

Company Name Groupe PSA
Industry Automobiles
Overall Score (*) 33.0 out of 100

Theme Score	Out of	For Theme
3.5	10	A. Governance and Policies
14.0	25	B. Embedding Respect and Human Rights Due Diligence
1.3	15	C. Remedies and Grievance Mechanisms
2.9	20	D. Performance: Company Human Rights Practices
7.5	20	E. Performance: Responses to Serious Allegations
3.9	10	F. Transparency

(*) While other sectors are being measured against a reduced set of CHRB Core UNGP Indicators this year the Automotive Manufacturing sector is being measured against the full CHRB Methodology as it is the first year that the sector has been analysed.

Please note that any small differences between the Overall Score and the added total of Measurement Theme scores are due to rounding the numbers at different stages of the score calculation process.

Please note also that the "Not met" labels in the Explanation boxes below do not necessarily mean that the company does not meet the requirements as they are described in the bullet point short text. Rather, it means that the analysts could not find information *in public sources* that met the requirements *as described in full* in the CHRB 2020 Methodology document. For example, a "Not met" under "General HRs Commitment", which is the first bullet point for indicator A.1.1, does not necessarily mean that the company does not have a general commitment to human rights. Rather, it means that the CHRB could not identify a public statement of policy in which the company commits to respecting human rights.

Detailed assessment

A. Governance and Policies (10% of Total)

A.1 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.1.1	Commitment to respect human rights	2	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Met: UNGC principles 1 & 2: The Company states: 'Since joining the United Nations' Global Compact in 2003, the Group committed to respecting and promoting its ten principles as well as the Universal Declaration of Human Rights'. [2019 CSR Report, 03/2020: cotecorp.com] Score 2 <ul style="list-style-type: none"> Met: OECD: The Company states: ' Since joining the United Nations' Global Compact in 2003, the Group committed to respecting and promoting its ten principles as well as the Universal Declaration of Human Rights, [...], and the OECD Guidelines for Multinational Enterprises'. [2019 CSR Report, 03/2020: cotecorp.com]
A.1.2	Commitment to respect the human rights of workers	1.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Met: UNGC principles 3-6: The Company states 'Since joining the United Nations' Global Compact in 2003, the Group committed to respecting and promoting its ten principles'. [2019 CSR Report, 03/2020: cotecorp.com & UN Global Compact site, N/A: unglobalcompact.org] Met: Explicitly list ALL four ILO for MO suppliers: The Company's Global Framework Agreement on Social Responsibility and the Responsible Purchasing

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			<p>Policy outline all 4 Core ILO that suppliers are bound to in making business with the Company, stating 'The Supplier acknowledges the global right of workers to form labour unions and join the labour union of their choice and agrees to ensure that union independence and pluralism are maintained (ILO Convention no. 87) [...]The Supplier is committed to promoting collective bargaining, a key aspect of relations between labour and management (ILO Convention no. 98) [...] The Supplier recognises the principle of the freedom of choice of employment. The Supplier must not, under any circumstances, resort to forced or compulsory labour. (ILO Conventions 29 and 105)[...]The Supplier is prohibited from employing children in violation of the stipulations of the International Labour Organisation's conventions (ILO Convention 138 and 182) [...] The Supplier is prohibited from making any discrimination [...] in recruitment and career development and ensures equal treatment (ILO Convention 111)'. [Responsible Purchasing Policy, 05/2017: groupe-psa.com & Global Framework Agreement, 2017: groupe-psa.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Met: Explicit commitment to All four ILO Core: The Company's Global Framework Agreement on Social Responsibility commits to all 4 ILO Core Conventions, stating 'The PSA Group is open to trade union activities and recognises the existence of trade unions throughout the world. It recognises the right of employees to organise and establish trade unions of their own choosing, and ensures respect of trade union independence and pluralism (ILO Convention no. 87)[...] The PSA Group undertakes to promote collective bargaining, a key element of social dialogue (ILO Convention no. 98) [...] The PSA Group undertakes to respect free choice of employment and condemns forced labour, considering this to occur every time work is imposed by way of a threat (food deprivation, confiscation of land, non-payment of salary, physical violence, sexual abuse, prison labour, etc. ...) (ILO Conventions nos. 29 and 105) [...] The PSA Group condemns and prohibits child labour [...] The PSA Group pledges that no person will be excluded from recruitment or from career development [...] (ILO Convention no. 111)' The Scope of the Global Framework Agreement on Social Responsibility states 'This global framework agreement applies directly to the entire consolidated automotive division (research and development, manufacturing, sales and support functions), to current and future subsidiaries over which the Group exercises a dominant influence.' [Global Framework Agreement, 2017: groupe-psa.com] • Met: Respect H&S of workers: The Company states 'For the PSA Group, the only acceptable goal is an accident-free workplace. The Group undertakes to ensure that effective preventive occupation health and safety policies are put in place in the various establishments in the form of an occupational safety management system involving everyone, including the social partners, according to their level of responsibility (ILO Convention no. 155)'. [Global Framework Agreement, 2017: groupe-psa.com] • Met: H&S applies to MO suppliers: The Company's Global Framework Agreement on Social Responsibility and their Responsible Purchasing Policy apply the policy above to suppliers. [Global Framework Agreement, 2017: groupe-psa.com & Responsible Purchasing Policy, 05/2017: groupe-psa.com] • Not met: Working hours for workers: The Company states 'The PSA Group, the trade union federations and the trade union organisations affirm their adherence and commitment to ensuring that the principles and fundamental rights expressed by the International Labour Organisation (ILO) are respected.' However, no evidence was found of commitment to working hours. [Global Framework Agreement, 2017: groupe-psa.com] • Not met: Working hours for MO suppliers: The Company states 'The Supplier undertakes to ensure that the total number of hours worked is equal to or less than the totals set forth in the national legislation or the collective-bargaining agreements in the country concerned. The Supplier is committed to ensuring that break times and periodic days off correspond at the very least to the minimum conditions.' However, no evidence was found on international standards for working hours or requiring a maximum of 48 working hours per week (excluding overtime). [Responsible Purchasing Policy, 05/2017: groupe-psa.com]
A.1.3.MO.a	Commitment to responsible sourcing of minerals	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Responsible mineral sourcing in conflict areas: The Company states 'In accordance with the Dodd Franck Act of 2010, the OECD due diligence guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas and the future European directive (EU political deal to curb trade in conflict minerals), PSA Group's policy requires transparency from its suppliers about the origin of the minerals they use.' No specific evidence found, however, of a

