



CORPORATE HUMAN RIGHTS BENCHMARK

2020 Report Findings

Monday, November 23, 2020

Panelists



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Panelists



Camille Le Pors
Lead, Corporate Human Rights
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(WBA)



Corporate Human
Rights Benchmark



**World
Benchmarking
Alliance**

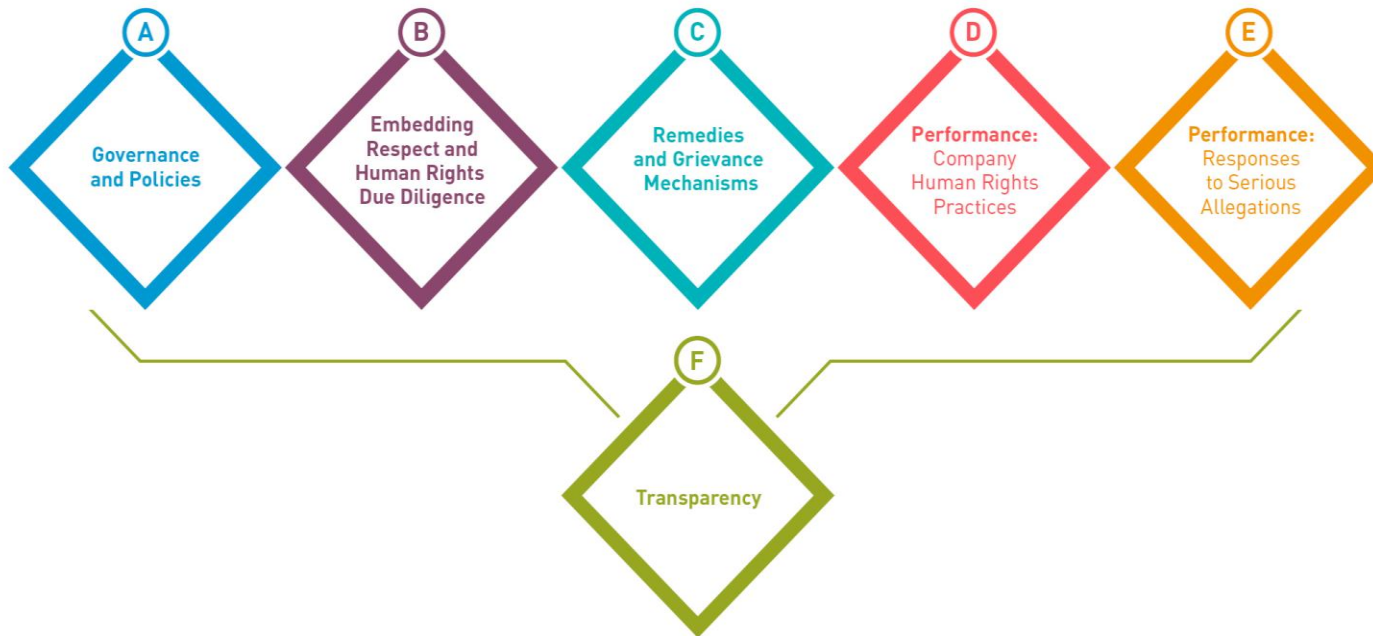
@rankBHR @SDGBenchmarks #chrb
#bizhumanrights

A photograph of a woman with dark curly hair, wearing a dark shirt, working on the engine of a car. She is using a power drill. The image is overlaid with a semi-transparent red filter. The text "2020 Results of the Corporate Human Rights Benchmark" is written in white, bold, sans-serif font across the middle of the image.

**2020 Results of the
Corporate Human Rights
Benchmark**

23 November 2020

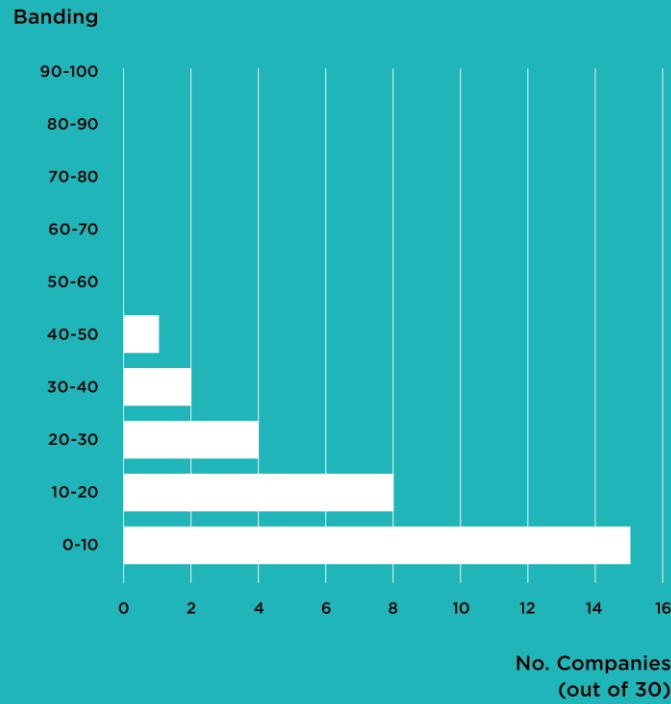
Automotive results



- 30 automotive companies
- Assessed for the first time by CHRB
- 6 measurement themes
- ~50 indicators per company
- Methodology grounded in UNGPs and other recognised frameworks
- Assessment based on publicly available information

