



# RECHARGE FOR RIGHTS

RANKING THE HUMAN RIGHTS DUE DILIGENCE  
REPORTING OF LEADING ELECTRIC VEHICLE MAKERS

AMNESTY  
INTERNATIONAL



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# GLOSSARY

**Conflict-affected and high-risk areas:** Regions experiencing armed conflict, instability or weak governance, where human rights violations, corruption and environmental harm are more likely to occur.

**Electric vehicle:** A fully electric vehicle that uses an electric motor and is powered by batteries or fuel cells. Electric vehicles plug into the electric grid to provide power and recharge their batteries.

**Energy transition:** The global shift from fossil fuels to renewable and low-carbon energy sources like wind, solar and electric vehicles. This transition reduces greenhouse gas emissions but also raises challenges in sourcing materials for these technologies.

**Energy transition minerals:** Minerals essential to decarbonize the global economy including but not limited to cobalt, copper, graphite, manganese, lithium and nickel.

**Free, prior and informed consent (FPIC):** FPIC is a human rights norm grounded in the fundamental rights to self-determination and to be free from racial discrimination. It includes both a process of engagement and dialogue as well as the right to give or withhold consent during or after that process of engagement. It is required before the approval and start of any project that may affect the lands, territories and resources of Indigenous Peoples. It is also an ongoing process throughout the lifecycle of a project.

**Human rights due diligence:** The process businesses use to identify, prevent, mitigate and account for actual and potential human rights impacts in their operations, supply chains and business relationships.

**Intersectionality:** The concept that individuals can experience overlapping forms of discrimination based on characteristics such as gender, race, class, sexual orientation and other identities, which contribute to their vulnerability to human rights abuses.

**OECD Guidelines:** The OECD Guidelines for Multinational Enterprises are recommendations from governments to businesses on responsible conduct, covering areas such as human rights, labour rights, environmental sustainability and anti-corruption.

**Sacrifice zone:** Heavily contaminated area where low-income and marginalized groups bear the disproportionate burden of the human rights consequences of exposure to pollution and toxic substances. Sacrifice zones are linked to environmental racism.

**Smelters and refiners:** Smelters extract metals from ores, while refiners purify them further. They represent a key stage between mining and manufacturing in the battery supply chain.

**Supply chain mapping:** The process by which companies trace the path of materials from their source through to the final product to identify risks related to human rights, environmental impact or unethical practices.

**Tier 1 suppliers:** In this report, these are suppliers directly contracted by electric vehicle manufacturers, typically providing components or materials used in vehicle or battery production.

**UN Guiding Principles on Business and Human Rights:** A set of global standards endorsed by the UN Human Rights Council in 2011, outlining the state's duty to protect human rights, the corporate responsibility to respect human rights, and the right to remedy for victims of business-related human rights abuses.

# EXECUTIVE SUMMARY

The climate emergency is a human rights crisis that requires an urgent, unified, global response. It threatens the enjoyment of civil, political, economic, social, and cultural rights of present and future generations and, ultimately, the future of humanity. The primary driver of climate change – fossil fuels – must be phased out as the world transitions to renewable energy.

As part of this transition, some countries have incentivized the switch from fossil fuel powered vehicles to electric ones. If countries meet their stated targets, the switch to electric vehicles (EVs) could help cut global greenhouse gases. But the increasing demand for EVs creates new human rights challenges and threatens to deepen the well-documented human rights abuses rampant across the mining sector.

The standard EV battery contains minerals and metals such as cobalt, copper, lithium, and nickel. These metals are essential for EVs, as well as for mobile devices, and other energy technologies which require a battery storage unit. According to the International Energy Agency, demand for minerals for EV batteries alone will increase approximately ninefold between 2024 and 2050. To meet this demand, Benchmark Mineral Intelligence, an industry consultancy, reports that more than 350 new mines need to be opened by 2035. But this rush to extract minerals for the energy transition has a dark side. Environmental damage, forced evictions, dangerous working conditions, and violations of Indigenous Peoples' rights are just some of the abuses identified by people affected by industrial mining.

The human rights impacts of the mining of battery metals have long been a focus of Amnesty International's work, which this report builds upon. For more than a decade Amnesty International has investigated human rights abuses related to artisanal and industrially mined cobalt and copper in the Democratic Republic of the Congo (DRC). Amnesty International has also documented human rights abuses affecting Indigenous Peoples and other land-dependent communities related to nickel mining in the Philippines. In 2016, Amnesty International was the first international non-governmental organization (NGO) to draw attention to the failure of the auto industry to conduct in depth human rights due diligence on its battery metal supply chains. In 2017, it published an assessment of the human rights due diligence policies and practices of 29 companies, including some in the EV sector, in relation to their cobalt supply chains. In 2019, the organisation made a public call for the industry to "clean up their batteries" within five years.

Just as governments must play a role in limiting the ability of extractive industries and their customers to delay a just energy transition or harm human rights and the environment, the companies identified in this research have a clear responsibility to place human rights at the centre of their EV manufacturing priorities.

## COMPANY SCORECARD

This report assesses the human rights due diligence policies and self-reported practices of the world's 13 leading EV manufacturers. These companies all have a responsibility to respect human rights wherever they operate. The responsibility of companies to respect human rights is laid out in the UN Guiding Principles on Business and Human Rights (UN Guiding Principles). This responsibility requires companies to seek to prevent or mitigate adverse human rights impacts directly linked to their operations or services by their business relationships, even if they have not contributed to those impacts. Primarily, this means that businesses must implement a human rights due diligence process to identify, prevent, mitigate and account for how they address adverse human rights impacts.

The companies assessed for this report are: Bayerische Motoren Werke AG (BMW), BYD Company Limited (BYD), Ford Motor Company (Ford), Geely Automobile Holdings Limited (Geely Auto), General Motors Company (GM), Hyundai Motor Company (Hyundai), Mercedes-Benz Group AG (Mercedes), Stellantis N.V. (Stellantis), Renault Group (Renault), Nissan Motor Co., Ltd. (Nissan), Mitsubishi Motors Corporation (Mitsubishi Motors), Tesla, Inc. (Tesla), and Volkswagen AG (VW).

## KEY FINDINGS

### SOME PROGRESS

There has been some undoubted progress across the sector since 2017, when Amnesty International last assessed the human rights due diligence policies and practices of several EV makers on their metal supply chains. Seven years later, many EV makers have taken positive steps to acknowledge their human rights responsibilities and align corporate policies and practices with international human rights standards. Some conducted risk assessments of specific battery supply chain minerals, met with affected communities, and participated in initiatives with civil society organizations to develop shared frameworks and expectations of conduct for the industry.

Despite the undoubted progress demonstrated by some of the auto makers, none of the thirteen achieved anywhere near the full 90 points available and no company achieved a score in the highest available category. By this measure, none of them are demonstrating that they are yet conducting adequate human rights due diligence on their battery metal supply chains. But the assessment also finds wide differences between the companies' approaches. Some are performing to a noticeably lower level than others.



### HUMAN RIGHTS POLICIES AND COMMITMENTS

All of the companies assessed by Amnesty International in 2024 have publicly available human rights policies that reference relevant international standards, although BYD only published its in July 2024. Eight of the companies scored highly for their human rights policies and commitments to supply chain due diligence.

But while almost all of the companies make commitments to counter discrimination and to promote gender equality, none of the 13 companies make explicit commitments to integrate a gender sensitive or intersectional approach to their human rights due diligence.

Amnesty assessed that five out of 13 companies make no or only minimal commitments to effective stakeholder engagement.

Few companies report policies that align with the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), and there is little evidence of the implementation of free, prior and informed consent (FPIC) in sourcing decisions. BYD, Hyundai, Mitsubishi Motors, and Nissan score zero, having failed to demonstrate in their public commitments and self-reported practices a specific recognition of the rights of Indigenous Peoples. Ford, Mercedes-Benz, Renault, Stellantis and Tesla acknowledge Indigenous rights and pledge to respect them throughout their supply chains. However, their public commitments lack detail on implementation processes.



## IDENTIFICATION AND ASSESSMENT

Only four of the 13 companies assessed identify actual and potential human rights risks across the supply chains of the four minerals to a moderate level. These are BMW, Mercedes Benz, Tesla and VW. These companies have more to do in this regard but should stand as a model for the others to follow.

Five companies - BYD, GM, Hyundai, Mitsubishi Motors and Renault - primarily refer to risks associated with artisanal cobalt mining in the DRC, including child labour, with limited attention given to other risks, minerals or regions. While human rights abuses related to cobalt mining in the DRC have been well documented in Amnesty International's previous research and widely covered by the media, companies should conduct comprehensive risk assessments across all metals. Focusing on only one mineral and type of risk prevents companies from fully understanding the broad spectrum of human rights risks in their supply chains.

Five of the companies - BYD, Geely Auto, GM, Hyundai, and Mitsubishi Motors - provided no details on their supply chains, whereas others disclosed varying levels of information on their smelters, refiners, and mines. Tesla disclosed the names of mines from which it sources cobalt, nickel, and lithium, including mines in the DRC, Canada, New Caledonia, Australia, and Chile - a model for others to follow.

Eight of the companies demonstrate either no use or minimal use of diverse information sources to conduct their due diligence.

Finally, reliance on industry voluntary initiatives and third-party audits, while potentially valuable, can sometimes serve to replace rather than complement companies' own comprehensive risk identification and mapping efforts. Some companies do not provide information about conducting their own parallel, independent assessments of their supply chains to build a more robust and comprehensive data set.



## CESSATION, PREVENTION AND MITIGATION OF ADVERSE IMPACTS

Understanding how companies address potential or actual human rights risks in their supply chains is an essential part of their human rights due diligence. Yet most of the companies assessed for this report – eight - provide no or only minimal information on such efforts. The five that provide a moderate level are BMW, Ford, Mercedes-Benz, Tesla and VW.

Five of the companies demonstrate no or only minimal efforts to exercise their leverage over suppliers to respect human rights.

Six of the companies—BYD, Geely Auto, Hyundai, Mitsubishi Motors, Nissan, and Renault—do not provide information about processes for considering how decisions to disengage from suppliers or specific countries, in response to reports of human rights abuses, might themselves have adverse effects on human rights.



## MONITORING

Six of the companies only make a minimal demonstration of having a systematic approach to tracking and evaluating the effectiveness of their due diligence activities. These companies are BYD, Geely Auto, GM, Hyundai, Mitsubishi Motors, and Renault. The other seven do so to a moderate level.



## REPORTING

This assessment found that six of the companies are only making minimal efforts to publicly communicate relevant information on their due diligence policies, processes, and activities, including findings and outcomes. These worst performing companies in this regard are BYD, Geely Auto, Hyundai, Mitsubishi Motors, Nissan and Renault.



## REMEDIATION

Eleven of the companies make no or only minimal mention of remediation activities. The only companies that demonstrate moderate efforts in this area are Stellantis and Tesla.

With the exception of BYD, the companies all describe to varying degrees their grievance mechanisms. Yet across the industry, companies fail to provide information on how accessible and user-friendly these grievance mechanisms are for affected individuals and communities, or how effective they are in addressing human rights abuses or risks in their battery supply chain. The companies have general complaint systems, but do not show how well they work for battery supply chain issues. Companies also do not share detailed information about complaints received and resolved in their battery supply chains.

## THE WORST PERFORMERS

BYD – the world’s second largest EV maker – scored last, with 11 points out of 90. Across most criteria, Amnesty International assessed that the company either demonstrated minimal or no alignment with international standards. Similarly, Hyundai and Mitsubishi Motors, like BYD, presented little or no information regarding meaningful human rights due diligence. None of these three multinationals published information demonstrating that they are trying to understand the human rights impacts of their battery metal sourcing. None of the three companies reported mapping these supply chains, nor demonstrated that they had identified specific risks. Their performance stands in contrast to the best performing companies, Mercedes-Benz and Tesla, as well as many others in between.

In addition, BYD, Hyundai and Mitsubishi Motors were the only companies that did not respond to Amnesty International’s findings.



**Adequate demonstration**

**Moderate demonstration**

**Minimal demonstration**

**Absence of alignment**

Company	Score out of 90	
Mercedes-Benz	51	Yellow
Tesla	49	Yellow
Stellantis	42	Yellow
VW	41	Yellow
BMW	41	Yellow
Ford	41	Yellow
GM	32	Orange
Renault	27	Orange
Nissan	22	Red
Geely	22	Red
Hyundai	21	Red
Mitsubishi	13	Red
BYD	11	Red

# ASSESSMENT METHODOLOGY

Amnesty International's evaluation is based on information and policy documents provided by the companies on their websites, including their most recent sustainability reports and other public disclosures (as of August 2024). The report evaluates the quality and detail of companies' policies and reporting on how they say they implement human rights due diligence, but it does not seek to assess the actual effectiveness of such practices.

Before publishing this report, Amnesty wrote to each of the companies to give them an opportunity to comment on the findings. All of them responded, with the exception of BYD, Hyundai and Mitsubishi Motors. Company replies have been incorporated into the final assessments, where appropriate, and most of them are published in full in the Annex at the end of this report.

The framework used for assessing these companies is based on internationally recognized standards, including the UN Guiding Principles on Business and Human Rights, the OECD Due Diligence Guidance for Responsible Business Conduct, and the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (for further information see Legal Framework).

In order to demonstrate adequate alignment with international standards, companies should show the following:



## HUMAN RIGHTS POLICIES AND COMMITMENTS

Companies publicly commit to respect all human rights. They demonstrate how they implement their responsibilities and approach human rights due diligence in line with international standards. Because not all people are affected by human rights abuses in the same way, their policies also express commitments to undertaking an intersectional or gender-responsive approach to due diligence. A gender-sensitive approach not only removes barriers to women advancing within the company, but also considers the intersecting ways in which women and LGBTQI+ people experience discrimination and how the company may avoid contributing to those harms. They also commit to carrying out effective stakeholder engagement and show a strong, consistent commitment to respecting the rights of Indigenous Peoples.



## IDENTIFICATION AND ASSESSMENT

Companies investigate the extent to which the minerals they are sourcing in their battery supply chains (cobalt, copper, lithium and nickel) carry human rights risks. They identify the smelters, refiners, and mines in their supply chains and where these entities source their minerals. They assess how smelters and refiners conduct due diligence, address risks, and align with international standards. Companies conduct independent risk identification processes, using diverse information sources, and only employ third-party auditors to complement rather than replace their own due diligence efforts. Companies should be transparent about the findings of these assessments, including by publishing reports on their websites.



## **CESSATION, PREVENTION AND MITIGATION OF ADVERSE IMPACTS**

Companies respond to identified human rights risks. They end activities causing or contributing to harm and seek to prevent or mitigate adverse impacts linked to their operations, products, or services through business relationships. They provide a detailed account of these efforts, which do not solely rely on third-party audits and assessments. They exercise leverage over suppliers to respect human rights. If disengaging from a supplier or region, they assess potential adverse impacts and take measures to prevent or mitigate these impacts.



## **MONITORING**

Companies have a systematic approach to tracking and evaluating the effectiveness of due diligence activities, with comprehensive documentation and regular involvement from affected groups, such as local communities living near mining, smelting, and refining operations, and workers in the supply chain. They conduct regular assessments of their due diligence processes, own schemes and audit programmes and third-party auditors. While third-party auditors may be used, companies should demonstrate how these external audits complement and integrate with the companies' own independent due diligence efforts rather than replacing internal processes.



## **REPORTING**

Companies communicate relevant information on their due diligence policies, processes, and activities, including findings and outcomes. This information is publicly available and communicated in a form accessible to potentially affected people.



## **REMEDIATION**

When a company identifies that it has caused or contributed to actual adverse impacts, it provides remedy for the harm or cooperates in its remediation. When linked to harm through a business relationship, the company uses its leverage to ensure impacted rightsholders are remediated. The company seeks to restore the impacted rightsholder to their pre-harm situation. Remedies may include apologies, restitution, rehabilitation, financial or non-financial compensation, and measures to prevent future adverse impacts. The company also provides clear information on the existence, functioning, and outcomes of operational grievance mechanisms specific to mineral supply chain activities.

# CONCLUSION AND KEY RECOMMENDATIONS

The human rights abuses tied to the extraction of energy transition minerals are alarming and pervasive and, as this report shows, the industry's response is sorely lacking. There has been some undoubted progress by some companies since Amnesty International first drew attention to human rights abuses in the cobalt supply chains of the EV industry in 2017. But most of the companies assessed in this report are not demonstrating sufficiently that they are meeting international human rights standards or even putting their own policies into action. The slow, ad-hoc pace of due diligence improvements across the industry demonstrates the need for legislation to drive meaningful change. Peoples' lives and rights are being harmed today while they wait for those with more power to make these changes. Companies need to take a more proactive approach to end the multiple and intersecting forms of discrimination and human rights abuses that thrive across EV battery metal supply chains.

## RECOMMENDATIONS TO HOME STATES WHERE MULTINATIONAL EV MANUFACTURERS ARE HEADQUARTERED:

- Introduce and enforce mandatory human rights and environmental due diligence legislation covering companies' global operations and supply chains, including raw materials for EV batteries. This legislation should legally require companies to conduct human rights due diligence on their global operations and supply chains, with a particular focus on the upstream sourcing of raw materials.
- Ensure access to effective remedies for human rights harms linked to the impacts of EV manufacturers' global operations, regardless of where the harm occurs, including impacts from their subsidiaries and business relationships.

## RECOMMENDATIONS TO STATES WHERE BATTERY MINERALS ARE EXTRACTED AND PROCESSED:

- Mandate human rights impact assessments before granting mining licenses.
- Require companies to implement environmental safeguards and rehabilitation plans.
- Ensure protections for workers' rights, including health and safety standards.
- Ensure that mining for battery minerals on the lands of Indigenous Peoples only proceeds after consulting with them and obtaining their free, prior, and informed consent.

## RECOMMENDATIONS TO COMPANIES NAMED IN THIS REPORT

- Urgently review the assessment of their human rights due diligence policies and practices in this report and take action to address gaps and failures identified. Close attention should be given to gender responsive due diligence as well as Indigenous Peoples' rights.
- As a matter of urgency investigate their battery mineral supply chain for cobalt, copper, lithium and nickel to understand any potential or actual human rights risks. This should include identifying the smelters and refiners in their supply chain and mapping out where these entities source their minerals.
- Publicly disclose measures taken to mitigate human rights risks in the battery mineral supply chain, including results of such actions. Disclose engagement with relevant stakeholders, the effectiveness of company grievance mechanisms and any efforts to influence suppliers to uphold human rights standards.

# METHODOLOGY

***This chapter outlines the methodology used to assess the human rights due diligence of leading electric vehicle manufacturers in their sourcing of cobalt, copper, lithium and nickel. The assessment and resulting scorecards are based on an analysis of publicly available information and company responses, using a framework aligned with international standards. The chapter details the assessment criteria, which includes six main categories, and discusses the limitations of the report in evaluating the actual effectiveness of the companies' practices.***

This report assesses the human rights due diligence policies and self-reported practices of the world's 13 leading EV manufacturers. They are: Bayerische Motoren Werke AG (BMW), BYD Company Limited (BYD), Ford Motor Company (Ford), Geely Automobile Holdings Limited (Geely Auto), General Motors Company (GM), Hyundai Motor Company (Hyundai), Mercedes-Benz Group AG (Mercedes-Benz), Stellantis N.V. (Stellantis), Renault Group (Renault), Nissan Motor Co., Ltd. (Nissan), Mitsubishi Motors Corporation (Mitsubishi Motors), Tesla, Inc. (Tesla) and Volkswagen AG (VW).

It does so by examining their human rights due diligence policies and self-reported practices on their supply chain of key raw materials: cobalt, copper, lithium and nickel.<sup>1</sup>

Amnesty International's evaluation is based on information and policy documents provided by the companies on their websites, including their most recent sustainability reports and other public disclosures (as of August 2024).

Before publishing this report, Amnesty wrote to each of the companies to give them an opportunity to comment on the findings. All of them responded, with the exception of BYD, Hyundai and Mitsubishi Motors. Company replies have been incorporated into the final assessments, where appropriate, and most of them are published in full in the annex at the end of this report.<sup>2</sup>

The human rights impacts of the mining of battery metals have long been a focus of Amnesty International's work, which this report builds upon. For more than a decade, Amnesty International has investigated human rights abuses related to artisanal and industrially mined cobalt and copper in the Democratic Republic of the Congo (DRC).<sup>3</sup> Amnesty International has also documented human rights abuses affecting Indigenous Peoples and other land-dependent communities related to nickel

1 The selection of companies is based on the International Energy Agency's *Critical Minerals Market Review 2023* (<https://iea.blob.core.windows.net/assets/c7716240-ab4f-4f5d-b138-291e76c6a7c7/CriticalMineralsMarketReview2023.pdf>). According to this report, the top 10 EV makers, including the RNM Alliance, accounted for around 70% of the global EV market share in 2022. Our assessment expands on this list in two ways: 1) We include Ford due to its significant market presence, particularly in North America, where it ranked second in EV sales for two consecutive years according to its 2024 sustainability report. 2) We evaluate Renault, Nissan, and Mitsubishi individually rather than as the RNM Alliance.

2 Tesla requested that its reply not be published in full.

3 Amnesty International and Afreewatch, *"This is What We Die For": Human Rights Abuses in the Democratic Republic of the Congo Power the Global Trade in Cobalt* (Index: AFR 62/3183/2016), 19 January 2016, <https://www.amnesty.org/en/documents/afr62/3183/2016/en/>; Amnesty International, *Time to Recharge: Corporate Action and Inaction to Tackle Abuses in the Cobalt Supply Chain* (Index: AFR 62/7395/2017), 15 November 2017, [www.amnesty.org/en/documents/afr62/7395/2017/en/](http://www.amnesty.org/en/documents/afr62/7395/2017/en/); Amnesty International and the Initiative for Good Governance and Human Rights (Initiative pour la Bonne Gouvernance et les Droits Humains - IBGDH), *DRC: Powering Change or Business as Usual?* (Index: AFR 62/7009/2023), 11 September 2023, <https://www.amnesty.org/en/documents/afr62/7009/2023/en/>

## Global Map with HQ locations of each carmaker



mining in the Philippines.<sup>4</sup> In 2016, Amnesty International was the first international non-governmental organization (NGO) to draw attention to the failure of the auto industry to conduct in-depth human rights due diligence on its battery metal supply chains. In 2017, it published its first assessment of the human rights due diligence policies and practices of 29 companies, including those in the EV sector, in relation to their cobalt supply chains.<sup>5</sup> This assessment found that:

***“As a group, companies in the consumer-facing automotive sector were lagging behind their counterparts in the computer and electronics sector. Of the eight companies in this sector, only one had made explicit reference to cobalt as a material requiring OECD level due diligence... None of these companies are disclosing the identities of their cobalt smelters or refiners, as required under international standards. Though many companies have joined voluntary industry-led initiatives to address human rights risks associated with cobalt and other raw materials, none is currently disclosing specific human rights risks or abuses identified in their supply chains. In light of the amount of cobalt the companies in this sector consume and are expected to consume in the next years as the demand for electric vehicles grows, much more action is urgently needed.”***

<sup>4</sup> Report as yet unpublished.

<sup>5</sup> Amnesty International, *Time to Recharge*, 2017 (previously cited).



© ↑ Electric vehicles are powered by batteries containing minerals including cobalt, copper, lithium and nickel © Myenergi, Unsplash September 2022

In 2019, the organization made a public call for the industry to “clean up their batteries” within five years.<sup>6</sup>

*Powering Change: Principles for Businesses and Governments in the Battery Value Chain*, published in October 2022 by Amnesty and a coalition of over 70 civil society organizations, outlines essential steps for avoiding human rights abuses and environmental harm in the battery value chain. For businesses, the principles emphasize respecting human rights and the environment, conducting due diligence, maintaining transparency, upholding workers' rights, engaging with affected communities, refusing seabed minerals, and ensuring resource-efficient battery design and recycling. Governments are urged to enforce legal requirements for businesses to respect human rights and the environment, investigate abuses, oppose deep sea mining, support policies reducing reliance on private cars, set deadlines for ending sales of new internal combustion vehicles, mandate battery repair and recycling, and ensure transition to 100% renewable energy grids.<sup>7</sup>

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6 Amnesty International, “Amnesty challenges industry leaders to clean up their batteries”, 21 March 2019, <https://www.amnesty.org/en/latest/news/2019/03/amnesty-challenges-industry-leaders-to-clean-up-their-batteries-2/>

7 Amnesty International, *Powering Change: Principles for Businesses and Governments in the Battery Value Chain*, (Index: ACT30/3544/2021), October 2022, <https://www.amnesty.org/en/documents/act30/3544/2021/en/>, pp. 6-12.

# ASSESSMENT FRAMEWORK

The framework used for assessing these companies is based on internationally recognized standards, including the United Nations Guiding Principles on Business and Human Rights (UN Guiding Principles), the Organisation for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Business Conduct, and the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (for further information see section “Human rights due diligence – Legal framework”).<sup>8</sup>

Amnesty International’s assessment framework comprises six main categories. These are:

- |  |  |
|--|--|
| <b>1</b> Human rights policy and commitments                     | <b>2</b> Identification and assessment |
| <b>3</b> Cessation, prevention and mitigation of adverse impacts | <b>4</b> Monitoring                    |
| <b>5</b> Reporting   | <b>6</b> Remediation                   |

These categories are broken down further into 15 criteria. A detailed summary of the assessment criteria is in the annex. Under each of these criteria, companies are rated as follows:

- No demonstration of alignment with international standards (0 points)
- Minimal demonstration (1 point)
- Moderate demonstration (3 points)
- Adequate demonstration (6 points)

## LIMITATIONS AND SCOPE

This assessment does not capture all actions that companies may undertake, as it relies only on publicly available information, provided by the companies themselves in their public disclosures and that they drew attention to in their responses to Amnesty International’s inquiries. The report evaluates the quality and detail of companies’ policies and reporting on how they say they implement human rights due diligence, but it does not seek to assess the actual effectiveness of such practices. For example, if a company reports that it took measures to address a human rights risk linked to a mine it sources from, it is beyond the scope of this report to assess what the companies have actually done. Instead, in assessing the scope and relevance of publicly disclosed information, this report reveals the extent to which these 13 automakers understand the impacts of their business operations on human rights in the EV battery supply chain.

