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Human rights

Human rights policies and philosophy

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 do not condone discrimination on the basis of race, nationality, gender, religion, disability, age, place of origin, gender identity, sexual orientation or any other characteristic nor infringement on 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, 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 established the human rights working group in fiscal 2022 to further strengthen efforts to respect human rights and resolve human rights issues. 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*¹ (First Edition) in June 2017 to actively prevent adverse human rights impacts and updated it in July 2021.

*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/

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Also in 2021, Nissan formulated and published the Nissan Global Guideline on Human Rights,*1 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 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 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.

Human rights management

Governance related to human rights

At Nissan governance related to human rights is directed by the Global Sustainability Steering Committee 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 Global Sustainability Steering Committee and the Executive Committee, which also reports as well as to the Board of Directors. 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.

In fiscal 2022, the newly established human rights working group addressed and strengthened four human rights issues 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), and Sustainability, HR, Purchasing, Communication and other related functions including regions have been working on solutions in a global and cross-functional manner. The progress and results of these efforts were reported twice to the Global Sustainability Steering Committee and also to the Executive Committee,

Milestones related to respect for human rights

	Policies and philosophy	Approaches
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	· Implements corporate impact assessment
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 *2	· Conducts a human rights assessment at Nissan (China) Investment Co., Ltd. · Establishes the cross-function human rights working group to further strengthen efforts to respect human rights

*1 Click here for more information on the Nissan Global Guideline on Human Rights. https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/HUMAN_RIGHTS_GUIDELINE/

*2 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

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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. In fiscal 2022, the status of the

initiatives was also reported to the Audit Committee and the Board of Directors. *1

Human rights management for employees and in collaboration with suppliers

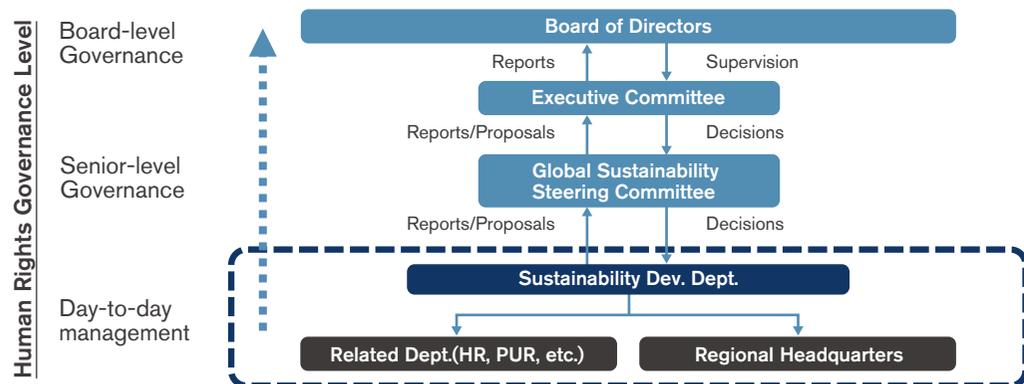
The Nissan Human Rights Policy Statement and the Nissan Global Guideline on Human Rights are applicable to all of Nissan's executives and employees.

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, contractors,

and other business partners to achieve this goal. Since 2006, Nissan has shared a set of common values and processes around purchasing known as The Renault-Nissan Purchasing Way with its worldwide network of suppliers. Common values regarding human rights and labor are also shared via the Renault-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. Please refer to the supply chain management section for further information on human rights initiatives in the supply chain. *2

We are also strengthening communication with our sales companies and promoting consistent sustainability management, including on human rights issues. 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. *3

Human rights governance structure



*1 Click here for more information on risk management enhancement efforts. >>> P133
 *2 Click here for more information on supply chain-related human rights initiatives. >>> P099
 *3 Click here for more information on a globally integrated reporting system. >>> P136

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
 · Renault-Nissan CSR Guidelines for Suppliers <https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/SUPPLIERS2015/>
 · "Renault-Nissan CSR Guidelines for Suppliers" Supplementary Handbook for Nissan Suppliers https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/SUPPLIERS_SH/
 · Global Minerals Sourcing Policy Statement 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/index.html

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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 "Renault-Nissan CSR Guidelines for Suppliers" and its supplementary handbook. The results are monitored and improvements are made with suppliers.*2

In fiscal 2017, in addition to formulating the Nissan Human Rights Policy Statement, we cooperated with Business for Social Responsibility (BSR), a U.S. NPO promoting sustainability to implement a human rights assessment that identified areas of requiring focus in Nissan's efforts to respect human rights.

Specifically, in order to identify factors that impact human rights as an automobile manufacturer, we conducted a human rights impact assessment from two perspectives: the impact on human rights risks and the potential impact caused by Nissan, and classified them into priority areas and areas requiring a response.

