



US corporate human rights index:

Tracking changes in company commitments to human rights

Findings as of July 2026

Ford

Indicator	Finding - 2025	Source	Source Link	Yes/no	Change
Policies and commitments					
General					
Human rights - UNGPs	We respect human rights in accordance with the United Nations (UN) Guiding Principles on Business and Human Rights.	Policy Statement on Ford's Human Rights Strategy, Policies and Processes, pg 2. 6/29/2023	https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/Policy-Statement-on-Ford-s-Human-Rights-Strategy-Policies-and-Processes-1.pdf	No change	
Human rights policy - ILO Core Labor Standards	III. Expectations regarding human rights and the environment for employees and suppliers We respect human rights in all our activities and seek to address adverse impacts we have caused on a timely basis. Aligned with the UN Guiding Principles on Business and Human Rights, we are committed to respecting these widely accepted international human rights and environment-related frameworks and charters:	Policy Statement on Ford's Human Rights Strategy, Policies and Processes, pg 9. 6/29/2023	https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/Policy-Statement-on-Ford-s-Human-Rights-Strategy-Policies-and-Processes-1.pdf	No change	
Human rights defenders & civic space	... "Ford will support and protect anyone who raises a good-faith concern in connection with a potential violation of this Code, company policies, or the law. Ford strictly prohibits retaliation. You will never be discriminated against, disciplined, or penalized for having the courage to report a suspected violation of this Code, our policies, or the law in good faith, or for assisting with an investigation."	Ford Code of Conduct	https://corporate.ford.com/operations/governance-and-policies/code-of-conduct/en/index.html#lessons/Ido6WwOniXQoqIM30cV_Nq2EDFZ1AgBT	No change	
Gender equality and women's empowerment	III. Expectations regarding human rights and the environment for employees and suppliers We respect human rights in all our activities and seek to address adverse impacts we have caused on a timely basis. Aligned with the UN Guiding Principles on Business and Human Rights, we are committed to respecting these widely accepted international human rights and environment-related frameworks and charters:	Policy Statement on Ford's Human Rights Strategy, Policies and Processes, pg 2	https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/Policy-Statement-on-Ford-s-Human-Rights-Strategy-Policies-and-Processes-1.pdf	No change	
...					
Indigenous Peoples	"We respect human rights in all our activities and seek to address concerns that may arise on a timely basis. Aligned with the UN Guiding Principles on Business and Human Rights, we are committed to respecting these widely accepted international human rights frameworks and charters: United Nations Declaration on the Rights of Indigenous Peoples (2007)"	Human rights policy p.3	https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/we-are-committed-to-protecting-human-rights-and-the-environment-policy.pdf	No change	
Natural resources					
Responsible mineral sourcing	"Ford aspires to source only raw materials that are responsibly produced. Ford is committed to proactively removing minerals in our products and supply chain should any be identified to be contributing to conflict. Suppliers are required to fully support and cooperate with Ford's efforts to secure full transparency and traceability of their raw material supply chains and must engage sub-tier suppliers in their efforts to demonstrate transparency and appropriate due diligence in accordance with Ford's Supplier Code of Conduct and this policy."	Ford Motor Company Responsible Materials Sourcing Policy including Conflict Minerals. p.1. 4/25/2024	https://corporate.ford.com/content/dam/corporate/us/en-us/documents/legal/Responsible_Material_Sourcing_Policy-2024.pdf	No change	
Conflict minerals	"Conflict Minerals To the extent tin, tungsten, tantalum, and gold ("Conflict Minerals" or "3TG") are contained in our products, it is Ford's goal to use Democratic Republic of the Congo (DRC) conflict free minerals while continuing to support responsible in-region mineral sourcing from the DRC and adjoining countries. As defined in Rule 13p-1 of the Securities Exchange Act of 1934 (the "Rule"), "DRC conflict free means that a product does not contain conflict minerals necessary to the functionality or production of that product that directly or indirectly finance or benefit armed groups in the DRC or an adjoining country. Suppliers are required to conduct due diligence and shall not knowingly provide products containing minerals that contribute to conflict as described in the Rule. Suppliers must also comply with Ford's annual conflict	Ford Motor Company Responsible Materials Sourcing Policy including Conflict Minerals. p.1. 4/25/2024	https://corporate.ford.com/content/dam/corporate/us/en-us/documents/legal/Responsible_Material_Sourcing_Policy-2024.pdf	No change	
No deepsea mining	"Ford ... [has] endorsed the Initiative for Responsible Mining Assurance (IRMA) Mining Standard which cannot support deep-sea mining until further research and audits can be completed."	Voices calling for a moratorium	https://deep-sea-conservation.org/solutions/no-deep-sea-mining/momentum-for-a-moratorium/companies-and-finance/	No change	
Land rights	"Respect Land Rights. We Require Our Suppliers To: • Respect the rights of Indigenous Peoples in accordance with the United Nations Declaration on the Rights of Indigenous Peoples. • Not engage in any acts constituting or aiding unlawful eviction or unlawful taking of land, forests, or waters securing the livelihood of human beings. • Strive to ensure Free, Prior, and Informed Consent of communities is pursued and obtained prior to project or activities that may affect their lands, resources, and rights." See above	Ford Supplier Code of Conduct p.6. Apr-25	https://corporate.ford.com/content/dam/corporate/us/en-us/documents/operations/governance-and-policies/Ford_SupplierCodeOfConduct_2025.pdf	No change	
Free, Prior, and Informed Consent (FPIC)				No change	

