

Global Reporting Initiative – HIV / AIDS Program
 Ford Motor Company
 December 1, 2004

Governance Indicators	Ford Motor Company Current Status
1. HIV/AIDS Policy	<ul style="list-style-type: none"> • The Company HIV/AIDS policy was developed in South Africa in 1999 and targeted the threat to company workers, operations and finances. A global policy was adopted in 2003. All Company locations are required to observe the key principles outlined in the policy: non-discrimination in hiring and employment; safe and healthy work environment; confidentiality and privacy; prevention; care and support • The global HIV / AIDS team responsible for overseeing policy, implementation, and program control includes: <ul style="list-style-type: none"> Dr. Greg Stone, Director, Occupational Health & Safety Dr. Eduardo Lares, Executive Physician, International Clinical Operations David Berdish, Corporate Governance Manager Beverly Kirk Shull, International Clinical Operations • The Company HIV/AIDS policy complies with the International Labor Organization HIV / AIDS Code of Conduct, US Americans with Disabilities Act, EEOC guidelines, and trade union agreements • While the Company policy targets employees, the Program Implementation Guidelines detail outreach beyond the workplace to: <ul style="list-style-type: none"> ○ Family members ○ Suppliers ○ Local communities ○ Government • Other policies and procedures adapted in response to HIV/AIDS include the global standard for Bloodborne Infectious Diseases
2. Strategy for Managing HIV/AIDS Risk	<ul style="list-style-type: none"> • World Health Organization and UNAIDS data provided regional prevalence rates. We focused on countries where there is high or rising prevalence and where we have major manufacturing facilities: China, India, Thailand, Russia, and Southern Africa • Policy communication was designed in conjunction with local NGOs or other expert support. • Program rollout is tackled in stages, with the initial focus on assessing current state, developing local policies and procedures, and planning for employee awareness and prevention training
3. Contingency Planning	<ul style="list-style-type: none"> • Addressed in our normal business risk assessment and planning processes. While several of

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	<p>the high risk countries are future growth areas for the company, the current core company areas of North America and Europe are not experiencing detectable impact</p>
<p>4. Performance Monitoring for Indicators 1 - 3</p>	<ul style="list-style-type: none"> • A review of the Southern Africa program concluded that the program was generally successful, and replication in other countries was recommended • The core team meets at least monthly to review progress and as required with interested 3rd parties • Progress will be reported annually on the public website and in the Corporate Citizenship Report
<p>5. Stakeholder Involvement</p>	<ul style="list-style-type: none"> • Employees and management are always involved. Other groups, including trade unions, governmental agencies and NGOs, are included as appropriate • Budgeting is done by each location to support program plans that are developed by the Company and appropriate stakeholders • We engage in ongoing dialogue with ICCR representatives

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Measurement, Monitoring and Evaluation Indicators	Ford Motor Company Current Status
6. Prevalence and Incidence Rates	<ul style="list-style-type: none"> • Monitoring and measuring workforce prevalence <ul style="list-style-type: none"> ○ Ford Motor Company does not require testing or self-disclosure of HIV status ○ In effect since April 2003, the company global standard on HIV testing mandates that national/local Ford Motor Company Medical Departments develop a procedure for HIV testing which is in line with the Ford Motor Company guidelines and national/local laws and trade union agreements • We monitor WHO and other credible public data for regional rates of infection
7. Current Costs and Losses	<ul style="list-style-type: none"> • No significant impact of the disease is currently evident in our operations
8. Assumed future costs and losses	<ul style="list-style-type: none"> • HIV/AIDS is considered along with other factors in investment risk decisions made by the Board