Automotive results

Number of automotive companies per band



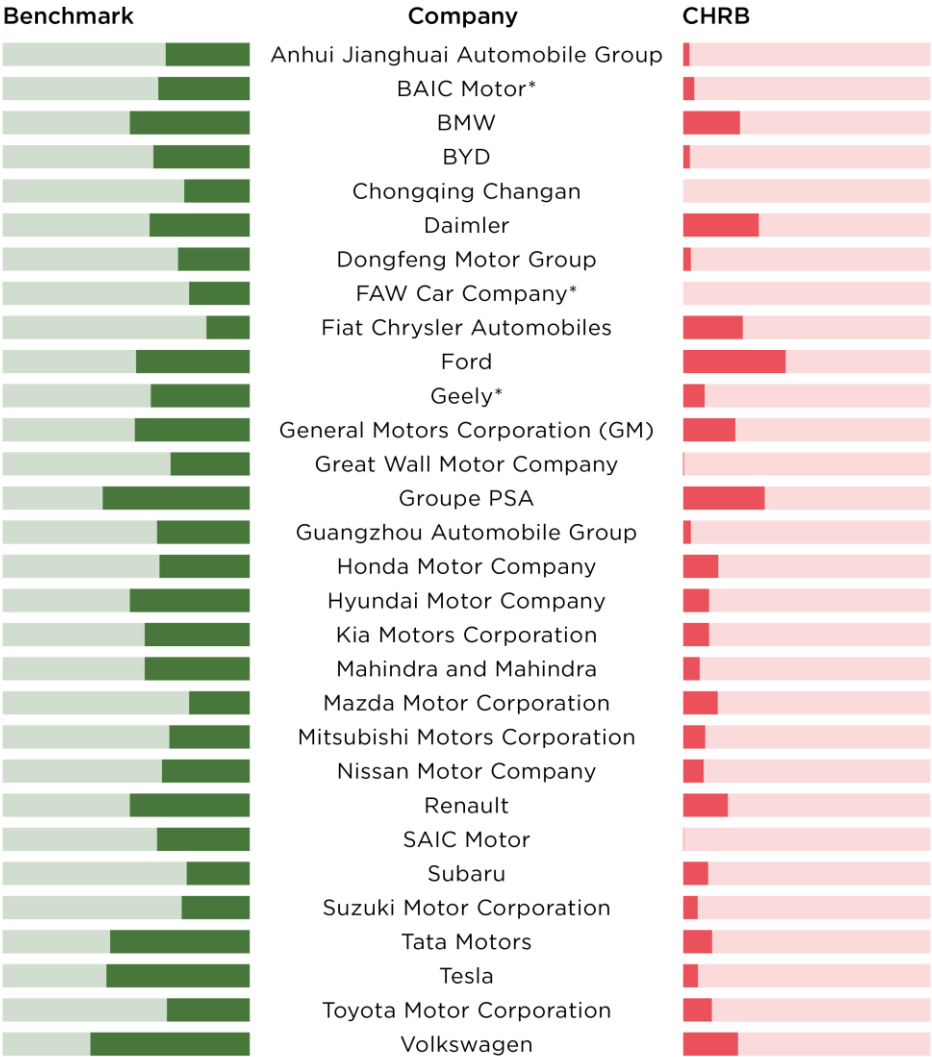
Average score:
12%

Banding	Company	Key information		
40-50	Ford	▶		
30-40	Groupe PSA	▶		×
	Daimler	▶		
20-30	Fiat Chrysler Automobiles	▶		
	BMW	▶		
	Volkswagen	▶		
	General Motors Corporation (GM)	!	▶	×
10-20	Renault	▶		×
	Honda Motor Company	!	▶	×
	Mazda Motor Corporation			
	Tata Motors	!		×
	Toyota Motor Corporation		▶	
	Kia Motors Corporation	!		×
	Hyundai Motor Company	!	▶	×
	Subaru	!		×
0-10	Mitsubishi Motors Corporation	!		×
	Geely	!		×
	Nissan Motor Company	!	▶	
	Mahindra and Mahindra	!		×
	Tesla	!	▶	×
	Suzuki Motor Corporation	!	▶	×
	BAIC Motor	!		×
	Dongfeng Motor Group	!		×
	Guangzhou Automobile Group	!		×
	BYD	!	▶	×
	Anhui Jianghuai Automobile Group	!		×
	Great Wall Motor Company	!		×
	SAIC Motor	!		×
	Chongqing Changan A	!		×
	FAW Car Company	!		×

