

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](#).

Report Application Level	C	C+	B	B+	A	A+
G3 Profile Disclosures OUTPUT	Report on: 1.1 2.1 - 2.10 3.1 - 3.8, 3.10 - 3.12 4.1 - 4.4, 4.14 - 4.15	Report on all criteria listed for Level C plus: 1.2 3.9, 3.13 4.5 - 4.13, 4.16 - 4.17	Report on all criteria listed for Level C plus: 1.2 3.9, 3.13 4.5 - 4.13, 4.16 - 4.17	Report on all criteria listed for Level C plus: 1.2 3.9, 3.13 4.5 - 4.13, 4.16 - 4.17	Same as requirement for Level B	Same as requirement for Level B
G3 Management Approach Disclosures OUTPUT	Not Required	Report Externally Assured	Management Approach Disclosures for each Indicator Category	Report Externally Assured	Management Approach Disclosures for each Indicator Category	Report Externally Assured
G3 Performance Indicators & Sector Supplement Performance Indicators OUTPUT	Report on a minimum of 10 Performance Indicators, including at least one from each of: Economic, Social and Environmental.	Report Externally Assured	Report on a minimum of 20 Performance Indicators, at least one from each of Economic, Environmental, Human rights, Labor, Society, Product Responsibility.	Report Externally Assured	Report on each core G3 and Sector Supplement* Indicator with due regard to the Materiality Principle by either: a) reporting on the Indicator or b) explaining the reason for its omission.	Report Externally Assured

*Sector supplement in final version

RELATED LINKS

External Web Sites:
[GRI](#)

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 Goals, Commitments and Status ▪ Sustainability Governance and Integration 	

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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.	<input checked="" type="checkbox"/>	<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 ▪ North American Restructuring ▪ Focusing on Labor Costs 	
2.10	Awards received in the reporting period.	■	<ul style="list-style-type: none"> ▪ 2008 Awards and Recognition ▪ Quality and Customer Satisfaction Awards and Ratings ▪ Operational Energy Use and Greenhouse Gas Emissions ▪ Diversity Awards 	

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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,	■	<ul style="list-style-type: none"> ▪ Performance Summary ▪ Economy Data ▪ Environment Data

nature of business, measurement methods).

▪ [Society Data](#)

3.11 Significant changes from previous reporting periods in the scope, boundary or measurement methods applied in the report.

▪ [Overview](#)

GRI Content Index

Element	Status	Report Links	Notes
3.12 Table identifying the location of the Standard Disclosures in the report.		▪ GRI Index	

Assurance

Element	Status	Report Links	Notes
3.13 Policy and current practice with regard to seeking external assurance for the report. If not included in the assurance report accompanying the sustainability report, explain the scope and basis of any external assurance provided. Also explain the relationship between the reporting organization and the assurance provider(s).		▪ Assurance	

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4. Governance, Commitments and Engagement

Governance

Element	Status	Report Links	Notes
4.1 Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.		▪ Corporate Governance – Board of Directors ▪ Sustainability Governance and Integration	
4.2 Indicate whether the Chair of the highest governance body is also an executive officer (and, if so, their function within the organization's management and the reasons for this arrangement).		▪ Corporate Governance – Board of Directors	
4.3 For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.		▪ Corporate Governance – Board of Directors	
4.4 Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.		▪ Corporate Governance – Board of Directors ▪ Stakeholder Engagement ▪ Who Are Our Stakeholders?	
4.5 Linkage between compensation for members of the highest governance body, senior managers and executives (including departure arrangements), and the organization's performance (including social and environmental performance).		▪ Sustainability Governance and Integration ▪ Letter from Sue Cischke	
4.6 Processes in place for the highest governance body to ensure conflicts of interest are avoided.		▪ Corporate Governance – Board of Directors	
4.7 Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organization's strategy on economic, environmental, and social topics.		▪ Corporate Governance – Board of Directors	
4.8 Internally developed statements of mission or values, codes of conduct and principles relevant to economic, environmental and social performance and the status of their implementation. Explain the degree to which these: are applied across the organization in different regions and departments/units; and relate to internationally agreed standards.		▪ Ethical Business Practices ▪ Sustainability Governance and Integration	
4.9 Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct and principles.		▪ 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: Partnerships and Collaboration ▪ Policy Letters and Directives ▪ Mobility: Partnerships and Collaboration ▪ Human Rights ▪ Collaboration within the Automotive Industry ▪ Expanding Impact on Working Conditions 	
4.13		<ul style="list-style-type: none"> ▪ Climate Change: Partnerships and Collaboration ▪ Mobility: Partnerships and Collaboration ▪ Collaboration within the Automotive Industry ▪ Vehicle Safety: Collaborative Efforts 	

