

US corporate human rights index:

Tracking changes in company commitments to human rights

Findings as of July 2026

General Motors

Indicator	Finding - 2025	Source	Source Link	Yes/no change	Change
Policies and Commitments					
General					
Human rights policy - UNGPs	"Our Commitment The UN Guiding Principles on Business and Human Rights (the UN Guiding Principles) serve as a guiding framework for our work related to human rights. It establishes that the role of government is to protect human rights, the role of business is to respect human rights, and that both can play important roles to remedy adverse human rights impacts if and when they occur. GM is committed to respecting all internationally recognized human rights, including those described in the Universal Declaration of Human Rights, the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work (the ILO Core Conventions), the OECD Guidelines for Multinational Enterprises, and the UN Global Compact (to which GM is a signatory)."	Human Rights Policy, December 1st 2022	https://investor.gm.com/static-files/a66a0b2e-eddb-4e79-8122-a370a8ca9aa	Yes	Human Rights Policy, Effective as of June 25, 2026, https://investor.gm.com/static-files/52c78848-d468-4be0-850d-6a7711725eed GM's commitment to human rights is grounded in the United Nations (UN) Guiding Principle s on Business and Human Rights (UNGPs), which establish that, while the role of government is to protect human rights, the role of companies like GM is to respect human rights and to try to remedy adverse human rights impacts if and when they occur. GM is committed to respecting all internationally recognized human rights, including those described in the Universal Declaration of Human Rights, the International Labour
Human rights policy - ILO Core Labor Standards	See above			See above	
Human rights defenders & civic space	"We commit to neither tolerate nor knowingly contribute to threats, intimidation, or attacks against human rights defenders in relation to our operations. We encourage our suppliers to make the same commitment."	Human Rights Policy, December 1st 2022	https://investor.gm.com/static-files/a66a0b2e-eddb-4e79-8122-a370a8ca9aa	New source	Human Rights Policy, Effective as of June 25, 2026, https://investor.gm.com/static-files/52c78848-d468-4be0-850d-6a7711725eed
Gender equality and women's empowerment	"We recognize and respect the rights of vulnerable groups around the world, such as indigenous peoples, children, and migrant workers. We expect our suppliers to be similarly committed to protecting the rights of vulnerable groups. The rights of these groups have been established and codified in various international conventions, including: • United Nations (UN) Convention on the Elimination of all Forms of Discrimination against Women (CEDAW), 1979 • UN Convention on the Rights of the Child (CRC), 1989 • International Convention on the Elimination of All Forms of Racial Discrimination (ICERD), 1965 • International Labour Organization (ILO) Convention 107, Indigenous and Tribal Populations Convention, 1957 • ILO Convention 169, Indigenous and Tribal Peoples Convention, 1991 • UN Declaration of the Rights of Indigenous Peoples (UNDRIP), 2007 • UN Convention on the Rights of Persons with Disabilities (CRPD), 2006"	Human Rights Policy, December 1st 2022	https://investor.gm.com/static-files/a66a0b2e-eddb-4e79-8122-a370a8ca9aa	See above	
Indigenous Peoples	See above "Suppliers will respect the communities in which they are based and serve. Suppliers will respect the land rights of individuals, indigenous people, and local communities in accordance with local laws, the ILO Indigenous and Tribal Peoples Convention (No. 169), and the United Nations Declaration on the Rights of Indigenous People. Suppliers will respect the rights of local communities to decent living conditions, education, employment, social activities, and the right to Free, Prior, and Informed Consent (FPIC) to developments that affect them and the lands on which they live, with particular consideration for the presence of vulnerable groups." [Supplier Code of Conduct] [Rubber] "Recognizes and protects the rights of indigenous peoples and local communities (PLCs), including securing their free, prior, and informed consent (FPIC) on any activities that might affect their rights to their lands, territories, and resources, respects and recognizes the formal and customary land rights of PLCs in rubber producing regions, and carries out operations in accordance with the UN Declaration on the Rights of Indigenous Peoples (UNDRIP)" [Sustainable Natural Rubber Policy]	See above Supplier Code of Conduct Sustainable Natural Rubber Policy	See above https://investor.gm.com/static-files/b7d3c605-a597-486c-86e2-dbbe6a25a42 https://investor.gm.com/static-files/71121463-d004-42c3-a9ca-7d82d24294cb	Yes	Link to Sustainable Natural Rubber Policy broken, but other references to Indigenous Peoples remain. For more on Natural Rubber, see: https://investor.gm.com/static-files/159d5a38-4c3f-4873-9e8b-411e1d06d27e