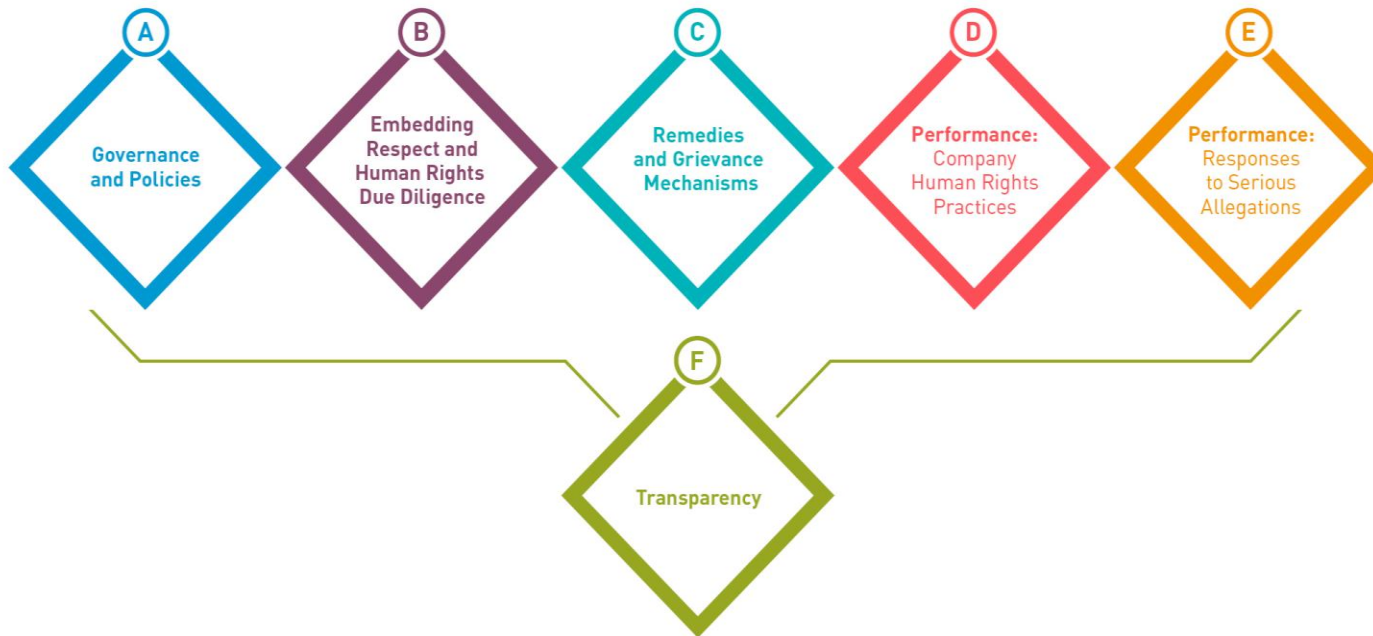
! = Scores 0 on HRDD (B.2) ▶ = At least 1 serious allegation × = Non-engaged

Automotive results

**Climate and Energy
Benchmark**



CHRB Core UNGP results



- 199 companies
- 4 sectors
- CHRB Core UNGP indicators
- 13 indicators per company
- Core expectations of the UNGPs:
 - High level commitments
 - Human rights due diligence
 - Access to remedy
- Assessment based on publicly available information

