

# 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 year 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 year 2022 onward. In addition, 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.

### Revision of the Nissan Human Rights Policy

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).

Moreover, based on the UN Guiding Principles on Business and Human Rights (UNGPR), Nissan formulated and published the Nissan Human Rights Policy Statement (First Edition) in June 2017 to actively prevent adverse human rights impacts. Following a revision of the policy statement in July 2021, Nissan updated it for a second time in March 2025 and relaunched it as the Nissan Human Rights Policy\*. The main point of the revision is to further strengthen initiatives in two ways: by requesting that not only Nissan but also its business partners in the value chain conduct activities in a way that aligns with this policy; and by showing Nissan’s commitment to dialogue with its stakeholders.

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

In addition, also in March 2025, Nissan updated the Nissan Global Guideline on Human Rights,\*<sup>1</sup> which outlines the details of specific measures for employees regarding respect for human rights, with the aim of ensuring more thorough compliance with and implementation of the policy. The guideline is intended to help Nissan 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.

Furthermore, in anticipation of complying with requirements such as European regulations, we established the Nissan Sustainability Due Diligence Standard\*<sup>2</sup> in March 2025. This defines the basic philosophy and procedures for Nissan's due diligence with regard to impacts on sustainability aspects, such as the environment and human rights. Under the revised policy and newly 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.

## Milestones related to respect for human rights

FY	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* <sup>3</sup> · Revises from Customer Privacy Policy to Global Data Privacy Policy* <sup>4</sup> · Updates Global Code of Conduct* <sup>5</sup>	· Updates Nissan CSR Guidelines for Suppliers · 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* <sup>6</sup> at day-to-day management level · Updates priority areas for human rights assessment at corporate level
2024	· Publishes revision to Nissan Human Rights Policy · Publishes revision to Nissan Global Guideline on Human Rights · Publishes Nissan Sustainability Due Diligence Standard · Revises from Global Minerals Sourcing Policy to Responsible Materials Sourcing Policy* <sup>7</sup> · Revises from Nissan Supplier CSR Guidelines to Nissan Supplier Sustainability Guidelines* <sup>8</sup> · Establishes Nissan North America SCM Human Rights Due Diligence Program	· Continues the implementation of human rights due diligence at consolidated subsidiaries · Expands operation of human rights hotline for suppliers · Strengthens the responsible procurement of raw materials such as natural rubber · Strengthens initiatives to respect human rights by function at the day-to-day management level* <sup>9</sup> · Strengthens mapping of the supply chain and assessment of forced labor risks (NNA)

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

\*2 Click here for more information on the Nissan Sustainability Due Diligence Standard. [https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/DUE\\_DILIGENCE/](https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/DUE_DILIGENCE/)

\*3 Click here for more information on Nissan Social Program 2030. [>>> P008](#)

\*4 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)

\*5 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)

\*6 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 materials sourcing.

\*7 Click here for more information on the Responsible Materials Sourcing Policy. [https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/MATERIALS\\_SOURCING/](https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/MATERIALS_SOURCING/)

\*8 Click here for more information on the Nissan Supplier Sustainability Guidelines <https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/SUPPLIERS/>

\*9 Click here for more information on the initiatives in HR departments [>>> P093](#)

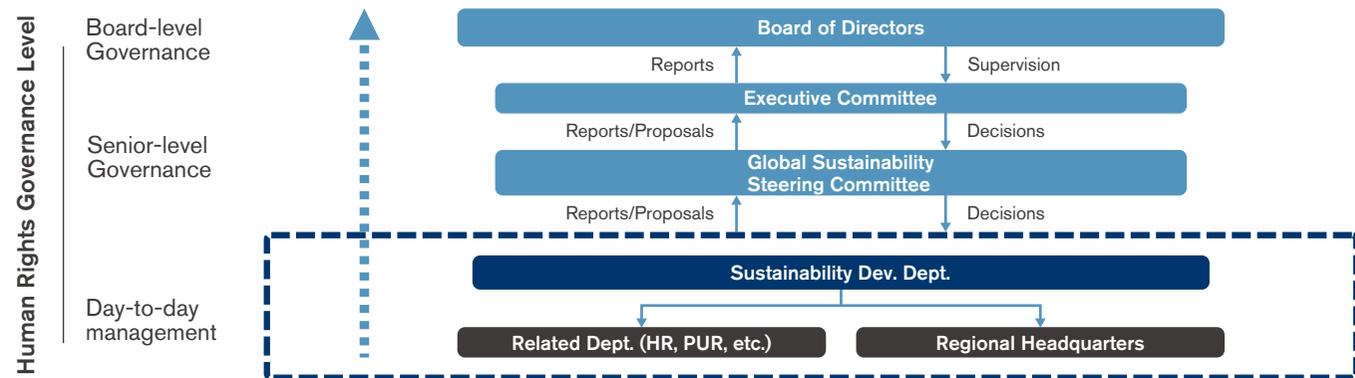
## Human rights management

At Nissan, governance related to human rights is directed by the Global Sustainability Steering Committee (GSSC) in accordance with the Nissan Human Rights Policy Statement. In fiscal year 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 year 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.\*1 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 year 2022 onward, we have been working to resolve the four human rights issue areas clarified by the human rights special project team in fiscal year 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), with (5) dealer human rights due diligence being newly added in fiscal year 2024. This is performed in a global and cross-functional manner that 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 and also to EC, the highest decision-making body. Nissan regularly reviews Nissan Human Rights Policy 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 companywide Corporate Risk Management Committee.\*2 As one of the important activities of the Nissan Social Program 2030, in fiscal year 2024 our initiatives related to respect for human rights were again reported to EC and the Board of Directors.

