



## **Ford Motor Company Global Modern Slavery and Human Trafficking Transparency Statement for the Financial Year Ending on December 31, 2024**

Ford's purpose has always been bigger than building vehicles. We are driven by a desire to build a better world. A world in which every person is free to move and pursue their dreams. In our 2024 Global Modern Slavery and Human Trafficking Transparency Statement, we share our progress to build a robust supply chain that upholds Ford's sustainability and human rights commitments. As this report demonstrates, we are taking bold actions to build trust with our stakeholders globally and create value responsibly. We are shaping the future of mobility and we are transforming our company keenly focused on people and the planet, that is our legacy and our future. We recognize we have a long way to go, but we are on the road to better.

This statement is made pursuant to reporting requirements of applicable modern slavery, forced labor, child labor and transparency acts<sup>1</sup> which require qualifying businesses to provide disclosures related to steps being taken to ensure that slavery, forced labor, child labor and/or human trafficking are not taking place in our supply chains or any other part of our business. In this pursuit, Ford supports transparency from businesses regarding efforts to deter forced labor, child labor, slavery and human trafficking in our operations and supply chain. For a summary of our positive impact see "How We Create Sustainable Value" in our [Integrated Sustainability and Financial Report](#)

This statement was developed in consultation with representatives from Global Sustainability, Supply Chain Sustainability, and the Office of the General Counsel across all applicable regions, informed by our Integrated Sustainability and Financial Report. It provides information required for these disclosures and provides guidance to other stakeholders of the Ford Motor Company, subsidiaries, and affiliates. Unless otherwise specified, reference to "Ford", "we", "us", "Company" or "our" refer to Ford Motor Company, subsidiaries, and affiliates.

### **Ford Motor Company Overview**

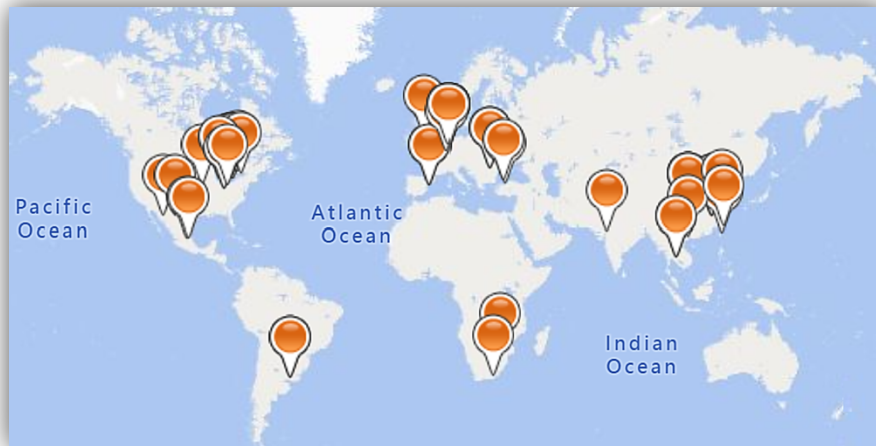
Ford Motor Company (NYSE: F) is a global company based in Dearborn, Michigan, committed to helping build a better world, where every person is free to move and pursue their dreams. The company's Ford+ plan for growth and value creation combines existing strengths, new capabilities, and always-on relationships with customers to enrich experiences for customers and deepen their loyalty. Ford develops and delivers innovative, must-have Ford trucks, sport utility vehicles, commercial vans and cars and Lincoln luxury vehicles, along with connected services. The Company offers freedom of choice through three customer-centered business segments: Ford Blue, engineering iconic gas-powered and hybrid vehicles; Ford Model e, inventing breakthrough electric vehicles along with embedded software that defines always-on digital experiences for all customers; and Ford Pro, helping commercial customers transform and expand their businesses with vehicles and services tailored to their needs. Additionally, Ford provides financial services through Ford Motor Credit Company LLC. Ford employs about 171,000 people worldwide. To learn more about Ford's commitment to Helping Build a Better World, please visit [sustainability.ford.com](https://sustainability.ford.com). Our products rely on the skills of these employees and the support of our suppliers. Ford's goal is to ensure that everything we do – or that others do for us – is produced lawfully and with respect for human rights., as embodied in our [We Are Committed to Protecting Human Rights and the Environment](#) policy. Our suppliers play a significant role in helping Ford meet this commitment.

---

Includes the Australian Modern Slavery Act, California Transparency in Supply Chains Act, United Kingdom Modern Slavery Act, Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act



The supply chain in our industry is complex, with many tiers between material suppliers and manufacturers such as Ford. Our supply chain includes component suppliers as well as indirect suppliers of facilities, equipment, materials, and services.



62 Global Manufacturing and Assembly Facilities

Ford has outlined specific conduct guidelines for our business partners and suppliers since 2003 and has a formal Supplier Code of Conduct that applies clear expectations related to respecting human rights, protecting the environment, responsible material sourcing and lawful business practices throughout our value chain. We are working with our suppliers in a variety of ways to achieve these requirements.

### **Public Commitments to Human Rights**

Ford's commitment to building a better world is deeply rooted in our longstanding dedication to human rights, including access to clean air and water. This commitment extends throughout our entire business, value chain, and global partnerships, from sourcing raw materials to product end-of-life. As a leader in the automotive industry, Ford was the first major U.S. automaker to sign the UN's Action Pledge for the International Year for the Elimination of Child Labour. This, combined with our "We Are Committed to Protecting Human Rights and the Environment" policy—which prohibits child labor, forced labor, and human trafficking—demonstrates our unwavering commitment to these crucial issues. We explicitly require our suppliers, through our Supplier Code of Conduct, and expect partners and joint ventures to adopt and enforce similar policies and extend them to their own supply chain. As the Chair of the Board of Directors and member of the Responsible Business Alliance and other multi-stakeholder groups, we encourage others across industries to adopt best practices to end child labor, forced labor, and human trafficking and address the root causes of these issues.

We are also signatories to the:

- [UN Sustainable Development Goals \(SDGs\)](#)
- [UN Global Compact](#)
- [UN Women's Empowerment Principles](#)
- [CEO Action for Diversity & Inclusion Pledge](#)



## **Child Labor, Forced Labor and Human Trafficking Policies**

Ford's commitment to protecting and respecting human rights is embodied in our comprehensive "[We Are Committed to Protecting Human Rights and the Environment](#)" policy. It addresses crucial workplace issues commonly associated with modern slavery, such as child labor, forced labor, human trafficking, and unethical recruitment practices. It mandates fair and equal wages, including the support of a living wage, and upholds freedom of association and collective bargaining rights. This policy is applicable to all of Ford's global operations and subsidiaries, and it emphasizes our dedication to ethical and fair practices across our entire organization.