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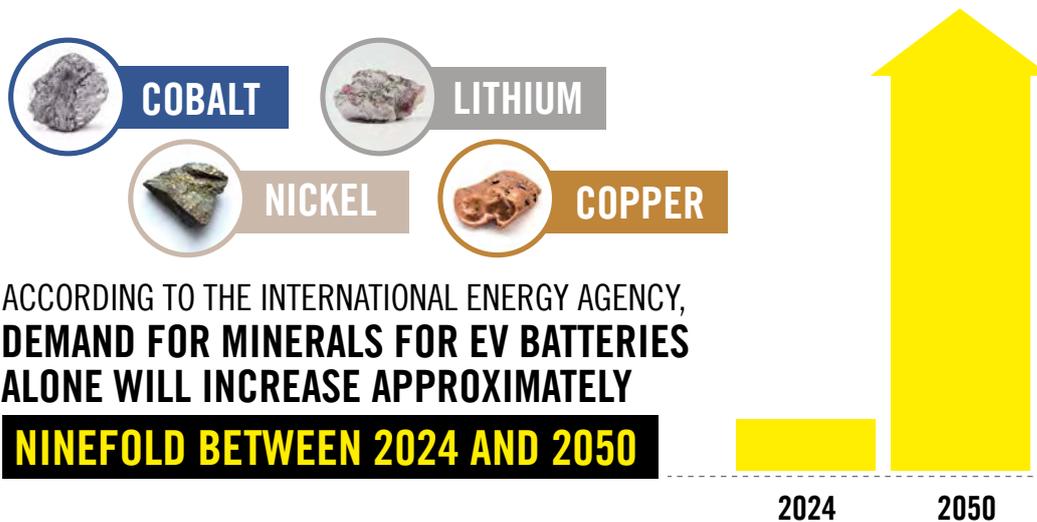
8 See United Nations (UN), Guiding Principles on Business and Human Rights: Implementing the United Nations “Protect, Respect and Remedy” Framework (2011), [https://www.ohchr.org/documents/publications/guidingprinciplesbusinesshr\\_en.pdf](https://www.ohchr.org/documents/publications/guidingprinciplesbusinesshr_en.pdf); Organisation for Economic Co-operation and Development (OECD), *OECD Due Diligence Guidance for Responsible Business Conduct*, 2018, <http://mneguidelines.oecd.org/OECD-Due-Diligence-Guidance-for-Responsible-Business-Conduct.pdf>; and OECD, *OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas: Third Edition*, 2016, <http://dx.doi.org/10.1787/9789264252479-en>; UN Working Group on Business and Human Rights, *Gender Dimensions of the Guiding Principles on Business and Human Rights*, 2019, <https://www.undp.org/publications/gender-dimensions-guiding-principles-business-and-human-rights>

# BACKGROUND

The climate emergency is a human rights crisis that requires an urgent, unified, global response. It threatens the enjoyment of civil, political, economic, social and cultural rights of present and future generations and, ultimately, the future of humanity. Highly industrialized countries must urgently decarbonize and shift to zero-carbon renewables.<sup>9</sup> There is no time to waste.

Some countries have incentivized – through financial assistance, legislation and public pressure – the switch from fossil fuel powered vehicles to electric ones. If countries meet their stated targets, the switch to EVs could help cut global greenhouse gases by 2 gigatons by 2035.<sup>10</sup> According to the International Energy Agency, “the lifecycle emissions of a medium-size battery electric car are about half of those of an equivalent vehicle that is running on oil-based fuels...”.<sup>11</sup> But the increasing demand for EVs creates new human rights challenges and threatens to deepen the well documented human rights abuses rampant across the mining sector. This report details some of the risks to the human rights of communities affected by the mining of metals used in EV batteries.

The current standard EV battery is lithium-ion based, containing minerals and metals such as cobalt, copper, lithium and nickel.<sup>12</sup> These metals are essential for EVs, as well as for mobile devices, and other energy technologies which require a battery storage unit. According to the International Energy Agency, demand for minerals for EV batteries alone will increase approximately ninefold between 2024 and 2050.<sup>13</sup> To meet the demand for EVs, an industry consultancy, Benchmark Mineral Intelligence, reports that more than 350 new energy transition metals mines need to be opened by 2035.<sup>14</sup>



9 Renewables include electric vehicles, solar panels, wind turbines and battery storage units, as well as new or improved electricity grids.

10 International Energy Agency, Global EV Outlook 2024, p154.

11 International Energy Agency, Global EV Outlook 2024, p156.

12 New research aimed at improving batteries is looking to develop solid-state batteries. It aims to replace liquid electrolytes that carry the charge through the battery with ceramics and other materials. This could, say analysts, reduce charging time, battery size and flammability. For a decade, the standard EV battery has been lithium-ion based.

13 International Energy Agency, Global EV Outlook 2024, p156.

14 Benchmark Source, “More than 300 new mines required to meet battery demand by 2035”, 6 September 2022, International Energy Agency, Global EV Outlook 2024 . The length of time it takes to bring a new mine online into production from conception is typically 16 years, which is why some governments, like the USA, have introduced fast-tracking legislation that will ram through approvals for new or expanded mines likely without the multiple necessary safeguards in place.

Extractives companies and their shareholders are key financial beneficiaries of the energy transition: the global market value of energy transition minerals could top USD 400 billion.<sup>15</sup> Most host countries (that is, countries where extraction occurs) do not have the capacity to carry out the more lucrative processing and manufacturing operations to make the batteries themselves. Raw or minimally processed minerals are extracted, shipped out and sold on global markets. Companies and financiers reap the profits at each stop along the battery mineral supply chain while host governments that lack secondary and tertiary industries – the majority – lose out. Rather than help communities benefit from the transition mineral boom, this model reinforces a cycle of dependency, boom and bust economics, and extractivism.

Mining projects around the world have long been met with opposition from affected communities, Indigenous Peoples, and environmental groups for these reasons and more.

## HUMAN RIGHTS CONCERNS IN BATTERY SUPPLY CHAINS:

The rush to extract minerals for the energy transition has a dark side. Environmental damage, pollution, dangerous working conditions, and violations of Indigenous Peoples' rights are just some of the abuses identified by people affected by industrial mining.

- **DRC:** The DRC accounts for roughly 70% of global cobalt production and holds the seventh largest reserves of copper globally.<sup>16</sup> In 2016, Amnesty International found children and adults toiling in hazardous hand-dug cobalt mines.<sup>17</sup> By 2023, large-scale mining in and around Kolwezi in the southern province of Lualaba had forced people from their homes and farmland through evictions, causing widespread suffering.<sup>18</sup> Toxic pollution from mines has also harmed peoples' mental and physical health.<sup>19</sup> Amnesty International considers cobalt mining regions of Kolwezi to be "sacrifice zones".<sup>20</sup>
- **Lithium Triangle (Argentina, Chile and Bolivia):** Indigenous Peoples interviewed by Amnesty International say that lithium extraction violates their right to determine what type of economic development takes place on their lands, threatens their way of life and drains water resources.<sup>21</sup>
- **Indonesia:** Vast nickel mining projects have razed forests, uprooted local people, and polluted rivers and seas. Halmahera Island is a prime example, where mining has devastated the lives of many Indigenous people.<sup>22</sup>

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15 UN, "5 things you should know about 'clean energy' minerals and the dirty process of mining them", 25 February 2024, <https://news.un.org/en/interview/2024/02/1146922>

16 United States Geographical Survey, "Mineral Commodity Summary: Copper 2022", 31 January 2022.

17 Amnesty International and Afreewatch, "This is What We Die For" (previously cited).

18 Amnesty International and the Initiative for Good Governance and Human Rights, *DRC: Powering Change or Business as Usual?* (previously cited).

19 Raid UK, *Beneath the Green: A Critical Look at the Cost of Industrial Cobalt Mining in the DRC*, 27 March 2024, <https://raid-uk.org/post-library/report-beneath-the-green/>

20 According to the UN Special Rapporteur on human rights and the environment: "A sacrifice zone can be understood to be a place where residents suffer devastating physical and mental health consequences and human rights violations as a result of living in pollution hotspots and heavily contaminated areas." Source: Special Rapporteur on the Issue of Human Rights Obligations Relating to the Enjoyment of a Safe, Clean, Healthy and Sustainable Environment (Special Rapporteur on human rights and the environment), *Supplementary information to the Report of the Special Rapporteur: Additional sacrifice zones*, 2 March 2022, UN Doc. A/HRC/49/53, para. 3.

21 Reuters, "Society Watch: Across the globe, indigenous rights are being trampled in lithium goldrush" 2 January 2024.

22 Climate Rights International (CRI), *Nickel Unearthed: The Human and Climate Costs of Indonesia's Nickel Industry*, January 2024.

- **Philippines:** Nickel mining has led to widespread environmental impacts via dust generation, air pollution, water contamination, soil erosion and damage to aquatic life. It has also been linked to cancers, skin and respiratory problems, demonstrating threats to the right to a healthy environment.<sup>23</sup>
- **Global:** Agricultural and racialized communities and Indigenous Peoples are disproportionately harmed by pollution, environmental degradation and climate change, and are often on the fence-line of extractives projects and associated industries.<sup>24</sup> They are subjected to environmental racism, a form of racism that puts their health and well-being at risk through exposure to water, air and soil pollution associated with these industries, as well as decreased food security and lack of access to information or quality healthcare.<sup>25</sup>
- **Global:** Amnesty International's 2024 *State of the World's Human Rights* report notes that Indigenous Peoples, climate justice activists and environmental human rights defenders face significant human rights risks when engaging in peaceful acts of civil disobedience, experiencing criminalization, excessive or unnecessary use of force, and injuries or deaths from weapons used to disperse crowds.<sup>26</sup> The Business and Human Rights Resource Centre reports that 148 attacks on human rights defenders between 2010 and 2021 were related to transition mineral mining and 41% of documented attacks were committed against Indigenous Peoples.<sup>27</sup> It further reports 631 allegations of human rights abuse related to energy transition mineral extraction in this period.<sup>28</sup> The risks to human rights and human rights defenders are both widespread and well documented. Further, these kinds of allegations are on the rise, which should be a red flag to EV automakers.

Despite these well documented abuses, few governments are willing to hold companies accountable either because they lack robust legal tools, effective compliance enforcement regimes, financial resources and personnel, or the political will.

Governments and companies cannot continue to ignore these problems in the rush towards EVs.

Government action in the form of policies and legislation is needed to protect the world's important and vulnerable climate assets like forests, icecaps, watersheds and biodiversity, as well as Indigenous knowledges and the Peoples who hold that knowledge. Legislative efforts requiring companies to – at a minimum – carry out human rights due diligence on projects within the battery supply chain is an important step that some governments are taking, but progress outside of Europe has been glacial.<sup>29</sup> Further efforts are required to ban deep sea mining and to create laws and incentives to recover, recycle and repurpose EV battery components. Each of these steps would strengthen human rights protections for people and the environment along the battery mineral supply chain.

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23 In November 2024, Amnesty International will publish the results of a year-long investigation into human rights abuses associated with nickel mining in the Philippines. The research reveals state and company failures to protect and respect the rights of Indigenous Peoples, and risks to their health and right to a healthy environment.

24 Special Rapporteur on Contemporary Forms of Racism, Racial Discrimination, Xenophobia and Related Intolerance (Special Rapporteur on racism), Report: *Ecological Crisis, Climate Justice and Racial Justice*, 25 October 2022, UN Doc. A/77/549, para. 45.

25 Amnesty International draws on the following definitions: (1) According to Robert Bullard: "Environmental racism refers to any policy, practice, or directive that differentially affects or disadvantages (whether intended or unintended) individuals, groups, or communities based on race or color": R. D. Bullard, "The threat of environmental racism", 1993, *Natural Resources & Environment*, Volume 7, Issue 3, <https://www.jstor.org/stable/40923229>, p. 23; (2) On a global scale, the former Special Rapporteur on racism notes that: "discrimination on the grounds of race, colour, descent and national and ethnic origin remains a critical determinant of climate and environmental harms experienced by individuals and communities": Special Rapporteur on racism, Report: *Ecological Crisis, Climate Justice and Racial Justice* (previously cited).

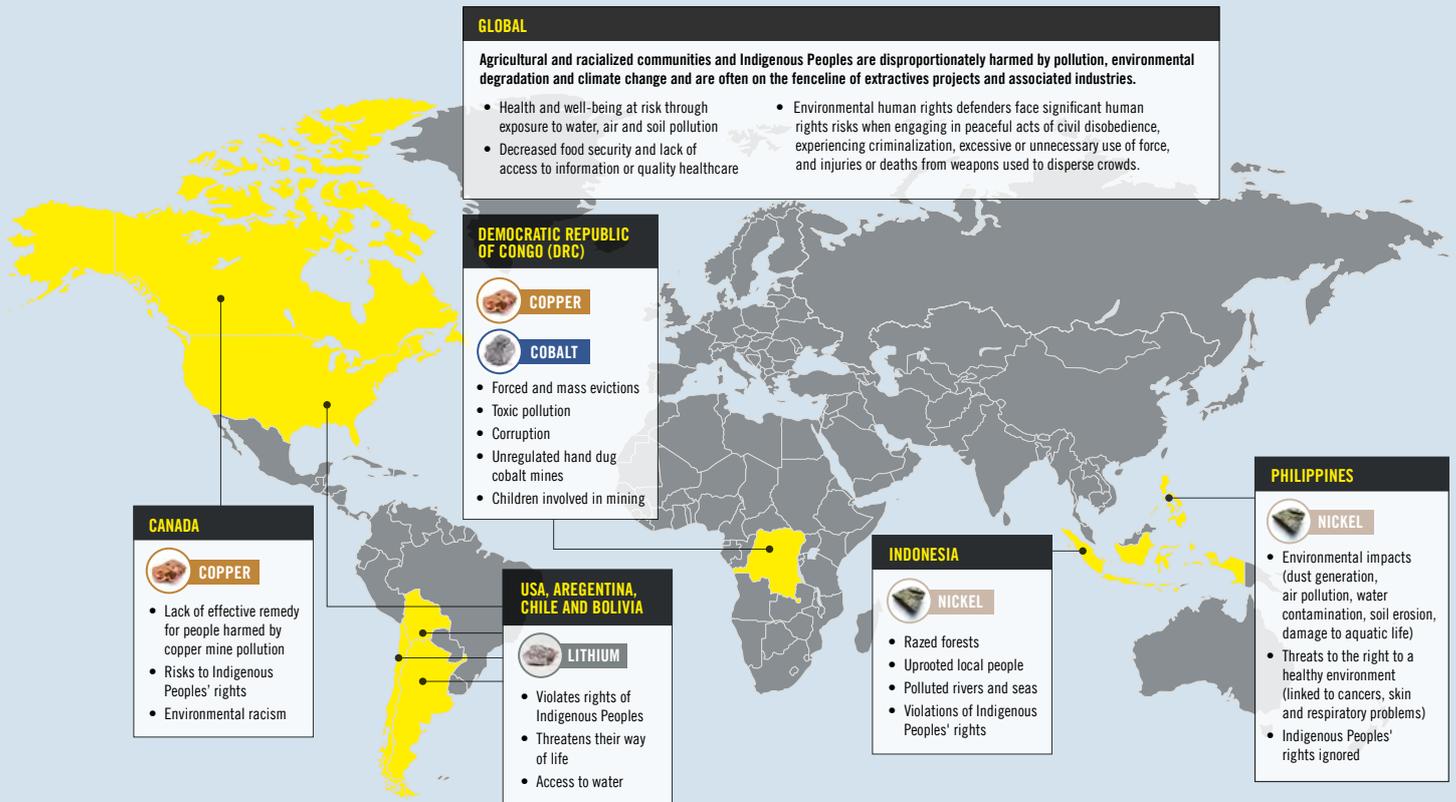
26 Amnesty International, *State of the World's Human Rights, April 2024*, (Index: POL 10/7200/2024), 23 April; 2024, <https://www.amnesty.org/en/documents/pol10/7200/2024/en/>, p. 21.

27 Business & Human Rights Resource Centre, *Civic Freedoms & HRD Data*, <https://www.business-humanrights.org/en/from-us/human-rights-defenders-database/>.

28 Business & Human Rights Resource Centre, *Transition Minerals Tracker*, <https://www.business-humanrights.org/en/from-us/transition-minerals-tracker/>.

29 Amnesty International and Transport & Environment, "The EU battery regulation due diligence rules: Ensuring that human rights and the environment are not casualties of the energy transition", (Index: POL 40/4816/2021), 2021, [www.amnesty.org/en/wp-content/uploads/2021/10/POL4048162021ENGLISH.pdf](https://www.amnesty.org/en/wp-content/uploads/2021/10/POL4048162021ENGLISH.pdf).

# Examples of Human Rights Risks in EV Battery Supply Chains



Recognizing the global significance of these issues, in September 2024, the UN Secretary-General's Panel on Critical Energy Transition Minerals released a report titled "Resourcing the energy transition: principles to guide critical energy transition minerals towards equity and justice". The report provides recommendations for governments, industry and other stakeholders to ensure that the opportunities of the global energy transition are pursued with equity, justice and sustainability. This high-level attention underscores the urgency of addressing human rights and environmental concerns in the battery mineral supply chain, while also highlighting the potential for resource-rich developing countries to benefit from the transition if managed properly.

Just as governments must play a role in limiting the ability of extractive industries and their customers to delay a just energy transition or harm human rights and the environment, the companies identified in this research have a clear responsibility to place human rights at the centre of their EV manufacturing priorities.

# HUMAN RIGHTS DUE DILIGENCE – LEGAL FRAMEWORK

*The chapter on the legal framework for human rights due diligence emphasizes the responsibility of companies, including those in the EV battery supply chain, to proactively respect all human rights. It outlines the international standards, particularly the UN Guiding Principles and OECD Guidelines, which say that companies should implement due diligence processes to identify, prevent, mitigate and account for how they address their impacts on human rights. The chapter also highlights the need for gender-responsive due diligence as well as the specific rights of Indigenous Peoples.*

Companies, including all those involved in the EV battery supply chain, have a responsibility to respect all human rights wherever they operate. This goes beyond doing “no harm”: companies should proactively strengthen human rights respect across their operations. They should not pick and choose what rights they will respect.

The responsibility of companies to respect human rights is independent of the jurisdictions where they operate and exists above and beyond compliance with the national laws and regulations of the host state. In other words, if state regulations are weak, it is not enough for companies to say they comply with national laws. They are expected to respect the principles of internationally recognized human rights to the greatest extent possible.<sup>30</sup> The responsibility of companies to respect human rights is laid out in the UN Guiding Principles.<sup>31</sup>

This responsibility requires companies to avoid causing or contributing to human rights abuses through their own business activities and to address adverse impacts with which they are involved, including by remediating any actual impacts. It also requires them to seek to prevent or mitigate adverse human rights impacts directly linked to their operations or services by their business relationships, even if they have not contributed to those impacts.<sup>32</sup>

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<sup>30</sup> UN Guiding Principles on Business and Human Rights (UN Guiding Principles), Principle 11 including Commentary.

<sup>31</sup> This responsibility was expressly recognized by the UN Human Rights Council on 16 June 2011, when it endorsed the UN Guiding Principles ), and on 25 May 2011 when the 42 governments that had then adhered to the Declaration on International Investment and Multinational Enterprises of the OECD unanimously endorsed a revised version of the OECD Guidelines for Multinational Enterprises. See Human Rights Council, Human Rights and Transnational Corporations and other Business Enterprises, Resolution 17/4, UN Doc A/HRC/RES/17/4, 6 July 2011, [daccess-ods.un.org/tmp/638279.914855957.html](https://access-ods.un.org/tmp/638279.914855957.html); OECD, *OECD Guidelines for Multinational Enterprises*, 29 September 2011, [https://www.oecd-ilibrary.org/governance/oecd-guidelines-for-multinational-enterprises\\_9789264115415-en](https://www.oecd-ilibrary.org/governance/oecd-guidelines-for-multinational-enterprises_9789264115415-en) .

<sup>32</sup> UN Guiding Principles, Principle 13.



© ↑ Lithium extraction, Salinas Grandes, Jujuy, Argentina © Diego Leanza - Amnistía Internacional Argentina 2019

To meet its responsibility to respect human rights, a company must take proactive and ongoing steps to identify and respond to its potential or actual human rights impacts. Primarily, this means that businesses must implement a human rights due diligence process to identify, prevent, mitigate and account for how they address adverse human rights impacts that they may cause or contribute to through their own activities, or which may be directly linked to its operations, products or services by its business relationship with, for example, its partners and suppliers.<sup>33</sup>

There could be cases in which a company identifies through its due diligence processes that it may cause or contribute to a human rights abuse. In those cases, the business enterprise must cease or prevent the adverse impact, and where applicable, use its leverage to mitigate any remaining impact.<sup>34</sup> If a company has not contributed to an adverse harm but is nonetheless directly linked through its business relationships, such as through a supplier, then, as the UN Guiding Principles articulate, “if the business enterprise has leverage to prevent or mitigate the adverse impact, it should exercise it. And if it lacks leverage, there may be ways for the enterprise to increase it.<sup>35</sup> In some cases, however, where the company lacks the leverage and cannot increase it, the UN Guiding Principles recommend companies consider ending the relationship, taking into account potential adverse human rights impacts of such actions.<sup>36</sup>

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33 UN Guiding Principles, Principle 17. Companies have due diligence responsibilities in relation to the entire value chain, but this briefing looks at the minerals supply chain of companies, thus focusing on a part of a company’s value chain.

34 UN Guiding Principles, Commentary on Principle 19.

35 UN Guiding Principles, Commentary on Principle 19.

36 UN Guiding Principles, Commentary on Principle 19.

Further, it is important that companies are transparent about their due diligence processes. The UN Guiding Principles make clear that “the responsibility to respect human rights requires that business enterprises have in place policies and processes through which they can both know and show that they respect human rights in practice. Showing involves communication, providing a measure of transparency and accountability to individuals or groups who may be impacted and to other relevant stakeholders.”<sup>37</sup>

## INTERNATIONAL STANDARDS FOR MINERALS SUPPLY CHAIN DUE DILIGENCE

Drawing on the UN Guiding Principles, the OECD has provided practical guidance for how multinational corporations should carry out human rights due diligence. These guides are relevant to all companies including those in the battery supply chain.

The OECD Due Diligence Guidance for Responsible Business Conduct, published in 2018, outlines a multi-step due diligence process for all companies to follow.<sup>38</sup> Its Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict Affected and High-Risk Areas (OECD Minerals Supply Chain Guidance) is recognized as the international standard for mineral supply chains and has even been adopted by non-OECD countries.<sup>39</sup> The guidance has also provided the model for Chinese companies to follow, through the Due Diligence Guidelines for Responsible Mineral Supply Chains, that were developed by the China Chamber of Commerce of Metals, Minerals and Chemicals Importers and Exporters (CCCME) in 2015, which largely aligned with the OECD five-step process.<sup>40</sup>

The due diligence framework set out in the OECD Minerals Supply Chain Guidance and CCCME Guidelines sets out different due diligence responsibilities according to a company’s location in the supply chain. The “upstream” segment of the supply chain begins at the point of extraction and ends with the smelters or refiners that transform ores into metals. Companies in this part of the supply chain are expected to trace minerals back to mining sites; map the circumstances of extraction, trade, handling and export for the minerals they use; and provide this information to their customers.

Customers are the “downstream” companies that process or use mineral products after they have gone through smelting or refining. In the context of the battery supply chain, downstream companies include the EV manufacturers. The guidance calls on these companies to identify the smelters, refiners and the mines in their supply chains, and assess whether they are performing due diligence in compliance with international standards.

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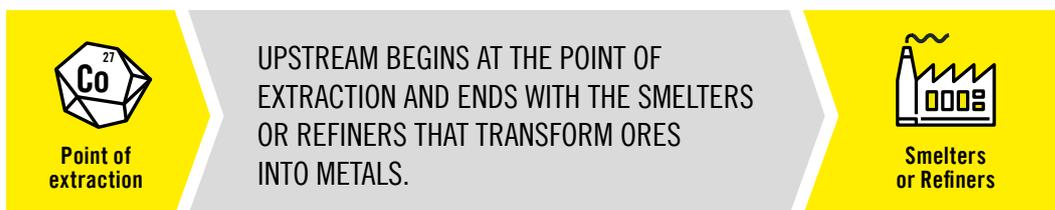
37 UN Guiding Principles, Commentary on Principle 21.

38 They should: 1/Embed responsible business conduct into policies & management systems, 2/ Identify and assess adverse impacts in operations, supply chains & business relationships, 3/ Cease, prevent or mitigate all adverse impacts they have identified, 4/ Track the implementation and results of their due diligence, 5/ Communicate how impacts are addressed, 6/ Provide for or cooperate in remediation for the harm that has been done.

39 This was originally developed in response to the documented links between the mining of certain metals and armed conflict in eastern DRC. These metals are tin, tantalum, tungsten and gold, which are also sometimes referred to as “3TG” or “conflict minerals”, but the guidance applies to other minerals. The OECD Guidance states that companies should: establish strong company management systems; identify and assess risks in the supply chain; design and implement a strategy to respond to those risks; carry out independent third-party audits of due diligence at identified points in the supply chain; and publicly report on supply chain due diligence policies and practices. <https://www.oecd.org/corporate/mne/mining.htm>

40 OECD and China Chamber of Commerce of Metals, Minerals and Chemicals Importers and Exporters(CCCME), *Chinese Due Diligence Guidelines for Responsible Mineral Supply Chains*, 2 December 2015.

# UPSTREAM



# DOWNSTREAM



The OECD Minerals Supply Chains Guidance sets out a mitigation strategy for downstream companies to follow if risks are identified. Depending on the circumstances, they may either continue to trade with a supplier while pursuing risk mitigation, temporarily suspend trade pending ongoing risk mitigation, or disengage with a supplier where attempts at mitigation have failed or risk mitigation is considered unfeasible or unacceptable. As long as the business relationship remains in place, a company should take steps to demonstrate how it is using its leverage to mitigate the impact in question.

If a company at any place in the supply chain discovers that it has either caused or contributed to human rights abuses through its business operations, the responsibility to respect human rights requires it to take an active part in remediation efforts, either by itself or in cooperation with other actors. This necessitates that a company do more than simply discontinue a trading relationship with a supplier once human rights risks have been identified in the supply chain. A company must take steps, in cooperation with other relevant actors, to ensure that the harm suffered by those affected is remediated.



📷 ↑ Drone photo view of mining activities in the laterite nickel ore mining industry, Weda Island, Halmahera, Indonesia. © Getty Images September 2023

## GENDER-RESPONSIVE DUE DILIGENCE

Women and LGBTQI+ people experience multiple and intersecting forms of discrimination, disadvantage, exclusion and violence while also facing systemic barriers to remedy for the abuses they experience. Business enterprises in the EV value chain should respect their rights and eliminate barriers to gender equality throughout their operations and partnerships.<sup>41</sup>

There is a growing recognition that not all members of a community or society experience human rights harms in the same way, and that company due diligence needs to take this into account. In 2019, the UN Working Group on Business and Human Rights published its report on *Gender Dimensions of the Guiding Principles on Business and Human Rights*.<sup>42</sup> This noted that:

***“It is widely documented that women and girls experience adverse impacts of business activities differently and often disproportionately. They also face additional barriers in seeking access to effective remedies. Moreover, because of intersecting and multiple forms of discrimination, different women and girls may be affected differently by business activities in view of their age, colour, caste, class, ethnicity, religion, language, literacy, access to economic resources, marital status, sexual orientation, gender identity, disability, residence in a rural location, and migration, indigenous or minority status. It is, therefore, critical that measures taken by States and business enterprises to implement the UNGPs are gender responsive.”<sup>43</sup>***

41 The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) requires States to take all appropriate measures to eliminate discrimination against women by any person, organization or enterprise (Article 2). The UN Guiding Principles emphasize that businesses should avoid infringing on the human rights of others and address adverse human rights impacts with which they are involved (Principle 11).

42 UN Working Group on Business and Human Rights, *Gender Dimensions of the Guiding Principles on Business and Human Rights*, 22 November 2019, <https://www.undp.org/publications/gender-dimensions-guiding-principles-business-and-human-rights>

43 UN Working Group on Business and Human Rights, *Gender Dimensions of the Guiding Principles on Business and Human Rights*, p. 6.

