

# Employee human rights

## Approach to employee human rights

Nissan has been a member of the United Nations Global Compact since 2004, observing its universal principles on human rights, labor, the environment, and anti-corruption. Nissan promotes the management of sustainability strategies pursuant to the Compact's ten principles.

Nissan also respects human rights as stated in the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work (ILO Core Labour Standards). Nissan respects the ILO Core Labour Standards, which include freedom of association and effective recognition of the right to collective bargaining; the elimination of all forms of forced labor; the effective abolition of child labor, elimination of discrimination in respect of employment; and safe and healthy working conditions. In cases where there is a gap between domestic law and the above internationally recognized human rights standards, we will follow the higher standard. In cases of conflict between the above, we will pursue methods that maximize respect for internationally recognized human rights.

To ensure compliance with and thorough implementation of the Nissan Human Rights Policy\*<sup>1</sup> revised in fiscal year 2024, Nissan revised the Nissan Global Guideline on Human Rights,\*<sup>2</sup> which outlines specific measures for employees regarding respect for human rights, in March 2025. The guideline is intended to support 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. We are strengthening various activities to

respect the fundamental rights of our employees.

In the Nissan Social Program 2030, "Employee Human Rights" is included as one of the key areas under the focus area of the Power of employees. The program aims to "Respect human rights to realize 'People centric' " as a 2030 goal.

The area for employees is driven by HR strategies, which include initiatives such as expanding the scope of human rights due diligence and enhancing training. Furthermore, to promote human rights initiatives for our employees, we formulated a human rights strategy for our employees in fiscal year 2023. The human rights strategy defines the direction Nissan should take and identifies the human rights issues on which we should focus our efforts to realize what Nissan should achieve in respect for human rights. Specifically, we aim to meet stakeholder expectations regarding human rights by classifying our activities into "defensive" maintenance and strengthening that include fostering a corporate culture that respects human rights, complying with applicable laws and regulations, and responding to international human rights standards, as well as "offensive" construction and maintenance, which involves co-creating value with stakeholders, establishing a brand as a company that respects human rights, and incorporating them into business activities.

In executing our human rights strategy in fiscal year 2024, we prioritized "offensive" and "defensive" measures and set a timeline for the implementation of each. We then broke each measure down into a concrete action plan and selected departments to implement these plans. Some of these measures are already underway, and we have adopted a risk-

based approach to human rights due diligence and reviewed the process for selecting sites with high human rights risks. The plan is to carry out human rights due diligence in fiscal year 2025 based on this selection process.

\*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/)

## Employee human rights management

Aiming to realize “People centric”, Nissan is working to create a workplace environment where employees can work with peace of mind.

In this context, respecting the human rights of employees is essential for an organization, and Nissan has created a structure to systematically address this issue.

As part of our human rights governance structure, we have established a Global Sustainability Steering Committee to promote activities that respect human rights. Reporting and making proposals to the Executive Committee and the Board of Directors based on the results of those activities, this committee also receives feedback.

As part of our human rights governance structure, we have established a Global Sustainability Steering Committee and reporting to the Board of Directors and the Executive Committee, to promote activities that respect human rights. The details of this committee are also reported to the Board of Directors and the Executive Committee for feedback.

In addition, at the day-to-day management level, each functional department, such as purchasing and human resources, is promoting efforts to respect human rights, and a structure has been established whereby the sustainability development department, which oversees human rights initiatives, is regularly updated on progress.

Particularly in human rights due diligence, where external expectations are high, we are promoting activities in alignment with the global and regional teams within the human resources department.

Under the “Value Diversity and Provide Equal Opportunity” code within the Global Code of Conduct,<sup>\*1</sup> Nissan requires its employees to respect and value the diversity found among the company’s employees, business partners, customers, and communities, while rejecting discrimination and harassment

in all forms, regardless of magnitude.

Nissan executives and employees must respect the human rights of others and may not discriminate against or harass others based on race, ethnicity, national origin, culture, religion, gender, sex, sexual orientation, gender expression/identity, disability, marital status or any other characteristic; nor may they allow such a situation to go unchecked if discovered.

We also endeavor to ensure that all employees, regardless of gender identify, can work in an environment free from sexual and other forms of harassment. As a specific measure to achieve this goal, we have introduced mandatory e-learning programs on human rights and compliance with the aim of advancing employees’ awareness of such issues.<sup>\*2</sup>

In addition, we have implemented a system called SpeakUp,<sup>\*3</sup> which enables internal reporting of any suspected breaches of all internal policies, including the Global Code of Conduct.

Furthermore, from the perspective of protecting the safety and health of all employees, Nissan is making every effort to prevent long working hours and excessive labor.

