



GRI Content Index 2016/17



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This report is in accordance with the Global Reporting Initiative (GRI) Standards: Comprehensive option. To locate the topics and standards contained within the guidelines, and our responses to these standards, use the index below. For a detailed explanation of the standards, visit the [GRI website](#).

GENERAL STANDARD DISCLOSURES

GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
<i>Organizational Profile</i>		
102-1	Name of the organization	Ford Motor Company
102-2	Activities, brands, products, and services	Vehicles Form 10-K : Item 1. Business, page 1-5
102-3	Location of headquarters	Contact us
102-4	Location of operations	Global Operations
102-5	Ownership and legal form	Investors
102-6	Markets served	Global Links Vehicles Form 10-K : Item 1. Business, page 1-5
102-7	Scale of the organization	Form 10-K : Item 1. Business, page 1-5, 10; Item 6. Selected Financial Data , page 24
102-8	Information on employees and other workers	Performance and Data: People and Communities Data for salaried and hourly employees by region is compiled through our finance department. Gender information is provided by our Workforce Planning and Analytics (WP&A) function. The scope of this data covers both our Automotive and Ford Credit segments. Data from Europe has only UK and GEM data, given the data privacy.
102-9	Supply chain	Strategy and Governance: Our Value Chain and Impacts Operations: Environmental Impact of Our Suppliers
102-10	Significant changes to the organization and its supply chain	There were no significant changes to size, structure or ownership during the reporting period.

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GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
<i>→ Organizational Profile</i>		
102-11	Precautionary principle or approach	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.
102-12	External initiatives	Strategy and Governance: UN Guiding Principles Reporting Framework; UN Sustainable Development Goals; UNGC Index; GRI Index; Climate Change Strategy; Reporting Letter from William Clay Ford, Jr. and Jim Hackett Customers and Products: Reducing Vehicle Emissions; Improving Fuel Economy; Alternative Fuels and Powertrains; Addressing Non-CO₂ Emissions; Using Sustainable Materials; Renewable Materials; Eliminating Substances of Concern; Reducing End-of-Life Impacts; Improving Vehicle Safety Operations: Water Use; Logistics Operations; Environmental Impact of Our Suppliers People and Communities: Community Projects; Employee Diversity and Inclusion; Supplier Diversity
102-13	Membership of associations	Strategy and Governance: Human Rights and Working Conditions; Partnerships and Collaborations; Conflict Minerals; Global Mobility Customers and Products: Product Quality and Customer Satisfaction; Data Privacy and Security; Driver-Assist Technologies; Occupant protection; Encouraging Safer Driving Operations: Environmental Impact of Our Suppliers
<i>Strategy</i>		
102-14	Statement from senior decision-maker	Strategy and Governance: Letter From William Clay Ford, Jr. and Jim Hackett
102-15	Key impacts, risks, and opportunities	Form 10-K: Item 1.A Risk Factor, page 11-17 Strategy and Governance: Prioritizing Key Issues Strategy and Governance: Our Value Chain and Impacts
<i>Ethics and Integrity</i>		
102-16	Values, principles, standards, and norms of behavior	Strategy and Governance: Governance Strategy and Governance: Governance: Ethics and Compliance Code of Conduct Handbook
102-17	Mechanisms for advice and concerns about ethics	Strategy and Governance: Governance: Ethics and Compliance Code of Conduct Handbook

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GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
<i>Governance</i>		
102-18	Governance structure	Strategy and Governance: Governance Members of the Board Corporate Governance
102-19	Delegating authority	Strategy and Governance: Governance
102-20	Executive-level responsibility for economic, environmental, and social topics	Strategy and Governance: Governance Our Vice President of Sustainability, Environment and Safety Engineering reports directly to the President and Chief Executive Officer, who is accountable to shareholders and the Board and also attends the Sustainability and Innovation Board Committee meetings (refer to 2017 Proxy for specific Board Committee function).
102-21	Consulting stakeholders on economic, environmental, and social topics	Strategy and Governance: Prioritizing Key Issues: Stakeholder Engagement Strategy and Governance: Governance
102-22	Composition of the highest governance body and its committees	Performance and Data: Our People - Board of Directors Composition by Gender and Minorities Members of the Board Proxy Statement 2017
102-23	Chair of the highest governance body	Members of the Board
102-24	Nominating and selecting the highest governance body	Proxy Statement 2017
102-25	Conflicts of interest	Proxy Statement 2017
102-26	Role of highest governance body in setting purpose, values, and strategy	Strategy and Governance: Governance
102-27	Collective knowledge of highest governance body	Charter of the Sustainability and Innovation Committee of the Board of Directors
102-28	Evaluating the highest governance body's performance	Corporate Governance Principles We take actions in response to evaluations of Board of Directors' performance on economic, environmental and social topics when the Board determines it is in the best interests of the company. Actions may include changes in membership and organizational practice, additional training or other actions.

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GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
<i>→ Governance</i>		
102-29	Identifying and managing economic, environmental, and social impacts	Strategy and Governance: Governance Charter of the Sustainability and Innovation Committee of the Board of Directors
102-30	Effectiveness of risk management processes	Proxy Statement 2017
102-31	Review of economic, environmental, and social topics	Strategy and Governance: Governance Charter of the Sustainability and Innovation Committee of the Board of Directors
102-32	Highest governance body's role in sustainability reporting	Ford's Sustainability Report Summary is reviewed by the Senior Executives and the Board of Directors, Sustainability and Innovation Committee. The full report is reviewed by the Vice President, Sustainability, Environment and Safety Engineering.
102-33	Communicating critical concerns	Corporate Governance Charter of the Sustainability and Innovation Committee of the Board of Directors
102-34	Nature and total number of critical concerns	This information is considered confidential.
102-35	Remuneration policies	Proxy Statement 2017
102-36	Process for determining remuneration	Proxy Statement 2017
102-37	Stakeholders' involvement in remuneration	Remuneration of the Board is put to shareholder vote as part of the election process, see: Proxy Statement 2017
102-38	Annual total compensation ratio	This information is considered confidential.
102-39	Percentage increase in annual total compensation ratio	This information is considered confidential.

Stakeholder Engagement

102-40	List of stakeholder groups	Strategy and Governance: Prioritizing Key Issues: Stakeholder Engagement
102-41	Collective bargaining agreements	Through collective bargaining agreements covering wages, benefits and other employment provisions, our union partners help us to provide a safe, productive and respectful workplace. In the United States approximately 99 percent of hourly and 1 percent of salaried employees are represented by the UAW. Our current four-year agreement covers approximately 56,000 U.S. employees. Most hourly employees and many non-management salaried employees beyond the United States also have union membership.

