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HUMAN RIGHTS

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Human Rights Policies and Philosophy

As the value chains of global corporations expand, social interest is growing with regard to respect for human rights and how business affects these rights. The automobile industry is also recognizing the issues of human rights as they relate not only to business processes such as the work environment for its own employees but also to the supply chain, such as the procurement of parts and materials.

Nissan considers the strict adherence to corporate rules and applicable laws and practices fundamental to its business activity in every country and area where it operates. The human rights of all stakeholders must be respected and all Nissan employees must act while upholding the highest ethical standards. We do not condone discrimination on the basis of race, nationality, gender, religion, disability, age, place of origin, gender identity, sexual orientation or any other characteristic nor infringement on human rights in the supply chain, such as forced labor and child labor.

Human Rights Policy Statement

In addition to being a signatory of the UN Global Compact, Nissan is committed to respect all human rights as set out in the Universal Declaration of Human Rights (UDHR), as well as the International Covenant on Civil and Political Rights (ICCPR), the International Covenant on Economic, Social and Cultural Rights (ICESCR), and the International Labour Organization Declaration on Fundamental Principles and Rights at Work (ILO Core Labour Standards).

Based on the UN Guiding Principles on Business and Human Rights (UNGPs), we formulated and published the Nissan Human Rights Policy Statement* (First Edition) in June 2017 to actively prevent adverse human rights impacts and updated it in July 2021.

Under this revised policy statement, we are fulfilling our corporate responsibilities, practicing our mission, conducting business activities, and promoting initiatives to respect human rights in order to realize our corporate purpose, "Driving innovation to enrich people's lives".

* Click here to download the Nissan Human Rights Policy Statement (revised version).
https://www.nissan-global.com/COMMON/DOCS/CSR/LIBRARY/nissan_human_rights_policy_e.pdf

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Milestones Related to Respect for Human Rights

After formulating the Global Code of Conduct in 2001, Nissan signed the UN Global Compact in 2004 and published such policies as the Renault-Nissan CSR Guidelines for Suppliers, Nissan Human Rights Policy Statement, Global Minerals Sourcing Policy Statement, Customer Privacy Policy and Nissan Global Guideline on Human Rights.

	Policies and Philosophy	Approaches
2001	Formulates Global Code of Conduct	
2004	Signs United Nations Global Compact	Establishes Diversity Development Office
2010	Publishes Renault-Nissan CSR Guidelines for Suppliers	
2013	Formulates Action Against Conflict Minerals	Starts the research for conflict minerals and publishes research results annually thereafter
2015	Publishes revision to Renault-Nissan CSR Guidelines for Suppliers	
2016		Starts third-party assessment of suppliers' sustainability activities
2017	Formulates and publishes Nissan Human Rights Policy Statement Updates Global Code of Conduct	Introduces SpeakUp system
2018	Announces Nissan Sustainability 2022	Implements Corporate Impact Assessment
2019		Conducts a human rights assessment at Nissan South Africa (Pty)

2020	Updates Global Minerals Sourcing Policy Statement Publishes Customer Privacy Policy	Conducts a human rights assessment at Nissan Motor Thailand (NMT) and group companies (Nissan Powertrain (Thailand) Co., Ltd. and SNN Tools & Dies Co., Ltd.)
2021	Publishes Nissan Global Guideline on Human Rights Publishes revision to Nissan Human Rights Policy Statement	

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Human Rights Management

Governance Related to Human Rights

At Nissan governance related to human rights is directed by the Global Sustainability Steering Committee chaired by the Chief Sustainability Officer (CSO) in accordance with the Nissan Human Rights Policy Statement. Discussions at the Global Sustainability Steering Committee are reported and proposed to the Executive Committee (EC), the highest decision-making body at Nissan, to ensure that respect for human rights is instilled and established at all levels of Nissan's business activities. Nissan also aims to regularly review and continually update this statement to reflect all changes in internal policies and approaches, as well as to investigate and report progress on human rights initiatives in a timely manner.

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Human Rights Management for Employees and in Collaboration with Suppliers

The Nissan Human Rights Policy Statement is applicable to all of Nissan's executives and employees. In 2021, we formulated and released the Nissan Global Guideline on Human Rights, which outlines specific initiatives for respecting human rights, with the aim of ensuring compliance with the policy statement. Based on this guideline, Nissan is further strengthening its initiatives to respect the human rights of its employees on a global level. Nissan's fundamental ethical expectations from society are also clarified in the Global Code of Conduct. All executives and employees recognize the importance of applying the aforementioned statement beyond Nissan's own operations. At every level of our global supply chain, we aim to conduct ethical, social and environmentally conscious business activities. We also work together with suppliers, contractors and other business partners to achieve this goal.

Since 2006, Nissan has shared a set of common values and processes around purchasing known as The Renault-Nissan Purchasing Way with its worldwide network of suppliers. Common values regarding human rights and labor are also shared via the Renault-Nissan CSR Guidelines for Suppliers. It details our expectations and request implementation regarding respect for human rights and prohibition of child labor and forced labor. We also evaluate our suppliers' sustainability activities including respect for human rights through third-party assessment. In addition, we require businesses we deal with to take the initiative and carry out due diligence on responsible minerals sourcing.

We are also strengthening communication with our sales companies and promoting consistent sustainability management, including on human rights

issues.