Ford's policy prohibits forced or compulsory labor, in any form, and requires our business, including all suppliers, comply with ethical recruitment principles. These include prohibiting the use of misleading or fraudulent practices while offering employment, the use of recruitment fees, and the confiscating, destroying, concealing, and/or denying access to employee identity documents.

**Protecting rights to freedom of association and collective bargaining is also vital in preventing modern slavery and human trafficking in our workforce.** In alignment with our [We Are Committed to Protecting Human Rights and the Environment](#) policy, and the Organization for Economic Co-operation and Development Guidelines for Multinational Enterprises, Ford works with approximately 44 different unions globally, representing approximately 69% of our global workforce. Substantially all the hourly employees in our global Automotive operations are represented by unions and covered by collective bargaining agreements.

## **Supplier Contracts and Policies**

In addition to supporting human rights within our own operations, we are committed to ensuring our suppliers do the same. Ford's [Supplier Code of Conduct](#) ("Supplier Code") outlines both our requirements and our expectations for supplier relationships in areas related to human rights, the environment, responsible material sourcing, responsible and lawful business practices, and the implementation of associated due diligence principles.

The Supplier Code applies to Ford's supplier community. Our requirements and expectations reflect applicable laws, widely accepted international human rights frameworks and charters, and Ford's own internal policies and procedures. We require suppliers to follow all applicable Ford policies and comply with or exceed all applicable laws and regulations. Incorporated into our Global Terms and Conditions, the Supplier Code requires that suppliers must enforce a similar code of practice and require their subcontractors to do the same. We are measuring compliance with the Supplier Code using the Sustainability Self-Assessment Questionnaire process outlined in the following section.

Ford's Global Terms and Conditions are further supplemented by our Social Responsibility and Anti-Corruption Supplier Guide. The Supplier Guide aligns with the Supplier Code and expands on our expectations and suppliers' obligations on specific topics, including the prohibition of child labor, forced labor (including human trafficking and physical disciplinary abuse), and any infraction of the law. The Supplier Guide also outlines Ford's requirements regarding ethical recruitment, including the prohibition of recruitment fees, misleading or fraudulent practices while offering employment, and confiscating, destroying, concealing, and/or denying access to employee identity documents. While Ford has always prohibited the use of child labor in any form, new updates in 2023 to the Ford Supplier Code of Conduct also require that suppliers - including third party contractors who perform recruitment - implement an appropriate mechanism to verify that the age of workers complies with the International Labour Organization Minimum Age Convention (No. 138) and provide substantiation of this verification mechanism upon request.



## **Assessment of Risks, Due Diligence and Verification**

**Ford uses a saliency assessment to identify and prioritize the company's key risks associated with human rights, and areas where we can make an impact.** Conducted in line with the UN Guiding Principles Reporting Framework, the saliency assessment identified and updated the human rights issues at risk of the most severe negative impacts through our activities and business relationships. In conducting the assessment, we consulted with global external subject matter experts in human rights, environment, and labor relations. In 2024, we worked with an outside external consultant to review and update our prior saliency assessment to ensure the salient human rights and environment-related issues were still valid. We then updated the definitions based on to reflect recent trends and developments, as well as the scope of what the issues encompass. The assessment identified 8 salient human rights issues, including forced labor, child labor and human trafficking, as well as fair and decent work. These apply throughout our business and extend to our partners and supply chain. Starting in 2023, in response to new due diligence laws, such as the German Supply Chain Due Diligence Act, we have changed how we conduct saliency assessments and risk assessments. In addition to human rights, we have expanded the scope of environmental issues addressed in the saliency assessment. We plan to review and update the salient issues and key risks to the company annually.

As part of our efforts to improve our due diligence procedures and transparency, a cross-functional team has been developed to determine how Ford will address human rights strategy, assess risk, prioritize actions and comply with new and upcoming due diligence laws. This process helps us track the effectiveness of our due diligence systems and performance and indicates opportunities to focus our efforts to address human rights issues, including those that affect how we source materials responsibly. We communicate our progress on our action plans to address our salient issues through our [Integrated Sustainability and Financial Report](#).

**We have conducted 195 human rights risk assessments in Ford's global manufacturing facilities since 2004**, evaluating how they align with our [We Are Committed to Protecting Human Rights and the Environment](#) policy . In 2024, Ford continued using an established online third-party assessment tool from the [Responsible Business Alliance](#) to assess human rights and environment-related risks across all of our global manufacturing facilities in a consistent way. The Responsible Business Alliance's online assessment tool has been developed by human rights experts and provides a company the opportunity to identify areas of potential human rights, health and safety, and environment risks at the facility level by identifying gaps in systems, policies, and practices. Ford plans to continue using Responsible Business Alliance's tool to best foster our processes to uphold human rights and to ensure all of Ford's global facilities are regularly assessed for human rights risk. For more information, see our [Integrated Sustainability and Financial Report](#) and attached reports.

**We conduct Sustainability Self-Assessment Questionnaires with our global suppliers.** Managed through our membership with Drive Sustainability, the [Self-Assessment Questionnaire](#) is based on the Automotive Industry [Guiding Principles](#) and [Practical Guidance](#) for sustainability which have been developed through a collaboration of global automotive original equipment manufacturers. A growing element in our due diligence efforts, the Self-Assessment Questionnaire allows us to assess supplier sustainability policy alignment for compliance and to support legal due diligence requirements. It also supports our efforts to identify social and environmental risks and drive compliance actions throughout our supply base.

We continue to expand coverage of the Self-Assessment Questionnaire for all our tier 1 production suppliers. In 2024, we continue to include Self-Assessment Questionnaire results in our sourcing process and metrics. (learn more about Sourcing for Sustainability below).

