Compliance Audit: Ford Motor Company

Period: September 30, 2023

<div style="background:orange">**OVERALL RISK: MEDIUM**</div>

1. Forensic Business Intelligence

LABOUR CODE FINANCIAL IMPACT:
No data extracted.

KEY PRODUCTS	MAJOR CUSTOMERS
Ranger, Bronco, Explorer, Aviator, Super Duty, Expedition, Navigator, Mustang Mach-E, F-150, Transit	Not extracted

2. Executive Summary

Overview: Ford Motor Company's labor compliance posture shows a mix of strengths and areas needing attention. Strong financial performance in some segments is offset by losses in others, and while there's a commitment to ethical practices, specific disclosures on workforce demographics and supply chain practices are lacking, creating potential risks.

■ **Key Insight:** The absence of specific disclosures regarding gender pay ratios and detailed supply chain due diligence creates potential compliance risks and hinders a comprehensive assessment of Ford's labor practices.

3. Supply Chain & Vendor Intelligence

Key Vendors Identified (Related Parties):

1.   Refer to Annual Report Note: Related Party Disclosures

Principal Employer Liability Analysis: Principal employer liability is not addressed in the provided documents.

4. Financial Intelligence

Revenue	EBITDA	Net Income	Emp. Cost
43,801	N/A	1,173	N/A

5A. Wages & Remuneration

Area	Status	Evidence Snippet
Minimum Wage	N/A	No specific mention of minimum wage policies found in the provided documents.
Equal Pay	NOT DISCLOSED	No disclosure of gender pay ratios or specific equal pay policies found in the provided documents.
Profit Sharing	N/A	No specific mention of profit-sharing arrangements found in the provided documents.

5B. OSH & Safety

Area	Status	Evidence Snippet
Safety Systems	N/A	No specific mention of safety systems found in the provided documents.
Accident Records	N/A	No specific mention of accident records found in the provided documents.
Audit Scores	N/A	No specific mention of audit scores found in the provided documents.

5C. Industrial Relations

Area	Status	Evidence Snippet
Unionization	RISK IDENTIFIED	On September 14, 2023, our collective bargaining agreement with the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America ("UAW") in the United States expired.
Collective Bargaining	RISK IDENTIFIED	Although a tentative agreement has been reached with the UAW, it is still subject to union ratification. As a result, the ultimate impact on our business, including our suppliers, remains uncertain and could have a substantial adverse effect on our financial results for full-year 2023.
Disputes Strikes	RISK IDENTIFIED	Following the expiration of the agreement, negotiations with the UAW continued; however, UAW strikes at our Michigan Assembly Plant (where we produce the Ranger and Bronco), Chicago Assembly Plant (where we produce the Explorer and Aviator), and Kentucky Truck Plant (where we produce the Super Duty,...

5D. Social Security

Area	Status	Evidence Snippet

Leave Policy	**N/A**	No specific mention of leave policy found in the provided documents.
Retirement Benefits	**COMPLIANT**	Balances at September 30, 2023 reflect pension and OPEB liabilities at December 31, 2022, updated for: service and interest cost; expected return on assets; curtailments, settlements, and associated interim remeasurement (where applicable); separation expense; actual benefit payments; and cash contr...
Healthcare Welfare	**N/A**	No specific mention of healthcare welfare found in the provided documents.

6. Workforce Profile

No detailed workforce data extracted.

7. Strategic Recommendations

1. Improve transparency and reporting on workforce demographics, including gender pay ratios.

2. Develop and implement a comprehensive supply chain due diligence program to address forced labor and conflict minerals.

3. Strengthen labor relations to mitigate the risk of future strikes and production disruptions.

4. Enhance risk management strategies to address potential financial impacts from labor disputes and supply chain issues.