At the same time, Nissan has grievance mechanisms and processes in place and it allows collecting and remedying various types of complaints, including complaints related to allegations of potential human rights abuses. The whistleblowing system provides for anonymity where legally allowed. We are committed to investigating, addressing and responding to concerns raised, and employees who make inquiries are protected from retaliation as defined in whistleblowing processes.

* For more information on the Nissan Global Guideline on Human Rights.

[>>> P171](#)

* For more information on supply chain-related human rights initiatives.

[>>> P157](#)

* For more information on a globally integrated reporting system.

[>>> P221](#)

See below for more details about our policies and guidelines.

- Global Code of Conduct
https://www.nissan-global.com/EN/DOCUMENT/PDF/SR/2017/NISSAN_GCC_E.pdf
- Renault-Nissan Corporate Social Responsibility Guidelines for Suppliers
https://www.nissan-global.com/EN/DOCUMENT/PDF/SR/CSR_Alliance_Guidelines.pdf
- Global Minerals Sourcing Policy Statement
https://www.nissan-global.com/EN/DOCUMENT/PDF/SR/Minerals_Sourcing_Policy_e.pdf
- Customer Privacy Policy
https://www.nissan-global.com/EN/DOCUMENT/PDF/COMPANY/LIBRARY/Customer_Privacy_Policy_e.pdf
- Nissan Global Guideline on Human Rights
https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/HUMAN_RIGHTS_GUIDELINE/index.html

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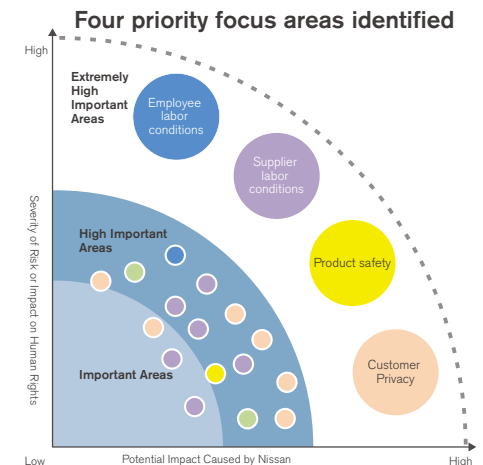
Human Rights Achievements

Nissan recognizes the need to take a comprehensive approach to managing human rights. After identifying actual or potential risks related to human rights that we might have inadvertently caused or contributed to cases of human rights violations, we consider it vital to monitor and assess such risks, as well as to develop appropriate response strategies.

In the 2001 Global Code of Conduct, we detailed our policies regarding equal opportunity and respect for diversity. In 2004 we were a frontrunner among our industry peers in signing the UN Global Compact, accepting reporting obligations that we continue to fulfill today. Regarding suppliers, in 2010 we published the Renault-Nissan CSR Guidelines for Suppliers (revised in 2015) clarifying our respect for human rights and commitment to eliminating forced and child labor and sharing our sustainability policies. In 2017, referencing the UN Guiding Principles on Business and Human Rights (UNGPs), we formulated and issued the Nissan Human Rights Policy Statement (revised in 2021). This policy makes it clear that, we respect the human rights of all our stakeholders and require our employees to act according to the highest ethical standards.

In June 2018, we launched our new sustainability strategy, Nissan Sustainability 2022, specifying the main goals through fiscal 2022 for the aspects of Environmental, Social and Governance. For the Social aspect, the strategy also reiterates the importance of respecting all stakeholders' rights. In 2018, we cooperated with Business for Social Responsibility (BSR), a US organization promoting sustainability to implement a human rights assessment, allowing us to identify four key areas of potential risk related to human rights, namely supplier labor conditions, employee labor

conditions, product safety and customer privacy. Furthermore, in 2019 we worked with BSR to conduct a human rights assessment at Nissan South Africa (Pty) and confirmed human rights risk was clearly low at that company. In 2020, we expanded our human rights assessment reviews of affiliated companies in the ASEAN area, conducting such reviews at Nissan Motor Thailand (NMT) and group companies (Nissan Powertrain (Thailand) Co., Ltd. and SNN Tools & Dies Co., Ltd.). We formulated action plans to remediate items requiring improvement identified in the assessments and are improving them on an ongoing basis by executing on those plans. We also work to build awareness of human rights among employees and conduct several e-learning seminars, for example, "Global Code of Conduct" and "Unconscious Bias". "Unconscious Bias e-learning" is for all indirect employees and has been completed by 16,402 people cumulatively. In addition, approximately 550 people have taken part in our LGBT seminars, held annually since fiscal 2014. Since fiscal 2016, all senior managers have been required to take an e-learning program about LGBT issues. In fiscal 2020 the content of the e-learning program was updated and made mandatory training for managers and staff. We also have proactive initiatives to support LGBT staff.*1



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As described in the Global Code of Conduct, employees can submit inquiries related to human rights issues via the SpeakUp global reporting system.*² We are committed to investigating, addressing and responding to any concerns reported, and employees who make inquiries are protected from any form of retaliation.

*1 For more information on initiatives to support LGBT staff.

[>>> P128](#)

*2 For more information on our global reporting system.

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* For more information on Responsible Minerals Sourcing

[>>> P163](#)

* For more information on Global Code of Conduct training.

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