**We conduct an annual risk assessment of our Tier 1 suppliers including human trafficking, child labor and forced labor**, based upon multiple factors, including geographic risk profile, commodity manufactured, supplier



quality performance, Self-Assessment Questionnaire results, and the nature of the business transaction. Ford performs this risk assessment with input from external resources and stakeholders, including the Responsible Business Alliance. Our 2024 supplier risk assessment included over 5,800 Tier 1 production and non-production suppliers. The risk assessment supports our audit selection processes and provides key insights to improve our human rights program.

**We collaborated in the development of the Automotive Industry Action Group (AIAG) Forced Labor Due Diligence Program**, in partnership with five other North American automakers, worked together throughout 2024 to develop an aligned industry approach for conducting and reporting forced labor due diligence activities. AIAG negotiated agreements with world-class supply chain technology providers and created an online marketplace for common reporting tools and resources. All participating OEMs agreed to incorporate these elements into their own supplier due diligence practices. This approach facilitates standardized reporting data, a common reporting template, and innovative technology for the supply base at a reduced cost. The program also includes supplier training and education to support suppliers in conducting their own forced labor due diligence while streamlining reporting in the automotive supply chain.

**We are maintaining a sharp focus on supply chain due diligence with respect to new and upcoming legislation.** We are aligning with suppliers and partners that share our commitment to international standards and best practices. Ford has updated our human rights risk analysis process to align with Germany's Supply Chain Due Diligence Act as outlined in our [Policy Statement on Ford's Human Rights Strategy, Policies and Processes](#), which mandates that companies complete due diligence through an established risk management system that identifies, prioritizes, validates, and reports on human rights and environment-related risks that can lead to human rights violations. The Act requires companies set up grievance mechanisms and provide preventative measures to safeguard and promote human rights in our own business and supply chain, as well as provide appropriate remedies when non-compliance occurs and bring any violation to an end. Legislation in the United States requires Ford to conduct additional and/or specific due diligence into our supply chain and update our annual supply chain risk analysis and processes to align with legislation. As new issues arise, we will identify whether there are any gaps in our processes and, if so, work to close them immediately. Ford also notes the appointment of a Federal Anti-Slavery Commissioner in Australia in response to recommendations arising from the 2023 Australian legislative review, and continues to monitor for any further amendment to the law.

**We continue to enhance Sourcing for Sustainability in 2024.** The first metric launched in 2022 was the Sustainability Self-Assessment Questionnaire Rating, which ensures that suppliers (when requested) complete the Self-Assessment Questionnaire and shares it with Ford. In addition to the Self-Assessment Questionnaire Rating, the following metrics have launched.

- Carbon Neutrality Target
- Sustainability Score - based on supplier compliance with sustainability reporting requirements

If a supplier has an unacceptable sustainability metric, the decision to source must be reviewed at the Global Commodity Director level and a corrective action plan must be in place prior to sourcing.

In 2025 we will launch Acceptance of Supplier Code of Conduct Metric in our Sustainability Scorecard.



## **Supplier Audits and Effectiveness**

**We regularly conduct social responsibility audits of at-risk Tier 1 supplier factories.** These audits evaluate supplier compliance with both local law and Ford's human rights expectations as communicated in our Supplier Code. These audits are performed through the independent Responsible Business Alliance [Validated Assessment Program](#) (VAP 8.0). In addition to RBA Audits, Ford has scaled up utilization of the Responsible Supply Chain Initiative (RSCI) audit protocol in 2024 in conjunction with other OEM's and the RBA. As in previous years, 100% of Ford's 2024 audits were externally validated and certified by the RBA, including the RSCI Audits. Ford's auditee list includes suppliers representing a broad range of commodity groupings from all regions of the world that were identified using our risk assessment process. Audits include worker interviews and can be either announced or unannounced.

Per the Responsible Business Alliance Validated Assessment Program and the Responsible Supply Chain Initiative Audit Protocol, our audits of suppliers evaluate for a variety of Conformance Requirements, including the following:

- All work must be voluntary
- Workers must not be under the age of 15, or under the supplier policy minimum age, or under the legal minimum age for employment, whichever of these is greatest
- Working hours do not exceed the maximum set by local law, and a workweek should not be more than 60 hours per week, including overtime, except in emergency or unusual situations
- Workers must be provided with understandable wage statements that include sufficient information to verify accurate compensation for work performed
- No harsh and inhumane treatment of workers
- No harassment of or discrimination against workers
- All workers have the right to form and join trade unions, to bargain collectively, and to engage in peaceful assembly
- All required permits, licenses and test reports for occupational safety are in place
- Potential for worker exposure to health and safety hazards is controlled
- Process to cascade Validated Assessment Program code conformance requirements to company's own suppliers and to monitor their compliance to the code

Audit results are used to identify and prioritize needed improvements at the facility level. Each supplier is expected to develop a Corrective Action Plan detailing causes and provide planned remediation actions to address identified areas of concern and take measures to correct non-conformances. For more serious priority non-conformances, we review and monitor immediate containment plans and longer-term Corrective Action Plans. Closure audits are scheduled to assess the results of Corrective Action Plans, following a timeline based on the priority of non-conformances reported.

**Ford publicly reports the findings of our supplier audits in aggregate**, including the nature of non-conformances and remedial actions, in our Integrated Sustainability and Financial Report and attached reports. We analyze audit results to gain insight into areas where further supplier training is required. The details can be found in the Performance Data Section of the Ford Integrated Report. The goal of our audit and training program is for continued supplier capacity building at our highest risk suppliers. No instances of child labor or forced labor were identified during the audits, nor did Ford identify any loss of income for vulnerable families as a result of our child labor and forced labor remediation measures.



**We participated in the development and launch of the new Responsible Supply Chain Initiative audit standard.** Ford is one of the 14 founding members of the Responsible Supply Chain Initiative launched by the German Automotive Industry Association VDA (Verband der Automobilindustrie). The Responsible Supply Chain Initiative has developed a standardized assessment for evaluating the sustainability of companies in automotive supply chains, including social compliance of working conditions, occupational safety and environmental protection. In addition, it has developed an industry standard audit which is aligned with the German Supply Chain Due Diligence Act requirements as well as upcoming legislation such as the EU Directive on corporate sustainability due diligence.

In 2024, we completed 19 Responsible Supply Chain Initiative audits and plan to continue utilizing the protocol to increase the number and scope of supplier audits conducted in 2025.