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? ▪ Stakeholder Engagement 	
4.16		<ul style="list-style-type: none"> ▪ Who Are Our Stakeholders? ▪ Stakeholder Engagement 	
4.17		<ul style="list-style-type: none"> ▪ Who Are Our Stakeholders? ▪ Stakeholder Engagement ▪ Materiality Analysis ▪ Assurance 	

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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		<ul style="list-style-type: none"> ▪ Environment ▪ Manufacturing 	
Labor		<ul style="list-style-type: none"> ▪ Employees ▪ Workplace Health and Safety 	
Human Rights		<ul style="list-style-type: none"> ▪ Human Rights 	
Society		<ul style="list-style-type: none"> ▪ Society 	
Product Responsibility		<ul style="list-style-type: none"> ▪ Delivering New Products 	

Economic

Economic Performance

Element	Status	Report Links	Notes
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings and payments to capital providers and governments.	<ul style="list-style-type: none"> ▪ Economy Data ▪ Society Data 	
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	<ul style="list-style-type: none"> ▪ Climate Change Risks and Opportunities 	
EC3	Coverage of the organization's defined benefit plan obligations.	<ul style="list-style-type: none"> ▪ Focusing on Labor Costs ▪ Working with the UAW 	
EC4	Significant financial assistance received from government.	<ul style="list-style-type: none"> ▪ Sustaining Ford ▪ Ford's Electrification Strategy 	

Market Presence

Element	Status	Report Links	Notes
EC5	Range of ratios of standard entry-level wage compared to local minimum wage at significant locations of operation.		
EC6	Policy, practices, and proportion of spending on locally based suppliers at significant locations of operation.	<ul style="list-style-type: none"> ▪ Human Rights ▪ Society Data ▪ Environment ▪ Economy 	
EC7	Procedures for local hiring and proportion of senior management hired from the local community at locations of significant operation.		

Indirect Economic Impacts

Element	Status	Report Links	Notes
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind or pro bono engagement.	<ul style="list-style-type: none"> ▪ Society Data ▪ Investing in Communities 	
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	<ul style="list-style-type: none"> ▪ Economy: Progress ▪ Economic Impacts of the Auto Industry 	

Environmental

Materials

Element	Status	Report Links	Notes
EN1	Materials used by weight or volume.	<ul style="list-style-type: none"> ▪ Sustainable Materials 	
EN2	Percentage of materials used that are recycled input materials.	<ul style="list-style-type: none"> ▪ Sustainable Materials 	

Energy

Element	Status	Report Links	Notes
EN3	Direct energy consumption by primary energy source.	<ul style="list-style-type: none"> ▪ Operational Energy Use and CO2 Emissions 	
EN4	Indirect energy consumption by primary source.	<ul style="list-style-type: none"> ▪ Operational Energy Use and CO2 Emissions 	
EN5	Energy saved due to conservation and efficiency improvements.	<ul style="list-style-type: none"> ▪ 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.	<ul style="list-style-type: none"> ▪ Operational Energy Use and Greenhouse Gas Emissions ▪ Improving Fuel Economy ▪ Migration to Alternative Fuels and Powertrains 	

			<ul style="list-style-type: none"> ▪ Electrification: A Closer Look ▪ A Look Inside the "Black Box"
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	<input type="checkbox"/>	<ul style="list-style-type: none"> ▪ Operational Energy Use and Greenhouse Gas Emissions