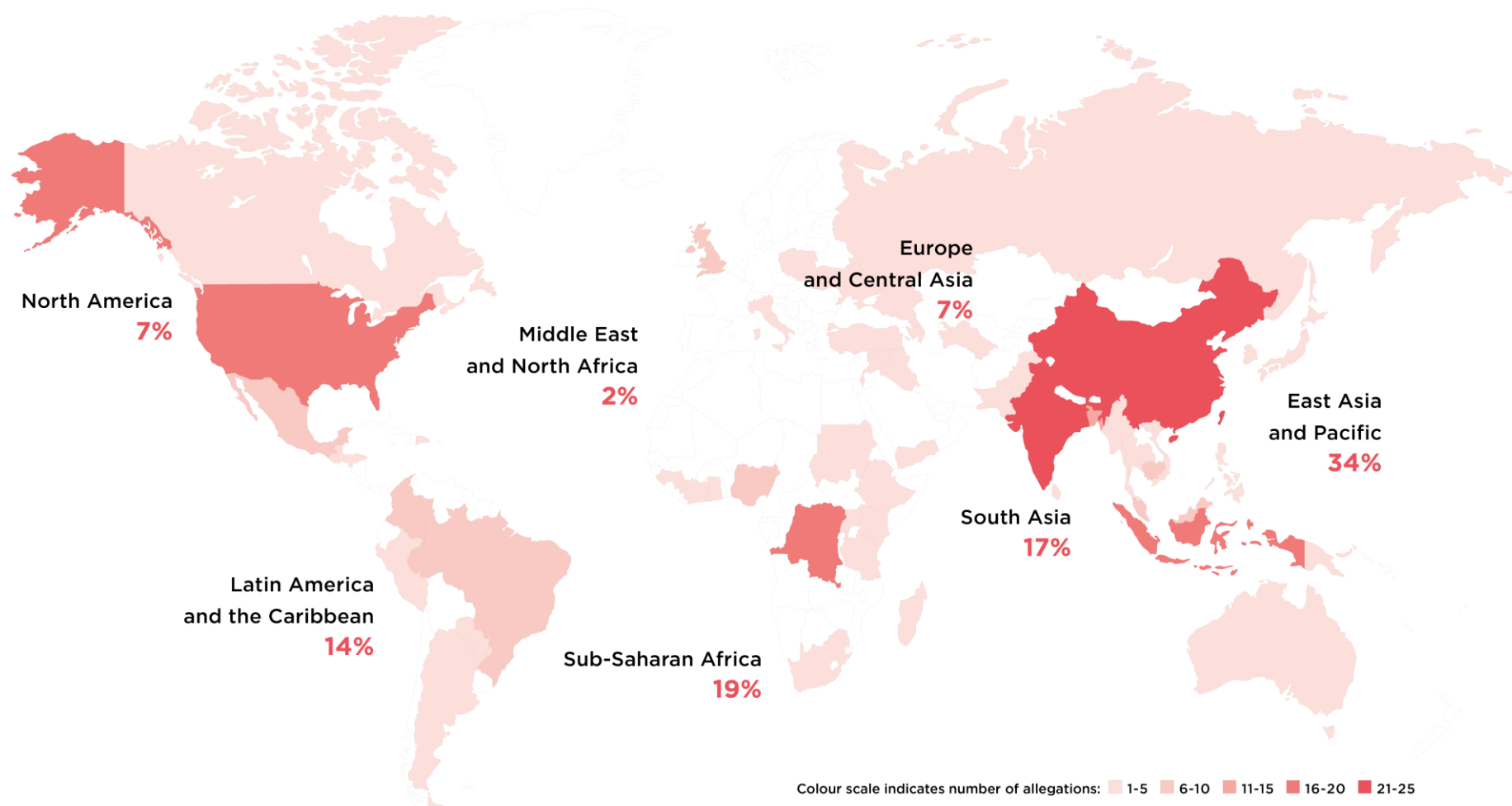
CHRB Core UNGP results

- Too many companies are failing to meet human rights due diligence expectations
- A growing number of companies are getting better at the fundamental policy and process requirements, but...
- ... many still lag behind
- ... and these commitments and processes need to deliver results on the ground



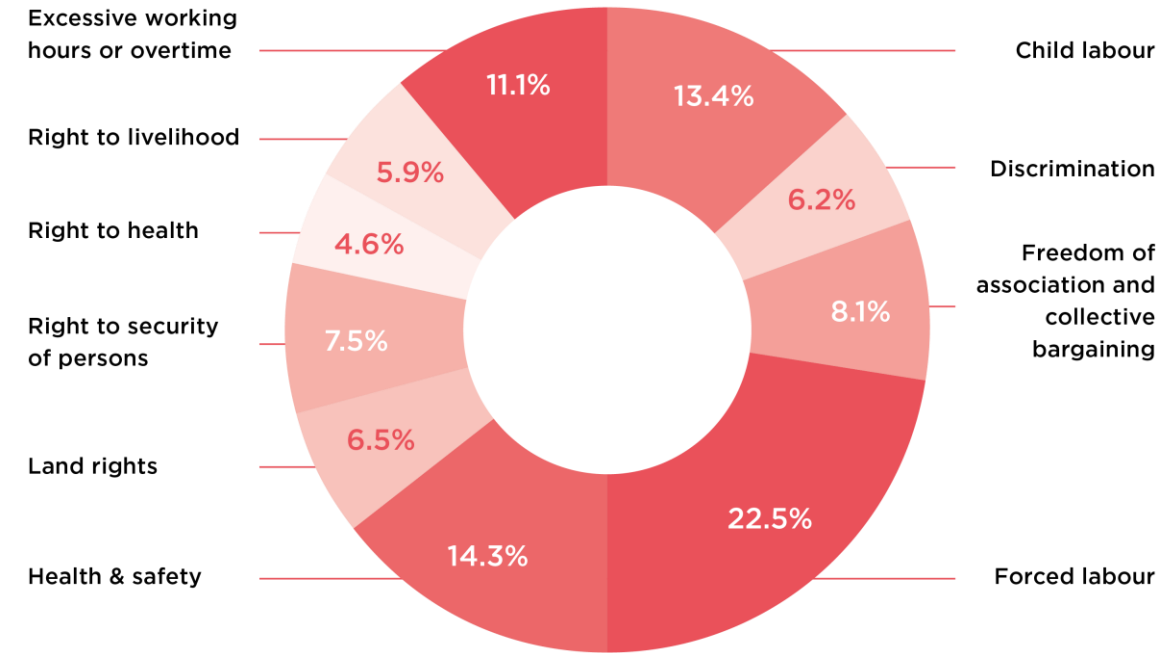
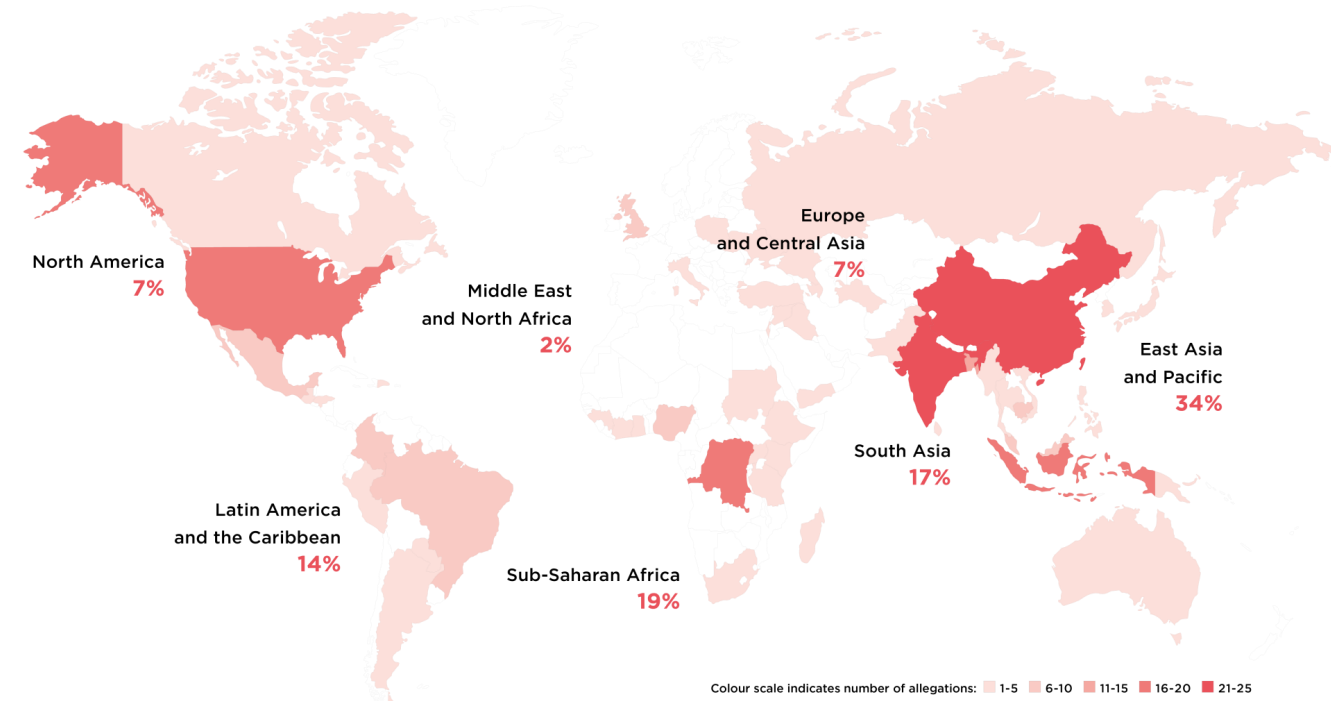
2020 results – all sectors