Among its recommendations are that “business enterprises should integrate the gender framework and guidance in all policies and processes put in place to implement all aspects of their responsibility to respect human rights under the Guiding Principles, namely, making a policy commitment, conducting human rights due diligence and remediating any adverse human rights impacts caused or contributed to.”<sup>44</sup>

Companies in the EV battery supply chain, therefore, should demonstrate that their human rights policies explicitly recognize that women and LGBTQI+ people can be disproportionately harmed by business operations and that human rights abuses in the EV supply chain may be gender-specific. They should also demonstrate that they are able to take appropriate actions to mitigate the risks faced by people experiencing gender discrimination and inequality. These gender-specific impacts should be addressed by companies through applying gender-responsive due diligence across their operations and supply chains. This approach involves applying a gender lens to every step of the due diligence process, from risk assessment to remediation. Companies should conduct gender-sensitive risk assessments that specifically consider the impacts on women and LGBTQI+ people. Meaningful consultation with women, women's organizations and LGBTQI+ groups is crucial to understanding their experiences and perspectives. Remediation processes should be designed to be accessible and appropriate. To track progress and inform decision-making, companies should collect and analyse gender-disaggregated data.<sup>45</sup> These actions will help companies better identify, prevent, mitigate and account for adverse impacts on women and LGBTQI+ people in their supply chains.

## INDIGENOUS PEOPLES' RIGHTS

Under international law, Indigenous Peoples have unique rights acknowledged especially through the UN Declaration on the Rights of Indigenous Peoples (UNDRIP).<sup>46</sup> These rights require a rigorous standard of protection because of the cultural and spiritual connections that Indigenous Peoples have to their lands. These rights also need protection because of discrimination, and historical and ongoing challenges to their right to self-determination. Indigenous Peoples have the right to use and benefit from their traditional or customary lands, and to be full participants in all decisions concerning the use of their lands and the resources they contain. Central to Indigenous rights is the right to self-determination. It encompasses the right to freely determine their political status, and pursue their economic, social and cultural development. This right takes on particular significance when industrial development projects that could significantly affect their rights are proposed on Indigenous Peoples' lands.

When a project poses significant risks to Indigenous Peoples' rights, states must seek their free, prior and informed consent (FPIC). FPIC is a human rights norm grounded in the fundamental rights to self-determination, self-governance and freedom from racial discrimination. This is crucial in the context of mining and other extractive activities associated with battery production.

When conducting human rights due diligence, companies must respect Indigenous Peoples' rights and needs. This means ensuring meaningful consultation, respecting FPIC as an iterative requirement of consent, safeguarding Indigenous lands and resources in consultation with Indigenous Peoples at all stages, and supporting – not undermining – Indigenous Peoples' development goals.

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44 UN Working Group on Business and Human Rights, *Gender Dimensions of the Guiding Principles on Business and Human Rights*, p. 25

45 ActionAid, *Ensuring a Gender-Responsive and Effective Corporate Due Diligence Legislation in 10 Steps*, 2022, [https://actionaid.org/sites/default/files/publications/GenderReport10Steps\\_ActionAid.pdf](https://actionaid.org/sites/default/files/publications/GenderReport10Steps_ActionAid.pdf).

46 UN, UN Declaration on the Rights of Indigenous Peoples (UNDRIP), 13 September 2007, [https://www.un.org/development/desa/indigenouspeoples/wp-content/uploads/sites/19/2018/11/UNDRIP\\_E\\_web.pdf](https://www.un.org/development/desa/indigenouspeoples/wp-content/uploads/sites/19/2018/11/UNDRIP_E_web.pdf).

# COMPANY SCORECARDS

This chapter provides a concise assessment of 13 major automakers, evaluating their human rights due diligence policies and practices in the battery supply chain. It highlights the strengths and weaknesses of each company, revealing significant disparities in their approaches.

For each criterion assessed, companies are rated as follows:

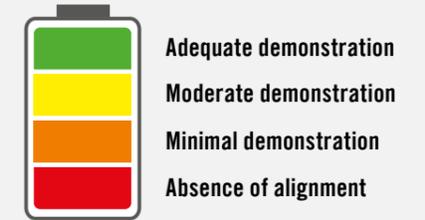
No demonstration of alignment with international standards (0 points)

Minimal demonstration (1 point)

Moderate demonstration (3 points)

Adequate demonstration (6 points)

This scoring system is applied consistently throughout the individual company assessments that follow



CRITERIA		BYD	MITSUBISHI	HYUNDAI	GEELY AUTO		NISSAN	RENAULT	GENERAL MOTORS	FORD	BMW	VW GROUP	STELLANTIS	TESLA	MERCEDES-BENZ
Human Rights Policy and Commitments	Human Rights Policy and Commitments	3	6	6	6		6	6	6	6	6	6	6	6	6
	Commitment to Due Diligence in Supply Chain	3	3	3	6		3	3	6	6	6	6	6	6	6
	Gender Perspective and Inclusivity in Due Diligence	0	1	1	1		1	1	1	1	1	1	0	1	1
	Engagement with Stakeholders	1	1	3	1		1	1	3	3	3	3	3	3	6
	Commitment to Respect Indigenous Peoples' Rights	0	0	0	1		0	3	1	3	1	1	3	3	3
Identification and Assessment of Risk	Risk Identification Process	1	0	1	1		1	1	1	1	3	3	1	3	3
	Comprehensive Supply Chain Mapping and Mine Site Identification	0	0	0	0		3	3	0	1	1	1	3	3	1
	Use of Diverse Information Sources	0	0	1	1		0	0	1	3	1	3	3	3	6
Ceasing, Prevention and Mitigation of Impacts	Risk Mitigation Steps	0	0	1	0		1	1	1	3	3	3	1	3	3
	Leverage Over Suppliers	1	0	1	1		1	3	3	3	3	3	3	3	3
	Responsible Disengagement	0	0	0	0		0	0	1	1	3	1	1	3	3
Monitoring of Risks and Impacts	Tracking and Evaluating Due Diligence Activities	1	1	1	1		3	1	1	3	3	3	3	3	3
Reporting on risks and outcomes	Public Reporting on Due Diligence	1	0	1	1		1	1	3	3	3	3	3	3	3
Remediation for harms	Description of Remediation Actions	0	0	1	1		0	0	1	1	1	1	3	3	1
	Operational-Level Grievance Mechanisms	0	1	1	1		1	3	3	3	3	3	3	3	3
Total scores		11	13	21	22		22	27	32	41	41	41	42	49	51



# BMW

In 2023, German company BMW sold two and a half million vehicles. Electric vehicles made up 15% of the total, with 375,716 sold.<sup>47</sup> The company aims to boost this figure, projecting that EVs will account for over half of its sales by 2030.<sup>48</sup> BMW reported strong financial results in 2023, with revenues of EUR 155.5 billion and a net income of EUR 12.2 billion. The company employed 154,950 people worldwide at the end of 2023.<sup>49</sup> BMW operates 32 production plants across 15 countries.<sup>50</sup>



## HUMAN RIGHTS POLICY AND COMMITMENTS

BMW's human rights policy refers to relevant international standards.<sup>51</sup> The company's documents include commitments to human rights due diligence in its battery supply chain.

BMW's policies do not include a framework for gender-responsive due diligence. Although BMW reports stakeholder engagement, its materials lack detail on methods for including affected communities. BMW's documents recognize the rights of Indigenous Peoples and mention UNDRIP and FPIC.<sup>52</sup> However, evidence of engagement processes and consultation practices that align with FPIC standards is limited.

### SCORES:

A.1 Existence of a human rights policy:	6
A.2 Commitment to due diligence in supply chain:	6
A.3 Integration of gender-responsive due diligence:	1
A.4 Stakeholder engagement policy:	3
A.5 Commitment to respect Indigenous Peoples' rights:	1



## IDENTIFICATION AND ASSESSMENT

BMW provides a breakdown of risks it has identified for each of the battery metals, including regional contexts and potential impacts.<sup>53</sup> It is unclear to what extent BMW conducts its own risk identification rather than relying on third-party audits of suppliers.<sup>54</sup> BMW provides information about sourcing regions and evidence of efforts to map its supply chain, but it does not list smelters, refiners or mine sites.

47 BMW Group, "BMW Group Report 2023", p. 66, available at <https://www.bmwgroup.com/content/dam/grpw/websites/bmwgroup.com/ir/downloads/en/2024/bericht/BMW-Group-Report-2023-en.pdf>

48 BMW Group, "BMW Group Report 2023", p. 45.

49 BMW Group, "BMW Group continues on profitable growth course", 14 March 2024, <https://www.press.bmwgroup.com/global/article/detail/T0440321EN/bmw-group-continues-on-profitable-growth-course?language=en>

50 BMW Group, "BMW Group Report 2023", p. 106.

51 BMW Group, Code on Human Rights and Working Conditions, December 2020, [https://www.bmwgroup.com/content/dam/grpw/websites/bmwgroup.com/company/downloads/en/2021/CCO\\_HumanRights\\_Code\\_EN\\_December2020\\_external.pdf](https://www.bmwgroup.com/content/dam/grpw/websites/bmwgroup.com/company/downloads/en/2021/CCO_HumanRights_Code_EN_December2020_external.pdf), p. 2. BMW's policies align with universal standards and incorporate industry guidelines, including the OECD Guidelines for Multinational Enterprises.

52 BMW mentions Indigenous Peoples' rights in the following sources: Policy Statement on Respect for Human Rights and Corresponding Environmental Standards; BMW Group Code on Human Rights and Working Conditions; Supplier Code of Conduct.

53 BMW's reports did not disclose risks associated with its cobalt sourcing from Morocco, despite recent allegations of labour and environmental violations at the Bou Azzer mine. BMW responded to Amnesty International, noting that the investigation was not complete at the time of reporting and that their Integrated Group Report typically does not cover such topics. BMW also provided a statement that provided further information on its investigation (see annex).

54 BMW mentions using various risk assessment tools and scientific findings but does not explicitly detail the role of third-party auditors in complementing its due diligence efforts.

While BMW states that it uses diverse information sources, the company's reporting does not explain how these sources inform and improve its human rights due diligence.<sup>55</sup>

**SCORES:**

B.1 Risk identification process:	3
B.2 Comprehensive supply chain mapping and mine site identification:	1
B.3 Use of diverse information sources:	1



**CESSATION, PREVENTION, AND MITIGATION OF IMPACTS**

BMW's reports provide examples of risk mitigation steps, but the company's disclosure lacks evidence of the impact and effectiveness of these measures.<sup>56</sup>

BMW states that it requires Tier 1 suppliers to communicate BMW's sustainability standards to their own suppliers, aiming to spread awareness and compliance beyond the first tier of its supply chain. However, the company does not provide examples and outcomes that demonstrate the effectiveness of its leverage.<sup>57</sup>

BMW's documentation describes its approach to managing human rights risks. However, the processes for assessing the impacts of potential disengagement lack details.<sup>58</sup> In 2019, BMW ceased sourcing cobalt from the DRC. The company's public reporting does not include an assessment of this decision's impact on local communities.

**SCORES:**

C.1 Risk mitigation steps:	3
C.2 Leverage over suppliers:	3
C.3 Responsible disengagement:	3



**MONITORING**

BMW describes its approach to tracking and evaluating due diligence activities, including documented processes and stakeholder involvement. However, the company's reporting lacks examples of assessment of due diligence schemes or third-party auditors, additional measures taken, and direct oversight of suppliers through on-site visits and continuous monitoring.<sup>59</sup>

55 BMW uses "automated web crawlers" for global media monitoring of suppliers, but provides no details on how this informs battery mineral risk management. BMW Group, "Due diligence in the supply chain", <https://www.bmwgroup.com/en/sustainability/supply-chain.html>

56 BMW Group, "BMW Group Report 2023". BMW states that it "monitors and assesses the sustainability risks in its supplier network" and requires suppliers to implement "preventive or remediation and control measures" before contract signing.

57 BMW Group, "Due diligence in the supply chain". BMW requires Tier 1 suppliers to comply with the Supplier Code of Conduct and "implement necessary preventive or remedial measures" as part of their contractual obligations.

58 BMW Group, Code on Human Rights and Working Conditions, December 2020, [https://www.bmwgroup.com/content/dam/grpw/websites/bmwgroup.com/company/downloads/en/2021/CCO\\_HumanRights\\_Code\\_EN\\_December2020\\_external.pdf](https://www.bmwgroup.com/content/dam/grpw/websites/bmwgroup.com/company/downloads/en/2021/CCO_HumanRights_Code_EN_December2020_external.pdf). BMW's three-stage risk management process includes a "risk filter, media screening, and self-assessment questionnaire," with the potential for contract termination if suppliers fail to address identified shortcomings.

59 BMW Group, "BMW Group Report 2023". BMW uses tools from the Responsible Minerals Initiative (RMI) and its own systems for monitoring due diligence but lacks detailed processes and examples for tracking and evaluating cobalt, lithium and nickel supply chains.

**SCORE:**

D.1 Tracking and evaluating due diligence activities: 3

 **REPORTING**

BMW's public reporting provides an overview of its due diligence processes in the battery supply chain. However, the company's disclosures lack information on its suppliers, as well as actions taken to address human rights risks it has identified.<sup>60</sup>

**SCORE:**

E.1 Public reporting on due diligence: 3

 **REMEDIATION**

BMW's public disclosures indicate general remediation processes, but lack examples or implementation details for the battery supply chain. The available information does not demonstrate clear collaboration with affected stakeholders or address the unique challenges of this sector.<sup>61</sup>

BMW's reporting describes aspects of the grievance handling process, including anonymity and protection against retaliation. However, BMW's public disclosures do not provide detailed information on the functioning processes of these mechanisms and do not disclose outcomes related to grievances in the battery mineral supply chain.<sup>62</sup>

**SCORES:**

F.1 Description of remediation actions: 1

F.2 Operational-level grievance mechanisms: 3

## COMPANY RESPONSE

BMW provided a detailed response to Amnesty International (see annex). The company offered additional context and evidence for its human rights due diligence practices in the battery supply chain. BMW also explained challenges in disclosing certain information due to regulatory considerations.

## OVERALL PERFORMANCE

BMW scored 41 out of 90 points based on Amnesty International's assessment of the company's publicly available information related to human rights due diligence in the battery supply chain. This indicates a moderate demonstration of alignment with international standards.

60 BMW Group, "BMW Group Report 2023", p. 113. BMW mentions "additional control mechanisms... for suppliers in high-risk regions or high-risk product groups," but the report lacks detailed information on risks, outcomes and the transparency of its supply chain.

61 See BMW, "Respect for human rights and environment-related standards at the BMW Group", <https://www.bmwgroup.com/en/sustainability/human-rights.html>; BMW, "Due diligence in the supply chain".

62 BMW provides grievance channels like the "SpeakUP Line" and ombudsperson services, but information on how these mechanisms are tailored to or accessible in regions critical to the battery supply chain would improve transparency.

## BYD

BYD is a publicly listed manufacturing multinational based in Shenzhen, China. In 2023, it reported selling more than three million electric and hybrid vehicles, generating revenue of CNY 602.32 billion (approximately USD 84.8 billion) and a net profit of CNY 30.04 billion (about USD 4.23 billion).<sup>63</sup> This performance established BYD's position as the world's second-largest fully electric vehicle manufacturer, with 1,570,388 units sold and a 16.5% market share.<sup>64</sup> BYD employs 570,000 people.<sup>65</sup> The company's reach extends globally, encompassing over 10,000 suppliers, 30 industrial parks, and large manufacturing facilities in numerous countries.<sup>66</sup>



### HUMAN RIGHTS POLICY AND COMMITMENTS

BYD's 2023 Corporate Social Responsibility Report initially lacked a human rights policy. However, the company later published a 2024 Human Rights Policy Statement.<sup>67</sup> This new policy also shows enhanced commitment to supply chain due diligence, including recognition of OECD Guidelines. Despite these improvements, the policy lacks details on battery material sourcing.

BYD's policies do not address gender-responsive due diligence. BYD states that it engages with stakeholders. However, it does not provide policies for engaging with communities affected by the battery supply chain or incorporating their views into decision-making processes. There is no reference to Indigenous Peoples or their rights in BYD's reports.<sup>68</sup>

#### SCORES:

A.1 Existence of a human rights policy:	3
A.2 Commitment to due diligence in supply chain:	3
A.3 Integration of gender responsive due diligence:	0
A.4 Stakeholder engagement policy:	1
A.5 Commitment to respect Indigenous Peoples' rights:	0



### IDENTIFICATION AND ASSESSMENT

BYD's reports provide an overview of its risk management framework and responsibilities, but do not include information on potential or actual risks in its battery supply chain.<sup>69</sup>

63 Xinhua, "BYD net profit soars by over 80 pct in 2023", 27 March 2024, <https://english.news.cn/20240327/3811acb3022249afa03da5502c4646c8/c.html#:~:text=According%20to%20the%20company's%20annual,112.15%20percent%20on%20year>

64 InsideEVs, "Tesla and BYD had 35% of the global EV market in 2023", 10 February 2024, <https://insideevs.com/news/707935/world-top-ev-oem-sales-2023q4/>

65 BYD, "2024 First Quarterly Report", <https://www.bydglobal.com/sites/resources/common/tools/generic/web/viewer.html>

66 BYD, "Corporate Social Responsibility Report 2023" (BYD 2023 CSR Report), [https://www.bydglobal.com/cn/en/BYD\\_ENSocialResponsibility/SocietyDevelopment\\_mob.html](https://www.bydglobal.com/cn/en/BYD_ENSocialResponsibility/SocietyDevelopment_mob.html), p. 21.

67 BYD, 2024 Human Rights Policy Statement, <https://www.bydglobal.com/en/SocietyDevelopment.html>

68 BYD 2023 CSR Report, p. 29. BYD reports stakeholder engagement, but does not detail policies for engaging with groups affected by the battery supply chain.

69 BYD 2023 CSR Report, p. 21. BYD mentions a general risk management framework but lacks details on battery supply chain human rights risks.

BYD reports that it conducts mineral supply chain “surveys” for its suppliers of cobalt (as well as for so-called conflict minerals), but does not mention copper, lithium or nickel. BYD does not disclose smelter or refiner names, nor does it provide evidence that it maps its mineral supply chains to mine sites.<sup>70</sup> BYD’s reports do not indicate how it gathers information, beyond the use of supplier surveys.

**SCORES:**

B.1 Risk identification process:	1
B.2 Comprehensive supply chain mapping and mine site identification:	0
B.3 Use of diverse information sources:	0

 **CESSATION, PREVENTION, AND MITIGATION OF IMPACTS**

BYD provides no information on measures it may have taken to mitigate human rights risks in its battery supply chains.<sup>71</sup> The company reports that it exercises control over Tier 1 suppliers and says it may remove non-compliant suppliers from its network. However, it does not provide evidence of efforts to ensure suppliers uphold human rights standards or to extend these requirements down the supply chain.<sup>72</sup> BYD’s reports do not mention processes for assessing adverse impacts before ending business relationships.

**SCORES:**

C.1 Risk mitigation steps:	0
C.2 Leverage over suppliers:	1
C.3 Responsible disengagement:	0

 **MONITORING**

BYD reports that it conducts surveys of its cobalt suppliers, but not of those that supply its copper, lithium or nickel. Its reports do not include details on the processes and mechanisms used to track and evaluate the effectiveness of its due diligence activities. Its reports also do not provide information on the involvement of stakeholders in the evaluation process or evidence of direct oversight of suppliers through on-site visits.<sup>73</sup>

**SCORE:**

D.1 Tracking and evaluating due diligence activities:	1
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70 BYD 2023 CSR Report, p. 39. BYD reports conducting mineral supply chain surveys for certain materials, but does not disclose smelter or refiner names, or provide evidence of mapping to mine sites.  
 71 BYD 2023 CSR Report. BYD mentions implementing supplier standards and an ID card scanning system to prevent child labour, but lacks details on mitigating risks for cobalt, copper, lithium and nickel.  
 72 BYD 2023 CSR Report, p. 39. BYD claims to “regularly evaluate” suppliers and may remove those not meeting standards, but does not provide evidence of actively pushing suppliers to uphold human rights standards or extending these requirements down the supply chain.  
 73 BYD 2023 CSR Report

## REPORTING

BYD's reports do not include information on its human rights due diligence processes, findings and outcomes in relation to its battery metal supply chains.

### SCORE:

E.1 Public reporting on due diligence: 1

## REMEDiation

BYD's reports do not include information on remediation measures. BYD's reporting does not include information on grievance mechanisms.

### SCORES:

F.1 Description of remediation actions: 0

F.2 Operational-level grievance mechanisms: 0

## COMPANY RESPONSE

BYD did not respond to these findings. However, in its 2024 "Human rights policy statement", BYD states it is "committed to respecting, protecting and promoting human rights in business operations, commercial cooperation and supply chain management."

## OVERALL PERFORMANCE

BYD scored 11 out of 90 points, ranking last among the 13 automakers evaluated in Amnesty International's assessment. This indicates that BYD is failing to demonstrate that it is conducting adequate human rights due diligence on its battery metal supply chains in line with international standards.



© ↑ A BYD car at a car show © Michael Förtsch Unsplash 2023



# FORD

US-based Ford sold 4.4 million vehicles in 2023, with 130,905 being EVs.<sup>74</sup> In 2023, the company reported revenues of USD 176.2 billion and a net income of USD 4.3 billion.<sup>75</sup> Ford's workforce reached 174,000 employees by year's end.<sup>76</sup> The company operates 41 manufacturing and assembly plants worldwide.<sup>77</sup>



## HUMAN RIGHTS POLICY AND COMMITMENTS

Ford's human rights policy refers to relevant international standards.<sup>78</sup> The company's documents include commitments to human rights due diligence in its battery supply chain.<sup>79</sup> However, Ford does not provide explicit commitments aimed at gender-responsive due diligence.<sup>80</sup> The company's information on Indigenous Peoples' rights does not detail a consistent engagement process across all projects.<sup>81</sup>

### SCORES:

A.1 Existence of a human rights policy:	6
A.2 Commitment to due diligence in supply chain:	6
A.3 Integration of gender responsive due diligence:	1
A.4 Stakeholder engagement policy:	3
A.5 Commitment to respect Indigenous Peoples' rights:	3



## IDENTIFICATION AND ASSESSMENT

Ford states that it conducts human rights risk assessments in its EV battery supply chain, using third-party audits and internal due diligence processes. However, Ford's public documents do not provide detailed risk profiles for cobalt, copper, lithium, and nickel, or for individual sourcing regions.<sup>82</sup> Ford provides information about the regions where minerals are sourced and some evidence of mine site identification but does not publish the names of the mine sites. Similarly, it does not list smelters and

74 Ford, "2024 Integrated Sustainability and Financial Report", p. 21, available at <https://corporate.ford.com/content/dam/corporate/us-en-us/documents/reports/2024-integrated-sustainability-and-financial-report.pdf>

75 Ford, "2024 Integrated Sustainability and Financial Report", p. 9.

76 Ford, "2024 Integrated Sustainability and Financial Report".

77 Ford, "2024 Integrated Sustainability and Financial Report", p. 21.

78 Ford, 'Human Rights Progress Report 2023,' available at <https://corporate.ford.com/content/dam/corporate/us-en-us/documents/reports/2023-human-rights-progress-report.pdf>.

79 Ford, "2024 Integrated Sustainability and Financial Report", p. 87. Ford states it is "committed to respecting human rights in our company, across our value chain," and that it conducts independent audits of its supply chain using OECD Due Diligence Management Systems to ensure responsible sourcing of cobalt, nickel, and lithium.

80 Ford, "2024 Integrated Sustainability and Financial Report", p. 20. Ford sets the goal to "promote gender and racial equity" and states that it does not tolerate discrimination, but the documents lack focus on integrating gender-responsive due diligence in the EV battery supply chain.

81 Ford, "2024 Integrated Sustainability and Financial Report", p. 25. Ford states that it "works to uphold the rights of Indigenous Peoples," aligning with UNDRIP, but the documentation does not fully substantiate a systematic, consistent engagement process across all operational levels.

82 Ford, 2024 Integrated Sustainability and Financial Report, p. 123. For example, Ford notes that "a shortage of or inability to acquire key components or raw materials" like lithium and cobalt can disrupt production, without offering in-depth risk analysis for these materials.

refiners.<sup>83</sup> Ford states that it uses a variety of information sources; however, the reporting on how these sources inform risk management could be more detailed and specific.

**SCORES:**

B.1 Risk identification process:	1
B.2 Comprehensive supply chain mapping and mine site identification:	1
B.3 Use of diverse information sources:	3

 **CESSATION, PREVENTION, AND MITIGATION OF IMPACTS**

Ford's risk mitigation approach in its battery supply chain combines third-party audits with independent measures. However, its reporting could be strengthened by providing more detailed outcomes for key battery metals.<sup>84</sup>

Regarding its leverage over suppliers, Ford states that it initiates investigations, requires compliance with its Supplier Code of Conduct, and mandates third-party certifications. However, the impact and outcomes of these actions are not fully described.<sup>85</sup> Regarding responsible disengagement, Ford does not provide details on a structured assessment process for evaluating the potential negative effects before disengagement.<sup>86</sup>

**SCORES:**

C.1 Risk mitigation steps:	3
C.2 Leverage over suppliers:	3
C.3 Responsible disengagement:	1

 **MONITORING**

Ford states that it has mechanisms for tracking and evaluating due diligence processes, but offers limited evidence of a systematic approach with detailed documentation and evidence of regular stakeholder involvement.<sup>87</sup>

**SCORE:**

D.1 Tracking and evaluating due diligence activities:	3
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83 According to Ford's 2024 Integrated Sustainability and Financial Report (p. 94), the company reports that "since 2021, we have been mapping and auditing our EV battery supply chains with RCS Global Group," but it does not publicly list the smelters and refiners for these battery materials.

84 Ford, Human Rights Progress Report 2023, <https://corporate.ford.com/content/dam/corporate/us/en-us/documents/reports/2023-human-rights-progress-report.pdf>, p. 11. Ford details its efforts in mapping and auditing EV battery raw material supply chains, including 30 supplier audits. However, the reports do not fully demonstrate actions addressing all identified risks for each relevant mineral—cobalt, copper, lithium and nickel.

85 Ford, "2024 Integrated Sustainability and Financial Report", p. 90. Ford emphasizes supply chain transparency and proactive investigations to ensure compliance with its Supplier Code of Conduct. However, the report does not provide details on the effectiveness of these actions in changing supplier behaviour.

86 Ford, Human Rights Progress Report 2023, p. 10. Ford states that it conducts desk-based due diligence of potential suppliers to assess their commitments to human rights and environmental protection. However, the report lacks details on the assessment processes needed before disengaging from suppliers.

87 Ford, "2024 Integrated Sustainability and Financial Report", p. 24. Ford documents its processes for monitoring and evaluating supply chain practices, including risk assessments, supplier audits and supply chain mapping. However, the reports lack detailed explanations of how these measures concretely reduce human rights abuses in the supply chains for minerals like cobalt, lithium and nickel.

## **REPORTING**

Ford provides regular public reports on its due diligence efforts in battery supply chains, including detailed processes and initiatives. While these reports offer insights into the company's approach to addressing human rights risks, they could benefit from more examples of outcomes and stakeholder influence on due diligence processes.

### **SCORE:**

E.1 Public reporting on due diligence: 3

## **REMEDIATION**

The available information outlines Ford's collaboration with suppliers and stakeholders to determine remedies, but does not include examples or case studies illustrating Ford's role in tailoring remediation actions to affected stakeholders' needs.<sup>88</sup> Ford provides information on the existence and functioning of grievance mechanisms. The public disclosures do not include statistics on the number and types of grievances received and addressed.<sup>89</sup>

### **SCORES:**

F.1 Description of remediation actions: 1

F.2 Operational-level grievance mechanisms: 3

## **COMPANY RESPONSE**

Ford responded in detail to Amnesty International's assessment (see annex). According to the company: "Ford aspires to source only raw materials that are responsibly produced, and we continue to enhance our EV battery material due diligence focusing improvements on responsible sourcing, transparency, human rights, environmental sustainability, indigenous peoples' rights, and community engagement."