Natural resources					
Responsible mineral sourcing	"General Motors (GM) is committed to sustainable and responsible sourcing of goods and services throughout our supply chain, including the various extracted minerals from around the world that ultimately become incorporated into our goods or services. As the auto industry's development of electric vehicles matures, responsible sourcing is an increasingly important part of our commitment. We recognize the importance of mitigating any inadvertent adverse impact that GM demand for minerals may cause to the environment, society, and people in regions where the minerals are extracted or processed."	Responsible Minerals Sourcing Policy, P.1	https://investor.gm.com/static-files/c86d93be-47c6-43c2-9064-9737952b964	Yes	Now see Responsible Materials Policy, https://investor.gm.com/static-files/644a1d74-6074-4688-89d2-9fce89b9b5f4 General Motors Company (GM) is committed to sustainable and responsible sourcing of goods and services throughout our supply chain, including the various raw materials from around the world that are incorporated into our goods or services. As the development of electric vehicles matures, responsible sourcing is an increasingly important part of our commitment. We recognize the importance of mitigating any adverse impact that procuring, extracting and processing in-scope raw materials listed in this document may cause to the environment, society, and people. This responsible materials policy is an integral part of GM's strategy to manage a sustainable supply chain. Scope The policy covers (1) the critical minerals cobalt and mica; (2) natural rubber; (3) leather. We also incorporate into our goods and services other commodities that may be associated with environmental and/or human rights risks and we may later choose to expand the scope of the Policy. GM continues to review our exposure to, and strategy with respect to our material supply chains And Conflict Minerals Policy, https://investor.gm.com/static-files/4fadc101-b8bf-4c9b-adb7-be715964598 We have designed our program and due diligence practices in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains (OECD Due Diligence Guidance) in order to meet our responsible sourcing expectations.
Conflict minerals	"GM understands that certain minerals predominantly originate from Conflict Affected and High-Risk Areas (CAHRA), including the Democratic Republic of Congo ("DRC") and its adjoining countries, where there are heightened concerns that proceeds from minerals could be used to contribute to armed conflict or human rights abuses. In particular, the minerals tin, tungsten, tantalum, and gold ("3TG Minerals") that are extracted or processed in certain geographies and contribute to armed conflict in DRC and its adjoining countries have become commonly referred to as "conflict minerals." Similar concerns exist with additional minerals identified in Appendix A to this policy. Consistent with our company values, GM's goal is to avoid sourcing minerals in a way that contributes to armed conflict or human rights abuses."	Responsible Minerals Sourcing Policy, P. 1	https://investor.gm.com/static-files/c86d93be-47c6-43c2-9064-9737952b964	See above	
No deep-sea mining	GM has not invested in deep-sea mineral extraction, and we do not currently use – or have plans to use, to date – deep-sea mined minerals in our supply chain given the scientific uncertainty of the impact of such process. GM will retain this position unless and until it concludes that scientific findings are sufficient to make a positive assessment of the environmental risks of the deep-sea mining process.	Statement on Deep-Sea Mineral Extraction	https://investor.gm.com/static-files/644b43ff-8bf1-48af-92e1-0142937f26bb	No change	