Living wage

Living wage, own operations	<p>"We uphold and support human rights by following this policy to identify and monitor risks, remediate any non-compliance, and transparently report our progress. To protect and respect human rights, we:</p> <p>...</p> <p>Comply with applicable laws regulating hours of work and support a living wage by providing competitive</p> <p>See above</p>	<p>We Are Committed to Protecting Human Rights and the Environment. p.4</p>	<p>https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/we-are-committed-to-protecting-human-rights-and-the-environment-policy.pdf</p>	<p>No change</p>
Living wage in supply chain				<p>No change</p>
Human rights due diligence and supply chain				
Process for assessing human rights risks and impacts	<p>"Consistent with the UN Guiding Principles on Business and Human Rights, we are committed to implement and integrate due diligence into our business to prevent and mitigate human rights and environmental impacts. Sustainability and the protection of human rights and the environment are everyone's responsibility. To address our responsibilities, we:</p> <p>• Identify and assess actual or potential risks and impacts through our formal Human Rights & Environment Saliency Assessment, including consultation with external experts, relevant stakeholders and potentially affected groups (see Ford's Integrated Sustainability and Financial Report)."</p>	<p>We Are Committed to Protecting Human Rights and the Environment. p.6</p>	<p>https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/we-are-committed-to-protecting-human-rights-and-the-environment-policy.pdf</p>	<p>No change</p>
Heightened human rights due diligence in Conflict Affected and High Risk Areas (CAHRAs)	<p>"...The following pertains to due diligence and responsible sourcing requirements for 3TG and any material originating from Conflict-Affected and High-Risk Areas (CAHRAs), as defined by Organization for Economic Co-operation and Development ("OECD") Due Diligence Guidance for Responsible Supply Chains of Minerals from CAHRAs ("OECD Guidance") and the related supplements for 3TG. CAHRAs are identified by the presence of armed conflict, widespread violence, or other risks of harm to people. Regardless of mineral processing location or origin, we require our suppliers to conduct due diligence in alignment with the OECD Guidance to both source responsibly and understand the sources of 3TG, cobalt, mica, lithium, nickel and, at our request, other raw materials used in Ford products..Additionally, Ford requires suppliers to cascade OECD Guidance mineral due diligence requirements to sub-tier suppliers and report any identified risk in the supply chain to the designated responsible party at Ford."</p>	<p>Ford Motor Company Responsible Materials Sourcing Policy including Conflict Minerals. p.1</p>	<p>https://corporate.ford.com/content/dam/corporate/us/en-us/documents/legal/Responsible_Material_Sourcing_Policy-2024.pdf</p>	<p>No change</p>
Affected stakeholder engagement				<p>Added source</p> <p>We are Committed to Protecting Human Rights and the Environment. https://corporate.ford.com/content/dam/na/ford/en_us/documents/corporate/reports/we-are-committed-to-protecting-human-rights-and-the-environment-policy.pdf</p> <p>Identify and assess actual or potential risks and impacts through our formal Human Rights & Environment Saliency Assessment, including consultation with external experts, relevant stakeholders and potentially affected groups (see Ford's Integrated Sustainability and Financial Report)</p>
Human rights requirements in supplier code/requirements	<p>"The Purpose of This Supplier Code.</p> <p>Guided by our Ford policies on responsible and lawful business practices, including We Are Committed to Protecting Human Rights and the Environment policy, and the United Nations (UN) Guiding Principles on Business and Human Rights (UNGPs), Ford's Supplier Code of Conduct ("Code") outlines Ford's requirements and expectations for supplier relationships in areas related to human rights, the environment and responsible materials sourcing."</p>	<p>Ford Supplier Code of Conduct, pg 2 April 2025</p>	<p>https://corporate.ford.com/content/dam/corporate/us/en-us/documents/operations/governance-and-policies/Ford_SupplierCodeOfConduct_2025.pdf</p>	<p>No change</p>
Global Framework Agreement	<p>"A Global Framework Agreement (GFA) with Ford was signed in Detroit (USA) on 25 April.</p> <p>The agreement deals with a number of subjects including freedom of association and collective bargaining, harassment and unfair discrimination, forced and child labour, working conditions and wages, occupational health and safety, education, training and development, sustainability and protection of the environment. In addition the company committed to creating the Ford Global Information Sharing Forum where both parties will consider issues and look for mutual solutions at their annual meetings."</p>	<p>Industrial website, April 2012</p>	<p>https://www.industrial-union.org/ford</p>	<p>No change</p>
Access to remedy				
Grievance mechanism for own employees	<p>"At Ford, we do things the right way – always – which includes encouraging our employees, agency personnel, suppliers, customers or other stakeholders to speak up when there is a concern about potential violations of our Code of Conduct, company policy, the law and other compliance and ethics matters....</p> <p>External Grievances</p> <p>You have identified a violation of human rights or the environment? Do not hesitate and inform us. Click</p> <p>See above</p> <p>See above</p>	<p>Governance & Policies.</p>	<p>https://corporate.ford.com/operations/governance-and-policies.html</p>	<p>No change</p>
Grievance mechanism for workers - supply chain				<p>No change</p>
Grievance mechanism for external individuals & communities				<p>No change</p>
Governance and staffing				
Board and/or C-Suite-level oversight	<p>"Our Chief Executive Officer approves, and the Sustainability, Innovation and Policy Committee of the Board of Directors provides oversight of this policy"</p>	<p>We are Committed to Protecting Human Rights and the Environment Policy, pg 2</p>	<p>https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/we-are-committed-to-protecting-human-rights-</p>	<p>No change</p>

