plan?	No	
37 Does the company offer gender reassignment insurance coverage?	Yes	Salaried only
38 Does the company offer an option to control and/or vary the start/end times of the workday or workweek (e.g., flextime)?	Yes	Salaried only
39 Does the company offer an option to control and/or vary the location where employees work from (e.g., telecommuting)?	Yes	Salaried only
40 Does the company have Employee Resource Groups or “Communities” for women?	Yes	Salaried only
41 What is the percentage of women employees of total participants in development programs?	21.00%	Salaried only
43 What is the percentage of women employees of total participants in executive coaching programs?	29.00%	Salaried only
45 Does the company use a recruiting strategy to increase women hires?	Yes	Salaried only. The diversity professional organization strategy includes organizations that target diversity groups, including women, e.g., Society of Women Engineers, National Association of Women MBAs.
46 Does the company require a gender-diverse slate of candidates for management roles?	No	We do not require this. However, we do provide a guideline that we ask the leaders to consider.
47 Do senior managers have clear diversity and inclusion goals included as part of their annual performance reviews?	No	
48 Does the company train managers on eliminating unconscious bias?	Yes	Salaried only

**SECTION 2: INTERNAL POLICIES SUPPORTING A GENDER-EQUAL WORKPLACE CONTINUED**

Question	Answer	Supplementary Information
49 Does the company utilize an impartial third-party investigator to evaluate all sexual harassment allegations?	No	Personnel Relations is an independent internal investigation team.
50 Does the company prohibit inclusion of a confidentiality provision (or silencing agreement) in sexual harassment settlement agreements?	No	

**SECTION 3: PUBLIC SUPPORT FOR WOMEN IN THE COMMUNITY**

51 Does the company conduct and/or sponsor any financial-education programs targeting women (non-employees and non-clients)?	No	
52 Does the company conduct and/or sponsor any health and/or insurance-education programs targeting women (non-employees and non-clients)?	No	Some of our health insurance carriers provide employees and non-employees information on health issues specific to age and gender.
53 In the last 7-10 years, has the company lobbied directly in support of, or does the company belong to corporate or civic organizations that lobbied in support of, any of the legislation listed below? Lilly Ledbetter Fair Pay Act (U.S.), Paycheck Fairness Act (U.S.), Fair Employment Protection Act of 2014 (U.S.), Healthy Families Act (U.S.), The 21st Century Women's Health Act (U.S.), Federal Employees Paid Parental Leave Act (U.S.), Violence Against Women Reauthorization Act (U.S.), Family and Medical Insurance Leave (FAMILY) Act (U.S.), Pregnant Workers Fairness Act (U.S.), Schedules that Work Act (U.S.), Strong Start for America's Children Act (U.S.), Protect Women's Health from Corporate Interference Act (U.S.), Equality Act 2010 (U.K.), Equal Treatment Directive 2006 (EU), Workplace Gender Equality Act 2012 (AU), Employment Promotion Law of the People's Republic of China 2007 (CH), The Employment Equity Amendment Act 47 of 2013 (SA)	No	
54 Is the company a signatory to, or is the CEO/Chair a member of any organization(s) in which the primary mission is to advocate for gender equality? Some examples are: Member of the 30% Club, Signatory to the UN Empowerment Principles, Signatory to the Women in Finance Charter	No	
55 In the most recent fiscal year, has the company, CEO, Chair or equivalent given monetary support to any non-profit organization(s) with a primary mission of advocating for gender equality in the workplace?	No	
56 Does the company have a program in place for recruiting women looking to transition back to the workforce after taking a career break?	Yes	Ford's re-entry program is for women who have taken a career break and are looking to transition back into the workforce.

## SECTION 4: PRODUCT OFFERINGS SUPPORTING WOMEN

Question	Answer	Supplementary Information
57 Does the company have a Supplier Diversity program that includes women suppliers/vendors?	Yes	
58 Does the company employ suppliers/vendors that advance gender equality through their product and service offerings?	Yes	
59 Has the company taken measures to ensure that all products, services and facilities are not used for any form of exploitation or abuse of women?	Yes	
60 Does the company evaluate all advertising and marketing content for gender biases prior to publication?	Yes	
Does your company have a retail customer base? If yes, please answer the following:	Yes	
61 Does the company measure the retention of women clients in any of its businesses?	N/A	
62 Has the company allocated specific resources for both retaining and increasing the percentage of women clients in any of its businesses?	N/A	The vast majority of our vehicles, parts, and accessories are sold through distributors and dealers (collectively, "dealerships"), most of which are independently owned.
63 Does the company offer/fund any products targeting women clients designed to benefit women's health, well-being, safety, educational opportunities, career advancement or other means of achieving gender equality?	N/A	
64 Does the company track the client base by gender?	N/A	
65 Does the company disaggregate customer satisfaction feedback by gender?	N/A	
Does your company provide financial services? If yes, please answer the following:	Yes	
66 Does the company offer/fund any lending, savings or other financial products specifically for women-owned businesses – micro, small or other?	No	
67 Where applicable, does the company track repayment rates by gender?	No	Auto lenders are prohibited by federal law from including gender on credit applications. So, we do not know the gender of the people to which we are providing loans or leases.



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