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GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
<i>→ Stakeholder Engagement</i>		
102-42	Identifying and selecting stakeholders	<p>Strategy and Governance: Prioritizing Key Issues: Stakeholder Engagement</p> <p>Ford engages at many levels, including interactions between many different company functions and a wide variety of external and internal stakeholder groups, locally and globally.</p> <p>For example, our procurement team engages with suppliers on sustainability performance, and our manufacturing plants forge links with local communities as part of being a good neighbor. We also engage externally at the most senior levels of the company through global networks including the World Economic Forum and WBCSD. In addition to actively participating in industry organizations, we organize meetings with individuals and groups of stakeholders to solicit their input. Material input from all these interactions is communicated internally as appropriate, and added to our existing collective knowledge and research. Relevant stakeholder feedback on sustainability issues is also reported to executive management or our Sustainability and Innovation Board Committee as needed, through normal management channels including Business Plan Reviews. Through all these interactions and processes, we formulate engagement programs, and identify stakeholders with whom to engage and track progress.</p>
102-43	Approach to stakeholder engagement	Strategy and Governance: Prioritizing Key Issues: Stakeholder Engagement
102-44	Key topics and concerns raised	<p>Strategy and Governance: Prioritizing Key Issues: Stakeholder Engagement</p> <p>For this Sustainability Report and our previous 10 reports Ford worked with Ceres to convene an independent Stakeholder Committee to advise us. The committee made recommendations to Ford that can be found in the Reporting section.</p>

Reporting Practice

102-45	Entities included in the consolidated financial statements	Form 10-K: Item 1. Business, page 1-5
102-46	Defining report content and topic boundaries	Strategy and Governance: Prioritizing Key Issues
102-47	List of material topics	Strategy and Governance: Prioritizing Key Issues
102-48	Restatements of information	Performance and Data
102-49	Changes in reporting	Strategy and Governance: Prioritizing Key Issues
102-50	Reporting period	Strategy and Governance: Reporting
102-51	Date of most recent report	Our most recent previous report was published in June 2016.
102-52	Reporting cycle	Strategy and Governance: Reporting

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GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
→ <i>Reporting Practice</i>		
102-53	Contact point for questions regarding the report	Strategy and Governance: Reporting
102-54	Claims of reporting in accordance with the GRI Standards	Strategy and Governance: Reporting
102-55	GRI content index	Strategy and Governance: Reporting: GRI Index
102-56	External assurance	Strategy and Governance: Reporting

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MATERIAL TOPICS

ECONOMIC

GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
<i>Economic Performance</i>		
GRI 103: MANAGEMENT APPROACH 2016		
103-1	Explanation of the material topic and its boundaries	Strategy and Governance: Prioritizing Key Issues; Climate Change Strategy 2016 Annual Report <i>Boundary:</i> Internal: All Ford operating regions and business units; Ford employees and dealers; External: Suppliers, communities and investors.
103-2	The management approach and its components	Strategy and Governance: Governance; Our Value Chain and Impacts; Sustainability Strategy
103-3	Evaluation of the management approach	Strategy and Governance: Governance
GRI 201: ECONOMIC PERFORMANCE 2016		
201-1	Direct economic value generated and distributed	Form 10-K: Ford Motor Company and Subsidiaries Financial Statements, FS-2 to FS-5 Performance and Data: Communities - Charitable Contributions Information related to operating costs is referenced as “cost of sales” in the company’s Annual Report on Form 10-K. Information related to payments to providers of capital is referenced as “interest expense on Automotive debt” and “cash dividends” in the company’s Annual Report on Form 10-K. Ford reports on income taxes in the Form 10-K Note 21: Income Taxes, but country-level details are not reported for confidentiality reasons. In addition Ford does not report on employee compensation and does not intend to do so in the future because the information is regarded as proprietary.
201-2	Financial implications and other risks and opportunities due to climate change	Strategy and Governance: Sustainability Strategy; Climate Change Strategy; The Science Behind our Climate Change Strategy Operations: Water Use Form 10-K: Item 1.A Risk Factors Please see our 2016 CDP response, CC5. Climate change risks, CC6. Climate change opportunities.
201-3	Defined benefit plan obligations and other retirement plans	Form 10-K: Ford Motor Company and Subsidiaries. Notes to the Financial Statements, Note 13. Retirement Benefits, FS-33 to FS-41 For our retirees, we have two principal qualified defined benefit retirement plans in the United States. The Ford–UAW Retirement Plan covers hourly employees represented by the UAW, and the General Retirement Plan covers substantially all other Ford employees in the United States hired on or before December 31, 2003. We established, effective January 1, 2004, a defined contribution plan generally covering new salaried U.S. employees hired on or after that date. Other U.S. and non-U.S. subsidiaries have separate plans that generally provide similar types of benefits. We report on contributions to, and the funded status of, our pension plans in our Annual Report on Form 10-K pages FS-33 to FS-41.

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GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
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→ *Economic Performance*

201-4	Financial assistance received from government	We receive grants, tax incentives and low or no interest loans from many countries and subdivisions of countries including Brazil, China, Canada, the United Kingdom and several U.S. states and local governments. Financially material assistance from governments is typically reported in our annual 10-K filing. We discuss these in our 2016 10-K on pages 15, 90-91, FS-12, FS-53 and FS-56. We do not currently track centrally all of the types of potential government assistance listed in this indicator. No government is a material shareholder in the company.
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Market Presence

GRI 103: MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its boundaries	Strategy and Governance: Prioritizing Key Issues People and Communities: Our People; Employee Learning and Development <i>Boundary:</i> Internal: All Ford operating regions and business units; Ford employees and dealers; External: Communities.
103-2	The management approach and its components	Strategy and Governance: Governance; Our Value Chain and Impacts; Sustainability Strategy
103-3	Evaluation of the management approach	Strategy and Governance: Governance

GRI 202: MARKET PRESENCE 2016

202-1	Ratios of standard entry level wage by gender compared to local minimum wage	This is not applicable for the United States because entry level employees are paid well above minimum wage. We intend to analyze this for other global markets in the next five years.
202-2	Proportion of senior management hired from the local community	Information unavailable: This data is not readily available and is not tracked today. It would require the establishment of global definitions and each region would need to complete its own analysis.

Indirect Economic Impacts

GRI 103: MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its boundaries	Strategy and Governance: Prioritizing Key Issues; Our Value Chain and Impacts <i>Boundary:</i> Internal: All Ford operating regions and business units; Ford employees and dealers; External: Suppliers and communities.
103-2	The management approach and its components	Strategy and Governance: Governance; Our Value Chain and Impacts; Sustainability Strategy
103-3	Evaluation of the management approach	Strategy and Governance: Governance

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GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
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→ *Indirect Economic Impacts*

GRI 203: INDIRECT ECONOMIC IMPACTS 2016

203-1	Infrastructure investments and services supported	<p>Strategy and Governance: Our Value Chain and Impacts People and Communities: Ford in the Community; Community Projects; Employee Volunteering; Supplier Diversity</p> <p>Ford uses local suppliers everywhere we operate; 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-, women- and veteran-owned companies. In addition, Ford encourages the Tier I supply base to source business with diverse businesses where commercially viable. Ford is committed to supporting local and diverse communities and tracks the performance of Tier I suppliers to ensure the same practices are being implemented throughout the supply chain. Globally, a mandated Black Economic Empowerment Program also drives supplier development and local employment for Ford in South Africa.</p>
203-2	Significant indirect economic impacts	<p>Strategy and Governance: Reporting: UN Sustainable Development Goals; Our Value Chain and Impacts; Sustainability Strategy; Global Mobility; Human Rights and Working Conditions People and Communities: Ford in the Community; Community Projects; Employee Volunteering; Supplier Diversity</p>