Water

Element	Status	Report Links	Notes
EN8	Total water withdrawal by source.	<input type="checkbox"/>	<ul style="list-style-type: none"> ▪ 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 
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 type="checkbox"/>	<ul style="list-style-type: none"> ▪ Sustainable Land Use
EN13	Habitats protected or restored.	<input type="checkbox"/>	<ul style="list-style-type: none"> ▪ Sustainable Land Use
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	<input type="checkbox"/>	<ul style="list-style-type: none"> ▪ Sustainable Land Use ▪ 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 type="checkbox"/>	<ul style="list-style-type: none"> ▪ Operational Energy Use and CO2 Emissions
EN17	Other relevant indirect greenhouse gas emissions by weight.	<input type="checkbox"/>	<ul style="list-style-type: none"> ▪ Fuel Economy and CO2 Emissions
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	<input type="checkbox"/>	<ul style="list-style-type: none"> ▪ Climate Change ▪ Blueprint for Sustainability: An Overview ▪ Improving Fuel Economy ▪ Migration to Alternative Fuels and Powertrains
EN19	Emissions of ozone-depleting substances by weight.	<input type="checkbox"/>	<ul style="list-style-type: none"> ▪ Emissions (VOC and Other) ▪ Facilities-Related Emissions
EN20	NOx, SOx and other significant air emissions by type and weight.	<input type="checkbox"/>	<ul style="list-style-type: none"> ▪ Emissions (VOC and Other) ▪ Tailpipe Emissions
EN21	Total water discharge by quality and destination.	<input type="checkbox"/>	
EN22	Total weight of waste by type and disposal method.	<input type="checkbox"/>	<ul style="list-style-type: none"> ▪ Waste 
EN23	Total number and volume of significant spills.	<input type="checkbox"/>	<ul style="list-style-type: none"> ▪ Compliance
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III and VIII, and percentage of transported waste shipped internationally.	<input type="checkbox"/>	
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	<input type="checkbox"/>	

Products and Services

Element	Status	Report Links	Notes
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	<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 Percentage of products sold and their packaging materials that are reclaimed by category.



- [Sustainable Materials](#)
- [End of Life](#)



Compliance

Element	Status	Report Links	Notes
EN28 Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.		<ul style="list-style-type: none"> ▪ Compliance 	

Transport

Element	Status	Report Links	Notes
EN29 Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.		<ul style="list-style-type: none"> ▪ Logistics 	

Overall

Element	Status	Report Links	Notes
EN30 Total environmental protection expenditures and investments by type.			

Social: Labor Practices and Decent Work

Employment

Element	Status	Report Links	Notes
LA1 Total workforce by employment type, employment contract and region.		<ul style="list-style-type: none"> ▪ Employees ▪ Our Operations 	
LA2 Total number and rate of employee turnover by age group, gender and region.			
LA3 Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.			

Labor/Management Relations

Element	Status	Report Links	Notes
LA4 Percentage of employees covered by collective bargaining agreements.		<ul style="list-style-type: none"> ▪ Our Operations 	
LA5 Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements.		<ul style="list-style-type: none"> ▪ Employees ▪ Personnel Reductions ▪ Handling Downsizing Responsibly 	

Occupational Health and Safety

Element	Status	Report Links	Notes
LA6 Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.		<ul style="list-style-type: none"> ▪ Workplace Health and Safety 	
LA7 Rates of injury, occupational diseases, lost days and absenteeism, and number of work-related fatalities by region.		<ul style="list-style-type: none"> ▪ Our 2008 Safety Record ▪ Workplace Safety 	
LA8 Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families or community members regarding serious diseases.		<ul style="list-style-type: none"> ▪ Health as a Strategic Advantage ▪ HIV/AIDS 	
LA9 Health and safety topics covered in formal agreements with trade unions.		<ul style="list-style-type: none"> ▪ Relationship Management 	