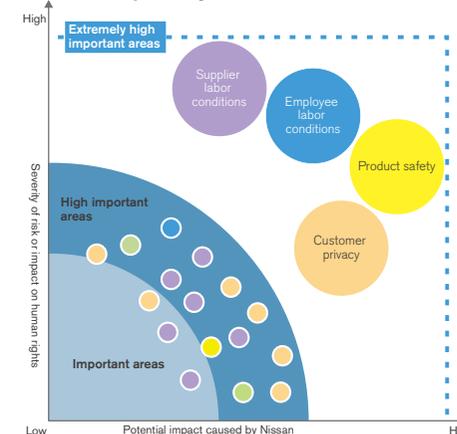
Four priority focus areas that Nissan should address by incorporating business strategies and business activities from among the elements identified as priorities were specified, namely 1) employee labor conditions, 2) supplier labor conditions, 3) product safety and 4) customer privacy. Based on the results of this impact assessment, as part of human rights due diligence, we worked with outside NPOs to conduct human rights assessments at Nissan South Africa (Pty) in fiscal 2019 and again in fiscal 2020 at Nissan Motor Thailand (NMT), group companies (Nissan Powertrain

Human rights due diligence process



* Incl. grievance mechanism

Four priority focus areas identified



*1 Organization for Economic Co-operation and Development

*2 Click here for more information on supply chain-related human rights initiatives. >>> P099

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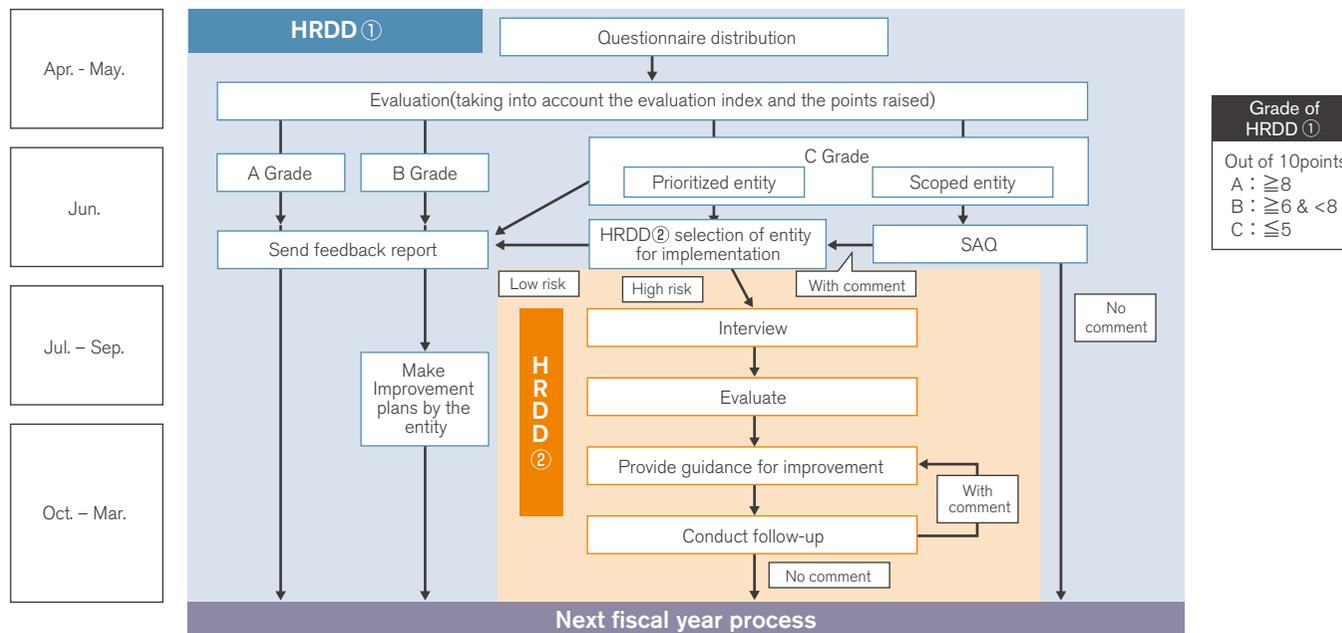
(Thailand) and SNN Tools & Dies), and in fiscal 2021, Nissan North America. We confirmed human rights risk was generally low at all companies assessed. We formulated action plans to remediate items requiring improvement identified in the assessments and are improving them on an ongoing basis by executing those plans.