Procurement Practices

GRI 103: MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its boundaries	<p>Strategy and Governance: Prioritizing Key Issues; Our Value Chain and Impacts Operations: Environmental Impact of Our Suppliers</p> <p><i>Boundary:</i> Internal: All Ford operating regions and business units; Ford dealers; External: Suppliers and communities.</p>
103-2	The management approach and its components	<p>Strategy and Governance: Governance; Our Value Chain and Impacts; Sustainability Strategy</p>
103-3	Evaluation of the management approach	<p>Strategy and Governance: Governance</p>

GRI 204: PROCUREMENT PRACTICES 2016

204-1	Proportion of spending on local suppliers	This information is considered confidential.
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GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
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Anti-Corruption

GRI 103: MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its boundaries	Strategy and Governance: Prioritizing Key Issues; Governance <i>Boundary:</i> Internal: All Ford operating regions and business units; Ford employees and dealers; External: Suppliers and communities.
103-2	The management approach and its components	Strategy and Governance: Governance; Ethics and Compliance; Our Value Chain and Impacts; Sustainability Strategy Proxy Statement 2017 , page 10-18
103-3	Evaluation of the management approach	Strategy and Governance: Governance

GRI 205: ANTI-CORRUPTION 2016

205-1	Operations assessed for risks related to corruption	Strategy and Governance: Governance We assess 100 percent of our operations for risks related to corruption. We consider operations that require contact with government officials to pose the most significant risk of corruption through bribery (obtaining necessary permits, handling crossborder logistics, making fleet sales to government entities, etc.).
205-2	Communication and training about anti-corruption policies and procedures	Strategy and Governance: Governance; Ethics and Compliance Ford's anti-corruption policy must be adhered to by all employees of Ford and Ford subsidiaries. All Ford and agency personnel globally are required to complete the online Anti-Bribery Awareness training.
205-3	Confirmed incidents of corruption and actions taken	This information is considered confidential.

Anti-Competitive Behavior

GRI 103: MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its boundaries	Strategy and Governance: Prioritizing Key Issues; Governance <i>Boundary:</i> Internal: All Ford operating regions and business units; Ford employees and dealers; External: Suppliers and communities.
103-2	The management approach and its components	Strategy and Governance: Governance; Ethics and Compliance; Our Value Chain and Impacts; Sustainability Strategy Code of Conduct Handbook
103-3	Evaluation of the management approach	Strategy and Governance: Governance

GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
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→ *Anti-Competitive Behavior*

GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016

206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Form 10-K : Item 3. Legal Proceedings, page 20-21
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ENVIRONMENTAL

GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
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Materials

GRI 103: MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its boundaries	Strategy and Governance: Prioritizing Key Issues ; Governance Customers and Products: Using Sustainable Materials ; Recycled Materials ; Renewable Materials ; Eliminating Substances of Concern ; Reducing End-of-Life Impacts <i>Boundary</i> : Internal: All Ford operating regions and business units; Ford employees and dealers; External: Suppliers, communities and investors.
103-2	The management approach and its components	Strategy and Governance: Governance: Our Value Chain and Impacts ; Sustainability Strategy Customers and Products: Using Sustainable Materials
103-3	Evaluation of the management approach	Strategy and Governance: Governance

GRI 301: MATERIALS 2016

301-1	Materials used by weight or volume	Customers and Products: Using Sustainable Materials ; Recycled Materials ; Renewable Materials Information on total materials used by weight or volume unavailable. We are currently reviewing the feasibility of reporting and our target is to include it in future reports.
301-2	Recycled input materials used	This information is considered confidential.
301-3	Reclaimed products and their packaging materials	Information not readily available. Ford reclaims and remanufactures a number of components (e.g. engines and transmissions) for service parts in older vehicles. But it would be a small percentage of overall parts or vehicles produced.

GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
<i>Energy</i>		
GRI 103: MANAGEMENT APPROACH 2016		
103-1	Explanation of the material topic and its boundaries	<p>Strategy and Governance: Prioritizing Key Issues; Governance Operations: Energy and Greenhouse Gas Emissions Customers and Products: Reducing Vehicle Emissions; Taking a Life Cycle Approach; Improving Fuel Economy</p> <p><i>Boundary:</i> Internal: All Ford operating regions and business units; Ford employees and dealers; External: Customers and suppliers.</p>
103-2	The management approach and its components	<p>Strategy and Governance: Governance; Ethics and Compliance; Our Value Chain and Impacts; Sustainability Strategy; Climate Change Strategy Operations: Energy and Greenhouse Gas Emissions</p>
103-3	Evaluation of the management approach	Strategy and Governance: Governance
GRI 302: ENERGY 2016		
302-1	Energy consumption within the organization	<p>Operations: Energy and Greenhouse Gas Emissions Performance and Data: Operations: Operational Energy Use and CO₂ Emissions</p> <p>Our energy consumption (Scope 2) is reported in our 2016 CDP response: CC10.1a – Total gross global Scope 2 emissions and energy consumption by country/region, CC11.2 – Total heat, steam, and cooling purchased and consumed, CC11.3 – Total fuel consumed in your organization, CC11.3a – breakdown of total “Fuel” by fuel type, CC11.4 – Details of the electricity, heat, steam or cooling amounts accounted at a low carbon emission factor, CC11.5 – Total electricity produced and consumed. The CDP response is available in the Supplementary Downloads area of the online report.</p>
302-2	Energy consumption outside of the organization	<p>We estimate 1.8 EJ are consumed by the Ford vehicles sold in 2016. This represents the Scope 3 definition of “use of sold products” in the World Resource Institute’s and World Business Council for Sustainable Development’s GHG Protocol. Use of sold products is Ford’s largest source of Scope 3 energy and emissions. This calculation is based on the lifetime emissions (150,000 km) of all passenger cars and other light-duty vehicles sold during the reporting year in the United States, EU, China, Canada, Mexico, Australia, Brazil and India, representing 80 percent of vehicles sold. The energy consumed is calculated from the regional light-duty vehicle government regulation reporting of fleet average g CO₂/km or L/100 km. The emissions or fuel consumption are converted to energy using the factors 8,887 g CO₂/gallon gasoline (US EPA) and 122 MJ/gallon gasoline (Argonne National Laboratories, GREET 2015 model).</p>
302-3	Energy intensity	<p>Operations: Energy and Greenhouse Gas Emissions Performance and Data: Operations: Operational Energy Use and CO₂ Emissions</p> <p>Details for sub-indicator c. can be found in our 2016 CDP response: CC10.1a – Total gross global Scope 2 emissions and energy consumption by country/region, CC11.2 – Amount of fuel, electricity, heat, steam, and cooling in MWh purchased and consumed during the reporting year, CC11.3 – Breakdown of the total “Fuel” figure entered above by fuel type. Details for sub-indicator d. can be found in our 2016 CDP response, CC14.1 – Purchased goods and services, Capital goods and Franchises line items. The CDP response is available in the Supplementary Downloads area of the online report.</p>

GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
→ <i>Energy</i>		
302-4	Reduction of energy consumption	<p>Operations: Energy and Greenhouse Gas Emissions Performance and Data: Operations: Operational Energy Use and CO₂ Emissions</p> <p>Ford 2016 CDP submission (available in the Supplementary Downloads area of the online report): CC1.2a – Energy reduction projects for All Employees and Facility Manager line items, CC3.3b – Energy efficiency: Building services line item, CC3.3c – Dedicated budget for energy efficiency line item</p>
302-5	Reductions in energy requirements of products and services	<p>Customers and Products: Reducing Vehicle Emissions: Taking a Life Cycle Approach; Improving Fuel Economy Performance and Data: Customers and Products: Vehicle Fuel Economy and CO₂ Emissions</p> <p>Please see our 2016 CDP response, CC3.2 and CC3.2a – Goods and/or services classified as low carbon products.</p>

Water

GRI 103: MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its boundaries	<p>Strategy and Governance: Prioritizing Key Issues; Governance; Our Value Chain and Impacts Operations: Water Use</p> <p><i>Boundary:</i> Internal: All Ford operating regions and business units; Ford employees and dealers; External: Communities and suppliers.</p>
103-2	The management approach and its components	<p>Strategy and Governance: Governance; Ethics and Compliance; Our Value Chain and Impacts; Sustainability Strategy Operations: Water Use</p>
103-3	Evaluation of the management approach	<p>Strategy and Governance: Governance</p>

GRI 303: WATER 2016

303-1	Water withdrawal by source	<p>Operations: Water Use Performance and Data: Operations: Water – Global Water Use by Source</p>
303-2	Water sources significantly affected by withdrawal of water	<p>Operations: Water Use</p> <p>The breakdown of this information is currently unavailable. We are currently looking at how this information can be collected and our target is to include it in future reports.</p>

GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
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→ Water

303-3	Water recycled and reused	<p>Operations: Water Use Performance and Data: Operations: Water – Reuse from On-Site Wastewater Treatment Plant</p> <p>We report water reused from our own onsite waste water treatment plants (see water data section). This represents 5.7 percent of our total global water use. In future years, we plan to provide additional data for more categories of recycled and reused water.</p>
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Biodiversity

GRI 103: MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its boundaries	<p>Strategy and Governance: Prioritizing Key Issues; Governance: Our Value Chain and Impacts</p> <p><i>Boundary:</i> Internal: All Ford operating regions and business units; Ford employees and dealers; External: Communities and suppliers.</p>
103-2	The management approach and its components	<p>Strategy and Governance: Governance; Ethics and Compliance; Our Value Chain and Impacts; Sustainability Strategy</p>
103-3	Evaluation of the management approach	<p>Strategy and Governance: Governance</p>

GRI 304: BIODIVERSITY 2016

304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<p>Necessary information cannot be obtained. The processes we have in place do not collect this data, and we have no current plans to collect it in the future.</p>
304-2	Significant impacts of activities, products, and services on biodiversity	<p>Ford's most significant impacts on land use and biodiversity are indirect and related to the effects of auto travel generally, including road-building, urban/suburban sprawl and associated changes to habitats and ecosystems. Ford does not consider direct impacts of its own operations on biodiversity to be a material issue.</p> <p>Remediation Ringwood Mines Landfill Site Ford Motor Company continues to address concerns raised in connection with Ford's prior disposal activities in Ringwood, New Jersey. Ford continues to work cooperatively with the Borough of Ringwood, the U.S. Environmental Protection Agency (EPA), and the New Jersey Department of Environmental Protection. In the fall of 2014, the EPA issued a Record of Decision (ROD) for the three soil areas requiring remediation. The Final Draft Remedial Design for the soil area remediation has been submitted to the EPA for review and approval. It is anticipated that the remedy will begin in the fall of 2017. It is also anticipated EPA will finalize the groundwater ROD early next year.</p> <p>Livonia Transmission Plant Ford Motor Company is continuing to address groundwater impacts east of the Livonia Transmission Plant in Michigan. A groundwater treatment system was installed in March 2017 and is currently preventing migration of groundwater impacts. Ford is working closely with the City of Livonia, Michigan Department of Environmental Quality, and the neighboring community to continue to monitor the groundwater. All information and samples collected to date show no health risk to the community. Area residents are connected to the City of Livonia's water source and there is no impact to drinking water.</p>

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GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
→ Biodiversity		
304-3	Habitats protected or restored	Necessary information cannot be obtained. The processes we have in place do not collect this data, and we have no current plans to collect it in the future.
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Necessary information cannot be obtained. The processes we have in place do not collect this data, and we have no current plans to collect it in the future.

Emissions

GRI 103: MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its boundaries	<p>Strategy and Governance: Prioritizing Key Issues; Governance</p> <p>Operations: Energy Use and Greenhouse Gas Emissions; Logistics Operations; Environmental Impact of Our Suppliers</p> <p>Customers and Products: Reducing Vehicle Emissions; Taking a Life Cycle Approach; Improving Fuel Economy</p> <p>Please see our 2016 CDP response, CC2. Strategy.</p> <p><i>Boundary:</i> Internal: All Ford operating regions and business units; Ford employees and dealers; External: Customers, communities and suppliers.</p>
103-2	The management approach and its components	<p>Strategy and Governance: Governance; Ethics and Compliance; Our Value Chain and Impacts; Sustainability Strategy; Climate Change Strategy</p> <p>Operations: Energy Use and Greenhouse Gas Emissions</p> <p>Please see our 2016 CDP response, CC2. Strategy, CC3. Targets and initiatives, CC1. Governance</p>
103-3	Evaluation of the management approach	Strategy and Governance: Governance