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Workplace Conditions and HIV/AIDS Management Indicators	Ford Motor Company Current Status
<p>9. Programs and interventions and impact on respect for human and legal rights in the workplace</p>	<p>The first Company HIV / AIDS program was implemented in 1999 in South Africa. The then company subsidiary, SAMCOR, and its trade union representatives, under the guidance of the US Centers for Disease Control (CDC) and with direction from corporate Healthcare Management, launched a comprehensive program targeting employees, family members and the community. Now Ford Motor Company of Southern Africa continues to evolve and grow the company HIV/AIDS program.</p> <p>Corporate HIV / AIDS Program Guidelines were developed in 2003, and the HIV / AIDS Workplace & Community Initiative launched Spring 2004 with the focus on operations in India and China. Thailand operations were already implementing the program guidelines. The Ford Motor Company plant in St. Petersburg, Russia has begun the planning process during the second half of 2004.</p> <p>The key elements of the Company program are:</p> <ol style="list-style-type: none"> 1. Prevention through information and education <ol style="list-style-type: none"> 1.1. Information and awareness-raising campaigns 1.2. Educational programs 1.3. Gender-specific programs 1.4. Linkage to health promotion programs 1.5. Practical measures to support behavioral changes 1.6. Community Outreach programs 2. Training <ol style="list-style-type: none"> 2.1. Training for managers, supervisors and personnel administrators 2.2. Training for peer educators/counselors 2.3. Training for workers' representatives 2.4. Training for health and safety personnel 2.5. Training for medical personnel 2.6. Training for workers who come into contact with human blood and other body fluids 3. Testing

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	<ul style="list-style-type: none"> 3.1. Prohibition in recruitment and employment 3.2. Prohibition for insurance purposes 3.3. Epidemiological surveillance 3.4. Voluntary testing 3.5. Tests and treatment after occupational exposure <p>4. Care and support</p> <ul style="list-style-type: none"> 4.1. Parity with other serious illnesses 4.2. Counseling 4.3. Healthcare services, benefits and coverage 4.4. Privacy and confidentiality 4.5. Employee and family assistance programs <p>Prior to implementing program elements, each country establishes local policies and procedures aligned with corporate policy and reviewed by the Executive Physician, International Clinical Operations.</p>
10. Total Allocated Annual Budget	<ul style="list-style-type: none"> • Budget for 2004 education and prevention programs was centrally funded. Local operations are expected to fund their programs in 2005 and beyond. No government or other external funds were sought for the 2004 program.

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Depth / Quality / Sustainability of Program Indicators	Ford Motor Company Current Status
11. Voluntary Counseling and Testing (VCT) program	<p><u>Company Guidelines specify:</u> <i>Ford Motor Company Policy does not allow testing for HIV, except as required by National or local laws or trade union agreements. When this testing occurs, it must be with voluntary informed consent. Medical confidentiality and privacy regarding HIV/AIDS status must be maintained.</i></p> <p><i>Workplace testing for HIV for the purpose of epidemiological surveillance must:</i></p> <ul style="list-style-type: none"> • <i>Be in accordance with the principles of scientific research and professional ethics</i> • <i>Protect rights and confidentiality of the individual worker</i> • <i>Make the employee aware that the test is for HIV</i> • <i>Contain non-identifying group data for the purpose for research/analysis</i> • <i>Not be conducted for discrimination of individuals or groups.</i> • <i>Include opportunity for pre and post-test counseling.</i> <p><i>Voluntary testing except as outlined above should be carried out by private or community health services and not at the workplace. Information about testing and counseling programs may be provided to employees who wish to be tested under their own initiative.</i></p> <p><u>China:</u> Ford China will be offering all employees the opportunity to take advantage of free and confidential voluntary testing and counseling</p> <p><u>Ford Motor Company of Southern Africa (FMCSA):</u></p> <ul style="list-style-type: none"> • The program was extensively publicized by means of: <ul style="list-style-type: none"> - A promotional/communication campaign, including supporting announcements by the Trade Union to their members - A program launch event, for which purpose all manufacturing and administrative activities were shut down for an hour • To preserve confidentiality and ensure non-discrimination, the following steps were taken: <ul style="list-style-type: none"> - The services of an independent pathology firm were engaged to visit the Company with