Senior level responsibility for human rights	Our Vice President, Chief Sustainability, Environment and Safety Officer, called "Chief Sustainability Officer" (CSO), is responsible for interpreting and implementing our We Are Committed to Protecting Human Rights and the Environment policy, managing risk, and reviewing with, as appropriate, the Vice President Global Manufacturing and Labor Affairs, Vice President Global Commodity Purchasing, Chief People and Employee Experience Officer, and the Chief Policy Officer and General Counsel."	On The Road to Better: Helping Build a Better World. 2025 Integrated Sustainability and Financial Report, pg 94	https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2025-integrated-sustainability-and-financial-report.pdf	No change	
Reporting and transparency					
Human rights reporting (Integrated or stand-alone)	Human Rights included in 2025 Integrated Sustainability and Financial Report	On The Road to Better: Helping Build a Better World. 2025 Integrated Sustainability and Financial Report. p.94	https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2025-integrated-sustainability-and-financial-report.pdf	Updated	2026 Integrated Sustainability and Financial Report. https://corporate.ford.com/acslb/content/dam/na/ford/en-us/documents/corporate/reports/2026-integrated-sustainability-and-financial-report.pdf
Memberships					
RBA	Yes	RBA website	https://www.responsiblebusiness.org/abou/members/	No change	
RMI	Yes	RMI website	https://responsiblemining.net/members-partners/#irma-member-list	No change	
IRMA	Yes	IRMA Website	https://responsiblemining.net/members-partners/#irma-member-list	No change	
WEPs (signatory)	Yes	WEPs website	https://www.weps.org/company/ford-motor-private-limited	No change	
Lobbying and ethics					
Public statement or endorsement in support of mandatory human rights and environmental due diligence	No evidence			No change	
Anti-bribery and anti-corruption policy	<p>"We Require Our Suppliers To:</p> <ul style="list-style-type: none"> • Comply with all anti-bribery and anti-corruption laws and do not participate in or endorse any corrupt practices in whatever form, including offering or accepting bribes, excessive gifts or hospitality or facilitation payments. These obligations are outlined in the Anti-Corruption Supplement." AND: <p>"We are committed to a business free from bribery and corruption"</p>	Ford Supplier Code of Conduct., pg 14, AND: Anti-Bribery and Anti-Corruption (Code of Conduct)	https://corporate.ford.com/operations/governance-and-policies/code-of-conduct/en/index.html#/lessons/MjbjWj0CPazW7dbZAcRj4BjBIMzxVq ; https://corporate.ford.com/content/dam/corporate/us/en-us/documents/operations/governance-and-policies/Ford_SupplierCodeOfConduct_2025.pdf	No change	
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