Land rights	See Indigenous Peoples			See Indigenous Peoples	
Free, Prior, and Informed Consent (FPIC)	See Indigenous Peoples			See Indigenous Peoples	

Living wage					
Living wage, own operations	No evidence			Updated	Reference to wages in pg. 19 of GM Code of Conduct, https://investor.gm.com/static-files/265a1dc0-ado5-4d38-ab41-2c58e575692d As a company, we work to protect the rights of everyone working for and with GM. That's why we: • Pay fair wages. And pg. 2 of Supplier Code of Conduct, https://investor.gm.com/static-files/b7d3c605-a597-486c-86e2-dbbe6a25a42, Suppliers and their employment agencies will pay wages and provide benefits and compensation to workers that comply with all applicable wage laws and regulations, including those relating to minimum wages, overtime hours, medical leave, and legally mandated benefits, and in line with Article 7 of the International Covenant on Economic, Social and Cultural Rights
Living wage in supply chain	No evidence			See above	
Human rights due diligence and supply chain					
Process for assessing human rights risks and impacts	*Due Diligence Suppliers will implement a policy committing to the responsible sourcing of all minerals and materials in line with GM's Conflict Minerals Policy and Responsible Minerals Sourcing Policy. These policies require conducting due diligence in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, including its current supplements on tin, tantalum, tungsten and gold (3TG). Suppliers will disclose to GM, as necessary, updated smelter/refiner information for any 3TG mineral used in the production of its parts, materials, components, and products. Suppliers will also engage with sub-tier suppliers to conduct due diligence by providing reporting templates or other information upon request." [Supplier Code of Conduct] "We take seriously our responsibility to identify, prevent, mitigate, and remediate human rights related risks and impacts to which we may cause or contribute. We will implement the necessary policies and processes to fulfill each of these responsibilities...When we discover potential adverse human rights impacts, we will investigate, and where appropriate, we will engage with potentially affected stakeholders and/or their representatives with the aim of identifying mutually agreeable solutions or remedies and providing for or cooperating in their remediation through legitimate processes."	Supplier Code of Conduct, P. 8, Human Rights Policy, December 1st 2022	https://investor.gm.com/static-files/b7d3c605-a597-486c-86e2-dbbe6a25a42 https://investor.gm.com/static-files/a66a0b2e-eddb-4e79-8122-a370a81ca9aa	Source 2 updated	Human Rights Policy, Effective as of June 25, 2026, https://investor.gm.com/static-files/52c78848-4468-4be0-850d-6a7711725eed Consistent with the UNGP and the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct and in accordance with this policy, GM conducts appropriate human rights due diligence. This includes clearly articulating the scope of our human rights commitments, identifying and assessing the risks salient to our business, reviewing relevant business activities and counterparties for potential human rights impacts, integrating findings into company decision making, using our leverage to prevent and mitigate adverse human rights impacts, tracking the effectiveness of our human rights program, and communicating publicly on our efforts, as appropriate.
Heightened human rights due diligence in Conflict Affected and High Risk Areas (CAHRAs)	See conflict minerals			See conflict minerals	
Affected stakeholder engagement	"When we discover potential adverse human rights impacts, we will investigate, and where appropriate, we will engage with potentially affected stakeholders and/or their representatives with the aim of identifying mutually agreeable solutions or remedies and providing for or cooperating in their remediation through legitimate processes,"	Human Rights Policy, December 1st 2022	https://investor.gm.com/static-files/a66a0b2e-eddb-4e79-8122-a370a81ca9aa	Updated source	Human Rights Policy, Effective as of June 25, 2026, https://investor.gm.com/static-files/52c78848-4468-4be0-850d-6a7711725eed
Human rights requirements in supplier code/requirements	"GM expects all suppliers to have processes in place to prevent, mitigate, and take effective measures to remediate adverse human rights impacts. Suppliers are expected and required to adhere to and cascade GM's Human Rights Policy or equivalent expectations throughout their supply chain."	Supplier code of Conduct, P. 1,	https://investor.gm.com/static-files/b7d3c605-a597-486c-86e2-dbbe6a25a42	No change	