In fiscal 2022, as in previous years, we conducted human rights assessments at Nissan (China) Investment Co., Ltd. as part of human rights due diligence in accordance with the Nissan Human Rights Policy Statement and the Nissan Global Guideline on Human Rights. In this human rights assessment, we continued to gain support from third parties, leveraging their expertise. We conducted a self-assessment using a questionnaire, as was done in the previous assessments, then gained more comprehensive knowledge of the situation through interviews with local employees. In selecting interviewees, we considered attributes such as employment status, job title, gender, and race in order to include diverse perspectives. The assessment criteria incorporated international standards from the International Labor Organization (ILO) and the Organization for Economic Cooperation and Development (OECD), as well as the Nissan Global Guideline on Human Rights while also incorporating compliance with local laws and regulations. The assessment did not suggest any inconsistencies with local laws. The assessment identified potential areas which the targeted bases could consider revising to better reflect the seven themes*1 outlined in the Nissan Global Guideline on Human Rights. We considered and implemented mitigation measures for each of those that were recognized as being at actual risk. As a specific example, in relation to the theme of labor management systems and access to

remedy, the interviewees raised the concern that employees were not fully aware of the existence of the Nissan Human Rights Policy Statement. In response, we decided to once again review our internal communications and training regarding the Policy Statement to ensure that all employees understand its contents, and conducted additional awareness activities and training to this end. In deciding on improvement activities, we engage in dialogue with the affected local employees and make proposals which are reviewed and approved at the Global Sustainability Steering Committee.

In fiscal 2022, we also developed a human rights assessment process based on past human rights due diligence performance and experience. Considering the size and geography of our business, we plan to further expand the scope of employee human rights due diligence to cover at least 80% of our global workforce each year. Going forward, for each theme, we will continue to check the progress and effectiveness of the improvement activities with the local employees, while at the same time monitoring and managing the process through the Global Sustainability Steering Committee.

Employee: Human rights assessment process



*1 Seven themes(evaluation items): Labor management system & access to remedy, forced labor, child labor & young workers, working conditions, discrimination, freedom of association, and health and safety

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Employee education and training related to human rights, internal reporting system

"Nissan Human Rights e-Learning," a mandatory training program for all global employees established in fiscal 2021, focuses on introducing the contents of Nissan Human Rights Policy Statement and the Nissan Global Guideline on Human Rights and consists of a CEO/CSO message, a definition of human rights, business and human rights, respect for human rights at Nissan, case studies, and tests. The training content is designed so that participants can learn basic knowledge related to human rights systematically and practice respect for human rights in their daily work. This training program was first introduced to indirect employees in Japan, and in fiscal 2022, it was in the middle of expanding to all directors and indirect employees at overseas consolidated bases, with a participation rate of 87.3% in Japan, 100% in China (NCIC) and 99.3% in ASEAN region.

In addition, direct employees working at plants learned about concepts and approaches pertaining to respect for human rights, focusing on the Nissan Human Rights Policy Statement and the Nissan Global Guideline on Human Rights during video training on the Global Code of Conduct. Training was conducted at regular shift start meetings at all global plants or through an in-person classroom format.

Furthermore, as described in the Global Code of Conduct, employees can submit inquiries related to human rights issues via the SpeakUp*1 global reporting system. We are committed to investigating, addressing and responding to any concerns reported, and employees who make inquiries are protected from any form of retaliation. With the aim of promoting efforts to respect human rights together with suppliers, we plan to establish a supplier contact point

to receive reports of human rights violations by Nissan employees during fiscal 2023.

We have also established an internal process for human rights serious allegations, and are working with our overseas offices to strengthen our response.

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 Labor Organization (ILO), Ms. Emi Sugawara of Osaka University of Economics and Law, Mr. Daisuke Takahashi (Japan Federation of Bar Associations), and Mr. Keiichi Ujii of Global Compact Network Japan, to hold a dialogue on the topic of "Business and human rights."

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 highly vulnerable migrant workers 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 rights holders in the supply chain 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



Engagement conducted with outside experts

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-

*1 Click here for more information on the SpeakUp. >>> [P136](#)

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

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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.



<Internal stakeholder initiatives>

In fiscal 2022, we further systematized and strengthened internal communication on human rights promoted up to now, and proactively communicated messages on respect for human rights from CSO and the executive in charge of human resources to employees, introducing social topics and internal initiatives related to human rights. There have been approximately 8 communication opportunities, both large and small.



Sustainability seminar held for employees

Rather than conducting human rights-related training and information sharing, as in fiscal 2021, Nissan conducted a human rights awareness survey of its employees again in fiscal 2022 to ascertain their level of recognition and understanding of Nissan's initiatives, their opinions and wishes, and to further elevate the level of human rights activities. Analysis of the survey results in fiscal 2022 show that employee awareness of human rights policies and guidelines has increased, and that we have been able to raise awareness of human rights within the company and expand these activities in many areas. Given the effectiveness of the educational programs conducted in fiscal 2022, we will

continue to send out messages from top management and implement educational programs as further actions through fiscal 2023. In addition, as new measures to further deepen employees' understanding, we will consider specific measures to expand the educational program and strengthen internal public relations.

We will further strengthen efforts in the area of human rights by reflecting internal and external stakeholder feedback in human rights risk assessment, reporting, and communications. We will also promote initiatives through ongoing internal dialogues as well as dialogues with all Nissan stakeholders, including mentionable rights holders in the supply chain.