GRI 305: EMISSIONS 2016

305-1	Direct (Scope 1) GHG emissions	<p>Operations: Energy Use and Greenhouse Gas Emissions</p> <p>Performance and Data: Operations: Operational Energy Use and CO₂ Emissions</p> <p>Please see our 2016 CDP response, CC7. Emissions methodology.</p> <p>Verification data is not yet available for Ford's 2014, 2015 and 2016 global facility greenhouse gas (GHG) emissions. One hundred percent of Ford's 2014, 2015 and 2016 global facility GHG emissions will be third-party verified to limited assurance. Over 75 percent of Ford's 2014, 2015 and 2016 global facility GHG emissions will be third-party verified to a reasonable level of assurance. In addition, all of our European facilities impacted by the mandatory EU Emissions Trading Scheme (EU-ETS) are third-party verified. All EU-ETS verification statements are provided to Ford, by facility, from Lucideon (formerly CICS) for U.K. facilities, Lloyds for Spain and Intechnica for Germany. North American facilities are verified against The Climate Registry's General Reporting Protocol. European facilities are verified against the EU-ETS rules and guidelines.</p>
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GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
→ Emissions		
305-2	Energy indirect (Scope 2) GHG emissions	<p>Operations: Energy Use and Greenhouse Gas Emissions Performance and Data: Operations: Operational Energy Use and CO₂ Emissions</p> <p>Please see our 2016 CDP response, CC7. Emissions methodology.</p> <p>Verification data is not yet available for Ford's 2014, 2015 and 2016 global facility greenhouse gas (GHG) emissions. One hundred percent of Ford's 2014, 2015 and 2016 global facility GHG emissions will be third-party verified to limited assurance. Over 75 percent of Ford's 2014, 2015 and 2016 global facility GHG emissions will be third-party verified to a reasonable level of assurance. In addition, all of our European facilities impacted by the mandatory EU Emissions Trading Scheme (EU-ETS) are third-party verified. All EU-ETS verification statements are provided to Ford, by facility, from Lucideon (formerly CICS) for U.K. facilities, Lloyds for Spain and Intechnica for Germany. North American facilities are verified against The Climate Registry's General Reporting Protocol. European facilities are verified against the EU-ETS rules and guidelines.</p>
305-3	Other indirect (Scope 3) GHG emissions	<p>Operations: Energy Use and Greenhouse Gas Emissions; Logistics Operations: Environmental Impact of Our Suppliers Strategy and Governance: Our Value Chain and Impacts</p> <p>Please see our 2016 CDP response, CC14. Scope 3 emissions.</p>
305-4	GHG emissions intensity	<p>Performance and Data: Operations: Operational Energy Use and CO₂ Emissions</p> <p>Our intensity targets are reported in our 2016 CDP response, which is available in the Supplementary Downloads area of the online report. Specifically regarding this indicator, the response is within CDP CC3.1b.</p>
305-5	Reduction of GHG emissions	<p>Operations: Energy Use and Greenhouse Gas Emissions; Logistics Operations: Environmental Impact of Our Suppliers Customers and Products: Reducing Vehicle Emissions: Taking a Life Cycle Approach: Improving Fuel Economy Performance and Data: Operations: Operational Energy Use and CO₂ Emissions</p>
305-6	Emissions of ozone-depleting substances (ODS)	<p>Performance and Data: Operations: Emissions (VOC and Other)</p>
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	<p>Performance and Data: Operations: Emissions (VOC and Other)</p>

Effluents and Waste

GRI 103: MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its boundaries	<p>Strategy and Governance: Prioritizing Key Issues; Governance Operations: Waste Reduction; Water Use; Environmental Impact of Our Suppliers</p> <p><i>Boundary:</i> Internal: All Ford operating regions and business units; Ford employees and dealers; External: Communities and suppliers.</p>
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GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
→ <i>Effluents and Waste</i>		
103-2	The management approach and its components	Strategy and Governance: Governance ; Ethics and Compliance: Our Value Chain and Impacts ; Sustainability Strategy: Climate Change Strategy Operations: Water Use ; Waste Reduction
103-3	Evaluation of the management approach	Strategy and Governance: Governance
GRI 306: EFFLUENTS AND WASTE 2016		
306-1	Water discharge by quality and destination	Performance and Data: Operations: Water We report process water discharged (see water data section). All discharges from Ford facilities meet Ford water quality standard or local regulations, whichever is more stringent. We do not have any agreements with other organizations for direct reuse of our discharged water.
306-2	Waste by type and disposal method	Performance and Data: Operations: Water This is an area in which we are increasing our tracking and reporting. We currently report on waste by type, categorized into hazardous and nonhazardous. We also report on waste disposal to landfill. We plan to report waste recycled, composted, used for energy recovery or incinerated next year. We do not dispose of any waste by deep well injection or onsite storage. At each of our facilities, we work with total waste management contractors who determine the waste disposal method based on our strict requirements. We take care to hire companies that are experts and will dispose of all our waste responsibly. Our waste disposal contracts with total waste management contractors include strict requirements to follow all relevant laws and to dispose of waste in an environmentally and socially responsible way.
306-3	Significant spills	In 2016, no off-site spills occurred at Ford manufacturing facilities.
306-4	Transport of hazardous waste	Performance and Data: Operations: Water All of our hazardous waste (see waste data for weight) is transported from our sites by our total waste management contractor for each facility. Ford does not import any hazardous waste. At each of our facilities, we work with total waste management contractors who determine the waste disposal method based on our strict requirements. We take care to hire companies that are experts and will dispose of all our waste responsibly. Our waste disposal contracts with total waste management contractors include strict requirements to follow all relevant laws and to dispose of waste in an environmentally and socially responsible way.
306-5	Water bodies affected by water discharges and/or runoff	This indicator is not applicable because the impact captured by the indicator is insignificantly low.

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GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
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Environmental Compliance

GRI 103: MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its boundaries	<p>Strategy and Governance: Prioritizing Key Issues; Governance Operations: Energy Use and Greenhouse Gas Emissions; Waste Reduction; Water Use; Environmental Impact of Our Suppliers</p> <p><i>Boundary:</i> Internal: All Ford operating regions and business units; Ford employees and dealers; External: Communities and suppliers.</p>
103-2	The management approach and its components	<p>Strategy and Governance: Governance; Ethics and Compliance; Our Value Chain and Impacts; Sustainability Strategy; Climate Change Strategy Operations: Energy Use and Greenhouse Gas Emissions; Waste Reduction; Water Use; Environmental Impact of Our Suppliers</p> <p>Ford's Environmental Operating System (EOS), which is fully integrated into the Ford Production System (FPS), provides a standardized, streamlined approach to maintaining compliance with all legal, third-party and Ford internal requirements, including government regulations, ISO 14001 and Ford's own environmental policies and business plan objectives and targets. The EOS allows us to monitor compliance with external regulations and helps us develop and track internal environmental performance goals at the corporate, regional and facility level. In addition, we require our preferred "Q1" suppliers of production parts to certify their facilities to ISO 14001.</p>
103-3	Evaluation of the management approach	<p>Strategy and Governance: Governance</p>

GRI 307: ENVIRONMENTAL COMPLIANCE 2016

307-1	Non-compliance with environmental laws and regulations	<p>Please see 304-2.</p> <p>Manufacturing Plants' Notices of Violation Ford received eight notices of violation (NOVs) from government agencies in 2016: six in the United States, one in Russia and one in the United Kingdom. The issuance of an NOV is an allegation of noncompliance with anything from a minor paperwork requirement to a permit limit, and does not mean that the company was noncompliant or received a penalty.</p> <p>Fines and Penalties Paid In 2016, Ford paid fines of approximately \$2,900 globally, pertaining to environmental matters at our facilities.</p> <p>Form 10-K: Item 3. Legal Proceedings, page 20-21.</p>
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Supplier Environmental Assessment