**The scope of our raw material supply chain mapping and auditing increased in 2024, to include mica and aluminum in addition to battery materials.** We started this journey in 2021 when we initiated supply chain mapping and auditing with RCS Global Group, a recognized leader in data-driven ESG performance and auditing, to deliver a multi-commodity responsible sourcing audit program to understand the sources of the cobalt, nickel, and lithium used in our EVs. In 2024, they conducted independent audits using OECD Due Diligence Management Systems along Ford's supply chain from battery manufacturers upstream to mine sites.

Over the years, the scope of the battery material project has expanded to include hybrid electric (PHEV/FHEV/MHEV) supply chains, graphite and electrolyte battery material audits. The project has conducted supplier audits along select battery supply chains at all tiers through to the mine site. These initial audits have led to the identification and mapping of mine sites in most regions around the work.

**We conducted a pre-sourcing supply chain investigation for new part suppliers using mica** by mapping and auditing their supply chains to ensure that the mica for those parts is responsibly sourced. We require suppliers to disclose the mica supply chain to Ford so that we can conduct the risk analysis and assessment prior to awarding any new contracts.

In addition, we hired RCS Global to conduct an on-site assurance and traceability Better Mining project to ensure that contracted volume of mica is traceable to the specific mines and sourced with demonstrable risk management in place.

**We are adding new materials into our raw material investigations,** kicking off our efforts in 2024 to map our North American aluminum supply chain, and in 2025, we are planning to expand on this activity to include copper.

Our supply chain auditing work is strengthening our responsible sourcing capacity and driving continual improvements in transparency and responsibility in our raw material supply chains. We also provide our suppliers with the tools and training to support their continual improvement. Suppliers who do not meet Ford standards are required to demonstrate improvement under a Corrective Action Plan that is closely monitored by Ford.

**Ford was the first American automaker to join the [Initiative for Responsible Mining Assurance](#) (IRMA),** expanding the company's commitment to safeguard human rights, communities where such work is done, and the broader environment. The Initiative for Responsible Mining Assurance works to advance responsible mining practices at large-scale mining sites, providing third-party verification and certification against comprehensive environmental and social criteria for all mined materials. Ford's Initiative for Responsible Mining Assurance membership is another step towards the company's human rights aspiration to responsibly source all raw materials used within vehicles globally.



To ensure responsible sourcing of critical raw minerals, Ford requires suppliers to purchase only from materials processors that are certified through a third-party responsible sourcing standard such as the Responsible Minerals Initiative (RMI) Responsible Minerals Assurance Process (RMAP), or that are seeking certification via a mining assurance standard, such as the Standard for Responsible Mining from IRMA or an agreed upon third-party certified equivalent. In addition, suppliers must disclose sub-tier and raw material supply chain actors and locations that provide materials used in products supplied to Ford.

Not only do the updates address due diligence requirements for risks related to sourcing tin, tungsten, tantalum, and gold and any mineral from Conflict Affected and High-Risk Areas, but they also address Environmental, Social, and Governance issues at mines and processors.

## **Transparency in Conflict Minerals**

**We continue to engage our supply base globally to address the human rights issues associated with sourcing conflict minerals.** To comply with the U.S. Conflict Minerals Rule disclosure to the Securities and Exchange Commission, suppliers whose components contain tin, tantalum, tungsten, and gold must conduct due diligence to understand the origins of these minerals, source them responsibly, and not knowingly provide minerals that may contribute to conflict. We require suppliers to use the Due Diligence Guidance, and the associated framework compiled by the Organisation for Economic Co-operation and Development to assess the chain of custody of these minerals. In alignment with the Organisation for Economic Co-operation and Development framework, Ford conducts outreach directly to smelters and refiners to engage in an independent third-party responsible mineral sourcing validation program.

We continue to enhance our Responsible Material Sourcing program by expanding the scope of our due diligence to include additional industry-relevant materials and mineral provenance from Conflict Affected and High-Risk Areas beyond the Democratic Republic of the Congo and adjoining countries. Ford has conducted a formal due diligence process on cobalt since 2018, mica since 2019, and launched due diligence on lithium and nickel in 2022.

**Ford and Ford Philanthropy continue to address child labor through economic opportunities for women in artisanal cobalt mining in Democratic Republic of the Congo.** Ford is addressing one of the root causes of child labor through a program that provides economic opportunities for women in the Democratic Republic of the Congo (DRC). Ford's supply chain team, in partnership with Ford Philanthropy, is working with the Oil and Mines Governance Center (OMGC) to implement a program that aims to break down barriers that prevent women in the DRC from equitably accessing opportunities that cobalt demand provides. The project's goal is to improve the working conditions of these women, increase their incomes, support the stability of their households, and reduce the presence of children in mining.

Consisting of two 50-member cooperatives, the OMGC project provides members of these cooperatives with personal protective equipment, safety training, access to banking services, and additional financial education. They also include other women in the area in the training activities. In 2024, one of the cooperatives secured long-term rights to mine in this region, being granted a dedicated mine site by the provincial government. With the national registration of the cooperative and members, their source of income is legitimized which provides these women and their families more stability.

Over the last three phases of our partnership the OMGC has trained and empowered over 200 women to operate in compliance with OECD and CGE (Entreprise Générale de Cobalt) standards regarding labor, corruption, and environmental protection. Additionally, more than 100 women received financial training, 100 women were provided and trained in the use of personal protective equipment, and 50 women were assisted in opening banking facilities.





**Ford supports Better Mining of Cobalt in the Democratic Republic of the Congo**, an on-the-ground program to proactively identify risks and implement corrective actions and training at designated artisanal and small-scale (ASM) cobalt mine sites in the Democratic Republic of the Congo (DRC). This program educates legal ASM cooperatives and the sector as well as supporting state services on how to implement responsible practices in the sector and meet due diligence requirements. Capacity building will also help mining communities meaningfully participate in global supply chains. In 2024, this effort led to tangible risk management improvements, including the expansion of the recently established grievance mechanism for the ASM site monitoring, the prevention of incidents of child labor and work by individuals without adequate personal protective equipment, as well as the improvement of work and safety conditions on mine sites.

## **Accountability and Grievance Channels**

**We maintain internal/external accountability**, holding all Ford employees and suppliers accountable to Ford's expectations prohibiting child labor, forced labor, and human trafficking set out in our [We Are Committed to Protecting Human Rights and the Environment](#) policy, [Code of Conduct](#), [Global Terms and Conditions](#), [Supplier Code of Conduct](#), and Supplier Guides. Employees and suppliers have multiple avenues through which to report complaints or grievances, including those related to human rights such as child labor, forced labor and human trafficking. These mechanisms allow for anonymous and confidential reporting, including telephone hotlines, a dedicated email inbox, and our public websites. Ford is committed to maintaining a culture of integrity and ethical conduct.