Items	FY2024 Objective	FY2024 Result
① Employee human rights due diligence	Implementation of human rights due diligence	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	Expanded the content and scope of reporting	Expanded operation of the human rights hotline · In addition to human rights, environmental and community life were added · Also opened to battery suppliers
④ Stakeholder engagement (including responses to serious allegations)	Implement FY2024 communication plan (including confirmation of process for serious allegations)	Implemented (roundtable with media/analysts on NGP/NSP2030 launch, engagement with NGOs/international organizations/unions)
⑤ Dealer human rights due diligence	Incorporated Nissan Human Rights Policy into contracts and established due diligence process	Nissan Human Rights Policy has been incorporated into global dealer contracts, and a dealer due diligence framework is being developed using the existing TPC*3 process.

### Human rights governance structure



\*1 Performance indicators for sustainability in performance-based cash incentives were updated in 2024. Click here for more information. >>> P010

\*2 Click here for more information on risk management enhancement efforts. >>> P132

\*3 TPC: An abbreviation for Third Party Compliance

## 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\*1 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.

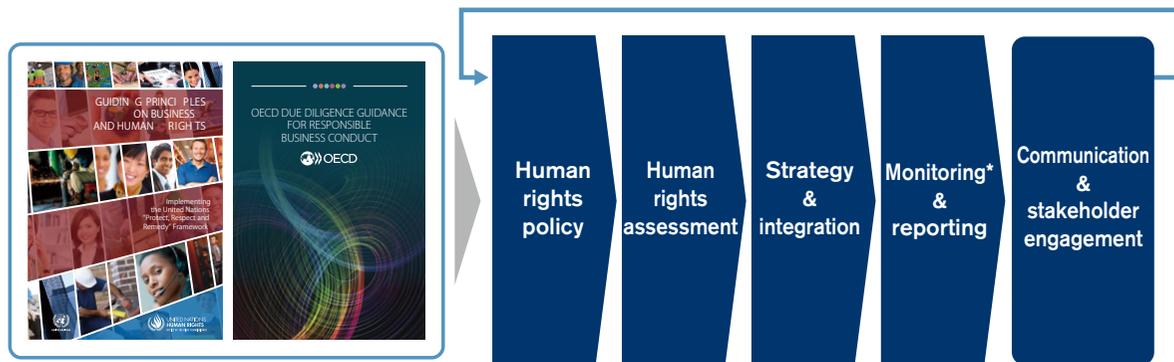
We also apply the same process to our supply chain and regularly conduct third-party sustainability assessments based on the "Nissan Supplier Sustainability Guidelines." The results are monitored and improvements are made with suppliers.\*2 Please refer to the Employee Human Rights\*3 and Responsible Sourcing sections, respectively, for further information on employee human rights and human rights initiatives in the supply chain.

### Update of priority focus areas for respecting human rights

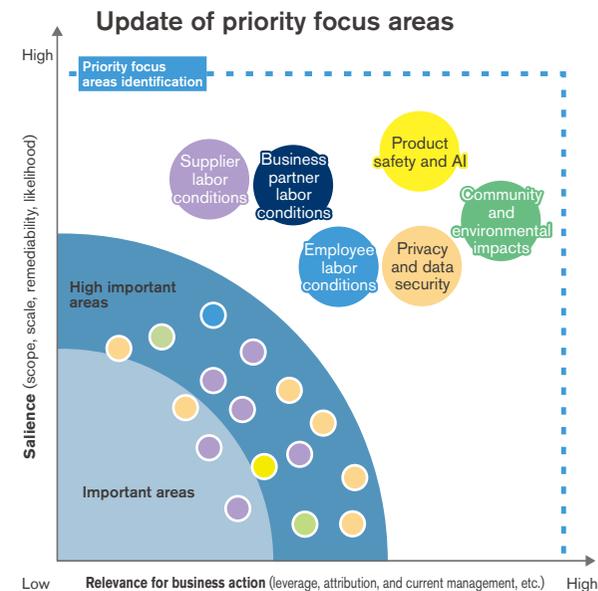
In fiscal year 2023, in cooperation with Business for Social Responsibility (BSR), a U.S. NPO promoting sustainability, we identified and updated priority focus areas for respecting human rights as part of our second corporate-level human rights assessment since 2018.