Examples of specific initiatives

- Optimizing working hours and visualizing the status of various types of leave by introducing a management system using PC activity logs and card readers installed at production sites
- Promoting autonomous workstyles with the introduction of a non-core flextime system in indirect departments

## Employees’ human rights due diligence

### Achievements

As part of human rights due diligence, we worked with external organizations to conduct human rights assessments at Nissan South Africa (Pty) in fiscal year 2019, Nissan Motor Thailand (NMT), Nissan Powertrain (Thailand) and SNN Tools & Dies in fiscal year 2020, Nissan North America in fiscal year 2021, Nissan (China) Investment Co., Ltd. in fiscal year 2022, and Nissan Philippines, Inc., Nissan Mexicana, S.A. de C.V. , and Nissan Motor Manufacturing (UK) Ltd., in fiscal year 2023. The human rights assessment conducted at our Mexico site in fiscal year 2023 indicated the need for improved hygiene in the facility, and washrooms were renovated. Additionally, at our UK site, we discovered a shortage of first aid kits and have made improvements that include the provision of additional first kits and regular stock checks going forward. In fiscal year 2024, we conducted human rights assessments at five locations: Nissan North America, Inc., Jatco Ltd, Renault Nissan Automotive India Private Limited, Nissan Automotive Europe, and Nissan Motor (Thailand) Co., Ltd. While these assessments did not reveal any violations of local laws, they did identify areas that target sites should consider reviewing to improve their response to the seven themes<sup>\*4</sup> outlined in the Nissan Global Guideline on Human Rights. At target sites where actual risks were identified, countermeasures were considered, and action plans were developed.

As specific cases, issues were identified with regard to a lack of awareness of the rules for changing safety shoes and the frequency of updating safety training content, and reviews of and improvements to the company's internal policies were recommended. Any matters identified are expected to

<sup>\*1</sup> 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)

<sup>\*2</sup> Click here for more information on management of compliance with business ethics. [>>> P137](#)

<sup>\*3</sup> Click here for more information on the internal reporting system. [>>> P137](#)

<sup>\*4</sup> Seven themes (evaluation items): Labor management system and access to remedy, forced labor, child labor and young workers, working conditions, discrimination, freedom of association, and health and safety

be improved within three fiscal years in accordance with a follow-up plan.

Deadlines have been set for the implementation of these recommendations, and by checking with local personnel, improvements will be made through the actual measures taken and the results of these checks, we will examine the lessons learned and the items to be reflected in future HRDD processes.

### <Assessment process>

Human rights assessments are conducted based on the human rights risk assessment process established in fiscal year 2023, with the selection of target sites covering more than 80% of our global workforce each year and taking into consideration risks from the perspectives of both business and sustainability.

Specifically, with the cooperation of external organizations we conduct self-assessments using human rights questionnaires that leverage their expert knowledge. At

the same time, as in the past, we gain a comprehensive understanding of the situation through interviews with local employees.

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 consider 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. In addition, we also identify risks in consideration of geographical, economic, and social factors,

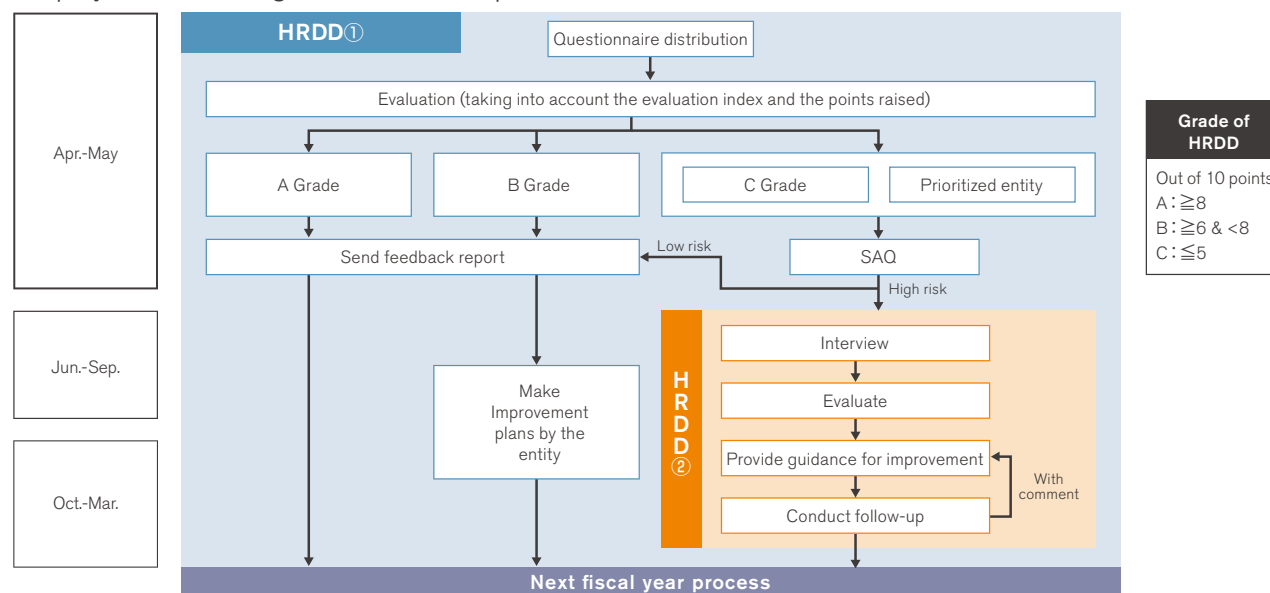
such as identifying areas to be investigated based on a preliminary understanding of general labor practices and corporate culture in the region through interviews with local experts.

