

Ford does not tolerate sexual harassment or discrimination. We take those claims very seriously and investigate them thoroughly. We have a comprehensive approach to prevent and address sexual harassment and discrimination at our facilities, including:

- Required training for all new hires that addresses Ford's anti-harassment policy and the company's expectations for employee conduct
- An anti-harassment and retaliation policy, with a number of ways employees can report violations, including an 800 number, a phone app, and an open door policy
- Comprehensive investigation of harassment allegations with discipline up to and including termination
- A policy requiring salaried employees to disclose a romantic or familial relationship with another employee in their reporting chain or whose employment conditions they could influence

In addition, more than two years ago, we began taking further actions at our Chicago plants. Those actions include:

- Conducting more than 20,000 hours of mutual respect training for all hourly and salaried employees
- Providing additional leadership and diversity training for all salaried employees
- Delivering additional training on how to properly investigate harassment and discrimination claims for our Human Resources teams
- Increasing Human Resources staff by more than 30 percent to provide investigations support and oversight, including a staff member that oversees both plants and reports directly to Personnel Relations at Ford headquarters in Dearborn
- Incorporating a performance objective for senior plant leadership teams and Human Resources personnel to actively promote diversity and inclusion in the workplace and take appropriate actions to ensure compliance with anti-harassment and equal opportunity policies
- In August, we agreed with the EEOC to provide an effective method for employees to receive a financial award if an independent panel agrees with their harassment or discrimination complaint

We are taking the steps necessary to reinforce Ford's commitment to a work environment free of harassment and discrimination.