

# Human rights

## Approach to human rights

Nissan has long regarded valuing people and respecting human rights as fundamental to its management, and this stance is clearly stated in the Global Code of Conduct established in 2001. All Nissan employees share the recognition that compliance with the laws, regulations, standards, and company rules applicable in all countries and regions is fundamental to conducting business, that the human rights of all stakeholders are respected, and that it is essential that they act in accordance with the highest ethical standards.

We neither condone discrimination or any other form of harassment—on the basis of race, ethnicity, national origin, culture, religion, gender, sex, sexual orientation, gender expression, gender identity, disability, marital status, or any other characteristic—nor tolerate infringements of human rights in the supply chain, such as forced labor and child labor.

This respect for human rights is reflected in our corporate purpose, “Driving innovation to enrich people’s lives”. In addition, the Nissan Way (revised in 2019), a guideline for action common to all employees, defines “Respect others, respect society” as one of the five values, positioning respect for human rights as the foundation of our corporate culture. In the process of formulating the long-term vision Nissan Ambition 2030 announced in November 2021, many executives, including the CEO, engaged in lively discussions on various issues and initiatives related to human rights. The participants reaffirmed their commitment to further strengthen their efforts to respect human rights and ensure that they are put into practice in order to realize our corporate

purpose.

In fiscal 2021, a special project team for human rights was established reporting directly to the CEO. For about eight months, team members selected from various departments across the company exchanged opinions pertaining to respect for human rights with external experts, confirmed social trends and demands, and discussed the direction Nissan should take. The team’s proposal was submitted to and approved by the Executive Committee (EC), the company’s highest decision-making body. The proposal defines “Nissan’s Human Rights Want-to-be Statement” and clarifies key issues, measures, and internal systems for strengthening human rights management.

In response, we have continued to work on this as a regular cross-functional activity from fiscal 2022 onward. To instill human rights initiatives to an even greater degree among employees and the supply chain, etc., each major department, including HR and Purchasing, has promoted the implementation of human rights initiatives at the day-to-day management level.

Nissan will continue working to instill the “Nissan’s Human Rights Want-to-be Statement” throughout the company and promote even fuller respect for human rights on a global scale.

### Nissan’s Human Rights Want-to-be Statement

- To address various issues and risks through proactive and open communications with our stakeholders and ensure that human rights are respected and naturally incorporated into our daily work.
- To allow each individual, including Nissan employees and business partners, to maximize their abilities in a diverse and inclusive workplace with a peace of mind.

### 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 (UNGPR), we formulated and published the Nissan Human Rights Policy Statement\*<sup>1</sup> (First Edition) in June 2017 to actively prevent adverse human rights impacts and updated it in July 2021.

Also in 2021, Nissan formulated and published the Nissan Global Guideline on Human Rights,\*<sup>2</sup> which outlines specific measures for employees regarding respect for human rights, with the aim of ensuring compliance with and thorough implementation of the Nissan Human Rights Policy Statement. The guideline is intended to help Nissan

\*1 Click here for more information on the Nissan Human Rights Policy Statement (revised version). [https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/HUMAN\\_RIGHTS/](https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/HUMAN_RIGHTS/)

\*2 Click here for more information on the Nissan Global Guideline on Human Rights. [https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/HUMAN\\_RIGHTS\\_GUIDELINE/](https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/HUMAN_RIGHTS_GUIDELINE/)

employees in the countries and regions where Nissan operates feel more secure in their work and to ensure consistency between Nissan’s activities and the way the company addresses human rights issues as required by international and local communities.

Under the revised policy statement and formulated guideline, Nissan is fulfilling its corporate responsibilities, practicing its mission, conducting business activities, and promoting initiatives to respect human rights in order to realize its corporate purpose.