GRI 103: MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its boundaries	<p>Strategy and Governance: Prioritizing Key Issues; Governance Operations: Environmental Impact of Our Suppliers</p> <p><i>Boundary:</i> Internal: All Ford operating regions and business units; Ford employees and dealers; External: Suppliers.</p>
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GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
→ <i>Supplier Environmental Assessment</i>		
103-2	The management approach and its components	Strategy and Governance: Governance ; Ethics and Compliance ; Our Value Chain and Impacts ; Sustainability Strategy Operations: Environmental Impact of Our Suppliers
103-3	Evaluation of the management approach	Strategy and Governance: Governance
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016		
308-1	New suppliers that were screened using environmental criteria	Operations: Environmental Impact of Our Suppliers Of our Tier 1 production suppliers with manufacturing facilities providing production parts directly to Ford (approximately 1,200+ parent suppliers, representing 4,400+ supplier sites) 100 percent are required to have ISO 14001 certification, which requires them to implement an environmental management system. In the third and fourth quarter of 2017 we are piloting the launch of a self-assessment that includes additional environmental criteria with over 500 suppliers. We are currently looking at the process of onboarding suppliers and are aiming to have a new and comprehensive process in place by 2020.
308-2	Negative environmental impacts in the supply chain and actions taken	Operations: Environmental Impact of Our Suppliers We engage with suppliers on their environmental performance. Our environmental web-guides are a part of our global terms and conditions for all suppliers and spell out requirements for ISO 14001 certification, compliance with local and national environmental laws, prohibited and declarable substances and other environment specifications. We ask a subset of our suppliers to respond to the CDP Supply Chain questionnaires for climate change and water management annually. The two questionnaires gather qualitative and quantitative information about the suppliers' management of climate risks, greenhouse gas emissions and water use. In the third and fourth quarter of 2017 we will be piloting the launch of a self-assessment questionnaire with over 500 suppliers to gauge supplier alignment with our established sustainability expectations. The specific percentage of suppliers identified as having significant actual and potential negative environmental impacts is not available at this time but we are planning to report more on this topic over the next three to five years. We are currently gathering data through the CDP Supply Chain greenhouse gas and water questionnaires to understand our suppliers' environmental impacts for climate change and water. For information on actual and potential environmental impacts of our supply chain see the Operations section of the report. Since we believe all suppliers can enhance their environmental performance, we launched a new environmental supply chain sustainability initiative – the Partnership for a Cleaner Environment (PACE) to teach our suppliers about the energy and water savings and waste reduction initiatives Ford has implemented across our plants with the hope that they will implement some of these leading practices in their own facilities. The PACE program is not a response to finding specific negative impacts in environmental assessment of our supply chain, but rather a proactive effort to engage our supply chain on improving their environmental performance. To further amplify environmental responsibility and sustainability impact further down the supply chain, we also encourage our Tier 1 suppliers to share these best practices with their Tier suppliers. We have not terminated any supplier contracts based solely on environmental impacts.

SOCIAL

GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
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Employment

GRI 103: MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its boundaries	Strategy and Governance: Prioritizing Key Issues ; Governance ; Human Rights and Working Conditions People and Communities: Our People <i>Boundary:</i> Internal: All Ford operating regions and business units; Ford employees and dealers; External: Communities and suppliers.
103-2	The management approach and its components	Strategy and Governance: Governance ; Ethics and Compliance ; Our Value Chain and Impacts ; Sustainability Strategy ; Human Rights and Working Conditions People and Communities: Our People
103-3	Evaluation of the management approach	Strategy and Governance: Governance

GRI 401: EMPLOYMENT 2016

401-1	New employee hires and employee turnover	Performance and Data: People and Communities: Employee Engagement – Voluntary Quit Rate by Major Markets Age and gender turnover is confidential information.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	People and Communities: Our People Ford offers comprehensive benefit packages that are competitive in the countries where we do business. Depending on location and country-specific practices, the packages may include pension plans, medical plans, life and accident insurance, disability protection, and paid vacations and holidays.
401-3	Parental leave	Information unavailable: This data is not readily available and is not tracked today. It would require the establishment of data tracking according to the local regulation and company policies and each region/market would need to complete its own analysis.

Labor/Management Relations

GRI 103: MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its boundaries	Strategy and Governance: Prioritizing Key Issues ; Governance ; Human Rights and Working Conditions People and Communities: Our People <i>Boundary:</i> Internal: All Ford operating regions and business units; Ford employees and dealers; External: Communities and suppliers.
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GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
→ <i>Labor/Management Relations</i>		
103-2	The management approach and its components	Strategy and Governance: Governance ; Ethics and Compliance: Our Value Chain and Impacts ; Sustainability Strategy: Human Rights and Working Conditions People and Communities: Our People
103-3	Evaluation of the management approach	Strategy and Governance: Governance

GRI 402: LABOR/MANAGEMENT RELATIONS 2016

402-1	Minimum notice periods regarding operational changes	People and Communities: Our People Ford fully complies with applicable national and/or local legal requirements for minimum notice periods regarding significant operational changes. The vast majority of Ford's global hourly workforce are covered by collective bargaining agreements. However, in most cases minimum notice periods and provisions for negotiation/consultation of significant operational changes are not specified in such agreements. Rather, communication of such changes generally occurs as part of the ongoing engagement between the company and employee representatives. For example, in the United States, the company utilizes a weekly reporting process which provides the UAW with a 3-week advance notice of any planned "indefinite layoff" actions (ILOs) and a 2-week advance notice of any planned "temporary layoff" actions (TLOs). In addition, the UAW-Ford collective bargaining agreement includes a provision for a joint monthly meeting (NJSOESC) which provides a forum to review such actions.
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Occupational Health and Safety

GRI 103: MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its boundaries	Strategy and Governance: Prioritizing Key Issues ; Governance: Human Rights and Working Conditions People and Communities: Our People: Health and Safety <i>Boundary:</i> Internal: All Ford operating regions and business units; Ford employees and dealers; External: Communities and suppliers.
103-2	The management approach and its components	Strategy and Governance: Governance ; Ethics and Compliance: Our Value Chain and Impacts ; Sustainability Strategy: Human Rights and Working Conditions People and Communities: Our People: Health and Safety
103-3	Evaluation of the management approach	Strategy and Governance: Governance

GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2016

403-1	Workers representation in formal joint management-worker health and safety committees	Ford faces workplace health and safety challenges similar to those of many multinational manufacturing companies. These challenges include, for example, establishing and reinforcing high, common expectations for the safety of our employees worldwide. Most of our manufacturing facilities have joint union-management safety committees that guide the development and implementation of safety programs in their operations. 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.
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GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
→ <i>Occupational Health and Safety</i>		
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Performance and Data: People and Communities: Health and Safety In 2016, there was one fatal accident among Ford employees. The circumstances were analyzed in detail to prevent future incidents of a similar nature. Data for occupational disease rate, absenteeism and a global injury breakdown is omitted as this information is considered confidential.
403-3	Workers with high incidence or high risk of diseases related to their occupation	This information is considered confidential.
403-4	Health and safety topics covered in formal agreements with trade unions	While health and safety are referenced in all agreements, the company collaborates with labor to achieve global health and safety targets. Agreements achieved have a flavor of continuous improvement.