## **OVERALL PERFORMANCE**

Ford scored 41 out of 90 points based on Amnesty International's assessment of the company's publicly available information related to human rights due diligence in the battery supply chain. This indicates a moderate demonstration of alignment with international standards.

88 See, for example, Ford, "2024 Integrated Sustainability and Financial Report"; Ford, "Form SD and Conflict Minerals Report for Year Ended December 31, 2022", <https://corporate.ford.com/content/dam/corporate/us/en-us/documents/legal/Form-SD-and-CMR-for-Year-Ended-December-31-2022.pdf>

89 Ford, "2024 Integrated Sustainability and Financial Report". Ford requires suppliers to provide grievance mechanisms and inform stakeholders about their use, but offers limited disclosure on outcomes, including grievance statistics.

# GEELY AUTO

Founded as a refrigerator maker in Zhejiang Province, China, Geely entered the automotive industry in 1997 with Geely Auto. In 2023, its overseas export sales increased by 38% to 274,101 units. Geely Auto is part of Zhejiang Geely Holding Group, which also owns Volvo Cars. Geely Auto delivered 1.6 million vehicles in 2023, including half a million EVs. The company reported revenues of RMB 179 billion (about USD 25.2 billion) and a net profit of RMB 5.3 billion (about USD 746 million) in 2023.<sup>90</sup> The group employs over 60,000 people worldwide and operates 16 plants.



## HUMAN RIGHTS POLICY AND COMMITMENTS

Geely Auto has human rights and supply chain due diligence policies that reference international standards.<sup>91</sup> The company falls short in commitments to gender-responsive due diligence and stakeholder engagement.<sup>92</sup> Geely Auto's policies and supplier expectations show a basic acknowledgement of the need to respect Indigenous rights and UNDRIP. However, they lack specific commitments related to FPIC, and implementation details.<sup>93</sup>

### SCORES:

A.1 Existence of a human rights policy:	6
A.2 Commitment to due diligence in supply chain:	6
A.3 Integration of gender responsive due diligence:	1
A.4 Stakeholder engagement policy:	1
A.5 Commitment to respect Indigenous Peoples' rights:	1



## IDENTIFICATION AND ASSESSMENT

While Geely Auto explains its risk identification processes for “high-risk key raw materials”, it does not actually provide a breakdown of the risks identified for each of them, including regional contexts and potential or actual impacts on local communities.<sup>94</sup> The company demonstrates some evidence of mapping its supply chains and identifying mine sites. The company provides general information about supplier locations, but no information about the regions or countries where the minerals are extracted. Geely Auto does not list smelters or refiners. Geely Auto details various mechanisms and strategies to incorporate stakeholder feedback into its battery supply chain risk management. However, it lacks examples of how the integration of these diverse information sources has led to improvements or outcomes.<sup>95</sup>

90 Geely Auto, “Geely Auto 2023 financial results released”, 20 March 2024, <https://www.geely.com/en/news/2024/geely-auto-financial-results-2023>

91 See, for example, Geely, Code of Conduct, 2024, <http://www.geelyauto.com.hk/wp-content/uploads/2024/04/20240425-0175-Code-of-Conduct-EN.pdf>, p. 5.; Geely, “2023 Environmental, Social and Governance Report” (2023 ESG Report), <https://www.hkexnews.hk/listedco/listconews/sehk/2024/0426/2024042600275.pdf>, p. 72; Geely, Supplier Code of Conduct, <https://www.geelyauto.com.hk/wp-content/uploads/2024/04/20240425-Geely-Supplier-Code-of-Conduct-EN.pdf>.

92 Geely, 2023 ESG Report, p. 70. Geely acknowledges the impact on vulnerable groups, including women, but lacks detailed commitments and methods for addressing gender-risks in their supply chain.

93 See, for example, Geely, Code of Conduct, 2024, p. 6; Geely, Supplier Code of Conduct.

94 See sections “Governance and ethics” and “Sustainable value chain” in Geely, 2023 ESG Report.

95 See section “Sustainable value chain” in Geely, 2023 ESG Report.

**SCORES:**

B.1 Risk identification process:	1
B.2 Comprehensive supply chain mapping and mine site identification:	0
B.3 Use of diverse information sources:	1

**CESSATION, PREVENTION, AND MITIGATION OF IMPACTS**

Geely Auto discloses limited information on its risk mitigation efforts, focusing on general commitments and traceability requirements only. The company's documents indicate a basic compliance framework and reliance on third-party assessments.<sup>96</sup> Geely Auto shows limited leverage over suppliers and does not identify steps it will take to ensure responsible disengagement if other measures fail.<sup>97</sup>

**SCORES:**

C.1 Risk mitigation steps:	0
C.2 Leverage over suppliers:	1
C.3 Responsible disengagement:	0

**MONITORING**

Geely Auto provides little evidence of tracking and evaluating its human rights due diligence activities. The company's reports do not explain how the due diligence measures it says it implements reduce human rights risks.<sup>98</sup>

**SCORE:**

D.1 Tracking and evaluating due diligence activities:	1
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**REPORTING**

Geely Auto's documents do not disclose processes, findings, identified risks, mitigation actions or outcomes related to the battery mineral supply chains.

**SCORE:**

E.1 Public reporting on due diligence:	1
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96 See Geely, Code of Conduct, 2024; Geely, 2023 ESG Report; Geely, Supplier Code of Conduct.

97 Geely, 2023 ESG Report, p. 108. Geely states that 94% of tier-1 suppliers have signed its Supplier Code of Conduct, but the documents lack examples of how this leverage has addressed human rights issues in the battery supply chain.

98 Geely, 2023 ESG Report. Geely mentions using third-party audits for 120 tier-1 suppliers but doesn't clearly show regular assessments of these auditors or additional measures if they are found lacking.



## REMEDIATION

The company outlines broad principles and expectations for remediation but does not provide examples or processes.<sup>99</sup> It also outlines basic grievance processes but lacks details on the outcomes or effectiveness of these mechanisms in its battery supply chain.<sup>100</sup>

### SCORES:

F.1 Description of remediation actions: 1

F.2 Operational-level grievance mechanisms: 1

## COMPANY RESPONSE

Geely Auto initially responded to Amnesty International's assessment by providing updated documents, including their *2023 ESG report*, revised *Code of Conduct*, and *Supplier Code of Conduct*. Amnesty International subsequently revised its assessment based on these new documents and sent the updated findings to Geely Auto. While Geely Auto responded to Amnesty International's request to verify key company information, they did not provide any further comments or feedback on the revised assessment of their human rights due diligence practices in battery metal supply chains. According to the company: "The key findings are valuable to us and we will continue to enhance our supply chain management and disclosure transparency."

## OVERALL PERFORMANCE

Geely Auto scored 22 out of 90 points in Amnesty International's assessment. This indicates that Geely Auto is failing to demonstrate that it is conducting adequate human rights due diligence on its battery metal supply chains in line with international standards.

<sup>99</sup> See Geely, Code of Conduct, 2024, p. 18; Geely, Supplier Code of Conduct; Geely, 2023 ESG Report, p. 105.

<sup>100</sup> See Geely, Code of Conduct, 2024, p. 18; Geely, Supplier Code of Conduct.



# GM

US-based GM sold 6.188 million vehicles in 2023, including 622,616 fully electric models.<sup>101</sup> GM reported revenues of USD 171.8 billion and a net income of USD10.1 billion in 2023.<sup>102</sup> With 163,000 employees worldwide,<sup>103</sup> GM operates in 31 countries and works with 5,700 suppliers globally.<sup>104</sup> The company aims to sell only electric light-duty vehicles in the USA by 2035.<sup>105</sup>



## HUMAN RIGHTS POLICY AND COMMITMENTS

GM's human rights policy refers to international standards. GM's due diligence commitment is publicly accessible and detailed in its official documents.<sup>106</sup>

GM's human rights policy commits to diversity and women's rights. However, the policy does not provide details on how GM identifies and manages gender-specific risks or integrates a gender lens in its due diligence processes.<sup>107</sup> GM's stakeholder engagement policies lack specific formalization within the context of the battery supply chain.<sup>108</sup> A lack of evidence on how the company operationalizes its respect for the rights of Indigenous Peoples suggests that these commitments have yet to be integrated into GM's core operational practices.<sup>109</sup>

### SCORES:

A.1 Existence of a human rights policy:	6
A.2 Commitment to due diligence in supply chain:	6
A.3 Integration of gender responsive due diligence:	1
A.4 Stakeholder engagement policy:	3
A.5 Commitment to respect Indigenous Peoples' rights:	1



## IDENTIFICATION AND ASSESSMENT

GM identifies risks associated with cobalt sourcing, but lacks disclosures on risks related to copper, lithium and nickel. The company mentions risk management processes but does not provide a breakdown of specific risks, regional contexts or impacts on communities. GM uses third-party audits to validate smelters and refiners, but the extent to which these complement GM's own due diligence efforts is unclear.<sup>110</sup>

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101 General Motors (GM), 2023 Sustainability Supplement, [https://www.gm.com/content/dam/company/docs/us/en/gmcom/company/GM\\_Supplement\\_2023.pdf](https://www.gm.com/content/dam/company/docs/us/en/gmcom/company/GM_Supplement_2023.pdf), p. 28.

102 GM, "GM releases 2023 fourth-quarter and full-year results, and 2024 guidance", 30 January 2024, <https://investor.gm.com/news-releases/news-release-details/gm-releases-2023-fourth-quarter-and-full-year-results-and-2024>.

103 GM, 2023 Sustainability Report, [https://www.gm.com/content/dam/company/docs/us/en/gmcom/company/GM\\_2023\\_SR.pdf](https://www.gm.com/content/dam/company/docs/us/en/gmcom/company/GM_2023_SR.pdf), p. 38.

104 GM, 2023 Sustainability Report, p. 32.

105 GM, 2023 Sustainability Report, p. 43.

106 See GM, 2023 Sustainability Report, p. 69; GM, Human Rights Policy; GM, Responsible Minerals Sourcing Policy, <https://investor.gm.com/>

107 GM, 2023 Sustainability Report, p. 69. GM's Human Rights Policy commits to diversity and women's rights, but lacks details on managing gender-risks in its supply chain.

108 See GM, 2023 Sustainability Report, p. 71; GM, 2021 Corporate Human Rights Benchmark (CHRB) Disclosure (2021 CHRB Disclosure); GM, 2024 Proxy Statement, <https://investor.gm.com/>

109 GM acknowledges UNDRIP in its Human Rights Policy but offers limited evidence of implementing FPIC principles in its activities or engagements with Indigenous communities.

110 See GM, 2023 Sustainability Report; GM, 2021 CHRB Disclosure.

There is little evidence that the company is mapping its supply chains. It does not provide information on its smelter, refiners or mine sites.<sup>111</sup> GM's documentation shows limited use of diverse information sources for the battery supply chain. There is involvement of stakeholders, but the influence on due diligence actions and impact on risk management practices remain unclear.<sup>112</sup>

**SCORES:**

B.1 Risk identification process:	1
B.2 Comprehensive supply chain mapping and mine site identification:	0
B.3 Use of diverse information sources:	1



**CESSATION, PREVENTION, AND MITIGATION OF IMPACTS**

GM provides some information on efforts to address risks associated with cobalt sourcing. However, there is a lack of detail on actions taken to mitigate risks for nickel, lithium and copper. There is little information on the progress, challenges or outcomes of its risk mitigation efforts.<sup>113</sup>

GM states it has implemented policies and initiatives to influence suppliers and ensure human rights compliance. However, the documents lack examples and outcomes that demonstrate the effectiveness of these efforts.<sup>114</sup>

GM acknowledges the importance of assessing impacts on human rights and the environment before disengaging from business relationships, particularly in battery supply chains. However, the evidence suggests the company has general policies and expectations rather than an assessment process specific to disengagement.<sup>115</sup>

**SCORES:**

C.1 Risk mitigation steps:	1
C.2 Leverage over suppliers:	3
C.3 Responsible disengagement:	1



**MONITORING**

GM's documents outline its approach to responsible mineral sourcing, and mention using due diligence schemes and third-party auditors. However, the company does not provide evidence of regularly assessing the effectiveness of these schemes or taking additional measures when deficiencies are identified.<sup>116</sup> The reviewed documents also lack specific examples of GM conducting its own direct oversight or monitoring of suppliers.

111 See GM, 2023 Sustainability Report; GM, 2022 Conflict Minerals Report, <https://investor.gm.com/static-files/7130f9f6-af78-405f-9454-8b965f1c2015>; GM, Responsible Minerals Sourcing Policy; GM, 2021 CHRB Disclosure, p. 22, <https://investor.gm.com/>

112 GM engages with organizations like Ceres and partners with IRMA and RMI, but the use of these sources in shaping battery supply chain risk management is not detailed.

113 GM's 2023 Sustainability Report discusses cobalt sourcing risks and mentions investments in responsible sourcing, but provides little detail on risk mitigation actions for nickel, lithium and copper, and lacks comprehensive information on the effectiveness of these efforts.

114 See GM, Supplier Code of Conduct; GM, 2023 Sustainability Report, p. 69.

115 GM's Supplier Code of Conduct and Human Rights Policy indicate the company expects suppliers to address adverse impacts and considers disengagement for violations. But there is no process for assessing the impacts of disengagement in the battery supply chain.

116 See GM, Responsible Minerals Sourcing Policy; GM, 2023 Sustainability Report, pp. 35, 71; GM, Supplier Code of Conduct; GM, 2021 CHRB Disclosure, p. 27.

**SCORE:**

D.1 Tracking and evaluating due diligence activities: 1

 **REPORTING**

The company’s reporting on risks, actions taken and outcomes related to cobalt, copper, lithium and nickel is limited.

**SCORE:**

E.1 Public reporting on due diligence: 3

 **REMEDIATION**

Although GM mentions a general process for responding to potential human rights issues in its supply chain, the company does not provide evidence or details of actual remediation actions.

GM states it has operational grievance mechanisms. However, it does not provide detailed reporting on the outcomes of these mechanisms.

**SCORES:**

F.1 Description of remediation actions: 1

F.2 Operational-level grievance mechanisms: 3

**COMPANY RESPONSE**

GM sent a reply (see annex) acknowledging Amnesty International's assessment and outlining their commitment to responsible sourcing. GM stated: “At General Motors, social responsibility is a top priority. Over the past several years, we have dedicated significant resources to establishing a resilient battery supply chain in North America and other allied jurisdictions, ensuring our operations align with ethical standards and respect human rights... We understand the importance of extending our efforts to create a more transparent supply chain globally, particularly in the context of the battery metal supply chain. We are fully committed to working towards this goal.”

**OVERALL PERFORMANCE** 

GM scored 32 out of 90 points based on Amnesty International's assessment of the company's publicly available information related to human rights due diligence in the battery supply chain. This indicates a minimal demonstration of alignment with international standards.



# HYUNDAI

South Korea-based Hyundai sold 4,216,898 vehicles in 2023.<sup>117</sup> In 2022, Hyundai's EV sales reached 269,000 units, accounting for 6.4% of total vehicle sales. Hyundai reported revenues of KRW 162,664 billion (about USD 128 billion) and a net income of KRW 12,272 billion (roughly USD 9.7 billion) in 2023. The company employs 123,721 people worldwide. Hyundai's global supply chain includes 1,454 Tier-1 suppliers, with 372 in Korea and 1,082 overseas.



## HUMAN RIGHTS POLICY AND COMMITMENTS

Hyundai's human rights policy refers to international standards.<sup>118</sup> The company demonstrates a commitment to due diligence in its supply chain.<sup>119</sup> However, the company appears to only focus on cobalt. Hyundai acknowledges diversity and inclusion broadly, but does not demonstrate an understanding of gender-specific challenges or mechanisms for gender-responsive due diligence.<sup>120</sup> The company does not describe how it engages with stakeholders affected by mining operations.<sup>121</sup> Hyundai's policy documents do not reference Indigenous Peoples' rights or the FPIC principle.<sup>122</sup>

### SCORES:

A.1 Existence of a human rights policy:	6
A.2 Commitment to due diligence in supply chain:	3
A.3 Integration of gender responsive due diligence:	1
A.4 Stakeholder engagement policy:	3
A.5 Commitment to respect Indigenous Peoples' rights:	0



## IDENTIFICATION AND ASSESSMENT

Hyundai provides information on risks related to the sourcing of conflict minerals and cobalt. There is no mention of copper, lithium or nickel.<sup>123</sup> The company acknowledges the existence of human rights violations in mineral mining, but does not provide a breakdown of specific risks. Hyundai does not disclose information about smelters, refiners or mine sites. The company mentions efforts related to cobalt, but there is no disclosure of supply chain mapping for copper, lithium and nickel. Although the company states that it engages stakeholders, their influence on supply chain due diligence is not explained.<sup>124</sup>

117 Hyundai, 2024 Sustainability Report, <https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf>

118 Hyundai, Human Rights Charter, June 2023, <https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/hyundai-human-rights-policy-eng-2023.pdf>

119 See section "Social" in Hyundai, 2024 Sustainability Report, <https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/hmc-2024-sustainability-report-en-v2.pdf>.

120 Hyundai, Diversity & Inclusion Policy, <https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/hmc-2022-policy-diversity-&-inclusion-policy-en.pdf>.

121 See section "Stakeholder engagement" in Hyundai, 2024 Sustainability Report.

122 Hyundai, 2024 Sustainability Report, p. 109. Hyundai reports "No incidents of violations" related to Indigenous Peoples' rights in 2023 but lacks public policies or commitments on these rights.

123 See Hyundai Motor Company and Kia, Conflict Minerals Report (Responsible Minerals Report), January 2024, <https://www.hyundai.com/content/dam/hyundai/ww/en/images/company/sustainability/about-sustainability/policy/hyundai-conflict-minerals-responsible-minerals-report-eng-2024.pdf>; Hyundai, 2024 Sustainability Report, p. 70.

124 Hyundai, 2024 Sustainability Report, p. 93. Hyundai engages stakeholders like suppliers and conducts risk assessments, but the impact of stakeholder input on battery supply chain management strategies is not clearly demonstrated.

**SCORES:**

B.1 Risk identification process:	1
B.2 Comprehensive supply chain mapping and mine site identification:	0
B.3 Use of diverse information sources:	1



## CESSATION, PREVENTION, AND MITIGATION OF IMPACTS

Hyundai provides information on steps it takes to address child labour in its cobalt supply chain. However, Hyundai does not have a breakdown of its mitigation actions across the full range of battery metals.<sup>125</sup> Hyundai describes efforts to exert leverage over its suppliers through its Supplier Code of Conduct. There is limited evidence of cascading requirements down the supply chain beyond Tier 1 suppliers.<sup>126</sup> The company does not describe having a process for assessing adverse impacts before ending supplier relationships.<sup>127</sup>

**SCORES:**

C.1 Risk mitigation steps:	1
C.2 Leverage over suppliers:	1
C.3 Responsible disengagement:	0



## MONITORING

Hyundai discloses information about its supplier network, and states that it conducts document-based assessments on all Tier 1 suppliers and on-site due diligence for a smaller group.<sup>128</sup> However, the company's efforts are concentrated on conflict minerals and cobalt. Hyundai mentions third-party audits, but there is no evidence of regular assessment of these schemes or additional measures taken when they are found lacking.

**SCORE:**

D.1 Tracking and evaluating due diligence activities:	1
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## REPORTING

Hyundai's 2024 Sustainability Report indicates due diligence efforts for cobalt from the DRC but not for other metals or countries. The company describes internal risk management processes, but this does not translate into detailed public reporting on battery supply chain risks.<sup>129</sup>

**SCORE:**

E.1 Public reporting on due diligence:	1
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125 See section "Sustainable supply chain" in Hyundai, 2024 Sustainability Report, p. 70.

126 Hyundai, 2024 Sustainability Report, p. 66. Hyundai's Supplier Code of Conduct applies to all suppliers, but there is limited evidence of requirements being enforced beyond Tier-1 suppliers.

127 See Hyundai, Human Rights Charter, June 2023, p. 6; Hyundai, Supplier Code of Conduct.

128 See Hyundai, 2024 Sustainability Report, pp. 66-67.

129 Hyundai, "Sustainable supply chain" in Hyundai, 2024 Sustainability Report, p. 70.



## REMEDIATION

Hyundai outlines a process for remediation when violations are reported. However, the company does not provide examples. Hyundai states that it has grievance mechanisms for human rights, environmental issues and supplier concerns. It is not clear if they are available at the operational level in regions involved in mineral extraction and processing.

### SCORES:

F.1 Description of remediation actions: 1

F.2 Operational-level grievance mechanisms: 1

## COMPANY RESPONSE

Hyundai acknowledged receipt of Amnesty International's assessment, but did not provide a response to the findings. On its website, Hyundai states it is committed to "embedding ESG management practices, guided by our corporate vision of 'Progress for Humanity', as we strive towards a sustainable future."<sup>130</sup>

## OVERALL PERFORMANCE

Hyundai scored 21 out of 90 points in Amnesty International's assessment. This indicates that Hyundai is failing to demonstrate that it is conducting adequate human rights due diligence on its battery metal supply chains in line with international standards.



© ↑ A Hyundai IONIQ 6 charging © YRKA PICTURED, Unsplash 2024

130 Hyundai, "Our Commitment to Sustainability", <https://www.hyundai.com/worldwide/en/company/sustainability>, accessed 28 September 2024.



# MERCEDES-BENZ

Germany-based Mercedes-Benz sold 2,044,051 cars in 2023, including 240,600 all-electric vehicles.<sup>131</sup> In 2023, the company reported revenues of EUR 153.2 billion and a net income of EUR 14.3 billion.<sup>132</sup> Mercedes-Benz Group employs 166,056 people worldwide.<sup>133</sup> Mercedes-Benz has more than 30 production sites worldwide.<sup>134</sup> The company states it has "several tens of thousands of direct suppliers for production and non-production materials."<sup>135</sup> In 2023, the company increased sales of fully electric passenger cars by 73% and plans to install over 10,000 high-power chargers in core markets by 2030.<sup>136</sup>



## HUMAN RIGHTS POLICY AND COMMITMENTS

Mercedes-Benz's human rights policy refers to international standards.<sup>137</sup> The documents describe how Mercedes-Benz conducts risk assessments and supplier evaluations, showing its commitment to integrating human rights due diligence into its business operations.<sup>138</sup> However, the documents do not explicitly state any commitment to gender-responsive due diligence.<sup>139</sup>

The company states that it takes a systematic approach to stakeholder engagement. Mercedes-Benz puts a clear emphasis on engaging "potentially affected rights holders" and "potentially affected persons" in mining regions.<sup>140</sup>

Mercedes-Benz has policies recognizing FPIC principles and states it is making initial efforts to engage Indigenous communities. The company's Responsible Sourcing Standards require suppliers to uphold FPIC principles for Indigenous peoples. Its policy recognizes Indigenous rights, including social and cultural heritage, environmental and economic interests, and connections to land and resources.<sup>141</sup>

### SCORES:

A.1 Existence of a human rights policy:	6
A.2 Commitment to due diligence in supply chain:	6
A.3 Integration of gender responsive due diligence:	1
A.4 Stakeholder engagement policy:	6
A.5 Commitment to respect Indigenous Peoples' rights:	3

131 Mercedes-Benz, Sustainability Report 2023, <https://group.mercedes-benz.com/documents/sustainability/reports/mercedes-benz-sustainability-report-2023.pdf>, p. 8.

132 Mercedes-Benz, Annual Report 2023, p. 49, available at <https://group.mercedes-benz.com/documents/investors/reports/annual-report/mercedes-benz/mercedes-benz-annual-report-2023-incl-combined-management-report-mbg-ag.pdf>.

133 Mercedes-Benz, Sustainability Report 2023, p. 8, available at <https://group.mercedes-benz.com/documents/sustainability/reports/mercedes-benz-sustainability-report-2023.pdf>.

134 Mercedes-Benz, Sustainability Report 2023, p. 7.

135 Mercedes-Benz, Sustainability Report 2023, p. 11.

136 Mercedes-Benz, Sustainability Report 2023, p. 3.

137 Mercedes-Benz, Sustainability Report 2023, p. 17.

138 See Mercedes-Benz, Sustainability Report 2023, pp. 149-157; Mercedes-Benz, Principles of Social Responsibility and Human Rights, <https://group.mercedes-benz.com/documents/sustainability/society/mercedes-benz-grundsatzerklaerung-fuer-soziale-verantwortung-und-menschenrechte-de.pdf>, p. 5.

139 See, for example, Mercedes-Benz, Principles of Social Responsibility and Human Rights, available at: <https://group.mercedes-benz.com/dokumente/nachhaltigkeit/gesellschaft/mercedes-benz-principles-of-social-responsibility-and-human-rights-en.pdf>, and Mercedes-Benz, Raw Material Report, November 2023, available at: <https://group.mercedes-benz.com/dokumente/nachhaltigkeit/produktion/mercedes-benz-raw-materials-report.pdf>, which do not mention using gender-disaggregated data in due diligence processes.

140 Mercedes-Benz, Sustainability Report 2023, p. 154.

141 See Mercedes-Benz, Sustainability Report 2023, p. 157; Mercedes-Benz, Raw Material Report; Mercedes-Benz, Principles of Social Responsibility and Human Rights, p. 9.



## IDENTIFICATION AND ASSESSMENT

Mercedes-Benz identifies risks for cobalt, copper, lithium and nickel, considering regional contexts and community impacts.<sup>142</sup> The company uses supplier surveys, on-site inspections, and stakeholder engagement, stating that it aims to assess 70% of 24 raw materials by 2025 and define measures for all risky materials by 2028. However, the company does not fully explain how its independent processes complement third-party audits in due diligence.

Mercedes does not mention the names of mine sites or provide up-to-date information on individual mine locations for the minerals. Mercedes does not mention the names of smelters, refiners and mine sites. Its reports largely focus on broader supply chain management and governance approaches without details on actual mine sites.<sup>143</sup>

Mercedes-Benz shows an integration of diverse information sources and provides evidence of how input from these sources has impacted their supply chain risk management and due diligence practices.<sup>144</sup>

### SCORES:

B.1 Risk identification process:	3
B.2 Comprehensive supply chain mapping and mine site identification:	1
B.3 Use of diverse information sources:	6



## CESSATION, PREVENTION, AND MITIGATION OF IMPACTS

Mercedes-Benz provides examples of how it addresses risks linked to each of the four minerals, including through a range of third-party led and independent measures.<sup>145</sup>

Mercedes-Benz states that it conducts risk assessments of Tier 1 suppliers and screens for human rights violations, implementing measures when issues are identified. Evidence of the company exerting influence over Tier 1 suppliers to leverage influence over sub-tier suppliers in the battery supply chain is limited.<sup>146</sup>

While Mercedes-Benz acknowledges the importance of responsible disengagement practices, its reporting lacks evidence of a structured assessment process incorporated into its decision-making framework.<sup>147</sup>

### SCORES:

C.1 Risk mitigation steps:	3
C.2 Leverage over suppliers:	3
C.3 Responsible disengagement:	3

142 Mercedes-Benz, Raw Material Report

143 The Raw Material Report mentions mapping efforts but does not list all smelters, refiners and mines in Mercedes-Benz's supply chains.

144 See Mercedes-Benz, Sustainability Report 2023; Mercedes-Benz, Raw Material Report.

145 The Raw Material Report describes actions undertaken to address the human rights risks identified for cobalt, copper, lithium and nickel.