## Human rights management

### Governance related to human rights

At Nissan, governance related to human rights is directed by the Global Sustainability Steering Committee (GSSC) chaired by the Chief Sustainability Officer (CSO) in accordance with the Nissan Human Rights Policy Statement. In fiscal 2022, the governance structure was revised and examined. Specifically, as part of day-to-day management, related functions and overseas regional headquarters regularly report progress to the Sustainability Development Department, which oversees human rights initiatives. The Sustainability Development Department reports or makes proposals to the GSSC and EC, which also reports as well as to the Board of Directors.

Since fiscal 2021, we have added an item related to respect for human rights as a sustainability evaluation indicator in the performance-based cash incentives that form a part of the long-term executives’ incentive compensation program.\*6 While working to ensure that respect for human rights is instilled and becomes firmly established, we will strengthen our human rights governance system, from day-to-day management to the board level, to ensure that human rights are respected at all levels of Nissan’s business activities. From fiscal 2022 onward, we have been working to resolve the four human rights issue areas clarified by the human rights special project team in fiscal 2021—(1) Expand the scope of employee human rights due diligence; (2) expand and strengthen human rights training; (3) establish grievance mechanisms for suppliers; and (4) conduct and strengthen stakeholder engagement (including responses to serious allegations)—in a global and cross-functional manner that

### Milestones related to respect for human rights

	Approaches	Activities
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 results (published 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 internal reporting system
2018	· Announces Nissan Sustainability 2022	· Conducts human rights assessment at corporate level
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	· Conducts a human rights assessment at Nissan North America Inc. (NNA) · Launches a special project team for human rights reporting directly to the CEO to strengthen human rights management
2022	· Publishes “Renault-Nissan CSR Guidelines for Suppliers” Supplementary Handbook for Nissan Suppliers · Publishes revision to Global Code of Conduct	· Conducts a human rights assessment at Nissan (China) Investment Co., Ltd. · Firmly established as cross-functional activity, further strengthened respect for human rights efforts
2023	· Announces Nissan Social Program 2030*1 · Revises from Customer Privacy Policy to Global Data Privacy Policy*2 · Updates Global Code of Conduct*3 · Updates Nissan CSR Guidelines for Suppliers*4	· Implements human rights due diligence at consolidated subsidiaries (expansion of scope) · Establishes human rights hotline for suppliers · Promotes efforts to respect human rights by functional department*5 at day-to-day management level · Conducts human rights assessment at corporate level

\*1 Click her for more information on Nissan Social Program 2030. >>> P009

\*2 Click here for more information on Global Data Privacy Policy. [https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/ASSETS/PDF/Data\\_Privacy\\_e.pdf](https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/ASSETS/PDF/Data_Privacy_e.pdf)

\*3 Click here for more information on the Global Code of Conduct. [https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/ASSETS/PDF/NISSAN\\_GCC\\_E.pdf](https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/ASSETS/PDF/NISSAN_GCC_E.pdf)

\*4 Click here for more information on the Nissan CSR Guidelines for Suppliers. <https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/SUPPLIERS/>

\*5 There are managers who promote human rights initiatives in departments such as HR, Purchasing, Communication and other related functions. To instill human rights in the supply chain, the purchasing management departments are working with suppliers to strengthen initiatives such as human rights, the environment, and responsible minerals sourcing.

\*6 Performance indicators for sustainability in performance-based cash incentives were updated in 2024. Click here for more information. >>> P011

involves the Sustainability Development Department, HR, Purchasing, Communication and other related functions, including regional headquarters. The progress and results of each activity in respect of human rights was reported twice to GSSC, which is chaired by the CSO, and also to EC, the highest decision-making body.

Nissan regularly reviews Nissan Human Rights Policy Statement and the Nissan Global Guideline on Human Rights in accordance with relevant internal policies and rules as well as external laws, regulations, guidelines, and social demands. We continuously conduct human rights due diligence based on these policies, in order to enhance efforts to respect human rights and reduce risks of human rights issues. We also disclose and report the status of these human rights initiatives both internally and externally in a timely and appropriate manner. In addition, we have also incorporated "human rights" into our corporate risk map based on the Global Risk Management Policy. The status of these initiatives is regularly reported to the Corporate Risk Management Committee. \*1

As one of the important activities of the Nissan Social Program 2030, in fiscal 2023 our efforts on respect for human rights were included in those reported to the Board of Directors.