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	<p>a team of counseling nurses, for purposes of pre-test counseling, taking of blood specimens, and post-test counseling.</p> <ul style="list-style-type: none">- Private offices were used and the service provider removed all records.• No personal codes/pledges applied, other than appropriate advice provided by the counseling nurses during post-test sessions - in reference to both negative and positive test results.• VCT program participation is motivated by three specific considerations:<ol style="list-style-type: none">1. Get tested and get to know your HIV status,2. Do this without delay - not when it may be too late, and3. An HIV+ test result is not necessarily a death sentence - professional help and treatment are available for ensuring many years of good health.• VCT Process<ul style="list-style-type: none">• In 2002, a team of counseling nurses was available firstly, full-day for 6 days and secondly, two nurses for one day per week on an ongoing basis - by implication, a high focus period followed by ongoing service for 2 months.• Follow-up VCT services were offered again one year later in 2003 and again in 2004• VCT is made accessible free of charge <p><u>India:</u> The local company HIV / AIDS program guidelines specify that all staff should be encouraged to seek voluntary counseling and testing from places of their choice so that they can either take steps to avoid future infection or seek treatment. Staff may go to a testing site of their choice. There is no obligation on the part of the employee to inform Ford India regarding his or her HIV test results or those of any dependent.</p> <p><u>Russian Federation:</u> The local company policy is being developed and will consider local government regulations around HIV testing.</p> <p><u>Thailand:</u></p> <ul style="list-style-type: none">• A voluntary testing policy has been established and approved by AAT senior management. The company will cascade and promote this program to all employees and sub-contractors in December 2004.• The Company contracts with a local hospital that employees may approach to have
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	<p>themselves tested according to company-established criteria.</p> <ul style="list-style-type: none"> • HIV testing on a voluntary basis means that it is an employee's decision to perform the test based on his/her potential exposure risk history (sex practice, injected abuse drugs, blood transfusions) or if medically indicated. • The employee must pass HIV/AIDS awareness training as provided by the company prior to testing.
<p>12. Other support and counseling measures</p>	<p><u>Company Guidelines specify:</u> <i>The Company location should identify a source for counseling employees with HIV/AIDS. Alternatives include:</i></p> <ul style="list-style-type: none"> • <i>External counseling services (e.g. Self-help groups, or community based organizations)</i> • <i>Internal employee support services with specialized training</i> • <i>Community or private health care providers</i> • <i>Information regarding HIV/AIDS counseling should be available from the facility medical department and/or employee representatives</i> • <i>Establishment/access to self-help groups for HIV/AIDS patients</i> <p><i>Counseling support services for HIV/AIDS should:</i></p> <ul style="list-style-type: none"> • <i>Be accessible at no cost to the employees.</i> • <i>Inform the employees of their rights and benefits via national health programs and/or Company health insurance provider.</i> <p><i>Occupational post-exposure HIV counseling will be provided as outlined in the Company Infectious Disease Program</i></p> <p><u>FMCSA:</u> On-site counseling services are available by means of:</p> <ul style="list-style-type: none"> – An EAP counseling service – HIV/Aids Peer Educators – The Company's HIV/Aids Program coordinators <p>Most importantly, the support services are available to HIV+ employees by enrollment into the Disease Management Programs on offer to medical aid members and their dependents. Enrollment is done privately, with absolute confidentiality and without any involvement of</p>

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	<p>anyone at the workplace.</p> <p><u>Thailand:</u></p> <ul style="list-style-type: none"> • The company provides on - site counseling services for all employees and sub-contractors through the company medical center. For basic questions, the company nurse will provide advice to employees; in case of more specific information requests, the employees will be referred to the specialist that the company provides through the contracting NGO. • The number of peer educators on the shop floor is increasing; the employees have easy access to their colleagues. • HIV/AIDS Hotline/Consultation telephone number with access to the NGO is provided to employees in the company HIV/AIDS handbook, "Vaccinate Your Life".
<p>13. HIV / AIDS education and training programs</p>	<p><u>Company Guidelines specify:</u> <i>Training should be customized to the different groups being trained within the workplace. The content of the material should reflect the standards outlined in the Educational Programs section and may include material from external AIDS programs. HIV/AIDS training should be part of the workplace annual training plan developed in consultation with workers representatives. In addition to education programs directed to all employees, subcategories of training could include:</i></p> <ul style="list-style-type: none"> • <i>Training for managers, supervisors and personnel officers</i> • <i>Training for peer educators/counselors</i> • <i>Training for worker representatives</i> • <i>Training for Health and Safety officers</i> • <i>Training for medical personnel</i> <p><u>China:</u> Ford China will be conducting a comprehensive education and training session, developed and implemented with SOS, with all employees. This training process will begin in 2004 and continue in early 2005. Employees will receive educational materials providing advice and guidance.</p> <p><u>FMCSA:</u></p> <ul style="list-style-type: none"> • The categories of people mainly targeted by the education program are all those at the workplace (employees of all levels and contract workers, but also through them, their