Training and Education

GRI 103: MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its boundaries	Strategy and Governance: Prioritizing Key Issues ; Governance ; Human Rights and Working Conditions People and Communities: Our People <i>Boundary:</i> Internal: All Ford operating regions and business units; Ford employees and dealers; External: Communities and suppliers.
103-2	The management approach and its components	Strategy and Governance: Governance ; Ethics and Compliance ; Our Value Chain and Impacts ; Sustainability Strategy People and Communities: Our People
103-3	Evaluation of the management approach	Strategy and Governance: Governance

GRI 404: TRAINING AND EDUCATION 2016

404-1	Average hours of training per year per employee	This information is currently not available. Rather than measure the average hours of training an employee has taken, our focus is on developing our employees through our Competency Development Framework. We achieve this by developing training for each competency and associated level, allowing employees to build their skills where they have gaps in a given competency.
404-2	Programs for upgrading employee skills and transition assistance programs	People and Communities: Our People: Employee Learning and Development We offer a full catalog of functional/technical as well as leadership and professional development training opportunities in all regions. In addition, we currently offer leadership programs globally, tailored for every level of management. We provide re-employment assistance for salaried employees who exit on some types of separation programs. Re-employment assistance is not made available to salaried employees who retire without a separation program referenced above. Hourly employee collective bargaining agreements in some countries include provisions for tuition and transition assistance programs.
404-3	Percentage of employees receiving regular performance and career development reviews	All full-time, regular salaried employees are subject to the performance review process. Performance reviews for hourly employees depends on their collective agreement.

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GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
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Diversity and Equal Opportunity

GRI 103: MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its boundaries	Strategy and Governance: Prioritizing Key Issues ; Governance ; Human Rights and Working Conditions People and Communities: Our People <i>Boundary:</i> Internal: All Ford operating regions and business units; Ford employees and dealers; External: Communities and suppliers.
103-2	The management approach and its components	Strategy and Governance: Governance ; Ethics and Compliance ; Our Value Chain and Impacts ; Sustainability Strategy People and Communities: Our People
103-3	Evaluation of the management approach	Strategy and Governance: Governance

GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016

405-1	Diversity of governance bodies and employees	Performance and Data: People and Communities Strategy and Governance: Governance The breakdown by age and specific minority group has been omitted as the information is considered confidential. We do report the overall proportion of our workforce, corporate officers and board directors that come from minority groups.
405-2	Ratio of basic salary and remuneration of women to men	This information is considered confidential.

Non-Discrimination

GRI 103: MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its boundaries	Strategy and Governance: Prioritizing Key Issues ; Governance ; Human Rights and Working Conditions People and Communities: Our People <i>Boundary:</i> Internal: All Ford operating regions and business units; Ford employees and dealers; External: Communities and suppliers.
103-2	The management approach and its components	Strategy and Governance: Governance ; Ethics and Compliance ; Our Value Chain and Impacts ; Sustainability Strategy ; Human Rights and Working Conditions
103-3	Evaluation of the management approach	Strategy and Governance: Governance

GRI 406: NON-DISCRIMINATION 2016

406-1	Incidents of discrimination and corrective actions taken	This information is considered confidential.
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GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
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Freedom of Association and Collective Bargaining

GRI 103: MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its boundaries	Strategy and Governance: Prioritizing Key Issues ; Governance ; Human Rights and Working Conditions ; Supplier Training and Education ; Auditing our Suppliers People and Communities: Our People <i>Boundary:</i> Internal: All Ford operating regions and business units; Ford employees and dealers; External: Communities and suppliers.
103-2	The management approach and its components	Strategy and Governance: Governance ; Ethics and Compliance ; Our Value Chain and Impacts ; Sustainability Strategy ; Human Rights and Working Conditions ; Supplier Training and Education ; Auditing our Suppliers
103-3	Evaluation of the management approach	Strategy and Governance: Governance

GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016

407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Strategy and Governance: Human Rights and Working Conditions ; Supplier Training and Education ; Auditing our Suppliers Assessment of the right to freedom of association and collective bargaining is included in Ford's audit processes and is part of our risk management. The detailed breakdown of this information is not currently available as it is considered confidential.
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Child Labor

GRI 103: MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its boundaries	Strategy and Governance: Prioritizing Key Issues ; Governance ; Human Rights and Working Conditions ; Supplier Training and Education ; Auditing our Suppliers People and Communities: Our People <i>Boundary:</i> Internal: All Ford operating regions and business units; Ford employees and dealers; External: Communities and suppliers.
103-2	The management approach and its components	Strategy and Governance: Governance ; Ethics and Compliance ; Our Value Chain and Impacts ; Sustainability Strategy ; Human Rights and Working Conditions ; Supplier Training and Education ; Auditing our Suppliers
103-3	Evaluation of the management approach	Strategy and Governance: Governance

GRI 408: CHILD LABOR 2016

408-1	Operations and suppliers at significant risk for incidents of child labor	Strategy and Governance: Governance ; Human Rights and Working Conditions ; Supplier Training and Education ; Auditing our Suppliers
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GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
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Forced or Compulsory Labor

GRI 103: MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its boundaries	Strategy and Governance: Prioritizing Key Issues ; Governance ; Human Rights and Working Conditions ; Supplier Training and Education ; Auditing our Suppliers People and Communities: Our People <i>Boundary:</i> Internal: All Ford operating regions and business units; Ford employees and dealers; External: Communities and suppliers.
103-2	The management approach and its components	Strategy and Governance: Governance ; Ethics and Compliance ; Our Value Chain and Impacts ; Sustainability Strategy ; Human Rights and Working Conditions ; Supplier Training and Education ; Auditing our Suppliers
103-3	Evaluation of the management approach	Strategy and Governance: Governance

GRI 409: FORCED OR COMPULSORY LABOR 2016

409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Strategy and Governance: Governance ; Human Rights and Working Conditions ; Supplier Training and Education ; Auditing our Suppliers Assessment of the risk of forced or compulsory labor is included in Ford's audit processes and is part of our risk management. The detailed breakdown of this information is not currently available as it is considered confidential.
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Human Rights Assessment

GRI 103: MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its boundaries	Strategy and Governance: Prioritizing Key Issues ; Governance ; Human Rights and Working Conditions ; Supplier Training and Education ; Auditing our Suppliers People and Communities: Our People <i>Boundary:</i> Internal: All Ford operating regions and business units; Ford employees and dealers; External: Communities and suppliers.
103-2	The management approach and its components	Strategy and Governance: Governance ; Ethics and Compliance ; Our Value Chain and Impacts ; Sustainability Strategy ; Human Rights and Working Conditions ; Supplier Training and Education ; Auditing our Suppliers
103-3	Evaluation of the management approach	Strategy and Governance: Governance