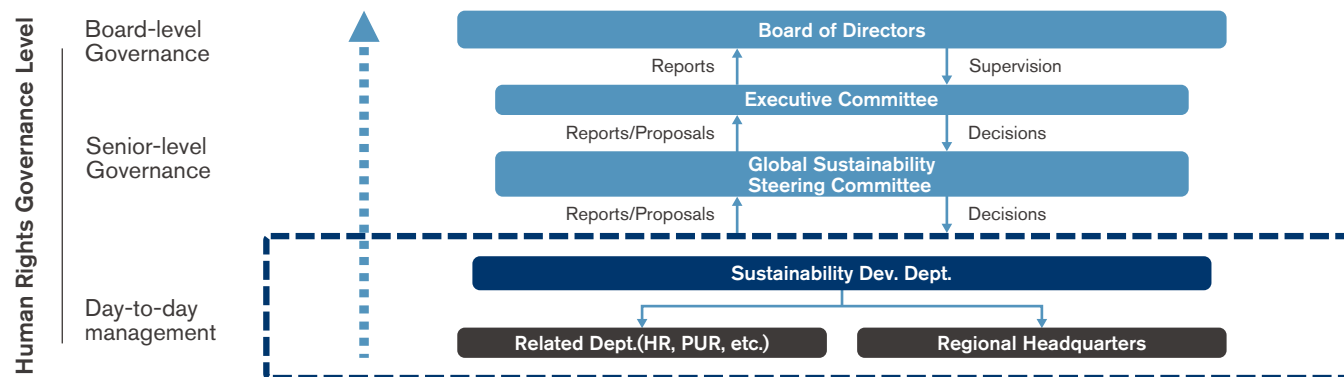
Items	FY2023 Objective	FY2023 Result
① Employee human rights due diligence	Expand scope by means of new human rights due diligence process	Implemented, being followed up with improvement plan
② Human rights training	Implement human rights e-Learning (updated version), etc.	Implemented globally
③ Grievance mechanisms for suppliers	Hotline to be in place from second half of FY2023	Human rights hotline operational from October 2023 (Japan)
④ Stakeholder engagement (including responses to serious allegations)	Implement FY2023 communication plan (including confirmation of process for serious allegations)	Implemented (10 communication opportunities, both large and small)

## Human rights management for employees and in collaboration with suppliers

The Nissan Human Rights Policy Statement and the Nissan Global Guideline on Human Rights are applicable to all of Nissan's executives and employees. 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 ethically, socially, and environmentally conscious business activities. We also work together with suppliers, and other business partners to achieve this goal.

Since 2006, Nissan has shared a set of common values and processes around purchasing with its worldwide network of suppliers. Common values regarding human rights and labor are also shared via the 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. Having established a human rights hotline for suppliers in fiscal 2023, we firstly received human rights-related grievances from major tier-1 suppliers and commenced activities to push ahead with our responses. Going forward, the plan is to gradually expand the scope of the hotline. Please refer to the Responsible Sourcing section for further information on human rights initiatives in the supply chain. \*2 We will also strengthen communication with our sales companies and promote consistent sustainability management, including on human rights issues.

### Human rights governance structure



\*1 Click here for more information on risk management enhancement efforts. >>> P132

\*2 Click here for more information on supply chain-related human rights initiatives. >>> P083

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 in accordance with legal requirements. 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. \*1

## Human rights achievements

Nissan recognizes the need to take a comprehensive approach to managing human rights. After respecting local laws and 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.

