

# Nissan Human Rights Policy Statement

## 1. OUR APPROACH TO RESPONSIBLE BUSINESS

Guided by the corporate purpose of “Driving innovation to enrich people’s lives”, Nissan provides unique and innovative automotive products and services that deliver superior measurable value to all stakeholders, including customers, shareholders, employees and the communities in which we do business. We recognize that we cannot fulfill our corporate purpose unless we respect the human rights of all stakeholders, comply with applicable laws, regulations, standards and our employees uphold the highest ethical standards which we enshrine in our company rules.

## 2. OUR COMMITMENT TO RESPECT HUMAN RIGHTS

In addition to being a signatory of the *UN Global Compact*, Nissan is committed to respecting 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).

Nissan is committed to respecting human rights in accordance with the *UN Guiding Principles on Business and Human Rights* (UNGPs) as the global standard reference and implementing its principles as a way to manage risk for the Company’s business and operations. Pursuant to this commitment, we have identified the following areas of focus that are important to human rights.

### a. Our employees

We are committed to respecting the human rights of all our employees and promoting fair labor conditions and the highest standards of health and safety. The *Nissan Global Guideline on Human Rights* outlines our commitment to respecting the human rights of all employees who may be impacted by activities conducted by Nissan.

We have zero tolerance to the use of child labor or forced labor, and do not allow discrimination or any form of harassment. In accordance with our Diversity and Inclusion Mission, other relevant health and safety and harassment policies and rules, we are committed to respecting diversity and creating an inclusive working environment for all.

For more information on how we address and manage human rights related to our employees,

please refer to the [\*Nissan Global Guideline on Human Rights\*](#).

**b. Our products and our customers**

We aim to provide products which meet customers' high standards for reliability, safety, quality and environmental impact across the product lifecycle – beginning with design, manufacturing and extending through the ownership experience. We respect our customers' privacy, and we prioritize data security, beginning with the design process. We are committed to using fair marketing practices and to selling our products in a responsible way that protects our customer's privacy. Through a set of "Privacy Principles," the *Global Data Privacy Policy* provides guidance to all stakeholders to ensure consistent application of the Privacy Principles across all Nissan products and services and in consideration of new and emerging technologies.

**c. Our environmental principle**

We recognize the threat that climate change poses to the human rights of all stakeholders, in particular to members of vulnerable populations. For Nissan, it is essential to protect the world's irreplaceable natural capital—biodiversity and the air, water and soil that sustain it—for future generations. Nissan's ultimate goal is to limit the environmental impact of, and the resources consumed by, our corporate activities and vehicles to a level that the planet can naturally sustain. For more information please refer to *Corporate Environmental Principle*.

**d. Our global operations**

We operate in many markets around the world, under a range of political, economic, and geographic conditions which might present an enhanced risk of an adverse impact upon human rights. We are committed to acting as a good corporate global citizen wherever we do business and to acting as a valuable member of, and contributor to, local communities.

**3. SCOPE OF THIS POLICY STATEMENT**

This policy statement is to be respected by Nissan management and employees. Recognition of this *Human Rights Policy Statement* as well as the principles set forth in the *Global Code of Conduct* form the foundation of Nissan's ethical expectations.

In alignment with the UNGPs provisions to promote ethical and environmentally sound actions in our supply chain, we recognize the importance of seeking to implement this policy statement beyond our own operations. Our goal is to conduct ethical, social and environmentally conscious business practices at every level of our global supply chain. In order to achieve this goal, we are committed to working with

our business partners, including suppliers and contractors, to further the objectives of this policy statement.

#### **4. HUMAN RIGHTS AND SUPPLIERS**

We are committed to promoting respect for human rights in our supply chain. We communicate our expectations to our suppliers, ensuring that they share Nissan's value. Since 2006, the Renault and Nissan purchasing departments have been sharing common values and processes with a worldwide network of suppliers through the *Renault-Nissan Purchasing Way*. Beginning November 2023, in the new framework of the partnership with Renault, we continue to define a set of expectations towards our suppliers, including expectations pertaining to human rights and labor through the *Nissan Corporate Social Responsibility Guidelines for Suppliers*. We work with suppliers to promote commitment and consistency in the application of these principles.

In addition, we require our suppliers to comply with the guidelines as well as each country's laws and regulations regarding responsible procurement of minerals. We expect our suppliers to develop a company management system to conduct due diligence in the supply chain, identify and assess risks in the supply chain, manage risks by implementing risk management plan, monitor and track progress and report on supply chain due diligence. This due diligence is referred to the *OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict Affected and High-Risk Areas*. We monitor our supply chain to assess whether the mineral resources contained in material or components used to manufacture our products have any harmful social effect. When there are concerns about the minerals being used, Nissan actively works to end that use.

For more information, please refer to [the Nissan CSR Guidelines for Suppliers](#) and [Global Minerals Sourcing Policy Statement](#).

#### **5. HUMAN RIGHTS MANAGEMENT AT NISSAN**

As outlined in the UNGPs, we recognize the need to take a comprehensive approach to managing human rights and to identify and address any actual or potential adverse impact on human rights that we might have inadvertently caused, contributed to or be linked to through business relationships.

In our efforts to avoid an adverse impact upon human rights, we manage these risks by developing human rights due diligence systems and processes designed to monitor, assess, take action and communicate with stakeholders. These risks are monitored and discussed at the company's risk management committee whenever it's necessary.

As referenced in the *Nissan Global Guideline on Human Rights*, Nissan addresses the human rights of employees through the labor management system in place. Its system promotes respecting and complying with international and national laws, regulations and standards. It also sets out ways in which the companies adhere to internal policies that allow for the human rights due diligence.

## **6. GRIEVANCE MECHANISMS AND ACCESS TO REMEDY**

Nissan has grievance mechanisms and processes in place and it allows for the collection and remedying of various types of complaints, including complaints related to allegations of potential human rights abuses. The whistleblowing system provides for anonymity where legally allowed. Where it is not operational, whether due to lack of availability in a certain market or due to technical issues, Nissan will ensure an alternative and adequate form of grievance reporting mechanism is available.

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.

## **7. GOVERNANCE**

The implementation of this policy is driven by Global Sustainability Steering Committee, chaired by the company's Chief Sustainability Officer (CSO). Discussions at the Global Sustainability Steering Committee are reported and proposed to the Executive Committee, Nissan's highest decision-making body, ensuring that human rights are respected at every level of Nissan's operations.

We aim to continuously review and update our policy periodically to reflect any changes in our internal policies and approaches. We track and report on human rights progress on a timely manner.

This policy has been reviewed and approved by President and Chief Executive Officer.



President, Chief Executive Officer  
Nissan Motor Co., Ltd.