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	<p>families and their domestic workers). In addition, the Company has done extensive work by means of outreach initiatives for both the residential and business communities, executed in partnership with, for example, the Centers for Disease Control & Prevention (CDC).</p> <ul style="list-style-type: none">• An employee handbook on HIV/AIDS, which provides a comprehensive guide on all related issues, has been made available to all employees and contract workers. Employees have been encouraged to also share these booklets with their family members and friends.• Peer Educators have been trained on a 1 to 50 ratio and are available in their respective circles of co-workers as source of knowledge. In addition, they are required to assist supervision with group-communication sessions. However, the Peer Educator system as means of ongoing effective communication has been found to have distinct limitations and is currently under review.• For November 2004, an intensive HIV and AIDS awareness campaign is planned in conjunction with World AIDS Day to encourage voluntary testing. <p><u>India:</u> A local NGO (YRG Care) has developed awareness training and support materials. The education program will be launched early in 2005 and is to include:</p> <ol style="list-style-type: none">1. Information & awareness raising campaigns2. Gender specific programs3. Practical measures to address behavioral change4. Training for Managers5. Training for peer educators6. Training for Medical personnel7. Training for Health & Safety personnel8. Training for workers who come into contact with blood and other body fluids <p><u>Russia:</u> The program coordinator, HR manager and company physician are establishing the program elements aligned with the company guidelines.</p> <p><u>Thailand:</u></p> <ul style="list-style-type: none">• An employee handbook on HIV/AIDS, "Vaccinate Your Life", which provides basic understanding on HIV/AIDS, how to prevent HIV, and how to live with HIV/AIDS, etc., has
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	<p>been made available to all employees and sub-contractors.</p> <ul style="list-style-type: none"> • The company plans an education program for employees' family members, "C2F – Company to Family", by sharing the manuals with all family members. • The company has started a 3-hour training program for all employees and includes HIV/AIDS training in new employee orientation.
<p>14. Condom and femidom distribution program</p>	<p><u>Company Guidelines specify:</u> <i>Workers should be provided with sensitive, accurate and up-to-date education about risk reduction strategies, and, where appropriate, male and female condoms should be made available.</i></p> <p><u>China:</u> Employees will receive educational materials providing advice and guidance</p> <p><u>FMCSA:</u></p> <ul style="list-style-type: none"> • The on-site and decentralized provision of free condoms has been in place for the past four years and use is well supported. Dispensing is done mainly in the semi-privacy of toilet/ablution rooms and at exit points - available when people depart for home. • Condoms are obtained from Government supply sources, free of charge. Femidoms are only available from Government clinics and there has been no request from employees to have these dispensed on-site. Some Government attempts to promote the use of femidoms have not overcome a variety of negativities in this regard. • Condom quality has not been a cause for any concern, but periodic on-site tests are done to evaluate it or to demonstrate its quality when questioned. <p><u>Thailand:</u> The company is supported by the local hospital to provide free condoms for employees through the company medical department</p>
<p>15. Health care and wellness provision for employees and families who are AIDS sick</p>	<p><u>Company Guidelines specify:</u> <i>Ford Motor Company contributes towards the treatment of personal illnesses or injuries to employees via private health insurance plans or national healthcare programs. It is the Company's goal that employees will have access to the broadest range of health services possible to prevent and manage HIV/AIDS and assist workers living with HIV/AIDS.</i></p>

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The country's business unit should pursue this goal via interaction with government, nongovernmental organizations (NGOs), and international HIV/AIDS organizations (e.g., UNAIDS) to obtain these services.