Negative human rights impacts are overwhelmingly felt in developing countries



2020 results – all sectors

- Of the 229 companies assessed, 104 had at least one allegation of a serious human rights impact
- 225 allegations of serious human rights impacts



- Companies engaged in a dialogue with stakeholders in less than 1/3 of cases
- Companies provided effective remedy that was satisfactory to the victims in only 4% of cases

CHRB Core UNGP results - AG



Score out of 26	Company	Score change from 2019 on the CHRB Core UNGP indicators	Key information
25	Unilever	-0.5	! ▶ X
22	PepsiCo	+3.5	▶
21.5	Heineken	-0.5	
21.5	Tesco	+5	▶
20.5	Marks & Spencer	-1	▶
20.5	Nestle	+2.5	▶
19	Glencore	+4	▶
18.5	Diageo	-0.5	
18	Wilmar International	+3	▶
17.5	Woolworths Group	+3.5	▶
17	Coca-Cola Company	-4	▶
17	Coles Group	+5	
17	Danone	0	▶
16.5	Compass Group	+8.5	
16.5	Kellogg's	-1	▶
16.5	The Hershey Company	+9	▶
15	Kerry Group	+6	
15	Mondelez International	-1	
14.5	Anheuser-Busch InBev	+0.5	▶
14	General Mills	+3	
13.5	Aeon	+1.5	
13.5	Ahold Delhaize	+7	
12	Kirin Holdings	+1.5	▶
11	Pernod Ricard	0	
10.5	Archer Daniels Midland (ADM)	-1	▶
10.5	Asahi Group	0	
10	McDonald's	+0.5	▶
9.5	Walmart	+1.5	▶

9	Carrefour	-1.5	▶ X
8.5	Carlsberg	+1	!
8	Monster Beverage	+4	
7.5	Associated British Foods	0	
7.5	Kraft Heinz	+0.5	! ▶
7.5	Kroger	0	
6.5	Hormel Foods	+2	!
6	Amazon	+1.5	▶
6	Sysco	-1	
6	Tyson Foods	+1	! X
5.5	Lindt & Sprüngli	+1.5	
5.5	Suntory Beverage & Food	0	!
5	BRF	0	! X
5	Costco	+2	! ▶ X
5	Seven & I Holdings	0	! X
5	Target Corporation	+0.5	! ▶
4.5	FamilyMart Co., Ltd	+2	!
4.5	Starbucks	0	! ▶
4	Yum! Brands	0	!
3.5	Alimentation Couche-Tard	+1.5	! X
3	SACI Falabella	-1	! X
2.5	Brown-Forman Corporation	0	! X
2	Shoprite Holdings	+1	! X
1.5	Conagra Brands	0	! X
1.5	Constellation Brands	0	! X
1.5	McCormick	0	! X
1.5	Yili Group	0	! ▶ X
0.5	George Weston	N/A	!
0	Kweichow Moutai	0	! X

! = Scores 0 on HRDD (B.2) ▶ = At least 1 serious allegation X = Non-engaged

CHRB Core UNGP results - AP



Score out of 26	Company	Score change from 2019 on the CHRB Core UNGP indicators	Key information
23	Adidas	+0.5	▶
21.5	Tesco	+5	▶
20.5	Marks & Spencer	-1	▶
19.5	Fast Retailing	+1.5	▶
18.5	Gap Inc.	-0.5	▶
18.5	VF Corporation	0	▶
17.5	Burberry	+0.5	▶
17.5	Industria de Diseño Textil (Inditex)	-0.5	
16.5	Puma	+3	▶
15.5	Hennes & Mauritz (H&M)	-0.5	▶
15.5	Nike	+4	▶
14.5	Under Armour	+4.5	
14	Kering	+4	▶
13.5	Aeon	+1.5	
13.5	Wesfarmers	+1	▶
13	Gildan Activewear	+4.5	▶
13	Hanesbrands	-2	X
13	Next	0	
11.5	Lululemon Athletica	+3.5	▶
11.5	Nordstrom	+4	
11.5	PVH Corporation	+7.5	▶
11	LVMH Moët Hennessy - Louis Vuitton	+2.5	▶
9.5	Hermès International	+3	
9.5	Walmart	+1.5	▶
8	Hugo Boss	+2	▶
7.5	Associated British Foods	0	
6.5	Pou Chen Corporation	N/A	!
6	Amazon	+1.5	▶