We address the human rights risks that were identified and assessed through the implementation of remediation activities and dialogue with affected stakeholders to cease prevent or mitigate adverse human rights impacts.

This system will be applied globally and will continue to be managed by the Global Sustainability Steering Committee, while continuously monitoring the progress and effectiveness of improvement activities in each theme with local employees. The human rights risks detected in the assessment are fed back to the scoped entities as recommendations, and the status of responses and the effectiveness of actions taken are continuously followed up by the Global Headquarters. Recommendations and follow-up status are also reported to the Global Sustainability Steering Committee, which evaluates whether any important issues have been overlooked and whether actions taken were appropriate, and links them to future activities.

We set indicators including human rights assessment implementation rates and identified issue improvement rates, and implemented them as planned in fiscal year 2024.

### Employee: Human rights assessment process



## Revision of the Nissan Global Guideline on Human Rights

The Nissan Global Guideline on Human Rights<sup>\*1</sup>, which was formulated and announced in 2021, was revised in March 2025. This guideline summarizes specific measures related to respect for employee human rights, which is one criteria within human rights assessments. In light of the latest international standards, we have revised the guideline to further strengthen our efforts to respect the human rights of our employees. Specifically, we have clarified that we will prohibit recruiters from charging recruitment fees to potential employees, and ensure compensation is paid in full and on time to employees. Additionally, while we have always confirmed the ages of applicants to prevent child labor, we have now made it clear that age will also be confirmed at the time of hiring. By ensuring that the revised guideline is understood and thoroughly implemented, we will further strengthen our efforts to respect the human rights of all our employees on a global level.

## Diversifying workstyles with “Happy 8”

Nissan has striven to create workplaces that let individual employees choose from a wide range of workstyles to suit their values and life needs through its “Happy 8” workstyle reform.<sup>\*2</sup>

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

A mandatory training program for all global employees established in fiscal year 2021, “Nissan Human Rights e-learning” focuses on introducing the content of the Nissan Human Rights Policy (formerly the Nissan Human Rights Policy Statement), updated in fiscal year 2023, and the

Nissan Global Guideline on Human Rights, and consists of a CEO 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. First introduced to indirect employees in Japan, in fiscal year 2024 this training program was in the middle of being expanded to all directors and indirect employees at overseas consolidated bases, with a participation rate of 87.3% in Japan, 81.9% in ASEAN, 99.7% in China (NCIC), 98.5% in the Americas and 84% in the AMIEO region. This training will be updated and expanded in fiscal year 2025 to thoroughly inculcate and implement the Nissan Human Rights Policy and Nissan Global Guideline on Human Rights, which was revised in March 2025.

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 (formerly 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<sup>\*3</sup> internal 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 established a supplier contact point (human rights hotline)<sup>\*4</sup> to receive reports of human rights violations by Nissan employees during fiscal year 2023. An internal

process has also been established to address serious human rights allegations from external stakeholders, and we are collaborating with relevant departments and overseas offices to strengthen our response.

## Harassment training initiatives

Nissan strives to prevent harassment and create work environments in which all employees can thrive and actively participate.

For some time, we have implemented company-wide measures to thoroughly prevent harassment based on the Act on Comprehensive Promotion of Labor Policies (Power Harassment Prevention Act), and we are further strengthening the content and structure of our harassment training to ensure even greater prevention going forward. Specifically, we are implementing mandatory harassment training for newly appointed managers and supervisors. Additionally, as part of our awareness-raising activities aimed at preventing harassment, we are working to create an environment in which issues can be addressed before they lead to trouble, including the establishment of a harassment hotline and the implementation of programs that improve workplace communications.

<sup>\*1</sup> 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/)

<sup>\*2</sup> Click here for more information on “Happy 8” workstyle reform. [>>> P104](#)

<sup>\*3</sup> Click here for more information on the internal reporting system. [>>> P137](#)

<sup>\*4</sup> Click here for more information on the human rights hotline. [>>> P085](#)