GRI 412: HUMAN RIGHTS ASSESSMENT 2016

412-1	Operations that have been subject to human rights reviews or impact assessments	Ford's Policy Letter 24, our Code of Human Rights, Basic Working Conditions and Corporate Responsibility, applies to our own facilities as well as those of our joint venture partners and suppliers. We began doing formal assessments of Ford and joint venture facilities globally in 2004. In 2016, we conducted four assessments (equivalent to 6 percent of our facilities) across our operating regions in Brazil, China, Turkey and the United States.
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GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
→ <i>Human Rights Assessment</i>		
412-2	Employee training on human rights policies or procedures	Strategy and Governance: Human Rights and Working Conditions; Supplier Training and Education Our information collection process measures this information in other ways than the total hours trained, but does provide detail on the number of employees trained and the type of training. We train over 100,000 people (50.3 percent) globally on human rights issues covering bribery, anti-harassment and antidiscrimination. We also train U.S. managers on wage and work hour laws. We provide more detailed training on human rights and working conditions to nearly 1,400 employees who are likely to be visiting our international and supplier locations. In addition, our mobile app for smartphones is available to all employees and provides just-in-time compliance and ethics information for our increasingly global and mobile workforce – including anti-corruption and anti-bribery guidance, as well as information on mutual respect, non-discrimination and warning signs for human trafficking.
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Strategy and Governance: Human Rights and Working Conditions; Auditing Our Suppliers

Local Communities

GRI 103: MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its boundaries	Strategy and Governance: Prioritizing Key Issues; Governance People and Communities: Ford in the Community <i>Boundary:</i> Internal: All Ford operating regions and business units; Ford employees and dealers; External: Communities and suppliers.
103-2	The management approach and its components	Strategy and Governance: Governance; Ethics and Compliance; Our Value Chain and Impacts; Sustainability Strategy People and Communities: Ford in the Community
103-3	Evaluation of the management approach	Strategy and Governance: Governance

GRI 413: LOCAL COMMUNITIES 2016

413-1	Operations with local community engagement, impact assessments, and development programs	People and Communities: Ford in the Community; Community Projects Measuring the impact of community investments and calculating success of non-profit work can be challenging. We take a conservative approach toward measuring outcomes and use standard industry practices for quantifying the financial impact of our volunteer work. For instance, in 2016 Ford volunteers contributed 204,000 hours on community projects. Using the formula provided by the Independent Sector, that equals a community investment equivalent of \$4.9 million. When possible, we use outside resources to measure an investment's value. An outside study found that the Ford Resource and Engagement Center in Detroit returned \$3 in services for every \$1 invested by Ford and our non-profit affiliates. Since the FREC opened in 2013, non-profits at the center have assisted more than 80,000 people, serving 1.5 million pounds of food and completing more than 6,000 tax returns. Last year, we made community investments in 49 global markets, providing \$9.25 million in global grants to 166 partners.
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GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
→ <i>Local Communities</i>		
413-2	Operations with significant actual and potential negative impacts on local communities	People and Communities: Ford in the Community Strategy and Governance: Our Value Chain and Impacts Operations: Water Use

Supplier Social Assessment

GRI 103: MANAGEMENT APPROACH 2016		
103-1	Explanation of the material topic and its boundaries	Strategy and Governance: Prioritizing Key Issues; Governance Operations: Our Value Chain and Impacts; Human Rights and Working Conditions <i>Boundary:</i> Internal: All Ford operating regions and business units; Ford employees and dealers; External: Suppliers.
103-2	The management approach and its components	Strategy and Governance: Governance; Ethics and Compliance; Our Value Chain and Impacts; Sustainability Strategy; Human Rights and Working Conditions
103-3	Evaluation of the management approach	Strategy and Governance: Governance
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016		
414-1	New suppliers that were screened using social criteria	All new Ford suppliers are expected to comply with our Global Terms and Conditions. All our suppliers are subject to an ongoing program of human rights and working conditions audits. We are currently looking at the process of onboarding suppliers and are aiming to have a new and comprehensive process in place by 2020.
414-2	Negative social impacts in the supply chain and actions taken	Strategy and Governance: Human Rights and Working Conditions; Supplier Training and Education; Auditing our Suppliers

Public Policy

GRI 103: MANAGEMENT APPROACH 2016		
103-1	Explanation of the material topic and its boundaries	Strategy and Governance: Prioritizing Key Issues; Governance <i>Boundary:</i> Internal: All Ford operating regions and business units; Ford employees and dealers; External: Governments.
103-2	The management approach and its components	Strategy and Governance: Governance; Ethics and Compliance; Our Value Chain and Impacts; Sustainability Strategy Code of Conduct Handbook
103-3	Evaluation of the management approach	Strategy and Governance: Governance

GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
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→ *Public Policy*

GRI 415: PUBLIC POLICY 2016

415-1	Political contributions	Ford Motor Company does not make contributions to political candidates or political organizations as a matter of policy, but may do so in limited cases in some non-U.S. countries where it has operations. Company resources are not employed for the purpose of helping elect candidates to public office, even when permitted by law. Nor do we take positions for partisan political purposes – that is, specifically for the purpose of advancing the interest of a political party or candidate for public office. These policies remain unchanged, notwithstanding the U.S. Supreme Court’s January 2010 decision that loosened restrictions on corporate independent expenditures.
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Customer Health and Safety

GRI 103: MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its boundaries	Strategy and Governance: Prioritizing Key Issues; Governance <i>Boundary:</i> Internal: All Ford operating regions and business units; Ford employees and dealers; External: Customers and suppliers.
103-2	The management approach and its components	Strategy and Governance: Governance; Ethics and Compliance; Our Value Chain and Impacts; Sustainability Strategy
103-3	Evaluation of the management approach	Strategy and Governance: Governance

GRI 416: CUSTOMER HEALTH AND SAFETY 2016

416-1	Assessment of the health and safety impacts of product and service categories	All of our significant product categories are subject to health and safety regulations that tend to become increasingly stringent over time. As such, their health and safety impacts are regularly assessed for improvement.
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Performance and Data: Customers and Products: Product Quality and Customer Satisfaction

Customer Privacy

GRI 103: MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its boundaries	Strategy and Governance: Prioritizing Key Issues; Governance Customers and Products: Product Quality and Customer Satisfaction; Data Privacy and Security <i>Boundary:</i> Internal: All Ford operating regions and business units; Ford employees and dealers; External: Customers and suppliers.
103-2	The management approach and its components	Strategy and Governance: Governance; Ethics and Compliance; Our Value Chain and Impacts; Sustainability Strategy Customers and Products: Product Quality and Customer Satisfaction; Data Privacy and Security

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GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
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→ *Customer Privacy*

103-3	Evaluation of the management approach	Strategy and Governance: Governance
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GRI 418: CUSTOMER PRIVACY 2016

418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	This information is considered confidential.
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Mobility, Product and Service Innovation

GRI 103: MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its boundaries	Strategy and Governance: Prioritizing Key Issues ; Governance ; Global Mobility Customers and Products: Reducing Vehicle Emissions <i>Boundary:</i> Internal: All Ford operating regions and business units; Ford employees and dealers; External: Communities and suppliers.
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103-2	The management approach and its components	Strategy and Governance: Governance ; Ethics and Compliance ; Our Value Chain and Impacts ; Sustainability Strategy ; Global Mobility Customers and Products: Reducing Vehicle Emissions
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103-3	Evaluation of the management approach	Strategy and Governance: Governance
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