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>statement of commitment to 'responsible sourcing'. [Conflict Minerals Policy, 03/2017: groupe-psa.com]</p> <ul style="list-style-type: none"> • Not met: Based on OECD Guidance: The Company states that 'in accordance with [...] the OECD due diligence guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High risk areas [...] PSA Group's policy requires transparency from its suppliers about the origin of the minerals that they use'. However, no statement of commitment found to responsible sourcing from the Company itself based on OECD Guidance. [Conflict Minerals Policy, 03/2017: groupe-psa.com] • Met: Requires responsible mineral sourcing from suppliers: The Responsible Purchasing Policy states that 'the Supplier refrains from sourcing from illegal channels and, is committed to promoting a responsible supply process'. In addition, the Conflict minerals policy states that 'in the event that suppliers source these 3TG minerals from non-conflict free smelters, the PSA Group expects its suppliers to set up an alternative sourcing'. [Responsible Purchasing Policy, 05/2017: groupe-psa.com] • Not met: Requires suppliers to follow the OECD Guidance <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Responsible conflict mineral sourcing covers all minerals: The Company states 'The Purchasing Department requests from its tier 1 suppliers to systematically identify the suppliers using some of the 3TG and asks them to complete the EICC GeSI form.' However, no evidence was found on commitment to all minerals. [Conflict Minerals Policy, 03/2017: groupe-psa.com] • Not met: Suppliers expected to make similar requirements of their suppliers
A.1.3.MO.b	Commitment to respect human rights particularly relevant to the industry (ICT)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Women's Rights: The Company states 'In 2016, the PSA Group adopted the Women's Empowerment Principles, an initiative by the UN and UN Women, which encourages companies to promote gender equality and diversity. This new commitment reflects the Group's efforts to implement its policy of gender equality and diversity at the global level'. [Global Framework Agreement, 2017: groupe-psa.com] • Not met: Expecting suppliers to respect these rights: As stated in the Responsible Purchasing Policy, 'The Supplier is prohibited from making any discrimination based on race or ethnic origin, gender, religion or belief, political opinion, trade union activity, disability, age and sexual orientation in recruitment and career development and ensures equal treatment.' However, no requirement found in relation to respect women's rights. [Global Framework Agreement, 2017: groupe-psa.com & Responsible Purchasing Policy, 05/2017: groupe-psa.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: CEDAW/Women's Empowerment Principles: See above [Global Framework Agreement, 2017: groupe-psa.com] • Not met: Respecting the right to water: The Company makes a commitment to Sustainable Water Management. However, no evidence was found on a "right to water" commitment [2019 CSR Report, 03/2020: cotecorp.com] • Not met: Expecting suppliers to respect these rights [Global Framework Agreement, 2017: groupe-psa.com]
A.1.4	Commitment to engage with stakeholders	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Commits to stakeholder engagement: The Company states 'The Group – a core player in the local economies where it operates – has maintained solid relations with all of its stakeholders for many years. Effective dialogue means that it can gradually raise the mutual level of understanding and knowledge of Groupe PSA and its stakeholders in key areas. This paves the way for the joint development of efficient solutions'. The Company then goes on to describe their different stakeholder groups, including local communities and their representatives. [2019 CSR Report, 03/2020: cotecorp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Regular stakeholder design engagement: The Company indicates, regarding the Global framework agreement, that 'the application of this global framework agreement is monitored and assessed on an ongoing basis using a structured system involving local general management, HR management and employee representatives. IndustriALL and all unions exercise continuous vigilance and can report non-compliance, and their opinion is regularly solicited on the application of the agreement's commitments. The Group is committed to handling claims and complaints are raised of this agreement and ensuring due diligence with suppliers in the supply chain. [2019 CSR Report, 03/2020: cotecorp.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.1.5	Commitment to remedy	0	The individual elements of the assessment are met or not as follows: Score 1 • Not met: Commits to remedy Score 2 • Not met: Not obstructing access to other remedies • Not met: Collaborating with other remedy initiatives • Not met: Work with MO suppliers to remedy impacts
A.1.6	Commitment to respect the rights of human rights defenders	0	The individual elements of the assessment are met or not as follows: Score 1 • Not met: Zero tolerance attacks on HRs Defenders (HRDs) Score 2 • Not met: Expects MO suppliers to reflect company HRD commitments

A.2 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.2.1	Commitment from the top	0.5	The individual elements of the assessment are met or not as follows: Score 1 • Not met: CEO or Board approves policy: The Code of Ethics includes the CEO signature. [Global Framework Agreement, 2017: groupe-psa.com & Code of Ethics, 11/2019: groupe-psa.com] • Met: Board level oversight for HRs: According its website section 'CSR management and governance': 'The CSR policy and management approach are part of the Group's strategic governance systems. CSR objectives and commitments are approved and monitored by the Group Executive Committee. Progress on these commitments is also presented to the Supervisory Board'. In addition, the Company indicates in its CSR Report: 'The Group's strategic CSR commitments, their implementation and their progress report are presented to the Supervisory Board. Given the importance and scope of CSR issues that, for a car manufacturer, come into play for many of its strategic decisions, there is no single dedicated committee established for the areas of social and environmental responsibility. Each Supervisory Board committee, and where applicable the Board itself depending on the issue involved, handles these issues within its area of expertise.' According its CSR Report, the Company includes human rights as an area of CSR and presents 3 CSR issues related to human rights: 'Ethics in business practices; Human rights in the supply chain; Responsible information and marketing'. [CSR Management and Governance, N/A: groupe-psa.com & 2019 CSR Report, 03/2020: cotecorp.com] Score 2 • Not met: Speeches/letters by Board members or CEO: The Chairman of the Company's Management Board states 'A long-time supporter of the Global Compact and the ILO (International Labour Organization) Principles, Groupe PSA integrates social, environmental and societal impacts in all its decision-making processes in a 360-degree approach. Scaled down to our position as a global automotive group, these principles drive our company on providing effective solutions to major CSR issues: [...], reduce inequalities in development between territories, respect and uphold human rights, enable the development of all talents promoting parity,' However, the Chairman's statement relates to general CSR and does not mainly address Human Rights. No new relevant evidence found in latest documents. [2018 CSR Report, 04/2019: cotecorp.com]
A.2.2	Board discussions	0	The individual elements of the assessment are met or not as follows: Score 1 • Not met: Board/Committee review of salient HRs: The Company states 'Once a year, as part of the process to update the CSR report and the CSR chapter of the Registration Document, the Group's CSR issues are reviewed and validated by the Executive Committee, before being presented to the Supervisory Board' However, no description found on the process by which Supervisory Board committee reviews human rights issues. [2019 CSR Report, 03/2020: cotecorp.com] • Not met: Examples or trends re HR discussion Score 2 • Not met: Both examples and process
A.2.3	Incentives and performance management	0.5	The individual elements of the assessment are met or not as follows: Score 1 • Met: Incentives for at least one board member: Carlos Tavares, Chairman of the Company's Managing Board, has a performance incentive to the betterment of workplace safety and increasing the percentage of women in the Group Top Management. [2019 Universal Registration Document, 04/2020: groupe-psa.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not met: At least one key MO HR risk, beyond employee H&S: While performance incentives are in place for Group workers in regards to health and safety, no evidence was found on this incentive applying to supply chain workers. Target regarding women, seems to affect exclusively to top management. [2019 Universal Registration Document, 04/2020: groupe-psa.com & Responsible Purchasing Policy, 05/2017: groupe-psa.com] Score 2 <ul style="list-style-type: none"> • Met: Performance criteria made public: The topics of Workplace Safety and Percentage of women in the Group Top Management each have a 10% and 5% maximum of variable compensation for the Chairman respectively, accounting for 15% total of his maximum variable compensation. [2019 Universal Registration Document, 04/2020: groupe-psa.com]

B. Embedding Respect and Human Rights Due Diligence (25% of Total)

B.1 Embedding Respect for Human Rights in Company Culture and Management Systems (10% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.1.1	Responsibility and resources for day-to-day human rights functions	1.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Commits to ILO core conventions: See A.1.2. The Company is committed to each ILO core area. • Met: Senior responsibility for HR: The Company indicates on its website: 'The operational management of CSR is the responsibility of the Sustainable Development Department, reporting to the Corporate Communications Director, who reports to the Chairman. The Sustainable Development Department relies on a network of correspondents and experts to coordinate and roll out action plans.' Human rights and responsible sourcing are part of the Company's CSR Strategy. [CSR Management and Governance, N/A: groupe-psa.com & Corporate Responsibility and Ethics, N/A: groupe-psa.com] Score 2 <ul style="list-style-type: none"> • Met: Day-to-day responsibility: As indicated above: 'The operational management of CSR is the responsibility of the Sustainable Development Department'. [CSR Management and Governance, N/A: groupe-psa.com] • Not met: Day-to-day responsibility for MO in supply chain
B.1.2	Incentives and performance management	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Senior manager incentives for human rights: The Company states 'The compensation policy takes into account principles of completeness, balance, comparability, consistency, and readability of measurement rules. The compensation structure encourages the attainment of short- and long-term targets with a view to streamlining and aligning the interests of Managing Board members with those of the company and its shareholders. It consists of three elements: an annual fixed part, an annual variable part and a long-term compensation plan (performance shares).' However, no evidence was found of links of compensation to HRs policy commitments. No new relevant evidence found in latest documents. [2018 Registration Document, 26/03/2019: groupe-psa.com & 2017 Integrated Report, 2018: groupe-psa.com] Score 2 <ul style="list-style-type: none"> • Not met: At least one key MO HR risk, beyond employee H&S • Not met: Performance criteria made public
B.1.3	Integration with enterprise risk management	1	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: HR risks is integrated as part of enterprise risk system: The Finance and Audit Committee, made up of several members of the Supervisory Board, manages, among other things, 'the efficiency of internal control and risk management systems, including CSR risks'. These risk management systems are controlled by the Group Protection, Audit and Risk Management Department, who 'is in charge of the Risk Management Approach and checks the Correct Application of Risk Management Systems'. There Company describes which are its risks, including those related to CSR, that include human rights: 'Human rights and business ethics violation. [...] The automotive industry must anticipate national and international regulations being tightened, such as regulations related to conflict minerals, the balance and integrity of business relations, the due diligence of major companies as well as consumer protection'. [2019 Universal Registration Document, 04/2020: groupe-psa.com] Score 2 <ul style="list-style-type: none"> • Not met: Audit Ctte or independent risk assessment