Score out of 26	Company	Score change from 2019 on the CHRB Core UNGP indicators	Key information
6	Ralph Lauren Corporation	+2.5	!
6	Skechers	+4	!
5	Carter's	0	! X
5	Costco	+2	! ▶ X
5	L Brands	-0.5	X
5	Macy's	+1	! ▶
5	Mr. Price	+0.5	! X
5	Tapestry	0	! ▶
5	Target Corporation	+0.5	! ▶
4.5	Columbia Sportswear	0	▶ X
4.5	Prada	-0.5	!
4	Capri Holdings	+1	! ▶ X
4	Page Industries	0	! X
4	Salvatore Ferragamo	+1	!
4	The TJX Companies	0	! ▶
3	Foot Locker	0	! X
3	Kohl's	+2	! ▶ X
3	SACI Falabella	-1	! X
2.5	ANTA Sports Products	+0.5	! X
2	Ross Stores	0	! X
1.5	LPP	+1	! X

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CHRB Core UNGP results - EX

Score out of 26	Company	Score change from 2019 on the CHRB Core UNGP indicators	Key information
25	Eni	+6	▶
23.5	Rio Tinto*	0	▶
21.5	BP	+4.5	
20.5	Repsol	-0.5	▶
20.5	Royal Dutch Shell	+2	▶
20.5	Total	+1	▶
20	Anglo American	0	▶
20	Freeport-McMoRan	-0.5	
19.5	BHP Group	-1	▶
19	Glencore	+4	▶
19	Newmont Corporation	0	▶
18.5	Teck Resources	+5	
18	LafargeHolcim	+9	▶
17	Barrick Gold Corporation	0	▶ X
16	PTT	+3	▶
14.5	Petroleo Brasileiro (Petrobras)	+2	
14	Woodside Petroleum	+7.5	
13.5	OMV	+3.5	
13	Chevron Corporation	+4	▶
13	Equinor	+2	▶
13	Grupo Mexico	+4	▶
12	ConocoPhillips	-1	
11	Ecopetrol	-1.5	▶ X
11	Severstal	+4.5	
10	Rosneft	+3	!
9.5	Occidental Petroleum	-0.5	!
9.5	Siam Cement (SCG)	+2.5	▶ X
8	ArcelorMittal	0	!
8	Novolipetsk Steel	+4.5	!

8	POSCO	-1	▶ X
8	Sasol	-1	!
7.5	Lukoil	+1	!
7	ENEOS Holdings	+0.5	
7	HeidelbergCement	+1.5	
7	Nornickel	+2.5	! X
6	Coal India	-3	▶ X
6	Suncor Energy	+1	!
5	Exxon Mobil	-1.5	▶
5	Inpex	+0.5	!
4.5	Gazprom	+3	
4.5	Oil and Natural Gas Corporation (ONGC)	0	! ▶ X
4.5	PetroChina	0	! X
3.5	Marathon Oil	N/A	! ▶ X
3.5	UltraTech Cement	+1	X
3.5	Vulcan Materials Company	0	! X
3	Phillips 66	0	!
3	Tatneft	0	! X
2.5	China Petroleum and Chemical Corporation Limited (Sinopec)	+1	! X
2.5	EOG Resources	+1	!
2.5	Nippon Steel Corporation	-1	! ▶ X
2	Devon Energy Corp	0	!
1.5	Anhui Conch Cement	0	! X
1.5	China National Offshore Oil Corporation (CNOOC Group)	0	! X
1.5	China Shenhua Energy	+1.5	! X
1	Saudi Aramco	N/A	! X
1	Surgutneftegaz	+1	! ▶ X

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CHRB Core UNGP results - ICT

Score out of 26	Company	Score change from 2019 on the CHRB Core UNGP indicators	Key information
22	Ericsson	+12	
18.5	Hewlett Packard Enterprise	+0.5	
17	HP	+4.5	▶
15	Cisco	+2.5	▶
14.5	NXP Semiconductors	+5.5	▶
14	Samsung Electronics	+2.5	▶
13.5	Intel	0	
13	Microsoft	+4	▶
12	Corning	+6.5	
11	TSMC	+2	
10.5	Nokia	+3	▶
10	ASML	+3	
9.5	SONY	N/A	▶ X
9.5	Walmart	+1.5	▶
9	Western Digital	+7.5	▶
8.5	Hitachi	+1	▶
8.5	Qualcomm	+6	
8.5	Tokyo Electron	+2	
8	Canon	0	! ▶
8	Dell	N/A	▶
8	Lam Research	+3	
7	Apple	-0.5	▶
6.5	Micron Technology	0	
6.5	Panasonic Corporation	N/A	! ▶
6	Amazon	+1.5	▶
6	Texas Instruments	-1	▶
5.5	Murata Manufacturing	+1	▶
5.5	Nintendo	0	

Score out of 26	Company	Score change from 2019 on the CHRB Core UNGP indicators	Key information
5.5	SK Hynix	+2	▶
4.5	Amphenol	+2.5	! ▶
4.5	Applied Materials	+1.5	! X
4.5	Infineon Technologies AG	0	! ▶ X
4.5	Nvidia	+0.5	!
4.5	TE Connectivity	+1	!
4	Analog Devices	+1	! X
4	Hon Hai Precision Industry Co., Ltd. (Foxconn)	0	! ▶
4	Skyworks Solutions	0	! X
3	BOE Technology Group	+1	! X
3	Microchip Technology	+1.5	!
2.5	Broadcom	0	! X
2.5	HOYA Corporation	0	!
2.5	Kyocera Corporation	0	! X
1	Keyence Corporation	0	! X
1	Largan Precision	0	! X