External reporting of any violation of human rights or environment-related risks is available on Ford's global website ([External Grievances](#)), which is also available in several languages. Additionally, reporting can be done through the [Responsible Business Alliance Worker Voice Platform](#) that is offered via the participating supplier partners, enabling Ford to record and route external grievances. This application supports case escalation including third party support as well as the ability to involve affected stakeholders for effective case resolution and remedy. A cross-functional committee ensures that all reports are reviewed and addressed, and in the case of reported non-compliance, corrective or disciplinary action is taken where appropriate. We provide appropriate remedies when non-compliance occurs. Ford prohibits retaliation against anyone for making a good-faith complaint or for cooperating in a company investigation of such complaints, and in addition complies with local whistleblower laws. Ford strives to keep access barriers as low as possible to ensure easy access to our complaints procedure for particularly vulnerable groups, such as children or people who have not been literate. Ford therefore regularly reviews whether the existing channels of our complaints procedure are sufficient and/or can be improved, e.g. improvement of the app, additional procedural languages, etc.

Suppliers are required to provide their own grievance mechanism to their employees per our Supplier Code of Conduct. We also conduct supplier trainings to emphasize the importance of providing access to grievance channels. Ford directs its suppliers and other external stakeholders to the [Responsible Minerals Initiative Grievance Mechanism](#), which replaced the [RMI Minerals Grievance Platform](#) in 2023. Stakeholders can submit grievances related to mineral supply chains, including concerns about the RMI, Responsible Minerals Assurance Process standards, smelter or refiner operations, audit quality and auditor competencies, mineral supply chains and upstream/downstream initiatives, as well as mineral sourcing activities and due diligence of Responsible Mineral Initiative member companies.



## **Global Internal / External Training**

**We conduct human rights training to build capacity both within Ford and at our suppliers.** Within the company, Ford salaried full time, part-time, and agency workers received Ford Code of Conduct training which had an overview of our policies, including our *We Are Committed to Protecting Human Rights and the Environment* policy. We also regularly conduct internal training on our Supplier Code and Supply Chain Sustainability program with our global purchasing staff.

In 2024 over 800 global Purchasing staff from all regions received live online or in person training on our Supply Chain Sustainability programs. We continue to reach our Global Purchasing staff and provide education in Director Forums throughout the year.

Externally, we invite suppliers located in countries and regions where there may be elevated risk to attend training to increase awareness of Ford's requirements and legal obligations, including those related to forced labor and child labor. We sponsored 68 suppliers to attend in person trainings in Malaysia and India focused on human rights due diligence training and general outreach on sustainability best practices. We reached over 1,400 external supplier employees to provide training and education in 2024.

**We continued our close collaboration with Responsible Business Alliance and Drive Sustainability to update and deploy e-learning training modules for suppliers globally in 2024.** These modules covered general sustainability topics including high level information regarding forced labor and mineral due diligence. For greater detail on these industry trainings, please visit the Drive Sustainability [Capacity Building](#) and Responsible Business Alliance [Training Resources](#) websites.

Individual supplier engagement sessions were also held between our Supply Chain Sustainability team and our top suppliers to exchange sustainability strategies and initiatives. These trainings and sessions are a key element of our due diligence process.

## **Key Performance Indicator Reporting**

Select key performance indicators reported for 2024 include the following:

- Working conditions initial assessments (Initial supplier audits completed to date)
- % of supply base total
- Follow-up assessments completed to date (third-party and/or internal)
- Supplier audit findings - prevalence of non-conformances in initial audits by category (percent of non-conformance category)
- Supplier audit findings - initial and closure audit average scores (2021-2023)
- Supplier training
- Internal training
- Supplier engagement

For additional information, see Ford's [Integrated Sustainability and Financial Report](#), including audit data and Key Performance Indicators for 2023.



## Partnerships with External Organizations

**We are a member of the Responsible Business Alliance , a non-profit coalition of more than 500 member cross-industry companies with combined annual revenues of greater than \$7.7 trillion, directly employing over 21.5 million people, with products manufactured in more than 120 countries.** Ford was the first automotive company to join the Responsible Business Alliance, expanding the scope of what was then the Electronics Industry Citizenship Coalition. The alliance's aim is to bring together members, suppliers, and stakeholders to collaborate with the goal of improving human rights, safety and security, environmental protection, business ethics and business performance throughout the global supply chain utilizing Responsible Business Alliance's leading standards and practices. We are active members on multiple workgroups through the Responsible Business Alliance and its Responsible Labor Initiative and Responsible Minerals Initiative. Ford's workgroup participation supports discussions around cross-industry audit protocol advancement, living wage, artisanal and small-scale mining, and definitions of recruitment fees. We are also a member of the Responsible Business Alliance Board of Directors.

**We are a member of the Automotive Industry Action Group, a non-profit organization of over 4,800 global automotive manufacturers and suppliers.** Ford is an active member of the Corporate Responsibility Steering Committee and the Automotive Industry Action Group Board of Directors. We also co-chair the Automotive Industry Action Group's Supply Chain Sustainability Committee, which works to increase supplier capacity for managing human rights and working conditions in the sector.

**We are a member of Drive Sustainability (The Automotive Partnership: Drive Sustainability).** This partnership of 16 automotive manufacturers has a commitment to move to the next level of sustainability and supply chain management in the automotive industry. Launched in 2017 and facilitated by CSR Europe, Drive Sustainability builds on the work of the European Automotive Working Group, of which Ford was an active participant. We participate in the working groups responsible for improving the Self-Assessment Questionnaire program and for developing a globally aligned training program.

**We are a member of the Initiative for Responsible Mining Assurance, a non-profit organization of mining, purchasing, non-governmental organizations, labor, and community members.** The Initiative for Responsible Mining Assurance has developed a comprehensive sustainability and human rights standard, offering third-party verification and certification for industrial-scale mines. Ford participates in the Initiative for Responsible Mining Assurance Buyers group to help develop tools for purchasers interested in encouraging mining companies to engage in Initiative for Responsible Mining Assurance. Ford also continues to communicate our commitment to source mined materials from Initiative for Responsible Mining Assurance certified mines to key commodity suppliers while also encouraging our suppliers to source from IRMA certified mines.