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B.1.4.a	Communication /dissemination of policy commitment(s) within Company's own operations	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Commits to ILO core conventions: See A.1.2 [Global Framework Agreement, 2017: groupe-psa.com] • Met: Communicates its policy to all workers in own operations: The Company states in its Global Framework Agreement 'Information about this agreement shall be given to all the line managers and employees. [...]Its principles and the good practices resulting from its application will be subjects of a communication and promotion among all personnel. New employees will be informed of the existence of this agreement.' The Global Framework Agreement is available for download in several languages from the Company's website. It also indicates that 'these commitments are also set down in the Group's ethical charter which is distributed to all employees'. [Global Framework Agreement, 2017: groupe-psa.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Commits to all 4 ILO core conventions: See A.1.2 [Global Framework Agreement, 2017: groupe-psa.com] • Not met: Communication of policy commitments to stakeholder: The Company states 'This CSR policy, which is the result of ongoing dialogue with stakeholders and is reflected in its public commitments, guides the Group's approach to its strategic challenges. It is based on three pillars: sustainable mobility; the economic development of host communities; and the implementation of innovative, thoughtful social practices focused on the individual'. No evidence found, however, of the Company communicating its policies to affected stakeholders including communities. [2019 CSR Report, 03/2020: cotecorp.com] • Not met: How policy commitments are made accessible to audience
B.1.4.b	Communication /dissemination of policy commitment(s) to business relationships	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Commits to all 4 ILO core conventions for suppliers: See A.1.2 [Global Framework Agreement, 2017: groupe-psa.com] • Met: Requiring MO suppliers to communicate policy down the chain: The Company states in its Global Framework Agreement 'The PSA Group undertakes to communicate this agreement to its industrial partners and distribution networks, and requests that they apply the principles and international conventions mentioned above in the preamble and chapter 1'. To do so, it employs their Responsible Purchasing Policy to communicate their policy commitments to suppliers. The Company states in its Global Framework Agreement 'By signing this charter, the first tier suppliers undertake to use these same CSR criteria to select their sub-contractors (second tier suppliers of the PSA Group). Thus, these criteria must be passed down to each rank of the sub-contracting chain in the framework of direct contractual relations between a principal and his supplier' This information is reiterated within the Responsible Purchasing Policy. [Global Framework Agreement, 2017: groupe-psa.com & Responsible Purchasing Policy, 05/2017: groupe-psa.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: How HR commitments made binding/contractual: In order to do business with the Company, suppliers are required to sign the Responsible Purchasing Policy. [Responsible Purchasing Policy, 05/2017: groupe-psa.com] • Not met: Including on MO suppliers: The Responsible Purchasing Policy document states 'The Groupe PSA asks its suppliers to accompany the deployment of the above principles throughout the supply chain. The Supplier therefore undertakes to raise its own supplier's awareness on CSR issues and to establish a responsible procurement policy respecting these principles. It implements all due diligence measures with respect to its own subcontracting chain'. However, it is not clear if sub-suppliers are contractually bounded to meet the requirements. [Responsible Purchasing Policy, 05/2017: groupe-psa.com]
B.1.5	Training on Human Rights	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Scores at least 1 on A.1.2: See A.1.2 [Global Framework Agreement, 2017: groupe-psa.com] • Not met: Trains all workers on HR policy commitments: The Company states 'In 2019, 28,048 Group employees undertook dedicated training in human rights policies and procedures. This included guards and security staff. When these activities are outsourced, specialist contractors are selected and must comply with the Global Framework Agreement on social responsibility requirements.' However, no further evidence found, including whether all employees are being trained on human rights commitments. [2019 CSR Report, 03/2020: cotecorp.com] • Met: Trains relevant MO managers including procurement: The Company indicates that 'For new buyers, the Group's purchasing business school organises

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			<p>annual training sessions in Europe and Latin America. The course includes a specific CSR module which is updated each year. Since 2008, 554 PCD employees have been trained in Europe, and in Latin America 82% of all Purchasing Department employees were trained up, which represents an increase from the 78% reached in 2018. Additionally, in 2019, 231 employees were trained all over Europe on the CSR approach of the Group and how to perform CSR. In addition, each operational buyer receives ongoing training in changes to regulatory requirements, best practices, tools, etc. to practice responsible procurement (including ethics, human rights, environment, etc.) properly'. [2019 CSR Report, 03/2020: cotecorp.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Score of 2 on A.1.2: See A.1.2 [Global Framework Agreement, 2017: groupe-psa.com] • Not met: Both requirements under score 1 met
B.1.6	Monitoring and corrective actions	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Scores at least 1 on A.1.2: See A.1.2 [Global Framework Agreement, 2017: groupe-psa.com] • Met: Monitoring implementation of HR policy commitments: The Company states 'The monitoring of this agreement is carried out in two levels. In each country an annual monitoring of application of the global framework agreement is carried out by company management and the trade unions or employee representatives.[...] At Group level, monitoring of the agreement will be performed by the Global Works Council in the presence of representatives of the IndustriALL Global Union and IndustriALL European Trade Union, signatories to this treatment.' [Global Framework Agreement, 2017: groupe-psa.com] • Met: Monitoring MO suppliers: The Company states 'The supplier social and environmental performance is regularly assessed by a third party. This assessment covers the following topics: environment, labor practices, fair business practices and sustainable procurement. This assessment is used for the risk identification and for the selection of sites to be audited. Each supplier assessed receives a score card covering all relevant aspects of the evaluation' This process is done through the company EcoVadis through the Sustainable Supply Chain Initiative.. [Responsible Purchasing Policy, 05/2017: groupe-psa.com & Sustainable Supply Chain Initiative / Assessment of the CSR performance of suppliers, 2018: b2b.psa-peugeot-citroen.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Score of 2 on A.1.2: See A.1.2 [Global Framework Agreement, 2017: groupe-psa.com] • Met: Describes corrective action process: The Company states 'for each non-compliance, the Supplier must implement corrective action plans to be compliant with the Groupe PSA requirements. In the event that the Supplier fails to respect these rights and principles, the Groupe PSA reserves the right to impose penalties up to the exclusion of the Supplier from the Group's panel of suppliers'. The Company indicates in its CSR Report: 'For suppliers who do not achieve the required standard, a corrective action plan is put in place. The CSR coordinator together with the buyer arrange meetings to support suppliers to implement action plans. Suppliers also have access to an e-learning tool, which gives them a better understanding of the Group's expectations in terms of CSR. [...] Suppliers with core non-compliant or critical findings will be closely monitored. This also includes case-dependent follow-up audits to ensure that supplier performance is increased. Suppliers that do not improve or collaborate with the Group might be ultimately excluded from the Group's supplier panel.' The Company reports summary of audits of critical suppliers including number of non-compliances by topics, and within some topics, by specific issue. [Responsible Purchasing Policy, 05/2017: groupe-psa.com & 2019 CSR Report, 03/2020: cotecorp.com] • Met: Example of corrective action: The Company also reports: 'Here are some examples of actions taken by suppliers following CSR audits carried out by the Group that were re-audited in 2019 (taken from reports of on-site audits): Human rights: third-party, training to supervisory personnel to develop leadership, problem solving and conflict management; Working conditions: in the event of overtime, compensation is being improved for workers;' [2019 CSR Report, 03/2020: cotecorp.com] • Met: Discloses % of MO supply chain monitored: The Company indicates that audits of production plants in accordance with IATF standard covers 85% of supplier production plants. [2019 CSR Report, 03/2020: cotecorp.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.1.7	Engaging business relationships	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: HR affects MO selection of suppliers: The Company states: 'Evaluation of suppliers' CSR performance is a key factor for the Group when it comes to selecting suppliers during calls for tenders. More than 95% of supplier selections were made with a strong CSR assessment in 2019. This assessment consists comprises suppliers' commitment to comply with CSR requirements of the Group and the results of assessment questionnaires and audits'. The Company's Responsible Purchasing Policy states 'The supplier selection and retention in the Groupe PSA supplier base are guided by corporate and social responsibility criteria'. [2019 Universal Registration Document, 04/2020: groupe-psa.com & Responsible Purchasing Policy, 05/2017: groupe-psa.com] • Met: HR affects on-going MO supplier relationships: The Company states 'For each non-compliance, the Supplier must implement corrective action plans to be compliant with the Groupe PSA requirements. In the event that the Supplier fails to respect these rights and principles, the Groupe PSA reserves the right to impose penalties up to the exclusion of the Supplier from the Group's panel of suppliers.' [Responsible Purchasing Policy, 05/2017: groupe-psa.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Both requirement under score 1 met • Not met: Working with MO suppliers to improve performance: The Company states: 'The Group's ambition is to have trained 90% of these suppliers in CSR risks and the Group's requirements by 2025. To achieve this goal, it helps its suppliers by providing them with various learning, training and development tools: Supplier briefings are held each month to provide suppliers with CSR updates, communicate the Group's CSR expectations and inform them of legal and regulatory developments in CSR matters; Together with Ecovadis, a webinar specifically for suppliers based in Asia was provided. All relevant details regarding the Groupe PSA CSR Requirements were explained to the suppliers in addition to what needed to be done to comply with the Group's corporate level of expectation; Suppliers have access to e-learning on CSR principles to evaluate and improve their CSR performance, and how to build up robust internal processes supporting CSR via the dedicated platform.' However, no details found describing specific examples that include human rights. [2019 CSR Report, 03/2020: cotecorp.com]
B.1.8	Approach to engagement with potentially affected stakeholders	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Stakeholder process or systems: The Company states that it 'has identified its main stakeholder categories. They are mapped below by type and by the importance of their interactions with the Group. The outermost circle includes the stakeholders with whom the Group is in contact for operational purposes on a day-to-day basis. [...] The entire list of stakeholders was drawn up by staff in each of the Group's business lines on the basis of their day-to-day activities and the interactions involved. [...] Groupe PSA has established opportunities for dialogue that is specific to each type of stakeholder, providing a forum for ongoing discussions about all of the issues raised by the parties concerned'. [2019 CSR Report, 03/2020: cotecorp.com] • Not met: Frequency and triggers for engagement: The CSR Report provides a list with all stakeholders and how the Company engages with them. However, no further details found including frequency and triggers for engagement on human rights. [2019 CSR Report, 03/2020: cotecorp.com] • Not met: Workers in MO SC engaged: Although the Company engages with Suppliers, no evidence was found of the Company engaging with workers in the SC [2019 CSR Report, 03/2020: cotecorp.com] • Not met: Communities in the MO SC engaged: The Company has 'Host communities and site neighbours' as one of its main Stakeholder groups, however, no details found on frequency and triggers for engagement in human rights with local communities in the supply chain. [2019 CSR Report, 03/2020: cotecorp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Analysis of stakeholder views and company's actions on them: The Group's Global Works Council meeting was held in Paris at the end of June 2019 to carry out an annual review of how the Global Framework Agreement is applied to the Group's social responsibility processes. In this meeting, amongst other topics, the latest developments of the Groupe PSA vigilance plan and the Ecovadis Program of supplier assessments were reviewed'. However, no details found on specific analysis of stakeholder views and how they are taken into account. [2019 CSR Report, 03/2020: cotecorp.com]