146 See Mercedes-Benz, Sustainability Report 2023, p. 152.

147 See Mercedes-Benz, Sustainability Report 2023, p. 153; Mercedes-Benz, Principles of Social Responsibility and Human Rights, p. 8.

## MONITORING

Mercedes-Benz states that it tracks and evaluates its due diligence activities through regular internal evaluations, stakeholder involvement and audits.<sup>148</sup> While efforts like on-site visits to copper and cobalt mines in the DRC are documented, the company lacks comprehensive details on how these activities are systematically tracked and integrated into its overall due diligence framework.

### SCORE:

D.1 Tracking and evaluating due diligence activities: 3

## REPORTING

Mercedes-Benz outlines its methodology for assessing 24 raw materials, including cobalt, copper, lithium and nickel, along nine salient risk areas, referencing international frameworks. The company engages with various stakeholders to enhance due diligence and transparency. However, the reports lack details on the findings and outcomes of their due diligence efforts. While the methodological framework and risk assessment processes are described in detail, the lack of information on the results of these assessments limits the ability to fully understand the effectiveness of its due diligence activities.<sup>149</sup>

### SCORE:

E.1 Public reporting on due diligence: 3

## REMEDIATION

Mercedes-Benz states that it requires suppliers to remedy environmental damage and human rights violations. Mercedes-Benz does not provide examples of remediation actions taken in its battery supply chain. The available information does not demonstrate Mercedes-Benz working with affected stakeholders to determine remediation measures.<sup>150</sup>

Mercedes-Benz's whistleblower system allows external parties to report grievances through various channels, including anonymous reporting. The system covers supply chain issues, with suppliers required to make these reporting options known in their own supply chains.<sup>151</sup> However, the public reporting provides limited details on the accessibility of these mechanisms for stakeholders in the battery supply chain and lacks case studies or feedback to assess their effectiveness.

### SCORES:

F.1 Description of remediation actions: 1

F.2 Operational-level grievance mechanisms: 3

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148 Mercedes-Benz, Raw Material Report, p. 11.

149 Mercedes-Benz, Sustainability Report; Mercedes-Benz, Raw Material Report.

150 Mercedes-Benz, Sustainability Report 2023, pp. 89, 148.

151 Mercedes-Benz, Sustainability Report 2023, p. 154.

## COMPANY RESPONSE

Mercedes-Benz sent a reply (see annex) providing additional information on its human rights due diligence and supply chain practices. Mercedes-Benz stated: "Where the company sees potential for improvement, it implements appropriate measures for prevention, reduction or termination of human rights and environmental violations in close cooperation with its partners." The company also highlighted its efforts in stakeholder engagement, Indigenous Peoples' rights, supply chain transparency and its whistleblower system for grievance reporting.

## OVERALL PERFORMANCE

Mercedes-Benz scored 51 out of 90 points in Amnesty International's assessment of human rights due diligence in the EV battery supply chain. This indicates a moderate demonstration of alignment with international standards.



© ↑ A Mercedes car being charged © GoranH, Pixabay 2018



# MITSUBISHI MOTORS

Japan-based Mitsubishi Motors sold 1,024,010 vehicles in 2023.<sup>152</sup> However, electrified vehicle sales remain low, with 93,588 sold in 2022, including only 10,461 EVs.<sup>153</sup> In 2023, Mitsubishi Motors reported revenues of JPY 2.789 trillion (about USD 17.5 billion) and a net income of JPY 154 billion (about USD 1 billion).<sup>154</sup> As of 2023, the company employs 28,428 people.<sup>155</sup> The company operates manufacturing facilities in China, Indonesia, Japan, the Philippines, Russia, Thailand and Vietnam.<sup>156</sup> Mitsubishi Motors aims for 50% electrified vehicle sales by 2030, rising to 100% by 2035.<sup>157</sup> Founded in 1917 and based in Tokyo, Japan, Mitsubishi Motors joined the RNM Alliance with Renault and Nissan in 1999.<sup>158</sup>



## HUMAN RIGHTS POLICY AND COMMITMENTS

Mitsubishi Motors has a human rights policy that refers to international standards.<sup>159</sup> The company commits to supply chain due diligence but lacks specifics on battery mineral sourcing.<sup>160</sup> Mitsubishi Motors' policies do not commit to gender-responsive due diligence or provide detailed methodologies for identifying and addressing gender-specific risks in the battery supply chain.<sup>161</sup> Mitsubishi Motors acknowledges and states that it engages with a broad base of stakeholders.<sup>162</sup> However, the company's policies lack details on engaging with communities affected by mining operations in the battery supply chain. Mitsubishi Motors does not provide evidence of policies that address its responsibility to respect Indigenous Peoples' rights or adhere to standards requiring FPIC.

### SCORES:

A.1 Existence of a human rights policy:	6
A.2 Commitment to due diligence in supply chain:	3
A.3 Integration of gender responsive due diligence:	1
A.4 Stakeholder engagement policy:	1
A.5 Commitment to respect Indigenous Peoples' rights:	0

152 Mitsubishi Motors, "Mitsubishi Motors announces production, sales and export figures for December 2023 and calendar year 2023", 30 January 2024, [https://www.mitsubishi-motors.com/en/newsroom/newsrelease/2024/20240130\\_2.html](https://www.mitsubishi-motors.com/en/newsroom/newsrelease/2024/20240130_2.html)

153 Mitsubishi Motors, Sustainability Report 2023, [https://www.mitsubishi-motors.com/en/sustainability/pdf/report-2023/sustainability2023.pdf?20231110\\_p.118](https://www.mitsubishi-motors.com/en/sustainability/pdf/report-2023/sustainability2023.pdf?20231110_p.118).

154 Investing.com, "Earnings call: Mitsubishi Motors reveals growth strategy amid challenges", 10 May 2024, <https://www.investing.com/news/stock-market-news/earnings-call-mitsubishi-motors-reveals-growth-strategy-amid-challenges-93CH-3435106>

155 Mitsubishi Motors, Integrated Report 2023, [https://www.mitsubishi-motors.com/content/dam/com/ir\\_en/pdf/annual/2023/annual2023.pdf?20240312](https://www.mitsubishi-motors.com/content/dam/com/ir_en/pdf/annual/2023/annual2023.pdf?20240312).

156 Mitsubishi Motors, Sustainability Report 2023, p. 5.

157 Mitsubishi Motors, Sustainability Report 2023, p. 6.

158 Mitsubishi, "Origin", <https://www.mitsubishi.com/en/profile/history/outline/> (accessed on 5 June 2024).

159 Mitsubishi Motors, Human Rights Policy, [https://www.mitsubishi-motors.com/en/sustainability/society/human\\_rights/pdf/human\\_rights\\_policy.pdf](https://www.mitsubishi-motors.com/en/sustainability/society/human_rights/pdf/human_rights_policy.pdf)

160 See "Social" chapter in Mitsubishi Motors, Sustainability Report 2023.

161 See Mitsubishi Motors, Human Rights Policy; Mitsubishi Motors, Supplier CSR Guidelines, p. 5, June 2019, [https://www.mitsubishi-motors.com/en/sustainability/society/supply\\_chain\\_management/pdf/supplier\\_CSR\\_guidelines.pdf](https://www.mitsubishi-motors.com/en/sustainability/society/supply_chain_management/pdf/supplier_CSR_guidelines.pdf); Mitsubishi Motors, Sustainability Report 2023, pp. 83-84.

162 Mitsubishi Motors, Sustainability Report 2023, p. 22.



## IDENTIFICATION AND ASSESSMENT

Mitsubishi Motors does not provide information on risks related to sourcing the four metals. There is no breakdown of risks, discussion of regional contexts or impacts. Mitsubishi Motors' documents fail to provide evidence of supply chain mapping for the specified minerals. There is no disclosure of efforts to identify smelters and refiners or mine sites, or efforts to assess their compliance with due diligence processes. The company does not demonstrate that it uses a diversity of information sources.

### SCORES:

B.1 Risk identification process:	0
B.2 Comprehensive supply chain mapping and mine site identification:	0
B.3 Use of diverse information sources:	0



## CESSATION, PREVENTION, AND MITIGATION OF IMPACTS

Mitsubishi Motors' reporting does not address actions and outcomes related to the mitigation of human rights risks in the battery metal supply chain.

Mitsubishi only speaks in general terms about “requesting” suppliers to “take human rights into consideration”, and “asking” them to “make improvements as necessary.”<sup>163</sup> It is unclear if Mitsubishi exerts influence over its Tier 1 suppliers to respect human rights standards.

Mitsubishi Motors does not provide evidence of a process for assessing potential adverse impacts on human rights and the environment before disengaging from business relationships or ceasing sourcing from particular countries.

### SCORES:

C.1 Risk mitigation steps:	0
C.2 Leverage over suppliers:	0
C.3 Responsible disengagement:	0



## MONITORING

Mitsubishi Motors' reporting includes information on supplier due diligence processes. The company mentions third-party supplier audits. However, the documentation does not specify how Mitsubishi Motors monitors and evaluates due diligence efforts across battery mineral supply chains. Information about regular assessments or actions taken for issues found in these mineral supply chains is not provided.

### SCORE:

D.1 Tracking and evaluating due diligence activities:	1
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<sup>163</sup> Mitsubishi Motors, Sustainability Report 2023, p. 94.

## REPORTING

Mitsubishi Motors does not detail the processes, findings or results of due diligence activities related to battery supply chains.

### SCORE:

E.1 Public reporting on due diligence: 0

## REMEDIATION

Mitsubishi Motors' reporting provides no evidence of remediation actions specific to the EV battery supply chain. Mitsubishi Motors has grievance mechanisms within its broader corporate structure, but provides minimal disclosure on their accessibility to mining-affected communities or the effectiveness of these mechanisms in resolving grievances.

### SCORES:

F.1 Description of remediation actions: 0

F.2 Operational-level grievance mechanisms: 1

## COMPANY RESPONSE

Mitsubishi Motors did not respond to these findings. However, on its website, the company states: "Through our human rights due diligence mechanism, we pursue human rights assessments at our company and group companies to identify and confirm the negative impact of our business activities on human rights, and to make prompt improvements in order to strengthen the prevention of human rights violations."<sup>164</sup>

## OVERALL PERFORMANCE

Mitsubishi Motors scored 13 out of 90 points in Amnesty International's assessment. This indicates that Mitsubishi Motors is failing to demonstrate that it is conducting adequate human rights due diligence on its battery metal supply chains in line with international standards.

<sup>164</sup> Mitsubishi Motors, Human Rights, [https://www.mitsubishi-motors.com/en/sustainability/human\\_rights/index.html](https://www.mitsubishi-motors.com/en/sustainability/human_rights/index.html)

# NISSAN

Japanese company Nissan sold 3.44 million vehicles in 2023,<sup>165</sup> including 138,500 fully electric vehicles (BEV) and 381,800 e-Power hybrid vehicles.<sup>166</sup> For the fiscal year 2023 (ending March 2024), Nissan reported revenues of JPY 12.686 trillion (about USD 78 billion) and a net income of JPY 426.6 billion (about USD 2.6 billion).<sup>167</sup> By 2023, Nissan's workforce reached 131,719 employees.<sup>168</sup> Nissan operates 28 automobile production sites across 13 markets worldwide.<sup>169</sup> Founded in 1933 and based in Yokohama, Japan, Nissan joined the RNM Alliance with Renault and Mitsubishi in 1999.<sup>170</sup>



## HUMAN RIGHTS POLICY AND COMMITMENTS

Nissan's policies refer to intrnational standards.<sup>171</sup> The company commits to supply chain due diligence, focusing on conflict minerals and cobalt. However, there is limited evidence of a policy commitment with expectations for suppliers and business partners regarding responsible sourcing of copper, lithium and nickel, in addition to cobalt.<sup>172</sup>

Nissan does not provide evidence of a framework for identifying and addressing gender-specific risks in its due diligence.<sup>173</sup> The company has policies for stakeholder engagement, but these lack scope and specificity.<sup>174</sup> Nissan shows no evidence of policies addressing Indigenous Peoples' rights or FPIC principles.<sup>175</sup>

### SCORES:

A.1 Existence of a human rights policy:	6
A.2 Commitment to due diligence in supply chain:	3
A.3 Integration of gender responsive due diligence:	1
A.4 Stakeholder engagement policy:	1
A.5 Commitment to respect Indigenous Peoples' rights:	0

165 Nissan, "Nissan reports financial results for fiscal year 2023", 9 May 2024, <https://global.nissannews.com/en/releases/240509-01-e>

166 Automotive News Europe, "Nissan aims for EV-ICE cost parity in new business plan", 25 March 2024, <https://europe.autonews.com/automakers/nissan-seeks-ev-ice-parity-2030-through-new-technologies>

167 Nissan, "Nissan reports financial results for fiscal year 2023".

168 Nissan, "Company outline", <https://www.nissan-global.com/EN/COMPANY/PROFILE/>

169 Nissan, ESG Data Book 2023, [https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/SR/2023/ASSETS/PDF/ESGDB23\\_E\\_All.pdf](https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/SR/2023/ASSETS/PDF/ESGDB23_E_All.pdf), p. 141

170 Nissan, "Our history", <https://www.nissan-global.com/EN/COMPANY/PROFILE/HERITAGE/> (accessed on 3 June 2024).

171 Nissan, ESG Data Book 2023, [https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/SR/2023/ASSETS/PDF/ESGDB23\\_E\\_All.pdf](https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/SR/2023/ASSETS/PDF/ESGDB23_E_All.pdf), pp. 66-68.

172 See Nissan, ESG Data Book 2023, p. 98; Nissan, Global Minerals Sourcing Policy Statement, [https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/ASSETS/PDF/Minerals\\_Sourcing\\_Policy\\_e.pdf](https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/ASSETS/PDF/Minerals_Sourcing_Policy_e.pdf)

173 See Nissan, ESG Data Book 2023, p. 85; Nissan, Global Code of Conduct, [https://www.nissan-global.com/EN/DOCUMENT/PDF/SR/2017/NISSAN\\_GCC\\_E.pdf](https://www.nissan-global.com/EN/DOCUMENT/PDF/SR/2017/NISSAN_GCC_E.pdf)

174 See Nissan, ESG Data Book 2023, p. 117; Nissan, Actions for Minerals Sourcing, [https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/ASSETS/PDF/Minerals\\_e.pdf](https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/ASSETS/PDF/Minerals_e.pdf), p. 2; Nissan, Sustainability Report 2022, [https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/SR/2022/ASSETS/PDF/SR22\\_E\\_All.pdf](https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/SR/2022/ASSETS/PDF/SR22_E_All.pdf), p. 96; Nissan, Human Rights Policy Statement, [https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/HUMAN\\_RIGHTS/ASSETS/PDF/Nissan\\_Human\\_Rights\\_Policy\\_Statement\\_e.pdf](https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/HUMAN_RIGHTS/ASSETS/PDF/Nissan_Human_Rights_Policy_Statement_e.pdf).

175 No Nissan documents directly address policies or actions regarding Indigenous Peoples' rights or FPIC principles.



## IDENTIFICATION AND ASSESSMENT

Nissan highlights risks associated with the cobalt supply chain. However, Nissan does not provide a comparable level of detail on risks associated with copper, lithium or nickel.<sup>176</sup>

Nissan publishes the names of some cobalt smelters and refiners and states that it conducts surveys in nine markets. However, Nissan does not provide evidence of mapping or identifying mine sites for mineral extraction. Nissan demonstrates efforts to map the supply chain for cobalt and conflict minerals; the identification process for copper, lithium and nickel is not detailed.<sup>177</sup>

Nissan provides no evidence of using diverse information sources in assessing battery supply chain risks. The company's reporting lacks examples of how information sources are integrated into its due diligence practices for the battery supply chain.<sup>178</sup>

### SCORES:

B.1 Risk identification process:	1
B.2 Comprehensive supply chain mapping and mine site identification:	3
B.3 Use of diverse information sources:	0



## CESSATION, PREVENTION, AND MITIGATION OF IMPACTS

Nissan reports some actions to address human rights risks for cobalt. The company does not provide comparable information for copper, lithium and nickel. Nissan's approach primarily uses third-party audits and assessments, with limited evidence of independent measures for all battery metals.

Nissan publishes details of its supply chain management process, which includes "Evaluation, auditing and monitoring of supplier's sustainability practices."<sup>179</sup> Nissan reports it asks cobalt suppliers "questions" and "follows up" with them on a regular basis.<sup>180</sup> However, no details are provided about the nature of these questions or follow-ups in the context of human rights due diligence.

Nissan provides no information on whether it has a process to assess potential adverse impacts before making disengagement decisions.

### SCORES:

C.1 Risk mitigation steps:	1
C.2 Leverage over suppliers:	1
C.3 Responsible disengagement:	0

176 Nissan, ESG Data Book 2023, p. 101; Nissan, Actions for Minerals Sourcing.

177 Nissan, ESG Data Book 2023, p. 71; Nissan, Actions for Minerals Sourcing.

178 Nissan's public documents do not provide sufficient evidence of the company's involvement with various stakeholders.

179 Nissan, ESG Data Book 2023, p. 99.

180 Nissan, Actions for Minerals Sourcing.

## MONITORING

Nissan states that it conducts annual surveys of suppliers based on OECD Due Diligence Guidance. The company's *CSR Guidelines for Suppliers* outline processes for third-party CSR compliance assessments and corrective actions when suppliers do not meet requirements. The company does not provide examples or evidence of how these processes are implemented in the battery supply chain context. Nissan discloses the identities of some cobalt smelters and refineries, but the company lacks evidence of on-site visits or continuous monitoring of these suppliers.<sup>181</sup>

### SCORE:

D.1 Tracking and evaluating due diligence activities: 3

## REPORTING

Nissan provides reports that cover findings related to its supply chains with regularity. There is evidence of a structured approach to due diligence and transparency in their reporting practices. However, these reports lack the detail specifically focused on the battery supply chains.<sup>182</sup> Nissan does not provide details about the mine sites in its supply chain, focusing instead on tracking cobalt to smelters and refiners.

### SCORE:

E.1 Public reporting on due diligence: 1

## REMEDIATION

Nissan presents no information indicating it has conducted or participated in any remediation for people or communities affected by its battery supply chain. It reports having "grievance mechanisms and processes" for "complaints related to allegations of potential human rights abuses."<sup>183</sup> However, disclosures lack details on how these apply to battery mineral supply chains or affected stakeholders beyond employees.

### SCORES:

F.1 Description of remediation actions: 0

F.2 Operational-level grievance mechanisms: 1

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181 Nissan, ESG Data Book 2023, pp. 69-70.

182 Nissan, Actions for Minerals Sourcing; Nissan, Global Minerals Sourcing Policy Statement.

183 Nissan, Human Rights Policy Statement, p. 4; Nissan, Global Guidelines on Human Rights, p. 2.

## COMPANY RESPONSE

Nissan sent a reply (see annex) providing additional information on its human rights due diligence and supply chain practices. Nissan stated: "We appreciate the opportunity to receive your evaluation and will keep working on improvement."

## OVERALL PERFORMANCE

Nissan scored 22 out of 90 points in Amnesty International's assessment. This indicates that Nissan Auto is failing to demonstrate that it is conducting adequate human rights due diligence on its battery metal supply chains in line with international standards.



 ↑ A Nissan car being charged © Tomas Adomaitis, Stockvault 2014



# RENAULT

In 2023, France's Renault sold a total of 2,235,345 vehicles.<sup>184</sup> This included 161,875 EVs worldwide (99,975 Renault EV and 61,900 Dacia EV). More than 360,000 Renault and Dacia electrified vehicles (hybrids and all-electric models) were sold worldwide in 2023. In 2023, Renault had a turnover of EUR 52.4 billion, with a net income of EUR 2.3 billion.<sup>185</sup> As of 2023, Renault employs 105,497 employees.<sup>186</sup> Renault operates 34 manufacturing sites around the world.<sup>187</sup> Renault states it relies on a network of over 20,000 suppliers to support its manufacturing operations.<sup>188</sup> Renault was founded in 1898 and is based near Paris, France. In 1999, Renault joined with Nissan and Mitsubishi to form the RNM Alliance.<sup>189</sup>



## HUMAN RIGHTS POLICY AND COMMITMENTS

Renault has a human rights policy referencing international standards and makes some commitments to supply chain due diligence, but these do not appear to cover all metals.<sup>190</sup> Renault's public documents do not mention gender-responsive due diligence. Renault does not provide information on engaging affected people. Renault states it "works to minimize potential negative impacts and encourage positive impacts of its projects on local communities and indigenous peoples."<sup>191</sup> However, the policy lacks details on procedures for ongoing engagement or addressing the right to withdraw consent.

### SCORES:

A.1 Existence of a human rights policy:	6
A.2 Commitment to due diligence in supply chain:	3
A.3 Integration of gender responsive due diligence:	1
A.4 Stakeholder engagement policy:	1
A.5 Commitment to respect Indigenous Peoples' rights:	3



## IDENTIFICATION AND ASSESSMENT

Renault focuses on identifying risks primarily related to cobalt sourcing, particularly child labour in the DRC. It states that it has initiated a risk mapping study to be finalized in 2024, covering 18 ores including battery metals. The company mentions partnerships for sourcing various battery metals and discusses responsible sourcing strategies, but the connection of these partnerships to risk identification processes is not defined in the documents.

184 Renault, Earnings Report Full Year 2023, [https://www.renaultgroup.com/wp-content/uploads/2024/02/rg\\_2023\\_fy-2023\\_results\\_financial-report.pdf](https://www.renaultgroup.com/wp-content/uploads/2024/02/rg_2023_fy-2023_results_financial-report.pdf), p. 11

185 Renault, Earnings Report Full Year 2023, [https://www.renaultgroup.com/wp-content/uploads/2024/02/rg\\_2023\\_fy-2023\\_results\\_financial-report.pdf](https://www.renaultgroup.com/wp-content/uploads/2024/02/rg_2023_fy-2023_results_financial-report.pdf), p. 15.

186 Renault, Universal Registration Document 2023, [https://www.renaultgroup.com/wp-content/uploads/2024/03/renault\\_urd\\_2023\\_en\\_202403201552.pdf](https://www.renaultgroup.com/wp-content/uploads/2024/03/renault_urd_2023_en_202403201552.pdf), p10.

187 Renault, Climate Report 2021, <https://www.renaultgroup.com/wp-content/uploads/2021/04/climate-report-renault-group.pdf>, p. 21,

188 Renault, "Purchasing", <https://www.renaultgroup.com/en/talent/our-career-areas/purchasing/#:~:text=The%204%20500%20employees%20who,of%20quality%2C%20costs%20and%20deadlines>.

189 Renault, "The beginning", <https://www.renaultgroup.com/en/our-company/heritage/the-beginning/>, (accessed 5 June 2024).

190 Renault Group, Human Rights Policy, <https://www.renaultgroup.com/wp-content/uploads/2024/07/human-rights-policy-renault-group.pdf>; Renault, Universal Registration Document 2023, [https://www.renaultgroup.com/wp-content/uploads/2024/03/renault\\_urd\\_2023\\_en\\_202403201552.pdf](https://www.renaultgroup.com/wp-content/uploads/2024/03/renault_urd_2023_en_202403201552.pdf), p. 216.

191 Renault Group, Human Rights Policy.

Renault demonstrates efforts in supply chain mapping for cobalt, by publishing a list of cobalt refiners since 2019.<sup>192</sup> However, the company's public disclosures lack detailed information on mine sites, limiting the overall transparency of its supply chain mapping efforts.

Renault does not provide evidence of engagement with affected communities, NGOs or industry experts to assess risks associated with its battery supply chain. There are no references to consultations or partnerships that would inform Renault's understanding of battery supply chain risks. Renault does not explain how it gathers and integrates information from diverse sources to assess and manage risks in its battery supply chain.

**SCORES:**

B.1 Risk identification process:	1
B.2 Comprehensive supply chain mapping and mine site identification:	3
B.3 Use of diverse information sources:	0



**CESSATION, PREVENTION, AND MITIGATION OF IMPACTS**

Renault reports conducting 17 site audits in its cobalt supply chain in 2019, from cathode suppliers to artisanal mines in the DRC, with corrective action plans being implemented.<sup>193</sup> However, Renault does not provide a breakdown of actions taken to mitigate identified risks for cobalt, copper, lithium and nickel. The company's risk mitigation efforts focus on partnerships and third-party audits, without demonstrating independent measures.

Renault has implemented a purchasing policy that outlines requirements for its suppliers and subcontractors, and conducts audits, with a focus on its cobalt supply chain.<sup>194</sup> The company's public reporting lacks evidence of similar measures for copper, lithium and nickel. Renault shows efforts to exercise leverage over its suppliers, particularly for cobalt, but the evidence does not demonstrate similar efforts across all battery materials. Renault's public documentation provides no evidence that the company assesses potential adverse impacts on human rights or the environment before disengaging from business relationships in its battery supply chains.

**SCORES:**

C.1 Risk mitigation steps:	1
C.2 Leverage over suppliers:	3
C.3 Responsible disengagement:	0

192 See the list of cobalt refiners: [https://www.renaultgroup.com/wp-content/uploads/2020/06/renault\\_cobalt\\_supply\\_chain\\_mapping\\_.pdf](https://www.renaultgroup.com/wp-content/uploads/2020/06/renault_cobalt_supply_chain_mapping_.pdf)

193 Renault, Universal Registration Document 2023, p. 184.

194 Renault, Universal Registration Document 2023, pp. 184, 210.

## MONITORING

Renault states that it has a "system for monitoring the measures implemented and evaluating their effectiveness", including audits of suppliers.<sup>195</sup> However, it provides limited details on these measures or examples of how it has put them into action. Renault does not mention the involvement of stakeholders in these processes.

### SCORE:

D.1 Tracking and evaluating due diligence activities: 1

## REPORTING

Renault's disclosures include an overview of the company's due diligence framework and statements about its commitment to responsible sourcing. However, the company's public reporting lacks information on processes, findings, mitigation actions or outcomes related to human rights risks in its battery mineral supply chains.

### SCORE:

E.1 Public reporting on due diligence: 1

## REMEDIATION

Renault does not provide any examples of remediation actions in response to adverse impacts in its battery supply chain. Renault has established operational grievance mechanisms, which it states allows stakeholders to raise concerns. The platform is described as being accessible in all countries where Renault operates and is available in 15 languages.<sup>196</sup> However, the reporting lacks details and evidence related to the application and effectiveness of these mechanisms.

### SCORES:

F.1 Description of remediation actions: 0

F.2 Operational-level grievance mechanisms: 3

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195 Renault, Universal Registration Document 2023, p. 212.

196 Renault, Universal Registration Document 2023, p. 213.

## COMPANY RESPONSE

In its response (see annex), Renault highlighted its new standalone human rights policy and its updated 2024 Vigilance Plan. The company stated: "Renault Group initiated a study with a consulting firm to develop a 'Critical Material/Country' cross-risk map for 18 ores, including cobalt, lithium, nickel, manganese, and natural graphite, which are used in batteries. This mapping will be finalised in 2024." Renault also emphasized its participation in multi-stakeholder initiatives such as the Global Battery Alliance to develop shared standards.

## OVERALL PERFORMANCE

Renault Group scored 27 out of 90 points in Amnesty International's assessment. This indicates a minimal demonstration of alignment with international standards.