These services should include the provision of antiretroviral drugs, treatment for the relief of HIV-related symptoms, nutritional counseling and supplements, stress reduction and treatment for the more common opportunistic infections including STDs and tuberculosis.

- 1) The country's business unit should investigate and pursue existing benefit mechanisms to provide for the needs of workers with chronic illnesses, including HIV/AIDS.*
- 2) Where there is no benefit mechanism available, the Company location, in consultation with the government and other social partners, should explore the sustainability of new health benefits specifically addressing the retroviral and opportunistic elements of HIV/AIDS.*
- 3) The country's business unit should explore the social security program regarding protection and benefits for workers with serious or chronic illnesses.*

These programs and schemes should provide similar benefits for workers with HIV/AIDS as those for workers with other serious illnesses. They should also apply to the workers and families from occupational and social groups perceived to be at risk of HIV/AIDS.

China:

Under review for 2005

FMCSA:

- Membership of approved medical aid schemes (which provide a selection of benefit and membership fee options) is a condition of employment to all levels of employees. Membership includes cover for employee dependants. Membership fees are payable on a 50%-50% basis, with the Company contributing half of fees due. Service provider companies employ contract workers with own and various means of medical aid coverage.
- 95% of Company employees are members of medical aid schemes, with others being covered by other schemes, such as that of a spouse as primary member, employed

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	<p>elsewhere.</p> <ul style="list-style-type: none"> All employee members of Company-supported medical aid schemes and their dependent family members who test HIV+ are eligible to gain free access to all the benefits on offer by the respective Disease Management Programs, such as counseling services and life-sustaining drugs if and when needed. Normal medical aid benefits cover the treatment of opportunistic infections and hospitalization for professional care of Aids-sick employees and family members. <p><u>India:</u> Under review for 2005</p> <p><u>Russia:</u> The government funds treatment for HIV /AIDS; company medical insurance covers testing.</p> <p><u>Thailand:</u></p> <ul style="list-style-type: none"> All employees and sub-contractors are covered by the government social security fund. Coverage for medical services such as HIV treatment and antiretroviral drugs, etc. is included
<p>16. Additional benefits and support for employees who are sick, dying or deceased from AIDS-related conditions</p>	<p><u>Company Guidelines specify:</u> <i>HIV/AIDS affects the entire family. The Company employee assistance programs need to include a range of services to assist workers and members of their families. This should be done in consultation with the workers and their representatives, and can be done in collaboration with government and other relevant stakeholders in accordance with resources and needs.</i></p> <p><i>The family assistance program may include:</i></p> <ul style="list-style-type: none"> <i>Compassionate leave;</i> <i>Invitations to participate in information and education programs;</i> <i>Referrals to support groups, including self-help groups;</i> <i>Assistance to families of workers to obtain employment for or family members (provided that the work does not interfere with children's education);</i> <i>Coordination with all relevant stakeholders and community-based organizations including the schools attended by the workers' children'</i>

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- *Assistance with managing financial issues relating to sickness and the needs of dependants;*
- *Legal information, advice and assistance;*
- *Assistance in relation to understanding the legal processes of illness and death such as managing financial issues relating to sickness, preparation of wills and succession plans;*
- *Helping families to deal with social security programs and occupational schemes;*
- *Directing families to the relevant legal and health authorities or providing a list of recommended authorities.*
- *Programs that recognize the special needs of women, especially pregnant women and caretakers, and of orphaned children.*

China:

Under review for 2005

FMCSA:

- Normal benefits provided in terms of the rules of the respective medical aid schemes and retirement funds apply to AIDS-related cases, as applicable to any other case of extended absence due to poor health, permanent disability or death.
- In the case of any employee death for whatever reason, members of the bereaved family have access to free professional counseling support for two months after death.

India:

Under review for 2005

Thailand:

- Benefits are provided by the government Social Security system