B.2 Human Rights Due Diligence (15% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.1	Identifying: Processes and triggers for identifying human rights risks and impacts	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Identifying risks in own operations: The Company states in its Global Framework Agreement that its plan of due diligence contains 'Risk mapping of failure to respect human rights according to analytic approach by country, by product and by decision-making process which enables the procurement of teams to focus their attention on the parts or groups of goods identified as being at risk'. In its report, it presents a "Vigilance Plan", which 'includes reasonable measures of vigilance designed to identify risks and prevent serious breaches of human rights and fundamental freedoms, and to ensure the health and safety of persons and of the environment'. [Global Framework Agreement, 2017: groupe-psa.com & 2019 Universal Registration Document, 04/2020: groupe-psa.com] • Met: Identifying risks in MO suppliers: The Company indicates that 'has opted to identify risk by commodity for both direct and indirect material purchases. The methodology is built and based on the EcoVadis Rating Framework', which includes CSR risk profiles by country and by industrial classification. Other sources of information are the Database created by EcoVadis and information from unions, NGOs media and data collection specialists. [Responsible Purchasing Policy, 05/2017: groupe-psa.com & Sustainable Supply Chain Initiative / Assessment of the CSR performance of suppliers, 2018: b2b.psa-peugeot-citroen.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Ongoing global risk identification: The Company's Vigilance Plan serves 'to identify risks and prevent serious breaches of human rights and fundamental freedoms, and to ensure the health and safety of persons and of the environment, arising from: the activities of the Company and those of the companies it controls directly or indirectly; the activities of subcontractors or suppliers with which an established commercial relationship is maintained.' [2019 CSR Report, 03/2020: cotecorp.com] • Met: In consultation with stakeholders: Union representatives as part the global framework agreement and also union representatives, as indicated above, for the supply chain. [Sustainable Supply Chain Initiative / Assessment of the CSR performance of suppliers, 2018: b2b.psa-peugeot-citroen.com & Sustainable Supply Chain Initiative / Assessment of the CSR performance of suppliers, 2018: b2b.psa-peugeot-citroen.com] • Met: In consultation with HR experts: As indicated above, union representatives in the context of framework agreement, and for the supply chain used the database created by EcoVadis, and info from Media and data collection specialists. [Responsible Purchasing Policy, 05/2017: groupe-psa.com & Sustainable Supply Chain Initiative / Assessment of the CSR performance of suppliers, 2018: b2b.psa-peugeot-citroen.com] • Not met: Triggered by new circumstances
B.2.2	Assessing: Assessment of risks and impacts identified (salient risks and key industry risks)	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Salient risk assessment (and context): Overall CSR risk level is established for each commodity. Then, by commodity, it is analysed risk them including social and supply chain. Risk level is complemented through data from supplier performance assessments, followed by risks inherent to the country in which the supplier is located. Procurement risks are also incorporated, such as expenditure volume, exposure and the strategic importance of each commodity. All of these components combined enable the risks to be ranked across six levels in order to create an action plan based on the highest-risk procurement commodities. [2019 CSR Report, 03/2020: cotecorp.com] • Met: Public disclosure of salient risks: The Company indicates that within potential negative impacts there is 'Violations of employment rights which may take the form of forced labour (which may also be linked to illegal activities such as conflict minerals), child labour, failure to respect the freedom of association, discrimination or failure to comply with international standards on workplace health and safety'. [2019 CSR Report, 03/2020: cotecorp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Both requirements under score 1 met
B.2.3	Integrating and Acting: Integrating assessment findings internally and	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Action Plans to mitigate risks: The Company indicates that in the context of the framework agreement, 'every year, each subsidiary identifies its priorities for action and applies action plans to improve their ability to fulfil the commitments. In