 ↑ A Renault car being charged © Ismael Marder, Pixabay 2019



# STELLANTIS

In 2023, Stellantis, based in Hoofddorp, The Netherlands, sold 6,199,956 vehicles, including 648,171 electrified models and 349,666 fully electric cars.<sup>197</sup> The company's 2023 financials show revenue of EUR 189.5 billion and net profit of EUR 18.6 billion.<sup>198</sup> The company employs 250,942 people across 37 countries as of late 2023.<sup>199</sup> Stellantis works with over 2,000 Tier 1 suppliers in more than 60 countries for direct materials.<sup>200</sup> Stellantis was formed in January 2021 when Peugeot S.A. Group merged with Fiat Chrysler Automobile Group.<sup>201</sup>



## HUMAN RIGHTS POLICY AND COMMITMENTS

Stellantis' human rights policy refers to international standards.<sup>202</sup> The company demonstrates a commitment to human rights due diligence in their battery supply chains.<sup>203</sup> Stellantis' policies do not demonstrate commitments to integrate gender-responsive due diligence. Stellantis' stakeholder engagement policy outlines its approach to engaging with stakeholders, including suppliers and local communities. However, the policy does not specify how feedback from stakeholders directly affected by mining operations in the battery supply chain is incorporated.<sup>204</sup> Stellantis recognizes FPIC principles and states alignment with UNDRIP in its policies.<sup>205</sup> However, Stellantis needs to provide more evidence of engagement processes with Indigenous Peoples and mechanisms for ongoing consent and withdrawal.

### SCORES:

A.1 Existence of a human rights policy:	6
A.2 Commitment to due diligence in supply chain:	6
A.3 Integration of gender-responsive due diligence:	0
A.4 Stakeholder engagement policy:	3
A.5 Commitment to respect Indigenous Peoples' rights:	3



## IDENTIFICATION AND ASSESSMENT

Stellantis relies on third-party auditors and assessment tools for risk identification in its battery supply chains. Stellantis conducts annual mapping for essential materials and publishes a list of cobalt, lithium, nickel and graphite refiners, including their names and locations. The company reports conducting audits at mine sites in 15 countries, but does not disclose mine names. While Stellantis provides detailed information

197 Stellantis, '2023 Corporate Social Responsibility Report,' p.60, available at <https://www.stellantis.com/content/dam/stellantis-corporate/sustainability/csr-disclosure/stellantis/2023/Stellantis-2023-CSR-Report.pdf>.

198 Stellantis, 'Annual Report 2023,' p. 6, available at <https://www.stellantis.com/content/dam/stellantis-corporate/investors/financial-reports/Stellantis-NV-20231231-Annual-Report.pdf>.

199 Stellantis, '2023 Vigilance Plan,' p. 16, available at <https://www.stellantis.com/content/dam/stellantis-corporate/sustainability/csr-disclosure/stellantis/2023/Stellantis-2023-Vigilance-Plan-EN.pdf>.

200 Stellantis, "2023 Vigilance Plan", p. 6, available at <https://www.stellantis.com/content/dam/stellantis-corporate/sustainability/csr-disclosure/stellantis/2023/Stellantis-2023-Vigilance-Plan-EN.pdf>.

201 Stellantis, "The merger of FCA and Groupe PSA has been completed", 16 January 2021, <https://www.stellantis.com/en/news/press-releases/2021/january/the-merger-of-fca-and-groupe-psa-has-been-completed>

202 Stellantis, Human Rights Policy, <https://www.stellantis.com/content/dam/stellantis-corporate/group/governance/corporate-regulations/Stellantis-Human-Rights-Policy.pdf>

203 Stellantis, Human Rights Policy, p. 3; Stellantis, Corporate Social Responsibility Report 2023, <https://www.stellantis.com/content/dam/stellantis-corporate/sustainability/csr-disclosure/stellantis/2023/Stellantis-2023-CSR-Report.pdf>, p. 271.

204 Stellantis, Stakeholder Engagement Policy, <https://www.stellantis.com/content/dam/stellantis-corporate/group/governance/corporate-regulations/Stellantis-Stakeholder-Engagement-Policy.pdf>

205 Stellantis, Corporate Social Responsibility Report 2023, pp. 121, 282.

on refiners, it offers limited details on individual mines and does not mention smelters.<sup>206</sup>

Stellantis states it uses multiple information sources, including media reports, local communities and third-party assessments for its battery supply chain practices. However, the reporting lacks in-depth detail on how these sources, particularly the input from local communities, impact risk management and due diligence processes.

**SCORES:**

B.1 Risk identification process:	1
B.2 Supply chain mapping and mine site identification:	3
B.3 Use of diverse information sources:	3



## CESSATION, PREVENTION, AND MITIGATION OF IMPACTS

Stellantis reports actions to address human rights risks in its battery supply chains, with more detailed strategies for cobalt compared to lithium, nickel and copper. The company's approach includes annual mapping, third-party audits and corrective action plans, but lacks information about any independent measures. Stellantis demonstrates risk mitigation efforts, but appears to rely on external assessments.<sup>207</sup>

Stellantis employs what it terms “Responsible Purchasing Guidelines”, conducts audits and assessments, and engages in transparency initiatives to influence suppliers and cascade human rights requirements down its supply chain.<sup>208</sup> However, the overall impact and outcomes of these efforts are not detailed.

Stellantis states that “a violation of human rights would result in discipline proportional to the gravity of the violation, up to and including termination.”<sup>209</sup> However, the documents reviewed do not provide evidence of a process for assessing the potential adverse impacts before making disengagement decisions.

**SCORES:**

C.1 Risk mitigation steps:	1
C.2 Leverage over suppliers:	3
C.3 Responsible disengagement:	1



## MONITORING

Stellantis states that it regularly audits suppliers and uses external assessments, internal risk mapping and monitoring tools for supply chain transparency. The company shows direct oversight through on-site audits and supplier performance reviews. However, disclosures do not indicate additional measures taken when issues are identified across the battery supply chain.

**SCORE:**

D.1 Tracking and evaluating due diligence activities:	3
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206 Stellantis, Corporate Social Responsibility Report 2023, p. 275.

207 Stellantis, Corporate Social Responsibility Report 2023; Stellantis, “2022 Vigilance Plan”, <https://www.stellantis.com/content/dam/stellantis-corporate/sustainability/csr-disclosure/stellantis/2022/2022-Vigilance-Plan-EN.pdf>.

208 Stellantis, Corporate Social Responsibility Report 2023, pp. 258, 261.

209 Stellantis, Human Rights Policy, p. 7.

## **REPORTING**

Stellantis does not detail how human rights risks in battery supply chains are addressed, nor does it highlight findings and response actions related to these risks.

### **SCORE:**

E.1 Public reporting on due diligence: 3

## **REMEDIATION**

Stellantis "requires the supplier to launch corrective action plans" whenever a supplier is identified as non-compliant with its responsible purchasing guidelines.<sup>210</sup> The available information does not demonstrate collaboration with affected stakeholders in developing these measures.

Stellantis discloses the number of cases reported and investigated through its Integrity Helpline, noting these reports are "securely and confidentially" managed.<sup>211</sup> Suppliers are required to implement their own grievance mechanisms. However, the company does not detail how these mechanisms address issues in the battery mineral supply chain.

### **SCORES:**

F.1 Description of remediation actions: 3

F.2 Operational-level grievance mechanisms: 3

## **COMPANY RESPONSE**

In its response (see annex), Stellantis defended its disclosure practices and audit programmes. The company stated: "In our opinion a best practice regarding disclosures of audit results must balance the desire for informative disclosures against legitimate considerations of confidentiality of both Stellantis and its supply chain auditees." The company also stated: "Stellantis has engaged in supply chain mapping with a specialized third-party service provider (Resilinc) and further strives for deeper battery supply chain analysis. Mapping entails requesting, obtaining, and organizing information provided by the actors in the supply chain, a complicated task that requires a communications strategy and specific measures to counteract supplier reservations about the disclosure of commercially sensitive information." Stellantis highlighted updates to its human rights policy to include gender-specific due diligence and its engagement with stakeholders on Indigenous Peoples' rights.

## **OVERALL PERFORMANCE**

Stellantis scored 42 out of 90 based on Amnesty International's assessment of the company's publicly available information related to human rights due diligence in the battery supply chain. This indicates a moderate demonstration of alignment with international standards.

210 Stellantis, Corporate Social Responsibility Report 2023, p. 263.

211 Stellantis, Corporate Social Responsibility Report 2023, p. 89.



# TESLA

Tesla dominated the global EV market in 2023. It delivered 1,808,581 units, capturing 19.1% of the all-electric car segment.<sup>212</sup> In 2023, the company reported total revenue of USD 96.77 billion and a net income of USD14.97 billion.<sup>213</sup> Based in Austin, Texas, the company had 140,473 employees worldwide as of 2023.<sup>214</sup> Tesla operates seven manufacturing facilities across China, Germany and the USA.<sup>215</sup> Tesla states it sources thousands of parts from "hundreds of suppliers" worldwide.<sup>216</sup> Founded in 2003, Tesla has become a major player in the EV and clean energy sectors.



## HUMAN RIGHTS POLICY AND COMMITMENTS

Tesla's human rights and supply chain policies refer to international standards. However, Tesla does not provide clear commitments or detailed methodologies to demonstrate gender-responsive due diligence. Tesla provides examples of engagement activities, including site visits, community meetings and participation in multi-stakeholder initiatives for cobalt, lithium and nickel sourcing. However, Tesla's documentation lacks evidence of mechanisms for involving and incorporating feedback from affected stakeholder groups across its operations.

Tesla demonstrates a commitment to respecting Indigenous Peoples' rights, stating it expects suppliers "to engage with legitimate representatives of indigenous communities and respect their right to grant or withhold free, prior, and informed consent for their operations."<sup>217</sup> However, the company's policies lack an explicit reference to UNDRIP.

### SCORES:

A.1 Existence of a human rights policy:	6
A.2 Commitment to due diligence in supply chain:	6
A.3 Integration of gender-responsive due diligence:	1
A.4 Stakeholder engagement policy:	3
A.5 Commitment to respect Indigenous Peoples' rights:	3



## IDENTIFICATION AND ASSESSMENT

Tesla provides information on cobalt, lithium and nickel, detailing efforts in the DRC and Indonesia. The company identifies risks through third-party audits, NGO engagement and direct site visits to mines, smelters and industrial parks. Tesla commits to "identifying and regularly revisiting" priority raw materials with higher risks.<sup>218</sup> However, the documentation lacks a breakdown of risks for each metal, and it remains unclear how much Tesla relies on its own processes versus third-party audits.

212 InsideEVs, "Tesla and BYD had 35% of the global EV market In 2023", 10 February 2024, <https://insideevs.com/news/707935/world-top-ev-oem-sales-2023q4/>

213 Tesla, Annual Report on Form 10-K for the year ended December 31, 2023, <https://ir.tesla.com/flysystem/s3/sec/000162828024002390/tsla-20231231-gen.pdf>, p. 33.

214 Tesla, Annual Report on Form 10-K for the year ended December 31, 2023, p. 13.

215 Tesla, Annual Report on Form 10-K for the year ended December 31, 2023, p. 30.

216 Tesla, Annual Report on Form 10-K for the year ended December 31, 2023, p. 8.

217 Tesla, Global Human Rights Policy, <https://www.tesla.com/legal/additional-resources#responsible-sourcing-policies>

218 Tesla, Responsible Sourcing Policy, <https://www.tesla.com/legal/additional-resources#responsible-sourcing-policies>

Tesla maps its supply chain and names some mine sites and refiners for cobalt, nickel and lithium, stating, "we only purchase cobalt from large-scale mines."<sup>219</sup> However, gaps remain in the details about indirect suppliers and no information is provided on copper sourcing.

Tesla employs diverse information sources, including "on-site visits" to lithium suppliers.<sup>220</sup> However, the company's reporting lacks evidence of how these sources influence its risk management practices.

**SCORES:**

B.1 Risk identification process:	3
B.2 Comprehensive supply chain mapping and mine site identification:	3
B.3 Use of diverse information sources:	3



**CESSATION, PREVENTION, AND MITIGATION OF IMPACTS**

Tesla states it implements a "risk-based due diligence approach" for its battery supply chain, including audits and corrective action plans for cobalt, lithium and nickel suppliers.<sup>221</sup> The company provides examples of risk mitigation measures taken by its suppliers, such as developing environmental management plans and engaging with local communities. However, its reporting could be more comprehensive in detailing how it addresses all identified risks across key battery material.

Tesla expects suppliers to "set similar expectations with their own supply chain" and leverages its direct sourcing to make "mining and processing a better, less GHG [greenhouse gas] intensive industry with greater traceability."<sup>222</sup> However, the company's reporting lacks examples demonstrating the effectiveness of its leverage in addressing human rights issues throughout its supply chain.

Tesla states it will consider "reduction and/or termination of supply agreement" when engagement does not lead to "meaningful progress" in addressing serious abuses.<sup>223</sup> However, the company's documentation lacks details on assessing adverse impacts before disengagement decisions in its battery supply chains.

**SCORES:**

C.1 Risk mitigation steps:	3
C.2 Leverage over suppliers:	3
C.3 Responsible disengagement:	3



**MONITORING**

Tesla states that it tracks and evaluates its due diligence in battery supply chains through regular audits and stakeholder engagement. Yet, the company fails to provide evidence of how well its actions reduce human rights risks.

**SCORE:**

D.1 Tracking and evaluating due diligence activities:	3
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219 Tesla, 2023 Impact Report, p. 117. [https://www.tesla.com/ns\\_videos/2023-tesla-impact-report.pdf](https://www.tesla.com/ns_videos/2023-tesla-impact-report.pdf)

220 Tesla, 2023 Impact Report, p. 124. [https://www.tesla.com/ns\\_videos/2023-tesla-impact-report.pdf](https://www.tesla.com/ns_videos/2023-tesla-impact-report.pdf)

221 Tesla, 2023 Impact Report, p. 132. [https://www.tesla.com/ns\\_videos/2023-tesla-impact-report.pdf](https://www.tesla.com/ns_videos/2023-tesla-impact-report.pdf)

222 Tesla, Supplier Code of Conduct, <https://www.tesla.com/sites/default/files/about/legal/tesla-supplier-code-of-conduct.pdf>, p. 1; Tesla, 2023 Impact Report, p. 105.

223 Tesla, Responsible Sourcing Policy.



## REPORTING

Tesla's reporting on battery supply chain due diligence offers examples of risk assessment and mitigation efforts. However, Tesla needs to provide a more detailed breakdown of risks associated with cobalt and lithium sourcing. It also needs to describe more actions to mitigate the risks across all key battery materials and to evaluate the outcomes and effectiveness of its due diligence activities.

### SCORE:

E.1 Public reporting on due diligence: 3



## REMEDIATION

Tesla reports remediation efforts across its battery supply chain, including support for children in artisanal mining communities, addressing forced labour issues, and engaging with Indigenous groups in lithium and nickel sourcing.<sup>224</sup> However, Tesla's disclosures lack details on how affected stakeholders are involved in developing and implementing remediation measures across the entire battery supply chain.

Tesla requires suppliers to provide workers with "a safe environment to provide grievance and feedback without fear of reprisal or retaliation."<sup>225</sup> The company assesses suppliers' grievance mechanisms through "site observation, records review and interviews of management and workers," but provides limited public disclosure on the effectiveness or outcomes of these mechanisms across its battery supply chain.<sup>226</sup>

### SCORES:

F.1 Description of remediation actions: 3

F.2 Operational-level grievance mechanisms: 3

## COMPANY RESPONSE

Tesla provided a detailed response to Amnesty International's assessment, offering additional evidence and clarifications on various criteria. The company shared examples of stakeholder engagement, risk mitigation actions and use of diverse information sources across its lithium, nickel and cobalt supply chains. Tesla requested that Amnesty International review this information to inform our assessment but asked that the letter not be published.

## OVERALL PERFORMANCE

Tesla scored 49 out of 90 points in Amnesty International's assessment of human rights due diligence in the EV battery supply chain. This indicates a moderate demonstration of alignment with international standards.

224 Tesla, 2023 Impact Report, pp. 113-117.

225 Tesla, Supplier Code of Conduct.

226 Tesla, 2023 Impact Report, p. 136.



In 2023, German company Volkswagen Group (VW) sold 9.24 million vehicles, with 771,100 (8.3%) being all-electric.<sup>227</sup> Including plug-in hybrids, VW registered 994,403 rechargeable vehicles, securing the third spot in the global rechargeable car market in 2023.<sup>228</sup> In 2023, the company reported a turnover of EUR 322.3 billion, with a net profit of EUR 22.6 billion.<sup>229</sup> As of 31 December 2023, the company employed 684,000 people globally.<sup>230</sup> The company works with over 63,000 direct suppliers across 95 countries.<sup>231</sup> It operates 114 production facilities spanning 19 European countries and 10 countries in Africa, Asia and North and South America.<sup>232</sup> Founded in 1937, VW is a major automotive player based in Wolfsburg, Germany.



## HUMAN RIGHTS POLICY AND COMMITMENTS

VW's human rights policy refers to international standards. VW sets expectations for suppliers and business partners through policies, and embeds these standards in compliance and risk management frameworks.<sup>233</sup> The company commits to international standards and requires their application throughout the supply chain.<sup>234</sup> VW's documents focus on internal diversity rather than gender-responsive due diligence.

VW's policy shows commitment and implementation but lacks mechanisms for incorporating feedback from a range of stakeholders, including those affected by mining operations.

VW acknowledges Indigenous Peoples' rights. However, documentation lacks details on operationalizing FPIC across projects.

### SCORES:

A.1 Existence of a human rights policy:	6
A.2 Commitment to due diligence in supply chain:	6
A.3 Integration of gender responsive due diligence:	1
A.4 Stakeholder engagement policy:	3
A.5 Commitment to respect Indigenous Peoples' rights:	1

227 VW, Annual Report 2023, <https://annualreport2023.volkswagen-group.com/assets/downloads/entire-vw-ar23.pdf>, p. 6.

228 InsideEVs, "Tesla and BYD had 35% of the global EV market In 2023", 10 February 2024, <https://insideevs.com/news/707935/world-top-ev-oem-sales-2023q4/>

229 VW, Annual Report 2023, p. 2.

230 VW, "History", <https://www.volkswagen-newsroom.com/en/history-3693>; VW, Annual Report 2023, March 2024, p. 2.

231 VW, Sustainability Report 2023, March 2024, <https://www.volkswagen-group.com/en/publications/more/group-sustainability-report-2023-2674>, p. 7.

232 VW, Volkswagen Group Sites, <https://www.volkswagen-group.com/en/volkswagen-group-sites-17481> (accessed 10 January 2024).

233 VW, Declaration on Social Rights, <https://www.volkswagen-group.com/en/publications/more/declaration-on-social-rights-1869>; VW, Group Sustainability Report 2023, <https://www.volkswagen-group.com/en/publications/more/group-sustainability-report-2023-2674>, p. 117; VW, Code of Conduct for Business Partner, <https://www.volkswagen-group.com/en/publications/more/code-of-conduct-for-business-partner-1885>, p. 6.

234 VW, "Supply Chain and Human Rights" in Group Sustainability Report 2023.



## IDENTIFICATION AND ASSESSMENT

VW provides a breakdown of risks for each key battery metal. VW employs a combination of audits and certifications to complement its due diligence efforts, but it is unclear how these audits are integrated with its internal risk identification processes.<sup>235</sup>

VW's 2023 Responsible Raw Materials Report outlines efforts to map battery raw material supply chains. VW does not disclose names of smelters, refiners or mine sites for battery minerals.<sup>236</sup> VW has engaged with stakeholders, shown transparency and used diverse information sources. However, there is a lack of information on the impact and integration of these efforts.<sup>237</sup>

### SCORES:

B.1 Risk identification process:	3
B.2 Comprehensive supply chain mapping and mine site identification:	1
B.3 Use of diverse information sources:	3



## CESSATION, PREVENTION, AND MITIGATION OF IMPACTS

VW outlines strategies to mitigate risks in sourcing metals for EV batteries. The company works with suppliers, participates in industry initiatives and implements due diligence processes. However, VW's disclosures lack details on ongoing monitoring and impacts of their mitigation actions for risks in their battery supply chain.<sup>238</sup>

VW shows efforts to influence Tier 1 suppliers and engage in responsible sourcing practices through specification sheets, training and audits. However, reports lack examples and outcomes demonstrating the effectiveness of these actions.<sup>239</sup>

VW's documents show an approach to identifying and mitigating human rights risks in its supply chains. However, there is no mention in its public documentation of a process for assessing potential adverse impacts before disengagement decisions.<sup>240</sup>

### SCORES:

C.1 Risk mitigation steps:	3
C.2 Leverage over suppliers:	3
C.3 Responsible disengagement:	1

235 VW, Group Sustainability Report 2023; VW, Slavery and Human Trafficking Statement, <https://www.volkswagen-group.com/en/publications/more/slavery-and-human-trafficking-statement-1884> ; VW, Responsible Raw Materials Report 2023, <https://www.vwpress.co.uk/assets/documents/original/37228-2023VolkswagenGroupResponsibleRawMaterialsReport.pdf>.

236 VW, Responsible Raw Materials Report 2023; VW, Group Sustainability Report 2023, p. 127.

237 VW, "Supply Chain and Human Rights" in Group Sustainability Report 2023.

238 VW, Responsible Raw Materials Report 2023.

239 VW, Responsible Raw Materials Report 2023, pp. 14, 16, 62.

240 VW, Group Sustainability Report 2023, p. 111.

## MONITORING

VW states that it tracks and evaluates due diligence for 18 priority raw materials. The company states it conducts supply chain mapping, audits against Initiative for Responsible Mining Assurance (IRMA) standards, and on-site due diligence for high-risk suppliers, including direct supplier oversight.<sup>241</sup> However, the information does not confirm a fully systematic approach with comprehensive documentation, stakeholder involvement, and multiple examples of direct oversight through on-site visits and continuous monitoring.

### SCORE:

D.1 Tracking and evaluating due diligence activities: 3

## REPORTING

VW's reports outline the company's risk identification process and mitigation actions. However, the disclosures lack details on the outcomes of these efforts for battery materials.<sup>242</sup>

### SCORE:

E.1 Public reporting on due diligence: 3

## REMEDIATION

While VW's reports show a commitment to addressing and mitigating negative impacts in their supply chain, the descriptions of their remediation actions do not provide sufficient details. The assessments lack details on the effectiveness of VW's remediation measures and how the company involves affected parties in the process.<sup>243</sup>

VW provides data on the presence and accessibility of its grievance mechanisms, but it lacks details on continuous improvement and operational aspects such as regular evaluations, stakeholder feedback leading to improvements, and case studies.<sup>244</sup>

### SCORES:

F.1 Description of remediation actions: 1

F.2 Operational-level grievance mechanisms: 3

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241 VW, Group Sustainability Report 2023, pp. 123-124.

242 VW, Group Sustainability Report 2023; VW, Responsible Raw Materials Report 2023.

243 VW, Slavery and Human Trafficking Statement, p. 5; VW, Policy Statement of Volkswagen AG, <https://www.volkswagen-group.com/en/policies-16116>; VW, Responsible Raw Materials Report 2023, p. 30.

244 VW, Group Sustainability Report 2023, pp. 120, 123; VW, Responsible Raw Materials Report 2023, p. 18.

## COMPANY RESPONSE

In its response (see annex), VW disputed several aspects of Amnesty International's assessment. The company stated: "We would like to clarify that we have our own supply chain mapping and audit program for the battery raw materials." The company argued that its due diligence processes do consider gender-specific risks, that it actively engages stakeholders including rights holders in high-risk contexts, and that it employs a comprehensive audit programme as part of its risk identification process. VW also stated: "Our efforts towards supply chain transparency are extensive, involving contractual obligations, mapping audits, technical traceability efforts, etc."

## OVERALL PERFORMANCE

VW scored 41 out of 90 points based on Amnesty International's assessment of the company's publicly available information related to human rights due diligence in the battery supply chain. This indicates a moderate demonstration of alignment with international standards



 ↑ Volkswagen ID.3 Electric Car © Aidan Hancock, Unsplash 2021

# CONCLUSION

The human rights abuses tied to the extraction of energy transition minerals are alarming and as this report shows, the industry's response is sorely lacking. There has been some undoubted progress by some companies since Amnesty International first drew attention to human rights abuses in the cobalt supply chains of the EV industry almost 10 years ago. But most companies are not demonstrating sufficiently that they are meeting international human rights standards or even putting their own policies into action. The slow, ad-hoc pace of due diligence improvements across the industry demonstrates the need for legislation to drive meaningful change. Companies also need to take a more proactive approach to end the multiple and intersecting forms of discrimination and human rights abuses that thrive across EV battery metal supply chains.

A rapid transition from fossil gas powered vehicles to EVs will accelerate decarbonization and help slow the rate of global temperature rise, especially if coupled with major investments in accessible public transit.<sup>245</sup> However, a ninefold increase in the demand for batteries will simultaneously put human rights, health, economic and environmental pressures on fence-line communities. At the current rate of anticipated growth, vastly more communities will be locked into intergenerational battery supply chain relationships that primarily serve the needs of car drivers and consumers in the Global North. Yet EV and upstream companies have vastly more political, financial and legal power than the people and communities in the battery supply chain.

Just as a weak EV chassis will reduce the car's capacity to withstand a bad crash, weak human rights due diligence will not protect people whose rights are at risk across the EV automobile supply chain. Poor human rights due diligence exposes companies to liability for harms and to financial, reputational and legal risk. Worse, these failures can have intergenerational impacts on people and the environments that sustain them.



COMPANIES NEED TO TAKE A MORE PROACTIVE APPROACH TO

**END THE MULTIPLE AND INTERSECTING FORMS OF DISCRIMINATION AND HUMAN RIGHTS ABUSES**

**THAT THRIVE ACROSS EV BATTERY METAL SUPPLY CHAINS**

<sup>245</sup> Amnesty International, *Stop Burning Our Rights: What Governments and Corporations Must Do to Protect Humanity from the Climate Crisis*, (Index: POL 30/3476/2021) 7 June 2021, [www.amnesty.org/en/documents/pol30/3476/2021/en/](https://www.amnesty.org/en/documents/pol30/3476/2021/en/), p. 85.

# RECOMMENDATIONS

## GOVERNMENTS

### TO HOME STATES (COUNTRIES WHERE MULTINATIONAL EV MANUFACTURERS ARE HEADQUARTERED)

As primary regulators of business practices, home states of EV manufacturers play an essential role in enforcing human rights and environmental due diligence across global supply chains. To address the risks associated with raw materials for EV batteries, governments should:

Introduce and enforce mandatory human rights and environmental due diligence legislation covering companies' global operations and supply chains, including raw materials for EV batteries. This legislation should legally require companies to conduct human rights due diligence on their global operations and supply chains, with a particular focus on the upstream sourcing of raw materials.

Ensure access to effective remedies for human rights harms linked to the impacts of EV manufacturers' global operations, regardless of where the harm occurs, including impacts from their subsidiaries and business relationships.

Monitor compliance with domestic human rights due diligence requirements and take appropriate action when failures are identified.

Lead efforts in international forums to harmonize due diligence standards for the EV and battery industries, promoting consistent global practices that protect human rights and the environment.

Issue and regularly update guidance to companies on human rights due diligence, with advisories on environmental and human rights issues in battery mineral supply chains.

Facilitate capacity building to support companies in meeting these standards by:

- Developing targeted training programmes on due diligence in the EV battery supply chain.
- Providing resources and technical support for responsible sourcing and supply chain transparency.