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Panelists



Marte Borhaug
Global Head of Sustainable
Outcomes,
Aviva Investors

Panelists



Mary Wroten

Director of Global Sustainability,
Ford Motor Company



CHRB: Automotive Perspective

November 23, 2020

Mary Wroten
Director of Global Sustainability

REFLECTING ON 20 YEARS

We've made great progress in sustainability over the last 20 years. Having initially focused on environmental issues, our approach to sustainability has since become much broader.

1999

Publish our first Corporate Citizenship report, "Connecting with Society"

"We are in the early stages of exploring what the mobility issue means for Ford now and for the future, and what role the Company can constructively play."

2003

Establish Ford Driving Skills for Life education program

Adopt the Code of Human Rights/Basic Working Conditions

2004

Reopen our Ford Rouge Center with its living roof, daylighting system and waste minimization

Launch the Escape Hybrid

2005

Human Rights Campaign names Ford a Best Place to Work for LGBT equality and awards a 100 score for the first time

2007

Introduce SYNC, a hands-free connectivity system

Join the United States Climate Action Partnership and UN Global Compact

Launch 2008 Ford Mustang with the first soy foam-based seats and headrests

2009

Launch the EcoBoost engine, which optimizes power and efficiency using turbocharging and direct gasoline injection

2014

Implement Partnership for a Cleaner Environment (PACE) program

Become a signatory to the UN CEO Water Mandate

Announce a saving of more than 10 billion gallons of water

2015

Develop the Ford Mobility plan, advancing connectivity, mobility, self-driving vehicles and big data

Begin exploring self-driving vehicle technology

Launch the new, lightweight all-aluminum F-150

2016

Form a new business, Ford Smart Mobility

Become a signatory to the UN Sustainable Development Goals (SDGs)

Become the first OEM to join the Responsible Business Alliance (RBA)

2018

Ford-owned Autonomic develops the Transportation Mobility Cloud

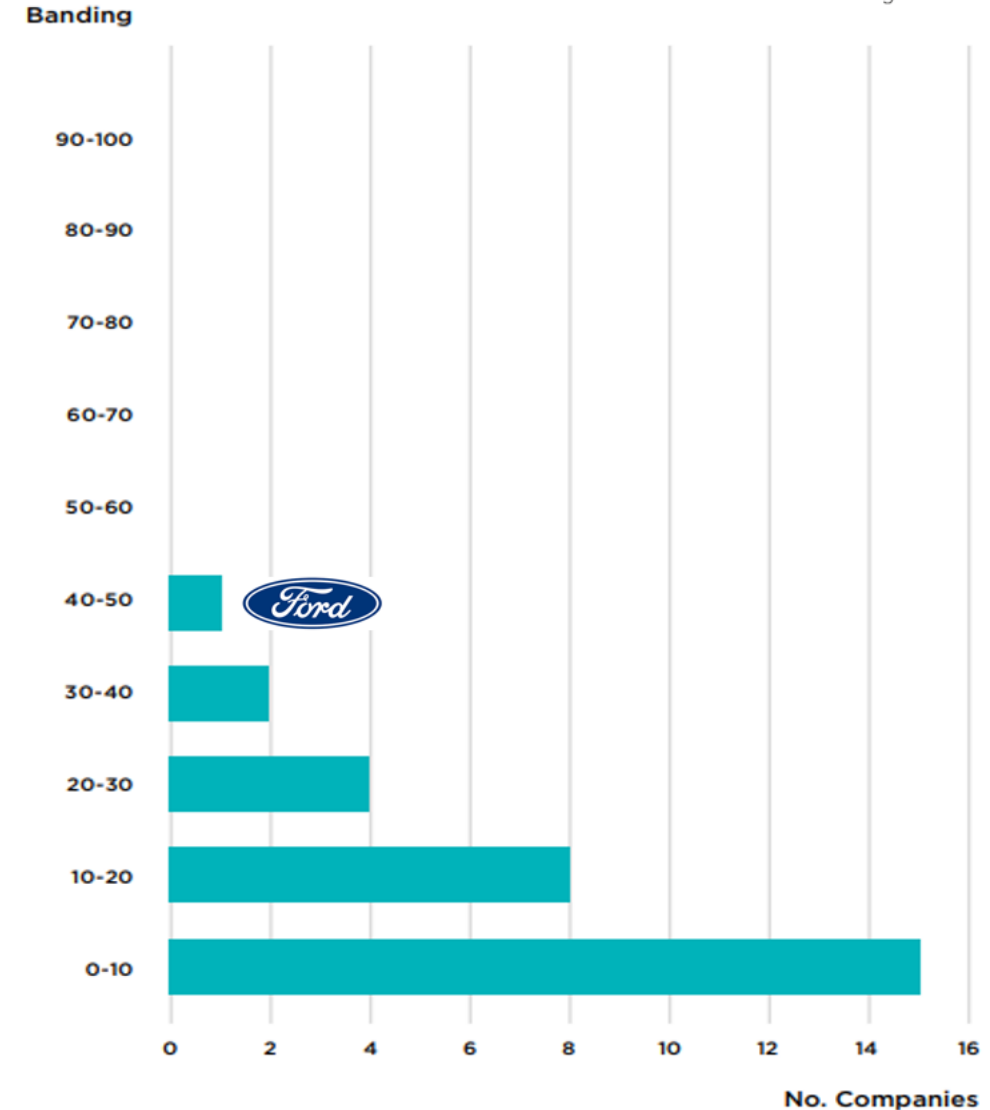
Meet our goal, set in 2010, to reduce operational GHG emissions per vehicle produced by 30 percent (eight years early)