Indicator Code	Indicator name	Score (out of 2)	Explanation
	taking appropriate action		<p>2019, 172 action plans were designed in the 67 Group companies based in 26 countries on four continents'. [2019 CSR Report, 03/2020: cotecorp.com]</p> <ul style="list-style-type: none"> • Not met: Including in MO supply chain: Although the Company carries out audits in supply chains and monitors compliance, it is not clear how, rather than supplier by supplier, it is implementing action plans to mitigate different risks. [2019 CSR Report, 03/2020: cotecorp.com & Responsible Purchasing Policy, 05/2017: groupe-psa.com] • Met: Example of Actions decided: The Company states: 'Groupe PSA policy on the fight against forced or compulsory labour practices and modern slavery is applied jointly by the Purchasing Division with regards to the supply chain and by the HR division to reinforce the effectiveness of Group requirements within its areas of responsibility. HR managers of all countries have been requested to check the practices under their control regarding the at-risk points related to temporary workers and recruitment consultancy, such as wages paid to temporary workers in accordance with the law and reference wages agreed, the invoicing for services provided in a suitable manner, and the absence of fees or financial burdens imposed on workers or applicants'. [2019 CSR Report, 03/2020: cotecorp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met
B.2.4	Tracking: Monitoring and evaluating the effectiveness of actions to respond to human rights risks and impacts	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: System to check if Actions are effective: The Company indicates that 'every three years, each subsidiary carries out a self-assessment of the agreement application and involves the trade unions in the process. 85% of the unions and staff representative bodies involved reported that they had made progress in applying the agreement commitments toward social responsibility'. However, it is not clear how the Company monitors mitigation of specific risks, including the supply chain. Rather than by location and supplier approach, this looks for evidence on risk mitigation approach. [2019 CSR Report, 03/2020: cotecorp.com & Global Framework Agreement, 2017: groupe-psa.com] • Not met: Lessons learnt from checking effectiveness <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirement under score 1 met
B.2.5	Communicating : Accounting for how human rights impacts are addressed	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Comms plan re identifying risks: See B.2.1 • Met: Comms plan re assessing risks: See B.2.2 • Not met: Comms plan re action plans for risks: See B.2.3 • Not met: Comms plan re reviewing action plans: See B.2.4 • Not met: Including MO suppliers: Although the Company reports in relation to the identification and assessment of risks in the supply chain, no details found in relation to how it deploys actions to mitigate risks (rather than specific non-compliances from suppliers) and whether these risks are being mitigated/prevented. <p>Score 2</p> <ul style="list-style-type: none"> • Met: Responding to affected stakeholders concerns: The Company states 'The annual monitoring process of the Global Framework Agreement provides trade unions with the opportunity to report non-compliance with the agreement. This makes it possible to exercise greater vigilance over the Group's "impacts" on its stakeholders. Thus, in 2019, seven issues have been reported and addressed on topics such as implementation of negotiation outcomes, fear of loss of expertise, overtime on weekends, equality in pay policy, hiring processes, situation of risk of musculoskeletal disorders and a litigation on the conditions for exercising the right to strike. In 2019, the Group also processed one alert raised by IndustriALLGlobal Union, leading to facilitating the introduction of relationships with a local union in a new facility. [2019 CSR Report, 03/2020: cotecorp.com] • Not met: Ensuring affected stakeholders can access communications

C. Remedies and Grievance Mechanisms (15% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.1	Grievance channel(s)/mechanism(s) to receive complaints or concerns from workers	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Channel accessible to all workers: The Company states 'Speak4Compliance, rolled out in 2018, is a whistleblowing system that ensures that any violation of Groupe PSA compliance rules can be reported and received securely and confidentially, and processed and managed properly. One category of reporting concerns the violation of fundamental Human Rights. [...] [This system] offers all Group employees, via a website, a fully secure platform to report incidents'. [2019 CSR Report, 03/2020: cotecorp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Number grievances filed, addressed or resolved: The Company states 'In 2019, 80 cases of workplace harassment, discrimination or violence were processed'. However, no evidence was found on the total amount of grievances filed, and addressed or resolved in relation to human rights. [2019 CSR Report, 03/2020: cotecorp.com] • Not met: Channel is available in all appropriate languages • Not met: Expect MO supplier to have equivalent grievance systems • Not met: Opens own system to MO supplier workers: The Company states: 'the Group Code of Ethics, updated in November 2019, offers an alert channel for legal entities and individuals external to the Group.' The Company's Code of Ethics indicates: 'The objective of the whistle blowing policy is to provide a channel for employees and external parties to bring to the attention of the Audit Committee any misdeeds or improprieties committed by the management or staff of the company'. However, it is not clear whether, suppliers' workers can report violations of the Code committed by suppliers. [Code of Ethics, 11/2019: groupe-psa.com & 2019 CSR Report, 03/2020: cotecorp.com]
C.2	Grievance channel(s)/mechanism(s) to receive complaints or concerns from external individuals and communities	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Grievance mechanism for community <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Describes accessibility and local languages • Not met: Expects MO supplier to have community grievance systems • Not met: MO supplier communities use global system
C.3	Users are involved in the design and performance of the channel(s)/mechanism(s)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Engages users to create or assess system • Not met: Example of how they do this <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Engages with users on system performance • Not met: Provides user engagement example on performance • Not met: MO suppliers consult users in creation or assessment
C.4	Procedures related to the mechanism(s)/channel(s) are publicly available and explained	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Response timescales: The Company indicates: 'The internal target is to process all received alerts and to provide whistleblowers with an initial response within seven days. In 2019, the response time to whistleblowers by the first examiner was 5.2 days. 100% of received reports are taken into account.' However, no further information found, including final response timescales. [2019 CSR Report, 03/2020: cotecorp.com] • Not met: How complainants will be informed • Not met: Who is handling the complaint <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Escalation to senior/independent level
C.5	Commitment to non-retaliation over complaints or concerns made	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Public statement prohibiting retaliation: The Whistleblowing and no retaliation Policy reads: 'This Policy establishes Groupe PSA's position on whistleblowing and on non-retaliation against anyone who speaks up to share concerns made in good faith and disinterested. It is intended to help you speak up with confidence and without fear of retaliation'. [Whistleblowing and non retaliation Policy, 22/06/2018: groupe-psa.com] • Not met: Practical measures to prevent retaliation

Indicator Code	Indicator name	Score (out of 2)	Explanation
			Score 2 <ul style="list-style-type: none"> • Not met: Has not retaliated in practice • Not met: Expects MO suppliers to prohibit retaliation
C.6	Company involvement with State-based judicial and non-judicial grievance mechanisms	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Won't impede state based mechanisms • Not met: Complainants not asked to waive rights Score 2 <ul style="list-style-type: none"> • Not met: Will work with state based or non judicial mechanisms • Not met: Example of issue resolved (if applicable)
C.7	Remedying adverse impacts and incorporating lessons learned	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Describes how remedy has been provided • Not met: Says how it would remedy key sector risks Score 2 <ul style="list-style-type: none"> • Not met: Changes introduced to stop repetition • Not met: Approach to learning from incident to prevent future impacts • Not met: Evaluation of the channel/mechanism

D. Performance: Company Human Rights Practices (20% of Total)

D.5 Automotive Manufacturing

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.5.1.a	Living wage (in own production or manufacturing operations)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Living wage target timeframe • Not met: Describes how living wage determined: The Company states 'The PSA Group implements a policy of overall remuneration which comprises elements that are individual and collective, quantitative and qualitative, and which encompasses remuneration, social benefits, individual and professional development and the workplace environment.' However, it is not clear if the Company has a living wage timeframe, and how it determines living wage, involving trade unions. No new relevant evidence found in latest report. [Global Framework Agreement, 2017: groupe-psa.com & 2018 CSR Report, 04/2019: cotecorp.com] Score 2 <ul style="list-style-type: none"> • Not met: Achieved payment of living wage • Not met: Regularly review definition of living wage with unions
D.5.1.b	Living wage (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Living wage in supplier code or contracts: The Company states 'The Supplier is committed to ensuring that remuneration is at least equal to the minimum amount mandated by law and the guaranteed minimum for the profession or as set forth in the relevant collective bargaining agreements.' However, no evidence was found on discretionary income for employees and their family/dependents [Responsible Purchasing Policy, 05/2017: groupe-psa.com] Score 2 <ul style="list-style-type: none"> • Not met: Improving living wage practices of suppliers • Not met: Both requirements under score 1 met • Not met: Provide analysis of trends demonstrating progress
D.5.2	Aligning purchasing decisions with human rights	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Avoids business model pressure on HRs • Not met: Positive incentives to respect human rights Score 2 <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met
D.5.3	Mapping and disclosing the supply chain	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Identifies suppliers back to product source: The Company shows a world map with its manufacturing and sales locations across the world. However, no evidence was found on a information regarding suppliers. [2019 Universal Registration Document, 04/2020: groupe-psa.com] Score 2 <ul style="list-style-type: none"> • Not met: Discloses significant parts of supply chain and why