**We are a founding member of the Responsible Supply Chain Initiative (RSCI).** RSCI was founded in October 2021 as a coalition of companies and organizations to join forces for a common assessment standard in the form of an onsite audit. The initiative consists of a group of companies and associations within the automotive sector. The RSCI supports members, suppliers, and stakeholders in the automotive sector and related industries to strive for a more responsible supply chain. To this end, the RSCI will provide tools, measures and general support to its members to fulfil this goal. Several companies and associations within the automotive sector have decided to join forces for a more sustainable and transparent supply chain. In this way, the RSCI and the RSCI Assessment was developed

**We are a member of Catena-X.** Catena-X is a collaborative open network for sovereign data exchange across the entire value chain in the automotive industry. Use cases include demand and capacity management, traceability of production parts and increasing sustainability, for example by reducing CO<sub>2</sub> emissions, incident management – typically processes involving multiple supply stages. In this context, Catena-X standards ensure



that applications from different providers are interoperable to exchange data

**We are a new member of the Responsible Mica Initiative, a global coalition for action to help formalize mica mining, eliminate unacceptable working conditions and eradicate child labor by 2030.** Ford joined Responsible Mica in 2024 to support and participate in this cross-industry initiative established to promote responsible mica mining practices. Responsible Mica launched a new project in Madagascar in 2024, modeled after their community empowerment program in India, addressing social, economic and regulatory factors that contribute to the multiple underlying causes of child labor.

**We are a partner of The Copper Mark, a non-profit industry-initiated organization to ensure responsible production of copper.** Ford joined The Copper Mark's multi-stakeholder Advisory Council in 2021. Ford conducted outreach to key suppliers to engage in The Copper Mark's mission to produce copper responsibly and be recognized by communities as making contributions to the UN's Sustainable Development Goals. For more information on external organizations in which we participate, see Appendix A.

**For further guidance on our programs, please review our Integrated Sustainability and Financial Report which is published annually and provides further details on actions taken by Ford Motor Company.**

This Global Modern Slavery and Human Trafficking Transparency statement has been reviewed and approved by the Board of Directors on March 12, 2025.

Signed:

A handwritten signature in black ink, appearing to read "James D. Farley, Jr.", written over a horizontal line.

James D. Farley, Jr.  
President and Chief Executive Officer  
Ford Motor Company

Date: 3/12/2025



## Appendix A

<b>Ford Partners and Memberships</b>	<b>What the Partner Does</b>
<a href="#"><u>Automotive Industry Action Group</u></a>	By being both proactive and collaborative, Automotive Industry Action Group brings members together to develop innovative solutions to these and other common Corporate Responsibility challenges, both national and international. Automotive Industry Action Group develops the active insights, trainings and tools members need to operate responsibly and profitably.
<a href="#"><u>Catena-X</u></a>	Catena-X is a collaborative open network for sovereign data exchange across the entire value chain in the automotive industry. Use cases include demand and capacity management, traceability of production parts and increasing sustainability, for example by reducing CO2 emissions, incident management – typically processes involving multiple supply stages. In this context, Catena-X standards ensure that applications from different providers are interoperable to exchange data
<a href="#"><u>Drive Sustainability</u></a>	The Drive Sustainability partnership, facilitated by CSR Europe, shares the common goal of working together to improve the sustainability performance of automotive supply chains. Drive Sustainability considers that improvement and impact in the supply chain can be achieved by working with suppliers to build capacity and empowerment. Under this framework, the partnership organizes different activities like supplier training series, dialogue events or local networks.
<a href="#"><u>Initiative For Responsible Mining Assurance</u></a>	IRMA is a multi-stakeholder led organization, with a mission to protect people and the environment affected by mining. Initiative for Responsible Mining Assurance provides independent third-party verification and certification against a comprehensive standard for all large scale mined materials. Audit results are publicly available and provide transparency for purchasers interested in responsible sourcing of mined materials, and ensure a mine is implementing social and environment performance to reduce possible harm and is actively taking steps to improve Environmental, Social, and Governance performance.
<a href="#"><u>Interfaith Center for Corporate Responsibility</u></a>	Interfaith Center for Corporate Responsibility members represent faith-based organizations, socially responsible asset management companies, unions, foundations, and other responsible investors working alongside a global network of Non-Governmental Organizations and business partners. Interfaith Center for Corporate Responsibility is committed to moving the current business focus away from achieving short-term returns and towards sustainable strategies that advance the common good.
<a href="#"><u>Public-Private Alliance for Responsible Minerals Trade</u></a>	The Public-Private Alliance for Responsible Minerals Trade is a multi- sector initiative that supports projects in the Democratic Republic of the Congo and the surrounding Great Lakes Region of Central Africa to improve the due diligence and governance systems needed for ethical supply chains.
<a href="#"><u>Responsible Business Alliance</u></a>	A non-profit coalition of more than 500 companies from the electronic, retail, automobile, and toy industries. The alliance's aim is to promote high standards in human rights, safety and security, environmental protection, and business ethics.
<a href="#"><u>Responsible Labor Initiative</u></a>	Members, suppliers, recruitment partners and stakeholders use their collective influence and application of due diligence to drive the transformation of recruitment markets, reduce the risk of forced labor and provide remedy in global supply chains at all stages of recruitment and employment.
<a href="#"><u>Responsible Mica Initiative</u></a>	The Responsible Mica Initiative (RMI) is a global coalition for action – putting policy into practice – comprised of multiple organizations committed to establishing a fair, responsible and sustainable mica supply chain in Madagascar and India that will eliminate unacceptable working conditions and eradicate child labor by 2030.
<a href="#"><u>Responsible Mineral Initiative</u></a>	Responsible Mineral Initiative's flagship Responsible Minerals Assurance Process offers companies and their suppliers a third-party audit that determines which smelters and refiners have systems in place to source minerals responsibly in line with global standards. RMI also maintains the Conflict Minerals Reporting Template, a cross-industry tool for smelter disclosure. More than 500 organization from 10 industries participate in the Responsible Mineral Initiative today.