### Human rights due diligence process



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.



\*1 Organization for Economic Co-operation and Development

\*2 Click here for more information on supply chain-related human rights initiatives. >>> P084

\*3 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 Supplier Sustainability Guidelines <https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/SUPPLIERS/>

· Responsible Materials Sourcing Policy [https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/MATERIALS\\_SOURCING/](https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/MATERIALS_SOURCING/)

## Stakeholder engagement on human rights

### <External stakeholder initiatives>

In fiscal year 2024, we continued to hold dialogues over several occasions to engage with external stakeholders.

### Initiatives related to NPOs and NGOs

We participated in the Stakeholder Engagement Program (FY2024)\*<sup>1</sup> organized by Caux Round Table Japan (CRT Japan), a non-profit organization. Through continued dialogue with participating companies, NPOs/NGOs, and academic experts, we deepened our understanding of a broad range of social issues, particularly those related to human rights and the environment. These discussions helped us gain insights into the background to the occurrence of human rights issues, the relationship between business activities and human rights, key human rights concerns, and the importance of conducting business in a way that respects human rights. We also recognized the importance of collaborating with labor unions in order to reflect the perspectives of potentially vulnerable employees — particularly direct employees — in our activities.

In addition, in March 2024, we held a dialogue with Amnesty International Japan, Japan section 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, 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.

Further, in November 2024, we engaged in dialogue with both the international secretariat and Japan section of Amnesty International. The discussions focused on Nissan's policies and guidelines—particularly in relation to the mineral supply chain—as well as our initiatives related to human rights due diligence. These interactions further enhanced our

understanding of social expectations and will inform future policy updates and the strengthening of our initiatives.

### Initiatives related to international organizations

In addition to dialogue through stakeholder engagement programs previously described, we implemented the following initiatives. In October 2024, we held discussions with the International Labour Organization (ILO), during which we reaffirmed as a key expectation for the automotive industry the importance of social dialogue including communication with employees, labor-management discussions, and engagement with local governments and labor unions in countries where we operate. Based on this, we initiated engagement with the Nissan Motor Workers' Union on a wide range of human rights topics.\*<sup>2</sup> Participating in the 2024 UNDP "Business and Human Rights Project" (supported by the Japanese government) gave us the opportunity to deepen our understanding of the UNGP and review each of our own initiatives through group training led by human rights experts. We also exchanged views with other participating companies on such themes as the establishment of human rights policies, due diligence processes, and grievance mechanisms as well as communication and expectations of institutional investors. 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 Click here for more information related to this program (Japanese only) [https://crt-japan.jp/human-rights/she-program\\_archive/](https://crt-japan.jp/human-rights/she-program_archive/)

\*2 Click here for more information related to this engagement. [>>> P071](#)

### <Internal stakeholder initiatives>

In fiscal year 2024, we conducted engagement with the Nissan Motor Workers' Union as an organization representing employees, who are the most important internal stakeholders in human rights activities.



Engagement conducted with the Nissan Motor Workers' Union (October 2024)

Specifically, in October 2024, we visited the Nissan Motor Workers' Union and held a dialogue on a broad range of human rights topics with the Central Executive Committee Chair, and the Central Secretary-General. Multiple members from Nissan participated, including representatives from HR and the Sustainability Development Department. Opinions were shared covering various human rights-related issues such as grievance mechanisms, discrimination and harassment, diversity, and health and safety. It was a valuable opportunity to hear the authentic voices of employees conveyed through the labor union. Based on this dialogue, we will strive to implement internal improvements, including conducting harassment training. In addition, in light of the growing awareness of human rights not only at Nissan but across the automotive industry as a whole, we reaffirmed the importance of constructive collaboration based on strong labor-management relations

and also reconfirmed our cooperative framework.

### Strengthening of engagement-based policies and activities

Nissan further strengthened its commitment to respecting human rights by ensuring that the points and feedback received from this series of internal and external stakeholder engagements on human rights were reflected in revising and newly formulating the following policies, guidelines, and standards as well as in related activities implemented in March 2025.

- Nissan Human Rights Policy\*<sup>1</sup>
- Nissan Global Guideline on Human Rights\*<sup>2</sup>
- Nissan Sustainability Due Diligence Standard\*<sup>3</sup>
- Nissan Supplier Sustainability Guidelines\*<sup>4</sup>
- Responsible Materials Sourcing Policy\*<sup>5</sup>

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\*<sup>6</sup> in the supply chain mentioned.

\*1 Click here for more information on the Nissan Human Rights Policy. [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/)

\*3 Click here for more information on the Nissan Sustainability Due Diligence Standard. [https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/DUE\\_DILIGENCE/](https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/DUE_DILIGENCE/)

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

\*5 Click here for more information on the Responsible Materials Sourcing Policy. [https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/MATERIALS\\_SOURCING/](https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/MATERIALS_SOURCING/)

\*6 Rights holders: Human rights systems that companies should respect.