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.5.4.a	Prohibition on child labour: Age verification and corrective actions (in own production or manufacturing operations)	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Met: Does not use child labour: The Company states 'The PSA Group condemns and prohibits child labour. For the Group, the minimum general age of employment is 18 years'. [Global Framework Agreement, 2017: groupe-psa.com] Not met: Age verification of job applicants and workers [Global Framework Agreement, 2017: groupe-psa.com] Score 2 <ul style="list-style-type: none"> Not met: Remediation if children identified: The Company states 'However, the Group authorises the employment of, or work by teenagers from the age of sixteen, provided that their health, safety and morality are fully guaranteed and that they have received specific and adequate instruction or vocational training in the corresponding sector of activity (ILO Conventions nos.138 and 182). In this case, the company shall provide specific training for the employees concerned, in order to assist them in achieving a higher level of general purpose and vocational training. In order to assist young people during their studies and provide employment opportunities within the company, various job integration schemes combining in-house vocational training and the acquisition of skills in training establishment may also be offered from the age of fifteen or from the minimum legal age in the country where this is higher (apprenticeships, etc.)'. However, this statement relates to entry into the workforce. Indicator looks for evidence of remedial action plans in place in case child labour is found. [Global Framework Agreement, 2017: groupe-psa.com]
D.5.4.b	Prohibition on child labour: Age verification and corrective actions (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not met: Child Labour rules in codes or contracts: The Company states 'The Supplier is prohibited from employing children in violation of the stipulations of the International Labour Organisation's conventions (ILO Convention 138 and 182)'. However, no requirements found regarding age verification and remedial plans in case child labour is found. [Responsible Purchasing Policy, 05/2017: groupe-psa.com] Not met: How working with suppliers on child labour Score 2 <ul style="list-style-type: none"> Not met: Both requirements under score 1 met Not met: Provide analysis of trends demonstrating progress: The Company discloses information on compliance audits, with a section dedicated to Child Labour among other human rights violations. However, no specific number of 'child labour' non-compliances was found, and no year-on-year data found in the same report to allow comparison. [2019 CSR Report, 03/2020: cotecorp.com]
D.5.5.a	Prohibition on forced labour: Debt bondage and other unacceptable financial costs (in own production or manufacturing operations)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not met: Pays workers in full and on time Not met: Payslips show any legitimate deductions Score 2 <ul style="list-style-type: none"> Not met: How these practices are implemented and monitored for agencies, labour brokers or recruiters
D.5.5.b	Prohibition on forced labour: Debt bondage and other unacceptable financial costs (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not met: Debt and fees rules in codes or contracts: The Company states 'Th Supplier recognises the principle of the freedom of choice of employment. The Supplier must not, under any circumstances, resort to forced or compulsory labour. Labour is deemed to be forced or compulsory when it is imposed by means of a threat (withholding of food, confiscation of land, non-payment of salary, physical violence, sexual abuse, or non-voluntary prison labour, etc.) (ILO Conventions 29 and 105)'. As indicated, non-payment of salary is included among considerations. However, no evidence found of requirement for the supplier to pay, as employees, all costs or charges involved in the recruitment process. [Responsible Purchasing Policy, 05/2017: groupe-psa.com] Not met: How working with suppliers on debt & fees Score 2 <ul style="list-style-type: none"> Not met: Both requirements under score 1 met Not met: Provide analysis of trends in progress made

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.5.5.c	Prohibition on forced labour: Restrictions on workers (in own production or manufacturing operations)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not met: Does not retain documents or restrict movement: Although the Company prohibits forced labor, no specific reference found to non-retaining workers' personal documents or restricting workers freedom of movement. [Global Framework Agreement, 2017: groupe-psa.com & Code of Ethics, 11/2019: groupe-psa.com] Score 2 <ul style="list-style-type: none"> Not met: How sure about agencies or brokers
D.5.5.d	Prohibition on forced labour: Restrictions on workers (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not met: Free movement rules in codes or contracts: The Supplier recognises the principle of the freedom of choice of employment. The Supplier must not, under any circumstances, resort to forced or compulsory labour. Labour is deemed to be forced or compulsory when it is imposed by means of a threat (withholding of food, confiscation of land, non-payment of salary, physical violence, sexual abuse, or non-voluntary prison labour, etc.) (ILO Conventions 29 and 105). However, no specific requirement found regarding freedom of movement, including withholding personal identifications, travel documents, or other measures that restrict movement. [Responsible Purchasing Policy, 05/2017: groupe-psa.com] Not met: How these practices are implemented and monitored for agencies, labour brokers or recruiters Score 2 <ul style="list-style-type: none"> Not met: Both requirements under score 1 met Not met: Provide analysis of trends in progress made
D.5.6.a	Freedom of association and collective bargaining (in own production or manufacturing operations)	2	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Met: Commits not to interfere with union rights and collective bargaining and prohibits intimidation and retaliation: The Company states 'The PSA Group is open to trade union activities and recognises the existence of trade unions throughout the world. It recognises the right of employees to organise and establish trade unions of their own choosing and ensures respect of trade union independence and pluralism (ILO Convention no. 87). It undertakes to respect strict neutrality regarding the decision of employees to create a trade union, to join an existing trade union organisation, to move to another organisation or to leave the organisation. It also undertakes to ensure reasonable access within the workplace to trade union representatives from organisations which are signatories to this agreement'. The Company prohibits discrimination based on union activities and has a Global Framework agreement in place. [Global Framework Agreement, 2017: groupe-psa.com] Met: Discloses % covered by collective bargaining: The Company indicates that 99% of employees are represented by trade unions or employee representatives and 94% are covered by a collective bargaining agreement at sectoral and/or company level. [2019 CSR Report, 03/2020: cotecorp.com] Score 2 <ul style="list-style-type: none"> Met: Both requirement under score 1 met
D.5.6.b	Freedom of association and collective bargaining (in the supply chain)	1	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Met: FoA & CB rules in codes or contracts: The Company states 'The Supplier acknowledges the global right of workers to form labour unions and join the labour union of their choice and agrees to ensure that union independence and pluralism are maintained (ILO Convention no. 87). The Supplier is committed to protecting union members and leaders and to abstaining from all forms of anti-union discrimination (ILO Convention no. 135). The Supplier is committed to promoting collective bargaining, a key aspect of relations between labour and management (ILO Convention no. 98)' [Responsible Purchasing Policy, 05/2017: groupe-psa.com] Not met: How working with suppliers on FoA and CB Score 2 <ul style="list-style-type: none"> Not met: Both requirements under score 1 met Not met: Provide analysis of trends in progress made