Global Framework Agreement	No	Industrial Union	https://www.industrial-union.org/global-framework-agreements	No change	
Access to remedy					
Grievance mechanism for own employees	We put in place several reporting mechanisms and have strong anti-retaliation policies. We monitor our operations and information about our suppliers for potential violations and take action if violations occur, up to and including termination of employment or contract. Employees, suppliers, contractors, or others can report any incidents or concerns using GM's grievance mechanism - our Awareline - 24 hours per day, 7 days per week by phone, Web, or email.	Human Rights Policy, December 1st 2022	https://investor.gm.com/static-files/a66a0b2e-eddb-4e79-8122-a370a81ca9aa	Yes	Human Rights Policy, Effective as of June 25, 2026, https://investor.gm.com/static-files/52c78848-4468-4be0-850d-6a7711725eed We encourage reporting potential concerns, and we monitor our operations and our supply chain for human rights impacts, including potential violations of our policies. As
Grievance mechanism for workers - supply chain	See above			See above	
Grievance mechanism for external individuals & communities	See above			See above	
Governance and staffing					
Board and/or C-Suite-level oversight	GENERAL MOTORS COMPANY BOARD OF DIRECTORS GOVERNANCE AND CORPORATE RESPONSIBILITY COMMITTEE CHARTER ... Sustainability, and Corporate Responsibility • Oversee the Company's development of ESG initiatives, strategies, policies, and practices related to matters of sustainability and corporate responsibility that may have a material impact on the Company. • Annually review the Company's human rights practices, including responsible sourcing practices within the Company's supply chain. ...	GENERAL MOTORS COMPANY BOARD OF DIRECTORS GOVERNANCE AND CORPORATE RESPONSIBILITY COMMITTEE CHARTER	https://investor.gm.com/static-files/094ef3cd-3ea0-4837-997b-fc025d5b85d8?~:text=Purpose,lobbying%20activities,%20and	See below	
Senior level responsibility for human rights	No evidence			Yes	Human Rights Policy, Effective as of June 25, 2026, https://investor.gm.com/static-files/52c78848-4468-4be0-850d-6a7711725eed We take our responsibilities with respect to human rights seriously and address human rights issues at the highest levels. Governance includes oversight from the GM Board of Directors, with cross-functional implementation across the company and leadership from The Chief Sustainability Officer (CSO).
Reporting and transparency					
Human rights reporting (integrated or stand-alone)	Integrated in 2023 Sustainability Report	2023 Sustainability Report	https://www.gm.com/content/dam/company/docs/us/en/gmcom/company/GM_2023_SR.pdf	Yes	Human Rights Statement 2025, https://investor.gm.com/static-files/b7ead9a5-e489-4ae2-8dcf-3aab728b802a 2026 Battery Supply Chain Report, https://investor.gm.com/static-files/b401af1d-61cb-4c4d-b43c-923e4728d8d2
Memberships					
RBA	Yes	RBA	https://www.responsiblebusiness.org/about/members/	No change	
RMI	Yes	RMI	https://www.responsiblemineralsinitiative.org/about/members-and-collaborations/	No change	
IRMA	Yes	IRMA	https://responsiblemining.net/members-partners/#irma-member-list	No change	
WEPs (signatory)	No	WEPs	https://www.weps.org/companies	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	"GM is committed to the highest level of integrity; integrity in the marketplace and in its interactions with government personnel. Corruption of any kind undermines GM's commitment to integrity and will not be tolerated. Even the appearance of impropriety in giving or receiving gifts, entertainment, or things of value can jeopardize GM's interests, and is inconsistent with this commitment. Violation of anti-corruption laws by employees of GM or its subsidiaries expose GM and its employees to fines and penalties, including imprisonment. GM may be held liable for bribes, 1 paid on GM's behalf by Third Parties, including dealers, suppliers, brokers and consultants."	Global Integrity Policy Gifts, Entertainment and Anti-Corruption	https://investor.gm.com/static-files/d8e937d5-c352-4d13-8488-5c0891e7efad	Updated link https://investor.gm.com/static-files/d5d7a923-1251-4cb4-8e82-5dd8b84a351b
//END//				