### TO STATES WHERE BATTERY MINERALS ARE EXTRACTED AND PROCESSED

Governments of mineral-rich countries are responsible for overseeing the extraction of raw materials for EV batteries. To manage the risks associated with mining these materials, governments should:

Strengthen and enforce national mining laws and regulations to integrate human rights and environmental standards at every stage of the mining process, from exploration to closure. This should include:

- Mandating human rights impact assessments before granting mining licenses;
- Requiring companies to implement environmental safeguards and rehabilitation plans;
- Ensuring protections for workers' rights, including health and safety standards.



© ↑ House marked for eviction in Kolwezi, DRC, on the edge of the open-pit Kolwezi copper and cobalt mine © Amnesty International September 2022

Protect the right of Indigenous Peoples to self-determination by ensuring free, prior, and informed consent (FPIC) processes in which Indigenous Peoples are - freely and with adequate time - able to assess proposals for battery supply chain mining, smelting and refining operations and expansions that could significantly affect their rights and territories. This should involve:

- Developing clear, culturally appropriate guidelines for FPIC implementation, in consultation with Indigenous Peoples, and aligned with the UN Declaration on the Rights of Indigenous Peoples;
- Ensuring that mining for battery minerals on the lands of Indigenous Peoples only proceeds after consulting with them and obtaining their free, prior, and informed consent
- Ensuring affected Indigenous Peoples have access to independent legal and technical expertise
- Establishing accountability mechanisms to ensure mining companies honour FPIC outcomes and agreements
- Developing and implementing strategies for local economic development and diversification in mining regions. Indigenous Peoples may wish to declare their territories a no-go zone for mining due to the high risk of harms to their rights, local biodiversity, and the environment, and this should be respected.

Additionally, for states involved in processing battery minerals:

- Implement and enforce environmental and labour standards related to mineral processing, including refining and smelting operations;
- Promote responsible practices in mineral processing to ensure human rights are respected throughout the supply chain;
- Develop and enforce regulations for proper waste management and pollution control in processing facilities;
- Ensure that grievance mechanisms and remediation processes are accessible to communities affected by processing activities.

## **OECD**

- Call on states to legally require companies to conduct human rights due diligence on their mineral supply chain, and publicly report on their due diligence policies and practices in line with international standards.
- Call on states to report on measures taken to ensure the implementation of the OECD Guidance.

## **COMPANIES**

### **TO COMPANIES NAMED IN THIS REPORT**

- Urgently review the assessment of their human rights due diligence policies and practices in this report, and take action to address gaps and failures identified. Close attention should be given to gender-responsive due diligence as well as Indigenous Peoples' rights.
- As a matter of urgency, investigate their battery mineral supply chain for cobalt, copper, lithium and nickel to understand any potential or actual human rights risks. This should include identifying the smelters and refiners in their supply chain, and mapping out where these entities source their minerals.
- Publicly disclose measures taken to mitigate human rights risks in the battery mineral supply chain, including results of such actions. Disclose engagement with relevant stakeholders, the effectiveness of company grievance mechanisms, and any efforts to influence suppliers to uphold human rights standards.

### **TO ALL OTHER COMPANIES IN THE BATTERY MINERAL SUPPLY CHAIN**

- Conduct human rights supply chain due diligence for cobalt, lithium, copper, nickel and other minerals.
- Publicly disclose due diligence policies and practices, including how human rights risks are identified, prevented and addressed. This should include identifying and engaging with smelters, mineral concentrators or other entities responsible for exporting battery minerals across the supply chain. These entities should also be contractually required to provide detailed chain of custody or traceability information that identifies all mine sites, transport routes, intermediate traders, in line with the OECD Guidance.



© ↑ Drone photograph of the the Kolwezi Copper and Cobalt Mine, Kolwezi, DRC, September 2022 © Amnesty International (videographers: Reportage Sans Frontières)

## INVESTORS

- Conduct human rights and environmental due diligence across investment portfolios. Assess the impacts of companies involved in the battery mineral supply chain to ensure that investments do not contribute to human rights or environmental abuses. Publicly report on any identified risks and the measures taken to mitigate them.
- Engage with companies named in this report regarding their human rights due diligence policies and practices. Use leverage to demand that these companies take action to address the gaps identified in this report.

# ANNEX A: SUMMARY OF ASSESSMENT CRITERIA

*This annex provides a condensed version of the 15 criteria used in Amnesty International's assessment of EV manufacturers' human rights due diligence policies and self-reported practices.*



## HUMAN RIGHTS POLICY AND COMMITMENTS

### A.1 Existence of a human rights policy

Does the company have a comprehensive, publicly available human rights policy that:

- aligns with the UN “Protect, Respect and Remedy” Framework?
- addresses battery supply chain-specific risks?

#### Scoring:

- 0 points: No policy or not publicly available
- 1 point: Basic policy lacking clear articulation or alignment
- 3 points: Clear policy aligning with some key principles and addressing some risks
- 6 points: Comprehensive policy fully aligned with international standards and addressing key concerns

### A.2 Commitment to due diligence in supply chain

Does the company make a clear public commitment to supply chain due diligence, in alignment with OECD guidelines and other international standards?

#### Scoring:

- 0 points: No clear commitment or alignment
- 1 point: Basic commitment lacking detail
- 3 points: Public commitment with some alignment to guidelines
- 6 points: Strong, detailed commitment fully aligned with international standards

### **A.3 Integration of gender-responsive due diligence**

Does the company: explicitly acknowledge gender-specific risks in the supply chain

- commit to gender-responsive due diligence?

#### **Scoring:**

- 0 points: No mention of gender considerations
- 1 point: Superficial acknowledgment of gender issues
- 3 points: Some commitment to gender-responsive due diligence
- 6 points: Comprehensive integration of gender considerations in due diligence processes

### **A.4 Stakeholder engagement policy**

Does the company make public a: stakeholder engagement policy? commitment to meaningful engagement with affected communities?

#### **Scoring:**

- 0 points: No stakeholder engagement policy
- 1 point: Basic policy with limited scope
- 3 points: Clear policy outlining engagement processes
- 6 points: Comprehensive policy with strong commitment to engagement

### **A.5 Commitment to respect Indigenous Peoples' rights**

Does the company recognize Indigenous Peoples' rights, including FPIC?

#### **Scoring:**

- 0 points: No recognition of Indigenous rights
- 1 point: Limited acknowledgment without clear commitments
- 3 points: Recognition of rights with some engagement efforts
- 6 points: Strong commitment to Indigenous rights with clear engagement processes



## IDENTIFICATION AND ASSESSMENT

### B.1 Risk identification process

Does the company make public a comprehensive and independent risk identification for each battery metal?

#### Scoring:

- 0 points: No information on risk identification
- 1 point: Limited risk identification, heavy reliance on third parties
- 3 points: Clear risk identification for each metal, some independence
- 6 points: Comprehensive, independent risk identification for all metals

### B.2 Comprehensive supply chain mapping and mine site identification

Does the company disclose the identity of smelters, refiners and mine sites?

#### Scoring:

- 0 points: No evidence of supply chain mapping
- 1 point: Basic information on sourcing regions
- 3 points: Identification of some smelters and refiners
- 6 points: Detailed mapping including mine sites

### B.3 Use of diverse information sources

To what extent does the company use multiple information sources in due diligence?

#### Scoring:

- 0 points: No evidence of diverse information sources
- 1 point: Limited use of diverse sources
- 3 points: Multiple sources with some impact on practices
- 6 points: Comprehensive integration of diverse sources



## CESSATION, PREVENTION AND MITIGATION OF ADVERSE IMPACTS

### C.1 Risk mitigation steps

Does the company disclose specific actions taken to address identified risks?

#### Scoring:

- 0 points: No reported mitigation actions
- 1 point: Limited information on mitigation efforts
- 3 points: Clear breakdown of actions, some reliance on third parties
- 6 points: Comprehensive, independent mitigation efforts

### C.2 Leverage over suppliers

Does the company demonstrate efforts to influence suppliers' human rights practices?

#### Scoring:

- 0 points: No evidence of leverage
- 1 point: Minimal efforts to influence suppliers
- 3 points: Some evidence of supplier influence
- 6 points: Strong evidence of effective leverage over suppliers

### C.3 Responsible disengagement

Does the company demonstrate that it has a process for evaluating potential negative impacts of disengagement?

#### Scoring:

- 0 points: No consideration of disengagement impacts
- 1 point: Limited acknowledgment of disengagement issues
- 3 points: Some process for evaluating disengagement impacts
- 6 points: Comprehensive process for responsible disengagement



## MONITORING

### D.1 Tracking and evaluating due diligence activities

Does the company describe a processes for monitoring due diligence effectiveness?

#### Scoring:

- 0 points: No monitoring process
- 1 point: Basic explanation of tracking activities
- 3 points: Regular evaluation with some stakeholder involvement
- 6 points: Systematic approach with comprehensive documentation



## REPORTING

### E.1 Public reporting on due diligence

Is the company transparent in reporting due diligence processes and outcomes?

#### Scoring:

- 0 points: No public reporting on due diligence
- 1 point: Limited public disclosures
- 3 points: Regular reporting with some specific findings
- 6 points: Comprehensive, accessible public reporting



## REMEDIATION

### F.1 Description of remediation actions

Does the company report on specific remediation measures for adverse impacts?

#### Scoring:

- 0 points: No specific remediation actions
- 1 point: Some actions, but not well-tailored
- 3 points: Remediation actions partially tailored to stakeholder needs
- 6 points: Effective, tailored remediation measures with stakeholder engagement



© ↑ Women and children evicted from their farmland to make way for the expansion of a cobalt mining project near Kolwezi in the DRC, 23 February 2022 © Amnesty International

## F.2 Operational-level grievance mechanisms

Does the company demonstrate that it has accessible and effective grievance mechanisms?

### Scoring:

- 0 points: No grievance mechanisms
- 1 point: Minimal disclosure of grievance processes
- 3 points: Some reporting on grievance mechanisms
- 6 points: Comprehensive disclosure of effective grievance mechanisms

# ANNEX B: COMPANY RESPONSES

*This annex contains the responses received from companies following Amnesty International's assessment of their human rights due diligence practices. The responses have been lightly edited for clarity and formatting to suit publication, while preserving the content and meaning.*

## BMW

Thank you for sending us your draft and giving us the opportunity to comment. Here is the feedback from BMW Group:

### A.3 Integration of gender-responsive due diligence

In our view, both the **Responsible Business Alliance (RBA)** and the **Responsible Supply Chain Initiative (RSCI)** standards address diversity, gender perspective and inclusivity.

### A.4 Stakeholder engagement policy

For many years, the BMW Group has published a Stakeholder Engagement Policy on its website. The currently published version is from 2019 but is being revised again in 2024.

In the current Stakeholder Engagement Policy, we state that stakeholder commitment to the BMW Group also applies to stakeholders affected by our organization. In the new 2024 Stakeholder Engagement Policy affected communities, vulnerable target groups and indigenous peoples will be explicitly included.

Also, in the BMW Group Declaration on Respecting Human Rights and Corresponding Environmental Standards, we highlight that our declared aim is to protect (potentially) affected persons and to ensure that adverse human rights and environmental impacts [are] avoided, or at least reduced. In this declaration we confirm also the rights of local communities and indigenous peoples as well as their cultural and ritual heritage. In addition, we are also aware that human rights defenders are particularly at risk of being threatened, intimidated, discredited, or criminalized. We categorically reject this behavior and seek out discussion and constructive cooperation with human rights defenders as needed.

Regarding the strategies for ensuring the inclusion and active participation of these affected and potentially affected groups, this is also addressed in our Stakeholder Engagement Policy. "In some cases, key stakeholder groups may lack the capacity (e.g. financial resources, time, language skills, cultural understanding or awareness of issues) to engage with the BMW Group effectively. If engagement is not possible for one of these reasons, the BMW Group tries to stay in contact with

these stakeholders stay (in coordination with local BMW Group communication representatives). If stakeholders lack sufficient capacity[,] but it is critical for the BMW Group to understand their perspective, consider ways of facilitating the process (e.g. by providing travel support or language assistance) without introducing a conflict of interest. BMW Group Sustainability Communications can provide further support if needed.”

- A.5 Commitment to respect Indigenous Peoples’ rights

In fact, we do mention Indigenous Peoples’ Rights in our "Policy Statement on Respect for Human Rights and Corresponding Environmental Standards" (Rights of local communities and indigenous people, p. 12) of BMW Group as well as "BMW Group Code on Human Rights and Working Conditions" (2.10. Rights of local communities close to BMW Group facilities, p. 13).

- About media allegations in 2023 regarding labour and environmental violations at the Bou Azzer cobalt mine in southern Morocco, in our opinion, the Integrated Group Report is not the right publication to report on this topic. In addition, the investigation of the case was not yet fully completed at the time the annual report was published. Irrespective of this, the BMW Group has always been completely transparent in this matter and has always provided the latest information on request.

## **B.1 Risk identification process**

According to the Lithium Water Study (scientific studies from the Universities of Massachusetts-Amherst and Alaska-Anchorage), we do not expect any significant effect of water consumption on the surrounding area over the next 30 years.

## **E.1 Public reporting on due diligence**

According to the German Due Diligence Supply Chain Act (LkSG) and the required report to Bundesamt für Wirtschaft und Ausfuhrkontrolle (BAFA) for FY 2023, BMW AG intended to publicly report on the results of the risk analysis, preventive measures and remediation actions (until the reporting requirement was paused due to CSRD).

Therefore, there is currently no additional reporting on these kinds of topics to avoid redundancies.

## **F.1 Description of remediation actions**

We do not agree [with the assessment]. According to the German Due Diligence Supply Chain Act (LkSG) and the required report to Bundesamt für Wirtschaft und Ausfuhrkontrolle (BAFA) for FY 2023, BMW AG intended to publicly report on the results of the risk analysis, preventive measures and remediation actions (until the reporting requirement was paused due to CSRD).

Therefore, there is currently no additional reporting on these kinds of topics to avoid redundancies.

## **F.2 Operational-level grievance mechanisms**

We do not agree [with the assessment]. More information is already available on our website: BMW Group employees and external whistleblowers can report information about possible legal violations anonymously and confidentially via the BMW Group SpeakUp Line. Reports can be submitted both online and by telephone. The BMW Group SpeakUp Line can be reached consistently via local numbers (free of charge or at local rates) in almost 140 countries in a total of more than 70 languages.

In their response, BMW refers to the following documents for further information:

- BMW Group Stakeholder Engagement Policy
  - BMW Group Policy Statement on Respect for Human Rights and Corresponding Environmental Standards
  - BMW Group Code on Human Rights and Working Conditions
  - BMW Group Supplier Code of Conduct
  - BMW Group Statement regarding cobalt from Bou Azzer mine
  - BMW Group Compliance website
- 

## FORD

Ford appreciates the opportunity to respond to Amnesty International's assessment. We aspire to source only raw materials that are responsibly produced, and we continue to enhance our EV battery material due diligence, focusing improvements on responsible sourcing, transparency, human rights, environmental sustainability, indigenous peoples' rights, and community engagement.

A summary of our latest efforts to improve our EV battery material responsible sourcing strategy includes:

1. Establishing a new ESG EV Battery Material Management team that focuses on managing ESG requirements in our EV Battery material supply chain down to the raw materials, including pre-sourcing due diligence, contract ESG requirements, and on-site due diligence and independent ESG assessments post-sourcing.
2. Committing in our "We are Committed to Protecting Human Rights and the Environment" policy to respect the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and our aspiration that we and our suppliers strive to ensure Free, Prior, and Informed Consent (FPIC) of indigenous communities for our corporate projects and all suppliers.
3. Updating our supplier policies (Supplier Code of Conduct and Responsible Materials Sourcing Policy including Conflict Minerals) to respect Indigenous Peoples' rights in accordance with the UNDRIP and obtain FPIC of Indigenous Communities when securing raw materials prior to projects or activities that may affect their lands, resources and rights.
4. Developing a Battery Passport strategy to comply with EU regulations and improve supply chain transparency.
5. Requiring suppliers to seek third party ESG assurance that also address ESG concerns such as IRMA and RMI.
6. Supporting programs that identify risks, improve working conditions, including reducing the risk of child labor, and increase opportunities for women at artisanal and small-scale mines in the Democratic Republic of the Congo (DRC). This includes: a. Supporting Better Mining to proactively identify risks and improve conditions in nine artisanal and small-scale (ASM) cobalt mine sites in the DRC. b. Working with the Oil and Mines Governance Center (OMGC) to break down barriers that prevent women in the DRC from equitably accessing opportunities from cobalt mining by providing equipment, safety training, access to banking services, and additional financial education for members of co-ops and other women.

For additional information, please refer to the following documents:

- 2024 Integrated Sustainability and Financial Report (ISFR)
- Policy Statement on Ford's Human Rights, Strategy, Policies and Processes
- Responsible Materials Sourcing Policy including Conflict Minerals
- 2024 Conflict Minerals Report
- 2022 Human Rights Report (HRR)
- 2023 Human Rights Progress Report (HRPR)

### **A.3 Gender-responsive Due Diligence**

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). The Ford Fund 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.

### **B.1 Risk Identification Process**

In 2021, we initiated supply chain mapping and auditing with RCS Global Group to deliver a multi-commodity responsible sourcing audit program to understand the sources of the cobalt, nickel and lithium used in our EVs.

These initial audits have led to the identification and mapping of 120 suppliers and identified mine sites in Australia, Chile, the Democratic Republic of the Congo, Finland, Indonesia, Russia and Turkey.

### **B.2 Comprehensive Supply Chain Mapping and Mine Site Identification**

Ford publishes smelters and refiners related to 3TG reported sources in our Conflict Minerals Report.

### **B.3 Use of Diverse Information Sources**

Ford published the subject policy statement to summarize the strategies, processes and expectations that we have established and continuously communicate and address human rights and environment-related risks in our own business area as well as our supply chain. We utilize a diverse source of information in our risk management process (e.g., self assessment questionnaires, audit data, and grievances) to assess our supply chain inclusive of EV batteries. We have conducted interviews with internal subject matter experts (SMEs), suppliers, Non-governmental Organizations (NGOs), labor unions, and business experts from multi-stakeholder organizations to understand their points of view on salient human rights issues they encounter and the processes in place to mitigate these risks.

## C.1 Risk Mitigation Steps

Please review our HRR 2022 report (pg 21) and also see our recent updates in our ISFR to ensure more substantial independent measures across battery metals: ISFR (Pgs. 95 and 97) indicating we are direct sourcing battery raw materials and have developed an ESG EV Battery Material Management team. In addition we report results from our audits conducted by RCS Global (p. 156 of ISFR).

## MEETING ESG STANDARDS

We established a new ESG EV Battery Material Management team that focuses on managing ESG requirements in our EV Battery material supply chain down to the raw materials. Prior to any contracts, we are conducting due diligence with SAQs, risk assessments based on location and materials, and reviewing company-specific ESG performance. When risk issues are identified, we are adding mitigating actions into our supply contracts.

We are requiring suppliers source raw mined materials from suppliers committing to and/or certified by the Initiative for Responsible Mining Assurance (IRMA) or third-party certified equivalent. We also request processing facilities to apply similar independent or third-party standards from RMI that include ESG audits and demonstrate their actions toward responsible sourcing. As a way to address additional risks beyond the most severe human rights issues outlined in the OECD Mineral Due Diligence guidance, we aim to assess our mineral processors and mines to build robust ESG management systems. Finally, as we work toward compliance with various current and upcoming global due diligence laws, we require supply chain transparency down to the mine.

## EV BATTERY MATERIAL DUE DILIGENCE

Once procurement negotiations are completed, the ESG EV Battery Material Management Team is continuing to conduct risk assessments of our future raw material suppliers to understand areas of highest risk. We are working with suppliers and partners to understand transparency into raw material suppliers and requesting due diligence data from identified suppliers to support alignment with Ford's ESG expectations.

We are also engaging with our partners and suppliers to confirm alignment and actions that comply with our Supplier Code of Conduct, and we are reviewing their ESG management systems to gain insight into their management and risk assessment processes. We are building a tool to help manage ESG requirements and adherence to the Supplier Code of Conduct throughout the life of the contract.

We will continue to conduct due diligence on these suppliers, which could include on-site Ford assessments, where we will work with suppliers to prepare for third-party audits. This allows us to monitor for preparedness and oversight in between third-party audits. Due diligence activities could also include third-party audits like IRMA or RMI and review of corrective action plan implementation.

Diversifying and directly sourcing various parts of the supply chain allows us to ensure sources have stronger ESG throughout the supply chain. Even in cases where we are not directly sourcing, we will have transparency to know our supply chains and complete due diligence in advance and throughout the source of supply.

### **C.2 Leverage Over Suppliers**

Please see case study in Integrated Sustainability and Financial Report (pg. 98) for lithium and article around Nickel sourcing.

### **C.3 Responsible Disengagement**

Please see our Policy statement on human rights that indicates how we remediate.

### **D.1 Tracking and Evaluating Due Diligence Activities**

Please see information about our new ESG EV Battery Material Management Team that will conduct due diligence on our raw material suppliers, which could include on-site Ford assessments, where we will work with suppliers to prepare for third-party audits. This allows us to monitor for preparedness and oversight in between third-party audits (p. 97 of ISFR). In addition, we provide an example of our ongoing due diligence plans for Lithium in Australia (p. 98 of ISFR).

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## **GEELY AUTO**

Thank you for providing the reassessment report. The key findings are valuable to us and we will continue to enhance our supply chain management and disclosure transparency.

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## **GM**

Thank you for allowing us to review the battery metal EV supply chain scorecard data. We appreciate the effort and expertise that went into creating this.

At General Motors, social responsibility is a top priority. Over the past several years, we have dedicated significant resources to establishing a resilient battery supply chain in North America and other allied jurisdictions, ensuring our operations align with ethical standards and respect human rights. We are proud of the progress we continue to make on this journey.

We understand the importance of extending our efforts to create a more transparent supply chain globally, particularly in the context of the battery metal supply chain. We are fully committed to working towards this goal and collaborating with our suppliers and other stakeholders to ensure responsible sourcing practices throughout our global operations.

To help achieve this, we have implemented a robust Supplier Code of Conduct that sets clear expectations for our suppliers regarding responsible sourcing practices. We require all our suppliers, including suppliers involved in battery raw materials, to adhere to our Code of Conduct, which includes provisions on human rights, labor standards, and environmental sustainability. We conduct regular due diligence to ensure compliance with these standards, and we take appropriate actions to address any identified issues, as outlined in our [2023 Sustainability Report](#).

Our in-house supply chain visibility tool integrates GM plants, Tier I, II and III suppliers, and logistics nodes to map geographic locations and relationships across our global supply chain. The tool also maps and monitors supply chain disruptions, potential human rights issues worldwide and sustainability related events, including those affecting members of our supply chain.

Your scorecard provides valuable insights and benchmarks for evaluating our performance. We appreciate the opportunity to review and analyze the findings, and we will use them to further enhance our supply chain practices.

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## MERCEDES-BENZ

Thank you for reaching out to Mercedes-Benz. We would like to express our gratitude for the opportunity to provide comments on your new investigation in advance and to elaborate in more detail on some of the points you have raised.

Please find enclosed our feedback along with a selection of sources that we wish to present as evidence of Mercedes-Benz's further commitment. We kindly request that this information will be considered in your ongoing investigation process.



### HUMAN RIGHTS POLICY AND COMMITMENTS

#### A3 Integration of gender-responsive due diligence

At Mercedes-Benz, we are committed to equal opportunities and non-discrimination. This is also reflected in our Principles of Corporate Responsibility and Human Rights, which take special consideration of the rights of vulnerable groups (p. 8), as well as our Responsible Sourcing Standards (RSS), formulating that the Partner ensures that all employees are treated with respect and dignity (p. 8). Additionally, Mercedes-Benz focuses on the strategic field of the advancement of women: The company is continuing its path towards more equal opportunities for women and men, and has formulated clear ambitions to increase the proportion of women in senior management positions by 2030. Special promotion programs for women underscore this approach (e.g. She's Mercedes or the mentoring programme "Bertha's daughters"). Furthermore, Mercedes-Benz is committed to the advancement of women through various memberships and sponsorship, for example the European Women's Management Development Network (EWMD) or the Global Summit of Women. Mercedes-Benz is also committed to integrating the UN Women Empowerment Principles into our business practices.

#### **A4 Stakeholder engagement policy**

Mercedes-Benz is in contact with numerous stakeholders and places great emphasis on exchanging views on various topics. To further develop the company's Human Rights Respect System, it is particularly important for Mercedes-Benz to engage with potentially affected rights holders, for example with employees and their representatives, in order to identify human rights risks and develop appropriate measures. As part of the annual "Sustainability Dialogue" at Mercedes-Benz, the Human Rights Working Group discussed the challenges of implementing standards and measures in the deeper supply chain. Additionally, there was also a dialogue with suppliers concerning the RSS. The company also systematically involves potentially affected stakeholders in the review of 24 raw materials identified as critical, in order to identify human rights and environmental risks and implement suitable measures.

In addition, there were further trips to mining regions, including Brazil and Guinea, from where Mercedes-Benz AG obtains bauxite and aluminium. The on-site visits serve to establish contact with potentially affected persons and involve them in formulating suitable measures. Mercedes-Benz AG also favours the greater involvement of potentially affected parties, such as the local population, in audits using standard systems (Sustainability Report 2023, p. 154). The inclusion of potentially or actually affected rightsholders is a cornerstone of the raw material assessment. While it is our priority to engage with affected rightsholders directly, this is not always feasible. In these cases, we liaise with a diverse set of external stakeholders including human rights organizations, non-governmental organizations, trade unions, universities and community representatives. The aim of these consultations is to review our classification of the salient risk areas as well as the appropriateness of mitigating measures to be implemented (Raw Materials Report, p. 5).

In 2021, several leading companies, including Mercedes-Benz, initiated the "Responsible Lithium Partnership", a partnership that aims to encourage a dialogue between local stakeholders based on scientific facts, review them and seek solutions through a participatory process. Another initiative to foster stakeholder engagement is Mercedes-Benz engagement in IRMA (Initiative for Responsible Mining Assurance). IRMA's approach to responsible mining is to independently assess social and environmental performance at mine sites globally using an internationally recognized standard that has been developed in consultation with a wide range of stakeholders. Besides that, Mercedes-Benz is also involved in further initiatives, such as the Responsible Mining Initiatives (RMI) or the Responsible Mica initiative, that enable Mercedes-Benz to work together with relevant stakeholders, and also provide control mechanisms such as certification systems and standards that promote the sustainable sourcing of raw materials.

#### **A5 Commitment to respect Indigenous Peoples' rights**

With Mercedes-Benz commitment in IRMA, the company puts a strong focus on indigenous people's rights: The multi-stakeholder standard for industrial mining, developed in a process of intensive discussion with industry, civil society, communities and labour unions[,] strongly considers local rights holders and rights of indigenous people. Our Responsible Sourcing Standards also define minimum requirements for our partners regarding the rights of indigenous people and asks them to respect the rights of local communities and indigenous peoples who may be affected by doing business in the Partner's locations and to take into account the local impact of its business activities. Additionally, in our Responsible Sourcing Standards the concept of free, prior and informed consent (FPIC) is anchored as a minimum requirement for suppliers (Responsible Sourcing Standard, p. 11).



## IDENTIFICATION AND ASSESSMENT

### B1. Risk identification process

Among other things, Mercedes-Benz has set itself the goal of decidedly scrutinizing a total of 24 critical raw materials to identify all possible negative effects of its business activities by 2028. Where the company sees potential for improvement, it implements appropriate measures for prevention, reduction or termination of human rights and environmental violations in close cooperation with its partners. A detailed description of the procedure within the scope of the Raw Material Assessments and the associated risk identification can be found in our Raw Material Report including risk profiles for each analysed material (Raw Materials Report, p. 3-5).

