

# Nissan Human Rights Policy

## Purpose and Scope

The purpose of this policy is to emphasize the principle that Nissan respects human rights in all areas of its operations.

This policy applies to all regions and locations of Nissan Motor Co., Ltd. and its consolidated subsidiaries including foreign companies, hereinafter referred to as "Nissan" or "Company" and their respective officers, directors, employees, contract employees (where permitted by law), and other individuals employed by Nissan ("Employees").

## Policy

### 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. Nissan recognizes that we cannot fulfill our corporate purpose unless Nissan respects the human rights of all stakeholders, complies with applicable laws, regulations and standards; and our employees uphold the highest ethical standards that Nissan enshrines in its Company rules.

### 2. Our commitment to respecting 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 also takes into consideration relevant international human rights standards, such as the Women's Empowerment Principles, which focus on the rights of individuals belonging to groups that may be particularly vulnerable to adverse human rights impacts; Other vulnerable groups include ethnic, religious and linguistic minorities; children; migrant workers; indigenous people and LGBTQ+ people.

Nissan is committed to respecting human rights in accordance with the *UN Guiding Principles on Business and Human Rights* (UNGPs). Nissan conducts human rights due diligence to identify, cease, prevent or mitigate adverse human rights impacts across the Company's business and operations. Nissan is committed to respecting human rights and respecting the laws and standards in the markets in which it operates. In the event of a conflict, Nissan will pursue ways to respect international human rights standards as much as practical.

Pursuant to Nissan's commitment to respecting human rights, Nissan has identified areas of focus based on human rights assessments and made the following to address the highest human rights risks.

**a. Our employees**

Nissan is committed to respecting the human rights of all our employees and promoting fair labour 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.

Nissan has zero tolerance for the use of child labour or forced labour, and does not tolerate discrimination or any form of harassment. In accordance with our [Diversity, Equity & Inclusion](#), health and safety, harassment and other relevant policies and rules, we are committed to respecting diversity and creating an inclusive working environment for all.

For more information on how Nissan addresses and manages human rights related to employees, please refer to the [Nissan Global Guideline on Human Rights](#).

**b. Our suppliers and other business partners**

Nissan requests our suppliers and other business partners including distributors and dealers in the value chain, to respect human rights. Nissan requires them to observe the [Nissan Corporate Social Responsibility Guidelines for Suppliers](#), as well as to promote corporate responsibilities regarding human rights throughout their supply chain and consignment suppliers.

**c. Our products and our customers**

Nissan aims to provide products that 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. Nissan respects our customers' privacy and prioritizes data security throughout the product lifecycle. Nissan is committed to using fair marketing practices and to selling our products in a responsible, data privacy-compliant way.

For more information on data privacy, please refer to the [Global Data Privacy Policy](#).

**d. Our societal, environmental and community impacts**

Nissan operates in many markets around the world under a range of political, economic, and geographic conditions that might present an enhanced risk of an adverse impact on human rights to rightsholders in communities and society. Nissan is 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 and their broader society.

Nissan recognizes the threat that climate change poses to the human rights of all stakeholders, and 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 our [Corporate Environmental Principles](#) and [Sustainability data book](#).

**3. Scope of this policy**

This policy applies to Nissan and its consolidated subsidiaries, with Nissan requesting business partners in the value chain to conduct activities in a way that align with this policy. Nissan is committed to working with relevant stakeholders to respect human rights.

Recognition of this Human Rights Policy as well as the principles set forth in the Nissan [Global Code of Conduct](#) form the foundation of Nissan's ethical expectations.

**4. Human rights management at Nissan**

As explained in Section 2 of this policy outline, Nissan conducts human rights due diligence and manages human rights risks by developing processes to conduct the four steps of effective HRDD (Human Rights Due Diligence): identifying and assessing actual and potential impacts, taking appropriate action to cease, prevent or mitigate and address identified risks, track implementation and results, and communicating with stakeholders. Identified risks and the action taken to address them are monitored and discussed in the human rights governance structure and the Company's risk management system.

A human rights assessment at the corporate level is initiated and refreshed to ensure Nissan has oversight over all relevant actual and potential human rights impacts. The assessment is refreshed on a regular basis to capture the latest changes in our business and the shifts in the external environments of the markets in which we operate and have business relationships. When the human rights risks are high,

Nissan conducts a deep assessment and directly engages with rightsholder groups and evaluates working conditions with external experts. Related functions and regional teams formulate and execute action plans to address gaps identified in the assessments.

## **5. Grievance mechanisms and access to remedy**

Nissan has grievance mechanisms and processes that enable access to remedy for various types of complaints, including allegations of human rights violations.

Employees, suppliers, business partners and other stakeholders are encouraged to report violations of the Nissan [Global Code of Conduct](#) (the Code), other Nissan rules or guidelines. Nissan employees are protected from retaliation as defined in the Code and the Global Whistleblowing Policy. Nissan also has in place commitments against retaliation for others who report violations, as well as to confidentiality. Nissan is committed to investigating, addressing, and responding to concerns raised about misconduct committed by Nissan employees. When the misconduct or grievance is within suppliers' or business partners' or other stakeholders' scope of responsibility, they are requested to investigate and remedy it.

Where these grievance mechanisms are not available, whether due to conditions in certain markets or technical issues, Nissan will work to ensure that an alternative and adequate form of grievance reporting mechanism is available.

## **6. Governance**

The implementation of this policy is driven by the Global Sustainability Steering Committee, chaired by the Company's chief sustainability officer (CSO). The Committee's discussions and reporting of human rights related activities are also reported or proposed to the top management at least once a year. Top management receives and validates due diligence policies and reports of activities, ensuring that human rights are respected at every level of Nissan's operations.

Nissan aims to continuously review and update this policy at least every two years, to reflect any changes in our internal policies, approaches, and external environmental shifts, that may lead to new or emerging human rights risks. Nissan develops and reviews this policy based on feedback from consultations and stakeholder engagements with employees, relevant external stakeholders as well as potentially affected rightsholders, particularly vulnerable groups and experts. Nissan tracks human rights progress yearly and reports its results through the [Sustainability data book](#).

This policy has been reviewed and approved by the president and chief executive officer and is informed by and communicated to all employees and relevant external stakeholders through human rights training and internal and external stakeholder engagements.



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