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.5.7.a	Health and safety: Fatalities, lost days, injury rates (in own production of manufacturing operations)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Lost days or near miss disclosure: The Company discloses severity rate and lost-time accident frequency rate [2019 CSR Report, 03/2020: cotecorp.com] • Met: Fatalities disclosures: 0 fatal accidents [2019 CSR Report, 03/2020: cotecorp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Set targets for H&S performance: The Company indicates: 'The Group achieved a frequency rate of less than one for the third time. This target of 1 point had been set in 2010 with the launch of the Workplace Safety and Health Management System.' However, no evidence found of targets related to fatal accidents and lost time rate.. [2019 CSR Report, 03/2020: cotecorp.com] • Not met: Met targets or explains why not: As indicated above, the Company reports that it 'achieved a frequency rate of less than one for the third time. This target of 1 point had been set in 2010 with the launch of the Workplace Safety and Health Management System.' However, no evidence found related to targets fatal accidents and lost time. [2019 CSR Report, 03/2020: cotecorp.com]
D.5.7.b	Health and safety: Fatalities, lost days, injury rates (in the supply chain)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Sets out clear Health and Safety requirements: The Company states 'For Groupe PSA, the only acceptable target is an accident-free workplace. The Supplier is committed to ensuring that effective occupational health and safety policies based on prevention are applied at its various sites in the form of concrete action plans that involve each employee at his level of responsibility in the company, including labour and management representatives (ILO Convention 155)'. The Global Framework Agreement details several principles to be followed. [Responsible Purchasing Policy, 05/2017: groupe-psa.com & Global Framework Agreement, 2017: groupe-psa.com] • Not met: Injury rate disclosures • Not met: Lost days or near miss disclosures • Not met: Fatalities disclosures <p>Score 2</p> <ul style="list-style-type: none"> • Not met: How working with suppliers on H&S: The Company states 'A monitoring and business support initiative has been set up with temporary agencies. It emphasises the interactions between temporary agencies and the Group in the prevention and management of temporary employees' health and safety. Accordingly, representatives from temporary agencies visit Group sites, participate in the safety training observation programme (STOP) and in assessments of workplace accidents. In 2019, the total lost-time accident frequency rate among temporary employees was 1.6 point. Special attention is provided to the safety management of contractors, in particular during projects or summer maintenance. When this work is being carried out, a special Group organisation is responsible for training each worker and conducting 13,615 health and safety audits'. However, no evidence found describing how the Company works with its suppliers to improve its health and safety performance, as information found does not refer to workers in the supply chain. [2019 CSR Report, 03/2020: cotecorp.com] • Not met: Provide analysis of trends in progress made: A table is provided showcasing Occupational Accidents concerning employees of outside companies or temporary employment agencies. However, no evidence found describing how the Company works with its suppliers to improve its health and safety performance. [2018 CSR Report, 04/2019: cotecorp.com & 2019 CSR Report, 03/2020: cotecorp.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.5.8.a	Women's rights (in own production or manufacturing operations)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Process to stop harassment and violence: The Company states 'Groupe PSA has long been committed to fighting sexism and violence against women. As early as 2006, the Group's Global Framework Agreement on Social Responsibility has firmly demonstrated that the Group has a zero tolerance policy on sexism. Since 2006, measures have been taken to support employees who are victims of domestic violence. In Spain, a company agreement signed in 2006 strengthens victim rights and protection measures. In France, since 2007, a system for reporting cases of harassment in the workplace has been in place, which includes a special email address, harcelement@mpsa.com, and the appointment of equality and diversity advisers. This system has been supplemented in 2018 by the "Speak4Compliance" whistleblowing system (see 6.1.3.1). In March 2017, Groupe PSA kicked off a mobilisation campaign to instil a corporate culture that is free from sexism and that safeguards good working relationships between women and men, as well as improving well-being and collective performance. It is the outcome of a task force that includes members of the "Women Engaged for PSA" women's network that has collected testimonials of experiences. This led to the production and release of a film to raise awareness and change behaviours. This action plan also includes an action guide, "Groupe PSA Committed to Fighting Sexism", which provides key information on the realities of sexism, legislation and sanctions, information for victims of and witnesses to sexist behaviour, and encouragement to report any misconduct. [2019 CSR Report, 03/2020: cotecorp.com] • Not met: Working conditions take account of gender: The Company states 'Groupe PSA takes parenthood into account as part of its respect for gender equality in the workplace. By supporting a work environment encouraging employees to return to work after maternity leave, PSA's policy helps employees who are parents to achieve a better work-life balance. It also ensures employees are informed about the various parental leave options, encouraging both mothers and fathers to take advantage of it. In order to support working parents, a company agreement was signed in June 2014 in France with all trade unions to establish an innovative social cohesion system based on the values of solidarity and mutual assistance. However, this indicator looks for working conditions that take into account particular risks faced by women, including risk for reproductive health. [2019 CSR Report, 03/2020: cotecorp.com] • Not met: Equality of opportunity at all levels: The Company states 'Groupe PSA considers the diversity of its employees and cultures to be a source of added value and economic performance provided that equal opportunity is guaranteed. By encouraging equal opportunity and basing its practice on the objective criteria of skills and performance, Groupe PSA promotes employee commitment and motivation and develops a culture of performance and economic efficiency. However, no details found of measures in place to provide equality of opportunity at all levels of employment. [2019 CSR Report, 03/2020: cotecorp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Meets all of the requirements under score 1
D.5.8.b	Women's rights (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Women's rights in codes or contracts: The purchasing code contains some requirements on discrimination. However, no evidence was found of requirements for suppliers to respect women's rights. [Responsible Purchasing Policy, 05/2017: groupe-psa.com] • Not met: How working with suppliers on women's rights <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirement under score 1 met • Not met: Provide analysis of trends in progress made
D.5.9.a	Working hours (in own production or manufacturing operations)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Respects max hours, min breaks and rest periods in its own operations: The Company states 'In every host country, working hours are equal to or less than the legal work week or industry practices. Groupe PSA has implemented flexible working hours initiatives, also known as banks of hours, in most countries with industrial or logistics facilities. As such, working hours are determined on an annual or multi-year basis in these countries' However, no evidence was found on minimum hours for breaks/rest periods [2019 CSR Report, 03/2020: cotecorp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: How it implements and checks this

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.5.9.b	Working hours (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Working hours in codes or contracts: The Company states 'The Supplier undertakes to ensure that the total number of hours worked is equal to or less than the totals set forth in the national legislation or the collective-bargaining agreements in the country concerned. The Supplier is committed to ensuring that break times and periodic days off correspond at the very least to the minimum conditions. No specific requirement found, however, in relation to maximum standard weekly hours. [Responsible Purchasing Policy, 05/2017: groupe-psa.com] • Not met: How working with suppliers on working hours <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met • Not met: Provide analysis of trends in progress made
D.5.10.a	Responsible Mineral Sourcing: Arrangements with Suppliers and Smelters/Refiners in the Mineral Resource Supply Chains	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Due diligence in accordance with OECD Guidance in supplier contracts: Although suppliers are contractually ('specific clause included in general terms and conditions of purchase') required to carry out actions in relation to conflict minerals, no evidence found of contractual requirements to carry out due diligence in accordance with the OECD Guidance for at least 3TG. [Conflict Minerals Policy, 03/2017: groupe-psa.com & Responsible Purchasing Policy, 05/2017: groupe-psa.com] • Not met: Works with smelters/refiners and suppliers to build capacity [Responsible Purchasing Policy, 05/2017: groupe-psa.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Contractual requirement to disclosure smelter/refiner information: The Company states 'The supplier undertakes to submit in writing: the detailed composition of the materials used in the manufacturing of the parts supplied as well as any changes in this composition; any information necessary to comply with the enforced legislation, on "conflict minerals" via the EICC-GeSI form; the smelter from whom he buys directly or through subcontractors'. As indicated in the Conflict minerals policy, suppliers are contractually required to act on this. [Responsible Purchasing Policy, 05/2017: groupe-psa.com & Conflict Minerals Policy, 03/2017: groupe-psa.com] • Not met: Contractual requirement covers all minerals: The Company states 'The Group's policy is to establish transparency with suppliers on the origin of minerals used in particular from conflict zones (including tungsten, tantalum, tin and gold).' However, no evidence was found of other all minerals requirement. [Responsible Purchasing Policy, 05/2017: groupe-psa.com]
D.5.10.b	Responsible Mineral Sourcing: Risk Identification in Mineral Supply Chain	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Risk identification and disclosure in line with OECD Guidance: The Company states 'A specific clause has been inserted in the general terms and conditions of purchase (clause 14), 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. The supplier must also provide the written information necessary to comply with the legislation in force, particularly on consumer protection and conflict minerals.[...], the Purchasing Department has begun to systematically request the entire supplier base to identify the suppliers concerned. The Conflict Minerals Reporting Template is requested for the suppliers using the 3TG metals (tungsten, tantalum, tin and gold)'. However, no further details found including risks identified. [2018 CSR Report, 04/2019: cotecorp.com & Conflict Minerals Policy, 03/2017: groupe-psa.com] • Not met: Identification of smelter/refiners and OECD Guidance: The Company 'The Purchasing Department requests from its tier 1 suppliers to systematically identify the suppliers using some of the 3TG and asks them to complete the EICC GeSI form. In the event that suppliers source these 3TG minerals from non-conflict free smelters, the PSA Group expects its suppliers to set up an alternative sourcing'. However, no details found describing how they assess whether smelters have carried out due diligence following OECD guidance. [Conflict Minerals Policy, 03/2017: groupe-psa.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Discloses smelters/refiners judged in line with OECD Guidance • Not met: Risk identification and disclosure covers all minerals

