

NISSAN MOTOR CORPORATION



## Nissan Human Rights Policy Statement

### 1. OUR APPROACH TO RESPONSIBLE BUSINESS

Our mission at Nissan is to deliver measurable value to all stakeholders, including customers, shareholders, employees and the communities in which we do business.

As a leading automotive company, we are committed to delivering engaging, valuable and sustainable mobility for all. We recognize that we cannot achieve this commitment unless we respect the human rights of our stakeholders, comply with applicable national laws and practices, and unless 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's commitment to respecting human rights is also informed by the *Universal Declaration of Human Rights*, and the *International Labor Organization's Declaration on Fundamental Principles and Rights at Work*.

Nissan recognizes the *UN Guiding Principles on Business and Human Rights* (UNGPs) as the standard reference and strives to implement its principles to proactively avoid the risk of adverse human rights impacts. Pursuant to this commitment, we have identified the following areas of focus.

#### a. Our employees and workers in our supply chain

We are committed to fair labor conditions and the highest standards of health and safety. We do not permit the use of child labor or forced labor. We do not allow discrimination or any form of harassment, and we are committed to respecting diversity.

#### 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.

**c. Our environment**

We recognize the threat that climate change poses to the human rights of all stakeholders, in particular 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.

**d. Our global operations**

We operate in many markets around the world, under a range of political, economic, and geographic conditions which might present enhanced risk of adverse human rights impacts. 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 for Nissan Group* 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 strive to work with our business partners, including suppliers and contractors, to further the objectives of this policy statement.

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

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*. Within the CSR guidelines for suppliers, we have defined a set of expectations towards our suppliers, including expectations pertaining to human rights and labor. We work with suppliers to promote commitment and consistency in the application of these principles.

In addition, we require the businesses we deal with to take initiative regarding responsible procurement of minerals and to carry out due diligence on conflict minerals.

For more information please refer to the *Renault-Nissan CSR Guidelines for Suppliers*.

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

As outlined in the UNGPs, we recognize the need to take a comprehensive approach to managing human rights, starting with the identification of any actual or potential adverse impact on human rights that we might have inadvertently caused or contributed to.

In our efforts to avoid adverse human rights impacts, we recognize the importance of monitoring, assessing and taking action by developing appropriate response strategies that could also involve engaging with our stakeholders.

As referenced in the *Global Code of Conduct for Nissan Group*, Nissan's employees may make inquiries with respect to the principles outlined in this Human Rights Policy Statement through Nissan's established global reporting system. Nissan is committed to investigating, addressing and responding to the concerns raised through such inquiries.

Nissan is also committed to protecting those who make good faith inquiries related to the principles outlined in this statement from any form of retaliation.