<p><a href="#">Responsible Supply Chain Initiative</a></p>	<p>The RSCI was founded in October 2021 as a coalition of companies and organizations to join forces for a common assessment standard. The initiative consists of a group of companies and associations within the automotive sector. The RSCI supports members, suppliers, and stakeholders in the automotive sector and related industries to strive for a more responsible supply chain. To this end, the RSCI will provide tools, measures and general support to its members to fulfil this goal. Several companies and associations within the automotive sector have decided to join forces for a more sustainable and transparent supply chain. In this way, the RSCI and the RSCI Assessment was developed</p>
<p><a href="#">The Copper Mark</a></p>	<p>The Copper Mark was created by the International Copper Associate to ensure responsible production practices in the copper producing and mining supply chain. The Copper Mark uses RMI Risk Readiness Assessment to evaluate participants performance to The Joint Due Diligence Standard and The Copper Mark Criteria for Responsible Production using the Copper Mark Assurance Process allowing Ford, and other stakeholders to be informed about responsible copper production and strengthen the communities where the copper industry operates.</p>
<p><a href="#">UN Global Compact</a></p>	<p>At the UN Global Compact, the UN aim to mobilize a global movement of sustainable companies and stakeholders to create the world we want. To make this happen, the UN Global Compact supports companies to:</p> <ul style="list-style-type: none"> <li>• Do business responsibly by aligning their strategies and operations with Ten Principles on human rights, labor, environment, and anti-corruption; and</li> <li>• Take strategic actions to advance broader societal goals, such as the UN Sustainable Development Goals, with an emphasis on collaboration and innovation.</li> </ul>



## Appendix B

### Index for Australian Modern Slavery Act 2018

Criterion #	Mandatory Criteria	Location in Ford MSS
1	Identify the reporting entity.	Page 1: 3rd paragraph
2	Describe the reporting entity’s structure, operations and supply chains.	<p>Page 1: Ford Motor Company Overview</p> <p><b>Additional information:</b> Ford Motor Company of Australia Pty Ltd (ACN 004 116 223) is a large proprietary company with its registered office at Level 1, 600 Victoria Street, Richmond, Victoria 3121, and is wholly owned by Ford Motor Company. Known as Ford Australia, it has carried on the business of design and supply of motor vehicles, together with their marketing, sale, and service by way of a system of independent authorized dealers, since 1925 (Ford Australia has no subsidiaries). Motor vehicles marketed and sold by Ford Australia are sourced from Ford facilities around the world, including Thailand, Turkey, Mexico, South Africa, and the USA, and its design, marketing and supply activities are supported by an in-country workforce of approximately 1400.</p>
3	Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity, and any entities that the reporting entity owns or controls.	Page 4: Saliency assessment
4	Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes.	Pages 4 - 5: Assessment of Risks, Due Diligence and Verification
5	Describe how the reporting entity assesses the effectiveness of these actions.	Pages 6. - 8: Supplier Audits and Effectiveness
6	Describe the process of consultation on the development of the statement with any entities that the reporting entity owns or controls.	Page 1: 3rd paragraph
7	Any other information that the reporting entity, or the entity giving the statement, considers relevant.	<p>Page 10: Key Performance Indicator Reporting</p> <p>Pages 11 - 12: Partnerships with External Organizations</p>

This statement is signed by Andrew Birkic in his role as the President and Chief Executive Officer of Ford Motor Company of Australia Pty Ltd on \_\_\_\_\_, 2025.

Andrew Birkic  
 President and CEO of Ford Motor Company of Australia Pty Ltd  
 \_\_\_\_\_, 2025



**Appendix C**

**Index for UK Modern Slavery Act**

Requirement #	Requirement description	Location in Ford MSS
1	The organisation’s structure, its business, and its supply chains	Page 1: Ford Motor Company Overview
2	Policies in relation to slavery and human trafficking	Page 3: Child Labor, Forced Labor and Human Trafficking Policies
3	Due diligence processes in relation to slavery and human trafficking in its business and supply chains	Pages 4 - 5: Assessment of Risks, Due Diligence and Verification
4	The parts of its business and supply chains where there is a risk of slavery and human trafficking taking place, and the steps it has taken to assess and manage that risk	Pages 4 - 5: Assessment of Risks, Due Diligence and Verification
5	Its effectiveness in ensuring that slavery and human trafficking is not taking place in its business or supply chains, measured against such performance indicators as it considers appropriate	Pages 6 - 8: Supplier Audits and Effectiveness
6	The training and capacity building about slavery and human trafficking available to its staff	Page 10: Global Internal/External Training

This Global Modern Slavery and Human Trafficking Transparency statement has been reviewed and approved by the FCE Bank plc Board of Directors on March 19, 2025.

Signed:

*Carlos Treadway*

Carlos Treadway  
 Chief Executive Officer  
 FCE Bank plc

Date: Apr-25-2025





**Appendix D**

**Index for UK Modern Slavery Act**

Requirement #	Requirement description	Location in Ford MSS
1	The organisation’s structure, its business, and its supply chains	Page 1: Ford Motor Company Overview
2	Policies in relation to slavery and human trafficking	Pages 3: Child Labor, Forced Labor and Human Trafficking Policies
3	Due diligence processes in relation to slavery and human trafficking in its business and supply chains	Pages 4 - 5: Assessment of Risks, Due Diligence and Verification
4	The parts of its business and supply chains where there is a risk of slavery and human trafficking taking place, and the steps it has taken to assess and manage that risk	Pages 4 - 5: Assessment of Risks, Due Diligence and Verification
5	Its effectiveness in ensuring that slavery and human trafficking is not taking place in its business or supply chains, measured against such performance indicators as it considers appropriate	Pages 6 - 8: Supplier Audits and Effectiveness
6	The training and capacity building about slavery and human trafficking available to its staff	Page 10: Global Internal/External Training

This Global Modern Slavery and Human Trafficking Transparency statement has been reviewed and approved by the Ford Motor Company Limited Board of Directors on April 3<sup>rd</sup>, 2025.