### Human rights due diligence

Nissan has established and operates the human rights due diligence process in accordance with the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the OECD\*2 Due Diligence Guidance for Responsible Business Conduct. We conduct regular human rights assessments to identify, prevent, and mitigate human rights risks, take corrective actions, track implementation and results, and communicate how we have addressed impacts, thus implementing a PDCA cycle for human rights

management.

We also apply the same process to our supply chain and regularly conduct third-party sustainability assessments based on the "Nissan CSR Guidelines for Suppliers." The results are monitored and improvements are made with suppliers. \*3

Please refer to the Employee Human Rights\*4 and Responsible Sourcing sections, respectively, for further information on employee human rights and human rights initiatives in the supply chain.

In fiscal 2023, in cooperation with Business for Social Responsibility (BSR), a U.S. NPO promoting sustainability, we conducted a corporate-level human rights assessment and updated the areas requiring focus in Nissan's efforts to respect human rights for the second time since 2018.



### Human rights due diligence process

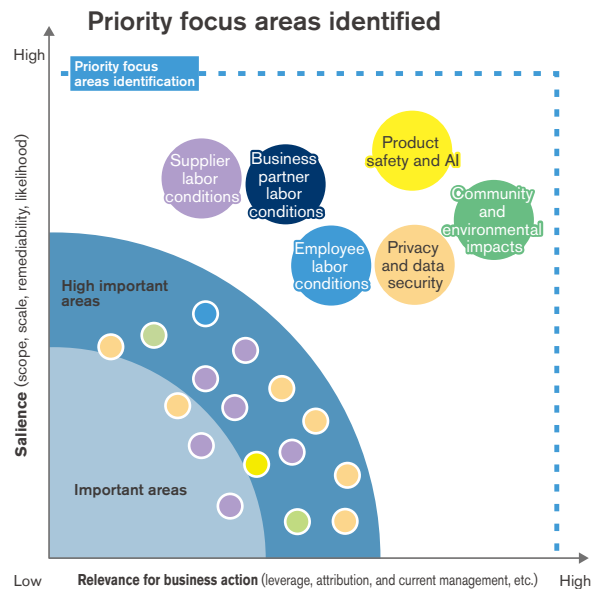


\* Incl. Grievance Mechanism

\*1 Click here for more information on a globally integrated reporting system. >>> P136  
 \*2 Organization for Economic Co-operation and Development  
 \*3 Click here for more information on supply chain-related human rights initiatives. >>>P083  
 \*4 Click here for more information on employee human rights initiatives. >>> P093

See below for more details about our policies and guidelines.  
 · Global Code of Conduct [https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/ASSETS/PDF/NISSAN\\_GCC\\_E.pdf](https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/ASSETS/PDF/NISSAN_GCC_E.pdf)  
 · Nissan CSR Guidelines for Suppliers <https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/SUPPLIERS/>  
 · Global Minerals Sourcing Policy Statement [https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/ASSETS/PDF/Minerals\\_Sourcing\\_Policy\\_e.pdf](https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/ASSETS/PDF/Minerals_Sourcing_Policy_e.pdf)  
 · Nissan Global Guideline on Human Rights [https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/HUMAN\\_RIGHTS\\_GUIDELINE/](https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/HUMAN_RIGHTS_GUIDELINE/)

Specifically, to identify factors that impact human rights as an automobile manufacturer, we conducted a human rights assessment from two perspectives—salience (scope, scale, remediability, likelihood) and relevance for business action (leverage, attribution, current management, etc.)—and classified them into high important areas and important areas. The six priority focus areas that Nissan should address by incorporating business strategies and business activities from among the elements identified as priorities were specified, namely 1) employee labor conditions, 2) supplier labor conditions, 3) product safety and AI, 4) privacy and data security, 5) business partner labor conditions, and 6) community and the environmental impacts. Going forward, we plan to strengthen our efforts in each area based on the results of this assessment.



