



NISSAN GLOBAL GUIDELINE ON HUMAN RIGHTS

PURPOSE OF THE GUIDELINE

The “Nissan Global Guideline on Human Rights” supports the “Nissan Human Rights Policy Statement” (see References below) which outlines Nissan's commitment to respecting human rights (see Definitions below). This guideline is intended to explain Nissan's commitments to human rights for the benefit of Nissan employees (see Definitions below) in each country and region of operation, and to ensure that human rights are respected at every level of Nissan's operations. This guideline is derived from human rights standards promulgated by global institutions such as the United Nations, the Organization for Economic Co-operation and Development, and the International Labour Organization, as well as applicable local standards in the countries in which Nissan operates. This guideline aims to align Nissan's practices with international and local expectations on how to manage human rights issues, which in turn allows Nissan to contribute to the development of a more sustainable society.

This guideline applies to all activities conducted by Nissan Motor Co., Ltd. (Nissan) and its local companies (see Definitions below). While Nissan's local companies should follow this guideline as common reference points, they will also have to adapt them to the specificities of the business lines and countries of operations; the level and complexity of human rights issues will vary according to the local context. In addition, this guideline should be considered within the context of national and local legislation (“laws”) where Nissan operates. Where local standards diverge from the standards contained herein, the local company should abide by the local standards. If there are no local standards, then the local companies should at least follow this guideline.

Nissan has the sole and exclusive right to interpret, modify, and enforce this guideline.

STRUCTURE OF THE GUIDELINE

Nissan has identified seven (7) themes that cover the most salient human rights issues that could potentially impact Nissan's stakeholders through its operations.

1. Labor Management System & Access to Remedy
2. Forced Labor
3. Child Labor & Young Workers
4. Working Conditions
5. Discrimination
6. Freedom of Association

7. Health and Safety

Each of these themes include topics that require due diligence to respect human rights.

1. LABOR MANAGEMENT SYSTEM & ACCESS TO REMEDY

A. LABOR MANAGEMENT SYSTEM

Nissan and its local companies should have a Labor Management System (see Definitions below) in place to address the labor and human rights of its employees. Such Systems will drive respect for and compliance with all applicable laws, standards and requirements. The Labor Management System sets out ways in which the companies should adhere to internal Nissan policies that allow for the process of human rights due diligence, i.e. the ongoing identification, prevention and mitigation of adverse impacts to human rights that the companies may cause or to which the companies may contribute, and also incorporating lessons learned into future activities.

B. ACCESS TO REMEDY

Nissan and its local companies have processes (including a formal grievance mechanism) in place to allow for the collection and remedying of various types of complaints, including complaints related to allegations of potential human rights abuses. Where allowed by law, it permits anonymous reporting and two-way confidential communication with employees and other stakeholders. Employees are protected from retaliation as defined in whistleblowing processes. The existence of the processes should be communicated to employees.

2. FORCED LABOR

Nissan does not condone any kind of slavery or trafficking of persons. Therefore, Nissan and its local companies should not tolerate forced, bonded (including debt bondage and other unacceptable financial costs) or indentured labor, involuntary or exploitative prison labor, or any other similar labor or restrictions on employees. Nissan and its local companies should not retain an individual's originals of government-issued identification, personal documentation and/or travel documents.

3. CHILD LABOR & YOUNG WORKERS

Nissan does not condone child labor. Therefore, Nissan and its local companies should not tolerate child labor, which applies to any person under the age of completing compulsory education or under the minimum age for employment in the country, whichever is the strictest applicable age. Furthermore, employees under the age of 18 should not perform hazardous work (i.e. work that is likely to jeopardize their health or safety). Age verification should be conducted in order to prevent child labor and corrective actions should be taken if an instance of child labor is discovered.

4. WORKING CONDITIONS

A. WORKING HOURS

Nissan and its local companies should ensure that employees' working hours do not exceed the maximum set by local law and, at the same time, ensure that minimum breaks or rest periods set by local law are provided to employees. Nissan and its local companies should ensure that employees and their managers keep track of employees' working hours using a secure method, and that data is stored in a secure and appropriate location.