Training and Education

Element	Status	Report Links	Notes
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LA10	Average hours of training per year per employee by employee category.	<input type="checkbox"/>	<ul style="list-style-type: none"> ▪ Safe Acts ▪ Ethical Business Practices ▪ Supply Chain 	
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	<input type="checkbox"/>	<ul style="list-style-type: none"> ▪ Employees ▪ North American Restructuring ▪ Handling Downsizing Responsibly 	
LA12	Percentage of employees receiving regular performance and career development reviews.	<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 ▪ Engagement and Community 	
LA14	<input type="checkbox"/>	<ul style="list-style-type: none"> ▪ Diversity and Inclusion in the Workplace ▪ 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 ▪ Engagement and Community 	

Non-Discrimination

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

Freedom of Association and Collective Bargaining

Element	Status	Report Links	Notes
HR5	<input type="checkbox"/>	<ul style="list-style-type: none"> ▪ Working Conditions in Ford Plants ▪ Ford and the Automotive Industry Supply Chain ▪ Engagement and Community 	

Child Labor

Element	Status	Report Links	Notes
HR6	<input type="checkbox"/>	<ul style="list-style-type: none"> ▪ Working Conditions in Ford Plants ▪ Ford and the Automotive Industry Supply Chain ▪ Engagement and Community 	

Forced and Compulsory Labor

Element	Status	Report Links	Notes
HR7	<input type="checkbox"/>	<ul style="list-style-type: none"> ▪ Working Conditions in Ford Plants ▪ Ford and the Automotive Industry Supply Chain ▪ Engagement and Community 	

Security Practices

Element	Status	Report Links	Notes
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	<input type="checkbox"/>	

Indigenous Practices

Element	Status	Report Links	Notes
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	<input type="checkbox"/>	

Social: Society Community

Element	Status	Report Links	Notes
SO1	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating and exiting.	<input type="checkbox"/>	<ul style="list-style-type: none"> ▪ Who Are Our Stakeholders? ▪ Community ▪ Handling Downsizing Responsibly

Corruption

Element	Status	Report Links	Notes
SO2	Percentage and total number of business units analyzed for risks related to corruption.	<input type="checkbox"/>	▪ Ethical Business Practices
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	<input type="checkbox"/>	▪ Ethical Business Practices
SO4	Actions taken in response to incidents of corruption.	<input type="checkbox"/>	▪ Ethical Business Practices

Public Policy

Element	Status	Report Links	Notes
SO5	Public policy positions and participation in public policy development and lobbying.	<input type="checkbox"/>	<ul style="list-style-type: none"> ▪ Climate Change Policy and Partnerships ▪ Policy Letters and Directives ▪ Sustainability Governance and Integration ▪ Political Contributions
SO6	Total value of financial and in-kind contributions to political parties, politicians and related institutions by country.	<input type="checkbox"/>	▪ Political Contributions

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 ▪ 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"> ▪ Challenges and Opportunities ▪ 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.



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▪ Product, Quality and Service▪ Governance: Progress	

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
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	<input type="checkbox"/>	

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Notes to GRI Index

2. Organizational Profile

RELATED LINKS

External Web Sites:
GRI

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 .

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4. Governance, Commitments and Engagement

Governance

Element	Notes
4.4	Information on contacting our Board of Directors can be found at www.ford.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.ford.com/doc/directors_code_of_ethics.pdf
4.8	Ford's Code of Conduct Handbook is publicly available at www.ford.com/about-ford/company-information/corporate-governance/corporate-governance-policies/governance-policy-803p

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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	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. Detailed discussion of this indicator was omitted from the report because it failed the materiality test.

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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 analysis determined that the procedures used for local hiring and proportion of senior management hired from the local community is not a material issue based on our materiality analyses. 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.

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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: \$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.

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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.

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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.

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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.

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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.

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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: \$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.

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Social: Labor Practices and Decent Work Employment

Element	Notes
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.
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. Approximately 208,000 Ford Motor Company employees belong to unions worldwide.

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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.

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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.

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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.

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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.

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Social: Society

Anti-Competitive Behavior

Element	Notes
SO7	Legal actions are described in the Company's Annual Report on the Form 10-K .

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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 .

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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 .

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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.

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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 .

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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.

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