Signed:

*Lisa Brankin*

\_\_\_\_\_  
 Lisa Brankin  
 Chair  
 Ford of Britain

Apr-24-2025

Date: \_\_\_\_\_



**Appendix E**

**Index for UK Modern Slavery Act**

Requirement #	Requirement description	Location in Ford MSS
1	The organisation’s structure, its business, and its supply chains	Page 1: Ford Motor Company Overview
2	Policies in relation to slavery and human trafficking	Pages 3: Child Labor, Forced Labor and Human Trafficking Policies
3	Due diligence processes in relation to slavery and human trafficking in its business and supply chains	Pages 4 - 5: Assessment of Risks, Due Diligence and Verification
4	The parts of its business and supply chains where there is a risk of slavery and human trafficking taking place, and the steps it has taken to assess and manage that risk	Pages 4 - 5: Assessment of Risks, Due Diligence and Verification
5	Its effectiveness in ensuring that slavery and human trafficking is not taking place in its business or supply chains, measured against such performance indicators as it considers appropriate	Pages 6 - 8: Supplier Audits and Effectiveness
6	The training and capacity building about slavery and human trafficking available to its staff	Page 10: Global Internal/External Training

This Global Modern Slavery and Human Trafficking Transparency statement has been reviewed and approved by the Ford Halewood Transmissions Limited Board of Directors on April 2, 2025.

Signed:

*Terry Sapsford*

Terry Sapsford  
 Director  
 Ford Halewood Transmissions Limited

Apr-25-2025

Date: \_\_\_\_\_



**Appendix F**

**Index for UK Modern Slavery Act**

Requirement #	Requirement description	Location in Ford MSS
1	The organisation’s structure, its business, and its supply chains	Page 1: Ford Motor Company Overview
2	Policies in relation to slavery and human trafficking	Pages 3: Child Labor, Forced Labor and Human Trafficking Policies
3	Due diligence processes in relation to slavery and human trafficking in its business and supply chains	Pages 4 - 5: Assessment of Risks, Due Diligence and Verification
4	The parts of its business and supply chains where there is a risk of slavery and human trafficking taking place, and the steps it has taken to assess and manage that risk	Pages 4 - 5: Assessment of Risks, Due Diligence and Verification
5	Its effectiveness in ensuring that slavery and human trafficking is not taking place in its business or supply chains, measured against such performance indicators as it considers appropriate	Pages 6 - 8: Supplier Audits and Effectiveness
6	The training and capacity building about slavery and human trafficking available to its staff	Page 10: Global Internal/External Training

This Global Modern Slavery and Human Trafficking Transparency statement has been reviewed and approved by the Ford Britain Holdings Limited Board of Directors via a Directors Written Resolution.

Signed:

\_\_\_\_\_

Adrian Stead  
 Director  
 Ford Britain Holdings Limited

Date: Apr-29-2025  
 \_\_\_\_\_



**Appendix G**

**Index for UK Modern Slavery Act**

Requirement #	Requirement description	Location in Ford MSS
1	The organisation’s structure, its business, and its supply chains	Page 1: Ford Motor Company Overview
2	Policies in relation to slavery and human trafficking	Pages 3: Child Labor, Forced Labor and Human Trafficking Policies
3	Due diligence processes in relation to slavery and human trafficking in its business and supply chains	Pages 4 - 5: Assessment of Risks, Due Diligence and Verification
4	The parts of its business and supply chains where there is a risk of slavery and human trafficking taking place, and the steps it has taken to assess and manage that risk	Pages 4 - 5: Assessment of Risks, Due Diligence and Verification
5	Its effectiveness in ensuring that slavery and human trafficking is not taking place in its business or supply chains, measured against such performance indicators as it considers appropriate	Pages 6 - 8: Supplier Audits and Effectiveness
6	The training and capacity building about slavery and human trafficking available to its staff	Page 10: Global Internal/External Training

This Global Modern Slavery and Human Trafficking Transparency statement has been reviewed and approved by the Ford Technologies Limited Board of Directors on April 10, 2025.

Signed:

*Andrew Brumley*

Andrew Brumley  
Director

Apr-25-2025

Date: \_\_\_\_\_



**Appendix H**

**Index for Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act**

Requirement #	Requirement description per Act Section 11	Location in Ford MSS
1	A description of the steps taken to prevent and reduce risks of forced labour and child labour, as per subsection 11(1)	Pages 4 - 5: Assessment of Risks, Due Diligence and Verification
	Supplementary information addressing each of the seven requirements in subsection 11(3):	
2	(a): The entity's structure, activities and supply chains	Page 1: Ford Motor Company Overview  <b>Additional information:</b> Ford Motor Company of Canada, Limited is a corporation headquartered in Oakville, Ontario (1 The Canadian Road, Oakville, Ontario, L6J 5E4) and is a wholly owned subsidiary of Ford Motor Company. Known as Ford of Canada, its business includes vehicle assembly and distribution, engine manufacturing, research, development and innovation, marketing, and sales and service through a network of independent authorized dealers. Ford and Lincoln motor vehicles sold in Canada are sourced from Ford facilities around the world, including the USA. Ford of Canada's supply chain policies and procedures, including steps taken to prevent and reduce risks of forced labour and child labour therein, are the same as the Ford global policies and procedures described in this Global Modern Slavery and Human Trafficking Transparency Statement for the Financial Year Ending on December 31, 2024.
3	(b): Policies and due diligence processes in relation to forced labour and child labour	Page 3: Child Labor, Forced Labor and Human Trafficking Policies
4	(c): The parts of its business and supply chains that carry a risk of forced labour or child labour being used and the steps it has taken to assess and manage that risk	Pages 4 - 5: Assessment of Risks, Due Diligence and Verification
5	(d): Any measures taken to remediate any forced labour or child labour	Pages 4 - 5: Assessment of Risks, Due Diligence and Verification



6	(e): Any measures taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains	Pages 4 - 5: Assessment of Risks, Due Diligence and Verification Pages 6 – 8: Supplier Audits and Effectiveness
7	(f): The training provided to employees on forced labour and child labour	Page 10: Global Internal/External Training
8	(g): How the entity assesses its effectiveness in ensuring that forced labour and child labour are not being used in its business and supply chains	Pages 6 - 8: Supplier Audits and Effectiveness

This Global Modern Slavery and Human Trafficking Transparency statement has been reviewed and approved by the Ford Motor Company of Canada, Limited Board of Directors on \_\_\_\_\_, 2025.

In accordance with the requirements of the *Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act*, SC 2023, c 9, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for Ford Motor Company of Canada, Limited. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the *Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act*, for the 2024 reporting year.

Signed:

\_\_\_\_\_

Graham Caithness  
 Corporate Secretary  
 Ford Motor Company of Canada, Limited  
*I have authority to bind the Company*

Date: \_\_\_\_\_