## Stakeholder engagement on human rights

### <External stakeholder initiatives>

In fiscal 2022, we held several dialogues with external stakeholders. Specifically, in September 2022, we invited four outside experts, Mr. Ryusuke Tanaka of the International Labour Organization (ILO), Ms. Emi Sugawara of Osaka University of Economics and Law, Mr. Daisuke Takahashi (Japan Federation of Bar Associations), and Mr. Keiichi Ujiiie of Global Compact Network Japan, to hold a dialogue on the topic of “Business and human rights.”



Engagement conducted with outside experts

Several Nissan representatives from departments in charge participated in the meeting and introduced specific activities to strengthen initiatives, including defining a roadmap to 2030 and Human Rights Want-to-be Statement, a governance structure to increase the commitment of internal stakeholders, and efforts to improve information disclosure. In addition to advice on Nissan’s activities in response to the above, there was also a broad exchange of views on the identification and assessment of serious human rights issues that Nissan should address.

Specific feedback noted that “companies need to address migrant workers, who are likely to be in vulnerable positions, and gender equality in employment, which is attracting attention from society,” “companies need to look at the link between human rights and business as a whole and further assess how supply chain rights holders\*1 are affected,” and “the premise for promoting business and human rights activities is to integrate human rights policies into management systems with the proactive participation of management.” \*2

Further, in March 2023, we held a follow-up session with stakeholders who participated in the dialogue held in September 2022, where in addition to reporting on the status of subsequent Nissan’s activities, we once again exchanged opinions and received evaluations and feedback on our activities.

In addition to the above, we participated in the 2022 UNDP “Business and Human Rights Project” (supported by the Japanese government), where we had the opportunity to deepen our understanding of the UNGP, review each of our own initiatives, and discuss prospects through group training and individual guidance by human rights experts (themes included human rights policies, mechanisms such as human rights due diligence and grievance mechanisms, and communication).

On this project, Nissan was highly commended for its internationally recognized policies and management systems that respect human rights and its establishment of a cross-functional structure to address human rights issues. Nissan also received advice on addressing potential risks, strengthening activities according to their impact and priority, and enhancing the disclosure of information on human rights activities.

\*1 Rights holders: Human rights systems that companies should respect.

\*2 Click here for more information related to these sessions. <https://www.nissan-global.com/EN/SUSTAINABILITY/SOCIAL/HUMANRIGHTS/INITIATIVES/>



We continued to hold dialogues with external stakeholders on multiple occasions in fiscal 2023.

Specifically, in July 2023 we engaged with the World Benchmarking Alliance (WBA), which implements and publishes the Corporate Human Rights Benchmark (CHRB), and exchanged opinions on subjects that included Nissan's acceptance and use of CHRB results (utilization to improve and elevate the level of activities, changes due to engagement with WBA) and requests from Nissan to the WBA.

In March 2024, we held a dialogue with Amnesty International Japan, the Japanese branch of the international human rights NGO Amnesty International. In addition to gratefully receiving valuable opinions with regard to stakeholder involvement in the process of formulating and revising Nissan Human Rights Policy Statement, its scope, content/priority areas, and operation, we received multifaceted and thought-provoking feedback regarding Nissan's human rights initiatives and expectations for the automobile industry. We will utilize these findings in future revisions of the policy and to strengthen our efforts.

### <Internal stakeholder initiatives>

Having in fiscal 2022 further systematized and strengthened internal communication on human rights, which we had been promoting before then, in fiscal 2023 we continued to proactively communicate messages on respect for human rights from the CSO and the executive in charge of human resources to employees, for example introducing social topics and internal initiatives related to human rights to coincide with International Human Rights Day. There have been approximately 10 communication opportunities, both large and small.



Sustainability seminar 2023 - Session for employees (August 2023)

Going forward, Nissan will further strengthen its efforts while reflecting the opinions received from internal and external stakeholders in its human rights initiatives, including human rights risk assessments, reports, and communications. We will promote these initiatives not only at Nissan but through ongoing dialogue with all of Nissan's stakeholders, including the rights holders in the supply chain mentioned.