B. WAGES AND BENEFITS

Nissan and its local companies should ensure that compensation paid to employees complies with all applicable local laws, including those relating to minimum wages, overtime hours and legally mandated benefits. In the absence of any such laws, employees should be paid a wage that provides for an adequate standard of living; overtime and other benefits should, to the extent allowed, be similar to those of other Nissan organizations.

C. HUMANE TREATMENT

Employees at Nissan and its local companies should be treated with respect and dignity. There should be no intimidation, harassment, retaliation or violence against workers even where such treatment may not be recognized as illegal in that region. Any form of intimidation, harassment, retaliation or violence against workers, whether verbal, physical or sexual in nature or otherwise, corporal punishment, mental or physical coercion, or the threat of the same, should not be tolerated at Nissan and its local companies.

D. WORKING ENVIRONMENT AND LIVING CONDITIONS

Employees should be provided with ready access to clean and hygienic toilet facilities, potable water and sanitary food preparation (to meet minimum local laws and regulations, where applicable) at Nissan and its local companies' facilities. If housing/accommodation is provided by Nissan or its local companies then it should be maintained in a clean and safe state, and adequately equipped to meet the needs of employees.

5. DISCRIMINATION

Under Nissan's Global Code of Conduct, Nissan and its local companies require 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 any form, regardless of magnitude. Executives and employees must respect others and may not discriminate against or harass others based on race, nationality, gender, religion, disability, age, place of origin, gender identity, sexual orientation, or any other reason prohibited by law; and should ensure that such a situation is promptly resolved upon discovery.

6. FREEDOM OF ASSOCIATION

Nissan and its local companies should respect the rights of all employees to form and join unions (see Definitions below) of their own choosing, to bargain collectively and to engage in peaceful assembly for those purposes, consistent with local laws. Nissan and its local companies should implement measures to prohibit any form of intimidation, harassment, retaliation or violence against workers seeking to exercise or refrain from exercising, these

rights, consistent with local laws. Nissan and its local companies should undertake sincere consultation and dialogue with employees or their representatives and recognize employees' right to associate or not associate with unions based on the laws of each country and region of operation.

7. HEALTH AND SAFETY

Nissan and its local companies should treat the health and safety of all employees as their top priority. Nissan strives toward realizing a zero injury, zero-accident, zero-illness, and vigorous workplace by continuously optimizing the work environment and promoting individual physical and mental health. Nissan is fully committed to complying with all health and safety laws of the countries in which it operates and conducts regular audits to ensure compliance with those laws and with internal regulations. Nissan sets clear and measurable health and safety objectives at a company-wide level, defines roles and responsibilities for both management and non-management-level employees, and trains them on specific health and safety measures. Lessons learned from health and safety incidents are used to construct countermeasures in order to prevent reoccurrences.

Definitions

- “Human rights” refers to a set of basic rights designed to respect the individuality, dignity, and potential of every human being, without discrimination.
- “Local companies” refers to all Nissan and Nissan-related companies in all regions and locations, and their consolidated subsidiaries (Joint-ventures not included).
- “Employee” refers to a worker directly employed by Nissan, consistent with national or local laws.
- “Management System” refers to a collection of policies, objectives, processes, programs, as well as well-defined responsibilities and an organizational structure that ensures the systematic managing of employees’ labor.
- “Unions” refers to a broad range of groups that represent employees and engages with their employer on labor practice topics to negotiate wages, hours, and terms and conditions of employment of represented employees. Specifics on what does or does not constitute as a “union” and how the local company engages with a union are determined at the local level, according to the laws and customs of the country or region in which the company operates.

References

- [Nissan Human Rights Policy Statement](#)
- [Responsible Business Alliance \(RBA\) Code of Conduct](#)
- [International Labour Organization \(ILO\) Fundamental Conventions](#)