B2. [Comprehensive] supply chain mapping and mine site identification: Mercedes-Benz has achieved increased transparency over its supply chain and collaborates with numerous partners on-site. However, specific information about mine sites, smelters and refiners are not published externally.



## CESSATION, PREVENTION AND MITIGATION OF ADVERSE IMPACTS

### C1. Risk mitigation steps

The Mercedes-Benz Raw Material Reports provide an annual update on the company's progress in its raw material assessments. Mitigation measures are also described in detail there. In addition, Mercedes-Benz is committed to comprehensive risk mitigation with partners, e.g. through its involvement in initiatives such as IRMA, rather than creating standalone solutions. This underscores Mercedes-Benz's clear aspiration for uniform standards in the global battery supply chain.

### C2. Leverage over suppliers

The Mercedes-Benz Responsible Sourcing Standards set forth so-called minimum standards for our partners, coupled with the request to cascade the requirements down the supply chain. The requirements are also verified through audits in the deeper supply chain. Additionally, the cascading of issues and thus leverage of issues is an important component in supplier dialogues and played in supplier initiatives such as RMI and IRMA. Also multi-stakeholder initiatives such as the "Branchendialog Automobilindustrie", where Mercedes-Benz is part of, plays an essential role in efforts to cascading requirements to sub-tier suppliers in the supply chains.

### C3. Responsible disengagement

Mercedes-Benz applies the principle of "empowerment before withdrawal": instead of withdrawing, the aim is to make a contribution to better local protection of people and the environment. Mercedes-Benz AG is thus also following the recommendation of non-governmental organisations (NGOs), politicians and other relevant interest groups, who advise against general withdrawal from high-risk countries (Sustainability Report 2023, p. 105). Nonetheless, there have been cases where Mercedes-Benz has parted ways with partners. However, individual cases are not published externally.



## MONITORING

### D1. Tracking and evaluating due diligence activities

Mercedes-Benz regularly travels to the affected areas to get a first-hand impression: Representatives have been, amongst others, to Brazil and Chile. These visits always included consultation with local stakeholders.

As part of Mercedes-Benz supplier screening process and following a risk-based approach, the company invites direct suppliers to respond to the industry-wide Sustainability Assessment Questionnaire (SAQ), developed and maintained by Drive Sustainability. On a yearly basis, we monitor the information provided by our suppliers and assess the conformity of the listed smelters and refineries with the RMAP standard or other OECD-aligned assessment.

Besides that, Mercedes-Benz engaged the external audit company RCS Global to provide transparency along the complex cobalt supply chains of battery cells and to audit them across all stages against the OECD due diligence guidelines. Due to increasing due diligence requirements as well as increased transparency in battery cell supply chains, Mercedes-Benz decided to continue the audit and transparency activities in collaboration with RCS Global and expand the activities beyond cobalt to include the raw materials lithium, nickel, graphite, copper and manganese (Raw Materials Report, p. 26).



## REPORTING

### E.1 Public reporting on due diligence

Mercedes-Benz provides reporting through salient risk categories and is described within the text of the Raw Material Report in detail. However, we would be interested to know if Amnesty International favours any specific reporting frameworks, in order to gain further points here?



## REMEDIATION

### F1. Description of [remediation] actions

An example of a successful remediation project is the cooperation between Mercedes-Benz and Norsk Hydro in the Brazilian rainforest (Raw Materials Report, p. 8).

### F2. Operational-level grievance mechanisms

Grievances on smelters or refineries or other actors in the Mercedes-Benz supply chain can be reported to Mercedes-Benz whistleblower system (BPO) which is also accessible for any external whistleblowers worldwide. Suppliers also find a link to the company-wide complaint mechanism in our supplier portal.

The Whistleblower System BPO (Business & People Protection Office) receives reports of rule violations. It is an important element of good corporate governance. Mercedes-Benz Group encourages anyone inside or outside the company who observes violations in connection with the company or suspects such violations for concrete reasons to contact the BPO without fear of retaliation and to express the information openly. Whistleblowing can be registered at any time (24/7) and it is possible to choose one's native language. Additionally, whistleblowers are free to choose whether to register the Whistleblowing anonymously or to disclose their identity. Whistleblowers who report possible violations on the basis of concrete indications are protected by the company. The confidentiality of such statements is guaranteed.

Mercedes-Benz publishes a detailed procedural description of the whistleblowing system, which can be reviewed on our website, covering all steps from reporting, case intake, investigation, case closure to reporting and improvement. The procedural description is available in different languages.

In addition, the Mercedes-Benz Group is a founding member of the "Mecanismo de Reclamación de Derechos Humanos" (MRDH), a pilot project for a cross-company grievance mechanism in Mexico. The multi-stakeholder based MRDH has been jointly developed by company representatives and representatives of potentially affected parties, like associations and trade unions. The MRDH provides a common and standardized grievance platform for the entire supply chain of its member companies. This will improve access to remedy and the identification of systemic risks.

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## NISSAN

### A.2 Commitment to due diligence in the supply chain

Nissan's Response: We state in our Global Minerals Sourcing Policy Statement: "Nissan implements, and expects its suppliers to implement the following, not only for the traditional conflict minerals such as tin, tungsten, tantalum, gold (3TGs), but all minerals (including cobalt) from Conflict-Affected and High-Risk Areas, referring to the OECD Guidance and its due diligence processes." This policy covers battery raw materials.

### A.3 Integration of gender-responsive due diligence

Nissan's Response: We issued the Nissan Code of Conduct Booklet. Please refer to "Value Diversity and Provide Equal Opportunity" in page 16.

### C.2 Leverage over suppliers

Nissan's Response: We explain "what consequences suppliers may face for non-compliance" in section "2.2.3 Actions in the event of non-compliance" in Nissan CSR Guidelines for Suppliers. We also request suppliers to sign a "Supplier Commitment" attached to these Guidelines.

Regarding pressure on Tier 1 suppliers to exercise leverage over sub-tier suppliers, we state in our CSR Guidelines for Suppliers: "We also encourage you to disseminate and promote the areas covered in this booklet through your own supply chain" (page 3) and "Nissan requests suppliers to promote CSR,

especially as regards legal and regulatory compliance, throughout their supply chain and consignment suppliers" (section 2.1.3 Supply chain promulgation). We also request suppliers to sign "Supplier Commitment" attached to Nissan CSR Guidelines for Suppliers.

### **C.3 Responsible disengagement**

Nissan's Response: We explain the process before suspending new RFQs in "2.2.3 Actions in the event of noncompliance" in Nissan CSR Guidelines for Suppliers.

### **D.1 Tracking and evaluating**

Nissan's Response: We mention regular assessment and additional measures when gaps are found in "2.2.2 Assessment" in Nissan CSR Guidelines for Suppliers. We also request suppliers to sign "Supplier Commitment" attached to Nissan CSR Guidelines for Suppliers.

### **F.2 Operational-level grievance mechanisms**

Nissan's Response: In fiscal 2023, we established and began operating a grievance and remedy mechanism "human rights hotline for suppliers" to receive reports of human rights violations by Nissan employees from suppliers (the hotline includes battery supply chain). From fiscal 2024, we are considering expanding the scope. (Please refer to P84 in Sustainability data book 2024).

We appreciate the opportunity to receive your evaluation and will keep working on improvement.

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## **RENAULT**

With the Sustainability teams, we carefully have read Renault Group scorecard to analyse way of improving. You know that Renault Group's goal is to follow international standards and is working with the battery value chain to comply with ongoing battery directive. You also have noticed that some additional disclosures have been added specifically on our website or Universal Registration Document (URD) to address your expectations in terms of transparency. Please find some more evidence below:

### **A1 Existence of a human rights policy**

We have disclosed a new stand-alone Human Rights policy.

### **A4 Stakeholder engagement policy**

Renault is a member of GBA (Global Battery Alliance), and we participate in multi-stakeholder working groups to propose shared rulebooks.

### **A5 Commitment to respect Indigenous Peoples' rights**

- The 2024 update of Renault Group vigilance plan disclosed. (July 16th)
- The new stand-alone Human Rights policy disclosed.

### **B3 Use of diverse information sources**

- Renault Group launched a study with a consulting firm in order to draw up a "Critical material/Country" cross-risk map for 18 ores, including cobalt, lithium, nickel, manganese and natural graphite, which are used in batteries. This mapping will be finalized in 2024. It will be based on an ESG risk assessment methodology using public and transparent indicators and will make it possible to better identify and prioritize Environment / Health – Safety / Human Rights and Governance risks according to ore and country. Disclosed in URD.
- The public release of a study made by the coalition Record with a shared presentation.

### **C2 Leverage over suppliers**

For strategic ores, Renault Group includes in contractual requirements the compliance with its commitment for a global moratorium on deep-seabed mining until it is scientifically proven that it can be done in a sustainable way. There is also an ESG annex in the value chain battery's supplier MOUs and contracts (not disclosed). Except example of Management disclosed.

### **C3 Responsible disengagement**

Renault signed the Global Framework Agreement and asks its suppliers to do the same as mentioned in the Renault Group CSR guidelines for suppliers; it mentions, among other things, responsible disengagement: "Once identified, any failure not corrected may lead to various measures, including Renault Group terminating its relationship with the company concerned". That will be included also in the new Code of Conduct to be published later in 2024.

### **D1 Tracking and evaluation**

Renault Group launched a study with a consulting firm in order to draw up a "Critical material/Country" cross-risk map for 18 ores, including cobalt, lithium, nickel, manganese and natural graphite, which are used in batteries. This mapping will be finalized in 2024. It will be based on an ESG risk assessment methodology using public and transparent indicators and will make it possible to better identify and prioritize Environment / Health – Safety / Human Rights and Governance risks according to ore and country. Disclosed in URD.

### **E1 Public reporting on due diligence**

The public release of a study made by the coalition Record with a shared presentation.

# STELLANTIS

We hope our feedback and explanations will help you understand how Stellantis is moving forward with human rights in the battery metal supply chain.



## HUMAN RIGHTS POLICY AND COMMITMENTS

As of July 2024, our Human Rights Policy has been updated to reflect gender-specific/responsiveness due diligence. The updated policy includes text recognizing gender-specific issues that are reflected in the supply chain, e.g., sexual exploitation and human trafficking.

Additionally, Stellantis has engaged with Investor Advocates for Social Justice (IASJ) in recent months to become more educated on FPIC, Indigenous Peoples rights and ways Stellantis can continue to engage with internal stakeholders as well as business partners in specific strategic investments.

Stellantis' Code of Conduct, Global Responsible Purchasing Guidelines, Human Rights Policy and Free, Prior, Informed Consent Policy the Stakeholder Engagement Policy and other relevant policies detail how Stellantis respects human rights and outlines its expectations to employees and business partners.

The updated Human Rights Policy and Free, Prior, Informed Consent (FPIC) Policy will be published to the Stellantis website by September 2024.



## IDENTIFICATION AND ASSESSMENT

In our opinion, a best practice regarding disclosures of audit results must balance the desire for informative disclosures against legitimate considerations of confidentiality of both Stellantis and its supply chain auditees. We believe our audit programs do well in peer benchmarking and that Amnesty's assessment may possibly not have considered the policies, procedures and practices used at Stellantis to identify and assess the risks associated with critical minerals. We also believe our disclosures are in line with market practices.

At a policy level, Stellantis is committed to upholding human rights and ethical principles across its supply chain, as outlined in its Code of Conduct, Human Rights Policy, Global Responsible Purchasing Guidelines ("GRPGs"), and as a signatory to the United Nations Global Compact (Stellantis – Communication on Progress | UN Global Compact). This commitment aligns with internationally recognized standards such as the OECD Guidelines for Multinational Enterprises, the UN Declaration of Human Rights, and the UN Convention against Corruption. We implement preventive measures inspired by the International Labour Organization (ILO) rules, the UN Guiding Principles on Business and Human Rights, and customer expectations specific to the automotive supply chain, including the abolition of child and forced labor.

As it regards our supply chain:

- Our suppliers, contractors, and business partners are expected to adhere to laws, regulations, and internationally accepted principles including those relating to standards concerning environmental impacts, human rights, labor practices, and occupational health and safety.

- Suppliers must sign the Global Responsible Purchasing Guidelines as a condition for initiating or renewing business with Stellantis, which, among other things, requires the suppliers to: (i) have or implement policies committing to responsible sourcing of minerals and materials; (ii) utilize due diligence frameworks and systems consistent with OECD Due Diligence Guidance to conduct due diligence; (iii) and require their suppliers to adopt management systems and practices that are aligned to these Guidelines and the OECD Due Diligence Guidelines.
- Suppliers are subject to third party (EcoVadis) assessments for ESG related performance and to corrective action plans where the assessment results fail to meet expectations.

More specifically to minerals:

- Stellantis is a member of the Responsible Minerals Initiative (RMI) which provides cross-sector engagement in responsible mineral sourcing. Our Global Purchasing and Supply Chain organization focuses on raw material management and applies appropriate due diligence using a risk matrix for specific materials. Approximately 25 materials are included in the evaluation, among them, tin, tungsten, tantalum, and gold are designated as conflict minerals and of critical importance in this process. Our Conflict Minerals Program is managed by regional and subsidiary conflict minerals team members. A global lead provides overall program management and consolidation direction to ensure that the corporate obligation is fulfilled. This Conflict Minerals Program supports our Annual Report on our conflict minerals due diligence processes, filed with the U.S. Securities and Exchange Commission (SEC). See: SEC Filing | Stellantis N.V.
- Supply chains in the automotive sector are, as Amnesty is likely aware, long, and extremely complex. We have partnered with RCS Global and are a member of the Responsible Minerals Initiative (RMI). Both organizations are recognized providers that conduct onsite audits throughout the supply chain including Tier 1 suppliers as well as mine sites.
- Through RCS Global, we: conduct mapping of the battery supply chain to gain greater transparency; perform on-site audits in the sub-tier supply chain levels; expanded the list of materials under focus; utilize tools such as the Vine data base; increase focus on materials used in EV batteries as required by the EU Battery Regulations; send corrective actions to suppliers' post audit; monitor corrective actions and progress.

## **B.2 Comprehensive supply chain mapping and mine site identification**

We would welcome examples of the details that Amnesty would view as sufficient that balance the disclosure request against a discloser's need to protect sensitive or confidential information.

Stellantis has engaged in supply chain mapping with a specialized third-party service provider (Resilinc) and further strives for deeper battery supply chain analysis. Mapping entails requesting, obtaining, and organizing information provided by the actors in the supply chain, a complicated task that requires a communications strategy and specific measures to counteract supplier reservations about the disclosure of commercially sensitive information.

### B3. Use of diverse information sources

Stellantis has disclosed risk identification and mitigation efforts on our public website located here: [Human Rights | Stellantis](#). It also has made multiple disclosures regarding these matters in its 2023 CSR report.

Additionally, we have a Battery Audit program managed in partnership with RCS Global. This program has been in place since 2021, and it audits our suppliers (including smelters, refiners, and mine sites) for a broad range of raw materials. As our audit program continues to mature and evolve, more suppliers will be selected for audit. Auditees are chosen based on a risk-based approach, where RCS and Stellantis assess the suppliers in the supply chain. Audits are conducted based on internationally accepted 5-step OECD Due Diligence guidelines along with on-site observations, management, and employee interviews. The data gathered is scored and reviewed against the IRMA Critical 30 assessment and ISO Certification guidelines. RCS Global uses a visual, dynamic tool for each tier level of the battery supply chain. The results of the audits, if unsatisfactory, result in corrective action plans. The information contained in such audits and plans, however, is confidential. Amnesty should appreciate that disclosure of such details might expose the Company to legal risks and may counterproductively reduce cooperation by auditees in future audits.

To specifically address the transparency of documentation comment listed above in the analysis, Stellantis uses feedback from specific NGOs and external stakeholders to consider country, raw material, and project-specific risks to perform enhanced due diligence, audits, and business investments.



## CESSATION, PREVENTION AND MITIGATION OF ADVERSE IMPACTS

Stellantis has made multiple disclosures as part of its CSR commitment. Public source: [Stellantis-CSR-Report-2023](#), Section 7.2.2, at 271-282. Stellantis intends for its disclosures to comply with legal requirements and transparency expectations while avoiding legal risks related to the unauthorized disclosure of sensitive or confidential information belonging to third parties.

As mentioned previously, Suppliers are required to sign the Responsible Purchasing Guidelines as a condition for initiating or renewing business with Stellantis, which, among other things, requires the suppliers to: (i) have or implement policies committing to responsible sourcing of minerals and materials; (ii) utilize due diligence frameworks and systems consistent with OECD Due Diligence Guidance to conduct due diligence; and (iii) require their suppliers to adopt management systems and practices that are aligned to these Guidelines and the OECD Due Diligence Guidelines.

Suppliers are subject of third party (EcoVadis) assessments for ESG related performance and to corrective action plans where the assessment results fail to meet expectations. As noted in the 2023 CSR report, "EcoVadis supplier assessments include corrective action plans to drive overall score improvements. Corrective action plans are a key factor to account for gap closure and sustainable long-term impact. With an average overall Human Rights section score of 55.1 (up by 1 versus 2022), suppliers working with Stellantis outperformed all suppliers assessed by EcoVadis, who have an average score of 48.8 (up by 1.2 versus 2022). During 2023, 426 assessed or audited suppliers worked on a corrective action plan specifically on human rights issues, which is 12.3% of the total assessed or audited suppliers versus 359 in 2022 which accounted for 12% of total assessed or audited suppliers." Id. at 280.

On-site Audits are used as means to address activities that are deemed higher risk. In 2023, through RCS we completed 31 total audits at every Tier of Stellantis' cobalt and lithium supply chains (battery manufacturer, cathode manufacturer, refiner, treatment unit, and mine site), based on 6 battery input materials (Cobalt, Lithium, Graphite, Nickel, added Iron and Phosphate). We implemented corrective action plans across 15 countries in 2023 and continue this approach in 2024.

In addition, Stellantis runs a specific program for conflict minerals: in 2023, approximately 94% of the in-scope suppliers (based on APV) for parts containing tin, tantalum, tungsten, and gold have submitted the required Conflict Mineral Reporting Template of which over 84% of smelters have been reported as certified conflict free. As noted in the 2023 CSR disclosure P.280.

As part of Dare Forward plan, Stellantis is engaging in sourcing of some raw materials, having direct contract with such suppliers. This will strengthen Stellantis' ability to monitor activities in its supply chain and prevent risk.

To address the point of responsible disengagement, Stellantis has implemented a disengagement decision process in three steps when Stellantis is aware of a potential adverse impact on human rights issues and or environmental impacts:

- Step 1: an action plan is requested from the supplier, if not effective
- Step 2: business is put on hold, if still no corrective measure
- Step 3: contract is terminated

Specific wording is in our public CSR disclosure (P. 162) "Measures taken if suppliers are found to be noncompliant with CSR requirements. Stellantis has introduced a comprehensive toolkit to measure the social and environmental performance of its suppliers and to identify any shortcomings or risks. The suppliers questioned or audited systematically receive an analysis of their performance. For suppliers who do not achieve the required standard, a corrective action plan is put in place. Suppliers that do not improve and collaborate to do so with Stellantis to resolve the issues identified might ultimately be excluded from Stellantis' supplier panel".

Stellantis' score seems to be negatively affected by Amnesty's view that Stellantis' reliance on third party assessments and audits is unwarranted. We respectfully disagree. The third-party assessments and audits have the virtue of following standardized protocols, untainted by a potential bias were Stellantis to conduct such assessments or audits with internal resources. We respectfully request that Amnesty reconsider the negative weight it gives to third party assessments and audits.



## MONITORING

As stated above, we respectfully disagree with the view that the use of third parties for assessments and audits, especially with respect to Stellantis business partners, limits the comprehensiveness of our approach. The use of third parties, however, is not exclusive.

For example, to identify and address salient risks such as forced labour in our own operations and in our supply chain, Stellantis has established a dedicated cross-functional taskforce comprising of specialists from Compliance, Legal, Human Rights, Customs, Supply Chain, Purchasing, Public Affairs, and Parts & Services, as well as representatives of other key countries and regions. This taskforce conducts focused due diligence to increase visibility into our supply chain, and identify forced labour risks for its upstream suppliers, leveraging advanced, forced labour focused screening, and supply chain mapping services to support Stellantis' compliance with regulatory requirements and alignment with internationally recognized human rights principles.



## REPORTING

We perform integrity due diligence on our business partners, including dealers, suppliers, consultants, and certain customers, considering risk factors such as adverse media, corruption, fraud, and human rights violations. Various functions with Stellantis perform other types of due diligence oriented to specific needs, e.g., product safety or technical regulatory compliance. Our Purchasing organization carries out supplier ESG due diligence.

In accordance with required U.S. and EU regulations, Stellantis' policy requires the best efforts of transparency from its suppliers about the origin of any raw materials and minerals they use. A specific clause is inserted in the purchase contract for battery suppliers stating that the supplier must disclose the detailed composition of the materials used to manufacture the parts supplied, as well as any changes in that composition. This requirement complies with the French Law of Duty of Vigilance. The supplier must also provide the written information necessary to comply with the legislation in force, particularly on consumer protection and conflict minerals.

Also, in 2023, Stellantis further extended its partnership with RCS Global, for a multi-material supply chain program covering battery materials including cobalt, lithium, graphite, and nickel. 2023's focus was on expanding the program to include more battery supply chains and conducting more upstream mine site audits, as well as increasing corrective action plan monitoring efforts.

Stellantis is committed to providing regular reports on human rights performance in alignment with the Corporate Sustainability Reporting Directive (CSRD). As a reminder, Stellantis annual Corporate Social Responsibility Report, published in April 2024, provides detailed information on Stellantis' human rights commitments and related activities.



## REMEDICATION

The Stellantis reporting channel is the Integrity Helpline. It is Stellantis' free and confidential hotline available to all employees and business partners, in multiple languages and can be found here: [EthicsPoint - Stellantis](#). The Stellantis Whistleblowing Policy, also in multiple languages, is embedded in the Integrity Helpline and can be found here: [Stellantis Integrity Helpline - Whistleblowing Policy ENGLISH \(ethicspoint.eu\)](#).

Any significant case relating allegations of Human Rights violations would be escalated to the review of the Human Rights Committee as part of the governance process. Our Stakeholder Engagement Policy reflects Stellantis' actions to engage with all affected stakeholders where necessary.

As stated in the GRPGs, Stellantis expects suppliers to offer channels for employees and stakeholders to report violations of law or human rights and prohibit retaliation against anyone who makes a good faith report of a violation of policy or law.

Thank you for the opportunity to respond. We would welcome the chance to discuss further, describe the industry-specific challenges we face, and better understand Amnesty's views on best practices and the companies that embody them.

## A.3 - Integration of gender- responsive due diligence

Gender-specific risks are part of our due diligence in raw material supply chains. This topic is summarized under the term "Discrimination, including sexual harassment," which is one of the risk categories in our Raw Material Due Diligence Management System (see Page 12, in the 2023 Volkswagen Group Responsible Raw Materials Report).

## A.4 - Stakeholder engagement policy

We are a strong supporter of IRMA, which is fully inclusive of communities and stakeholders. We have committed to using IRMA in our battery supply chains and have already seen success with the audits from Albemarle and SQM in Chile. Additionally, in high-risk parts of our supply chains, we actively include rights holders in the planning of measures—this is evident in our activities as part of the Responsible Lithium Partnership or our work on Mica and PGMs. The expectation to randomly consult stakeholders is not realistic. We engage with critical NGOs through industry initiatives and regular discussions, and rights holders are included in high-risk contexts.

## B.1 - Risk identification process

We have our own supply chain mapping and audit program for battery raw materials. It is important to clarify that audits are an integral part of our risk identification process. In our raw material report, we state clearly:

"Audits are one of the key tools for assessing risks in our upstream supply chains and identifying mitigation measures. They tie in with other tools used for our raw material due diligence and help promote transparency, compliance, and a culture of continuous improvement and dialogue throughout the supply chain."

Due to the complexity and large number of suppliers, particularly in our battery supply chain, the Volkswagen Group has established a tiered assessment system with different types of audits to systematically review the sustainability performance of our suppliers. Second-party audits are used to verify, at regular intervals or on a case-by-case basis, that our suppliers comply with our requirements. These are carried out by qualified auditors, either internal or contracted consultants. The Volkswagen Group also conducts audits of selected direct suppliers as part of the **\*\*Sustainability Rating (S-Rating)\*\***<sup>\*1</sup>. Other audits are performed ad hoc, for example in response to a grievance case, and focus on human rights risks and social standards.

On-site audits help identify gaps in supplier performance and risks at indirect suppliers' sites that need mitigation through the direct supplier. All audits of direct suppliers conducted on behalf of the Volkswagen Group are accompanied by a Corrective Action Plan (CAP), and the effectiveness of the implemented measures is verified by the auditor through re-audits, either via desktop review or another on-site audit.

Initially, the Volkswagen Group's battery audit program focused on cobalt due to the severity of the human rights risks associated with this mineral. From there, we expanded to other battery raw materials, working our way up the supply chain from battery suppliers to precursors, refiners, treatment units, and mine sites. Since human rights-related risks are often greatest at the beginning of the supply chain, third-party audits and certifications are another part of our strategy. These independent audits are conducted by certification bodies according to a standard set of requirements and verify that suppliers meet all the necessary standards. The Volkswagen Group also leverages databases with audits conducted by global initiatives, such as RMI's list of RMI-conformant smelters.

Several global initiatives offer voluntary audit-based certifications for suppliers, including IRMA, ASI, and LWG. We also work directly with mine operators to certify mines through international associations. By employing a combination of these approaches, the Volkswagen Group can effectively oversee its supply chains and ensure that they meet rigorous environmental and human rights standards.

(See Page 16, in the 2023 Volkswagen Group Responsible Raw Materials Report).

### **B.2 - Comprehensive supply chain mapping and mine site identification**

We would like to clarify that this category should be referred to as **supply chain disclosure** rather than **supply chain mapping**, as the evaluation focuses on what we disclose rather than our mapping efforts. Our efforts towards supply chain transparency are extensive, involving contractual obligations, mapping audits, technical traceability efforts, etc. (Please refer to the Raw Material Report).

### **B.3 - Use of diverse information sources**

We use a diverse range of information sources, including constant media screening for all named raw materials and involved upstream suppliers. We also conduct audits, maintain continuous dialogue with NGOs, suppliers, and stakeholders across the entire supply chain, engage with industry associations and academia, and have an open grievance mechanism.



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CONTACT US

 [info@amnesty.org](mailto:info@amnesty.org)

 +44 (0)20 7413 5500

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# RECHARGE FOR RIGHTS

## RANKING THE HUMAN RIGHTS DUE DILIGENCE REPORTING OF LEADING ELECTRIC VEHICLE MAKERS

In order to combat climate change, many governments are now incentivising the market in electric vehicles (EV). Their batteries require cobalt, copper, lithium, nickel, and other minerals. However, the rush to increase the supply of these minerals has led to the rapid expansion of mines causing human rights abuses and environmental harm around the world.

In Recharge for Rights: Ranking the Human Rights Due Diligence Reporting of Leading Electric Vehicle Makers, Amnesty International has assessed 13 global brands. The report finds that most companies are not demonstrating sufficiently that they are meeting international human rights standards or even putting their own policies into action. The slow, ad-hoc pace of due diligence improvements across the industry demonstrates the need for legislation to drive meaningful change.

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