Celebrate 10 years of soybean-based foam in more than 18.5 million vehicles built in North America

Conduct a formal UN human rights saliency assessment

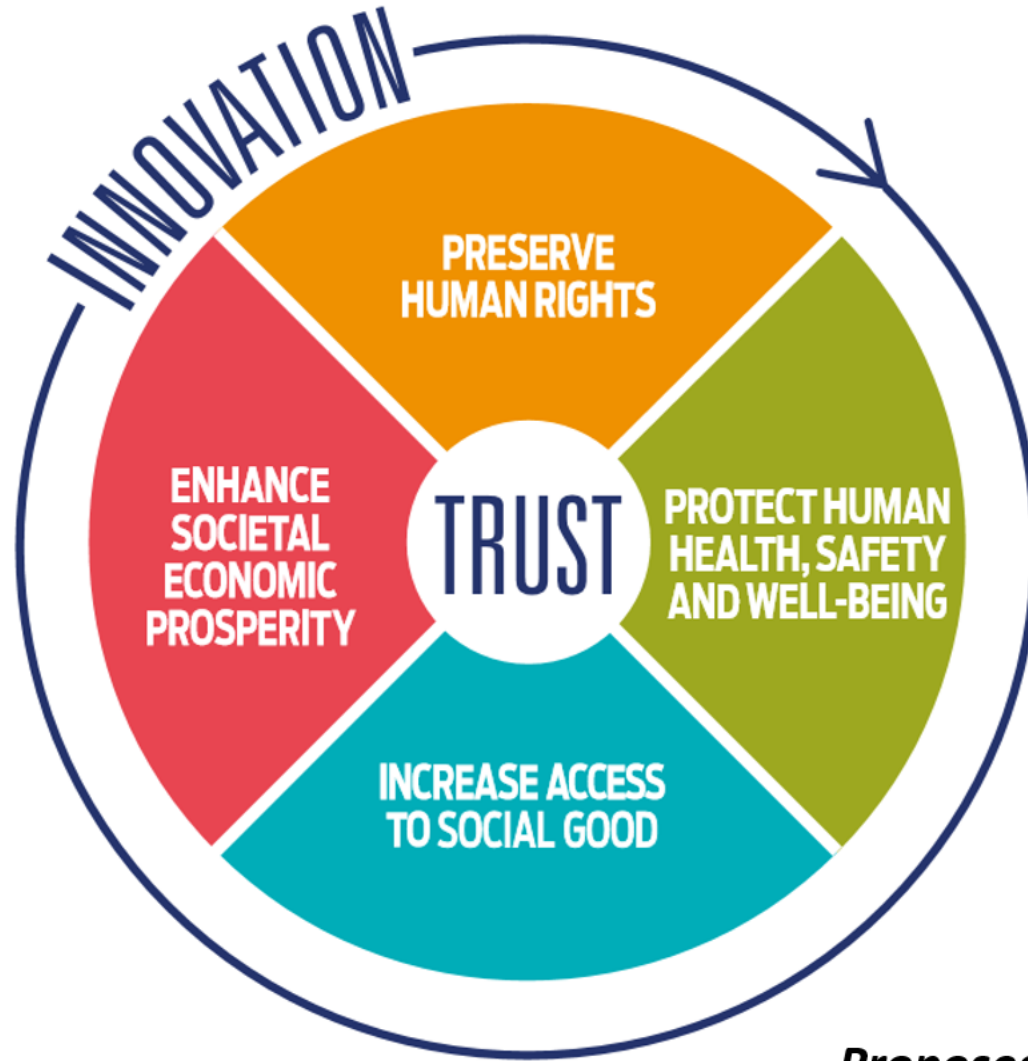
Automotive Industry Performance

- Graph shows the number of automotive companies (out of 30) per scoring band
- Cross Industry Average is 36%
- Auto industry average 12%
- CHRB has helped Ford improve
- Scoring provides an opportunity to measure progress on human rights performance



Source: Corporate Human Rights Benchmark 2020 Key Findings, Figure 3, p.13

Model of Human Progress



- **Human rights** are as defined by UN Convention on Human Rights
- **Human health, safety, & well-being** encompasses stakeholders' physical and mental health
- **Economic prosperity** is the economic footprint of Ford in community
- Companies provide access to a '**social good**' (at Ford, this is mobility)
- **Trust** refers to stakeholder trust in Ford
- **Innovation** refers to product and process innovation at Ford

Proposed Metric for "Preserve Human Rights" is the CHRB Rating



**INVESTOR ALLIANCE
FOR HUMAN RIGHTS**

Q&A

Resources



- [2020 Corporate Human Rights Benchmark Report](#)
(World Benchmarking Alliance)
- [Sign-on](#) to the [Investor Statement](#) calling on companies to improve performance and disclosure on human rights



Sign up to become a member: <https://bit.ly/2IOYDA9>

For more information, contact: adorett@iccr.org