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.5.10.c	Responsible Mineral Sourcing: Risk Management in the Mineral Supply Chain	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Describes mineral risk management plan for supply chain: The Company states 'The Purchasing Department, supported by the Research and Development Department responsible for sensitive products, systematically approaches the entire panel of approved suppliers in order to identify the suppliers potentially using conflict minerals. These are requested to complete the CRMT template (former EICC-GeSI). In case if materials are identified that potentially might be shipped from non-compliant or illegal sources, an alternative source or supplier must be found. Groupe PSA thus intends to exercise its duty of care and take part in the introduction of sustainable procurement'. However, no further details found describing how it manages risks identified. No new relevant evidence found in latest revision. [2018 Registration Document, 26/03/2019: groupe-psa.com] • Not met: Monitoring, tracking and whether better risk prevention/mitigation over time <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Disclose better risk prevention/mitigation over time • Not met: Suppliers and stakeholders engaged in risk management strategy • Not met: Risk management and response processes cover all minerals
D.5.11	Responsible Materials Sourcing	[SD.5.10]	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Due diligence for raw materials in supplier code/contracts: The Company indicates: 'In accordance with the US Dodd-Frank Act of 2010, the Group's policy requires the utmost transparency from its suppliers about the origin of any raw materials and minerals they use.' However, no evidence found of a requirement to conduct due diligence for raw materials in a contractual agreement document with suppliers. [2019 CSR Report, 03/2020: cotecorp.com] • Not met: Works with suppliers to build capacity in risk assessment and due diligence: The Company states 'A Materials Strategy Committee, run jointly by the Heads of Purchasing and the Research and Development Department maps current and forecasts materials risks according to different criteria for each raw material: significance in developing and existing technologies; scarcity and geographic location; social and environmental impacts (including recyclability) and conditions of extraction/production; geopolitical or logistical accessibility; cost and share of our needs compared to global market demand; market players, etc. Based on this risk mapping, the Committee validates the R&D roadmap on substitutive materials or alternative supplies, to manage and secure the Group's supplies over the long-term, notably through collaborative actions with metallurgical and mining industries.' However, no particular details found on how it directly works with suppliers to build their capacity in risk assessment and improving due diligence performance regarding raw materials different than main conflict minerals. [2019 CSR Report, 03/2020: cotecorp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Meets all requirements under score 1 • Not met: Identify the sources of high-risk raw materials in its supply chain

E. Performance: Responses to Serious Allegations (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
E(1).0	Serious allegation No 1		<ul style="list-style-type: none"> • Headline: BMW, Renault, and other companies criticized for potential ties to farms linked to slave labor in Paraguay • Area: slave labour • Story: In November 2016 on a farm called Estância Ruroka run by Mennonite cooperatives, Paraguayan government inspectors found 35 people working and living in inhumane conditions. The workers were given inadequate living arrangements, did not have enough drinking water and were indebted to recruiters due to paying for food. An investigation found potential links between this farm and large automobile firms, BMW, Citroën, Peugeot, Renault and Nissan. The investigation reports that Cencoprod, a company in the Chaco region that is run by three Mennonite cooperatives, has supplied leather either directly or indirectly to all five companies. • Sources: [The Guardian - 18/09/18: theguardian.com][BHRRC - 18/09/18: business-humanrights.org]
E(1).1	The Company has responded publicly to the allegation	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Public response available: The company responded to the allegations stating that their leather supplier, Italthierry Auto Leather SpA, stopped purchasing from Cencoprod in 2016. [Forced labour in Paraguay: the darkness at the bottom of the global supply chain, 18/09/19: theguardian.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			Score 2 <ul style="list-style-type: none"> Not met: Response goes into detail: The company has not provided a detailed response to the allegations.
E(1).2	The Company has appropriate policies in place	2	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Met: Company policies address the general issues raised: The company's Global Framework Agreement on Social Responsibility signed in 2017 commits to the elimination of all forms of forced or compulsory labour (ILO conventions 29 and 105). [Global Framework Agreement, 2017: groupe-psa.com & 2019 CSR Report, 03/2020: cotecorp.com] Met: Policies apply to the type of business relationships involved: The company states that it is "committed to making respect for human rights a determining criterion in its selection of suppliers." It also states that the company's forced or compulsory labour and modern slavery policies are "applied jointly by the Purchasing Division with regards to the supply chain and by the HR division to reinforce the effectiveness of Group requirements within its areas of responsibility." [2019 CSR Report, 03/2020: cotecorp.com] Score 2 <ul style="list-style-type: none"> Met: Policies address the specific rights in question: The company states that its HR managers in all countries "have been requested to check the practices under their control regarding the at-risk points related to temporary workers and recruitment consultancy, such as wages paid to temporary workers in accordance with the law and reference wages agreed... and the absence of fees or financial burdens imposed on workers or applicants." [2019 CSR Report, 03/2020: cotecorp.com]
E(1).3	The Company has taken appropriate action	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not met: Engages with affected stakeholders: There is no evidence to suggest that the company has engaged with affected stakeholders. Not met: Encourages linked business to engage affected stakeholders: There is no evidence to suggest that the company has encouraged its suppliers to engage with affected stakeholders. Not met: Provides remedies to affected stakeholders: There is no evidence to suggest that the company has provided remedies to affected stakeholders. Not met: Has reviewed management systems to prevent recurrence: There is no evidence to suggest that the company has reviewed management systems to prevent recurrence. Score 2 <ul style="list-style-type: none"> Not met: Remedies are satisfactory to the victims: There is no evidence to suggest that the company has provided remedies that are satisfactory to the victims. Not met: Has improved systems and engaged affected stakeholders: There is no evidence to suggest that the company has improved systems and engaged affected stakeholders.

F. Transparency (10% of Total)

Indicator Code	Indicator name	Score	Explanation
F.1	Company willingness to publish information	1.87 out of 4	Out of a total of 60 indicators assessed under sections A-D of the benchmark, Groupe PSA made data public that met one or more elements of the methodology in 28 cases, leading to a disclosure score of 1.87 out of 4 points.
F.2	Recognised Reporting Initiatives	2 out of 2	The individual elements of the assessment are met or not as follows: Score 2 <ul style="list-style-type: none"> Met: Company reports on GRI: The Company discloses a GRI index within its CSR report. [2019 CSR Report, 03/2020: cotecorp.com] Met: Company reports on SASB [SASB indicators 2019, 04/2020: groupe-psa.com]
F.3	Key, High Quality Disclosures	0 out of 4	Groupe PSA met 0 of the 10 thresholds listed below and therefore gets 0 out of 4 points for the high quality disclosure indicator. Specificity and use of concrete examples <ul style="list-style-type: none"> Not met: Score 2 for A.2.2 : Board discussions Not met: Score 2 for B.1.6 : Monitoring and corrective actions Not met: Score 2 for C.1 : Grievance channel(s)/mechanism(s) to receive complaints or concerns from workers Not met: Score 2 for C.3 : Users are involved in the design and performance of the channel(s)/mechanism(s) Discussing challenges openly

Indicator Code	Indicator name	Score	Explanation
			<ul style="list-style-type: none"> • Not met: Score 2 for B.2.4 : Tracking: Monitoring and evaluating the effectiveness of actions to respond to human rights risks and impacts • Not met: Score 2 for C.7 : Remedying adverse impacts and incorporating lessons learned Demonstrating a forward focus <ul style="list-style-type: none"> • Not met: Score 2 for A.2.3 : Incentives and performance management • Not met: Score 2 for B.1.2 : Incentives and performance management • Not met: Score 1 for D.5.1.a: Living wage (in own production or manufacturing operations) • Not met: Score 2 for D.5.7.a: Health and safety: Fatalities, lost days, injury rates (in own production of manufacturing operations)

Disclaimer

A score of zero for a particular indicator does not mean that bad practices are present. Rather it means that we have been unable to identify the required information in public documentation.

See the 2020 Key Findings report and the 2019 technical annex for more details of the research process.

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As WBA, we want to emphasise that the results will always be a proxy for good human rights management, and not an absolute measure of performance. This is because there are no fundamental units of measurement for human rights. Human rights assessments are therefore necessarily more subjective than objective. The Benchmark also captures only a snap shot in time. We therefore want to encourage companies, investors, civil society and governments to look at the broad performance bands that companies are ranked within rather than their precise score because, as with all measurements, there is a reasonably wide margin of error possible in interpretation. We also want to encourage a greater analytical focus on how scores improve over time rather than upon how a company compares to other companies in the same industry today. The spirit of the exercise is to promote continual improvement via an open assessment process and a common understanding of the importance of the UN Guiding Principles on Business and Human Rights.

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