



Nissan Global Guideline on Human Rights

Purpose of the Guideline

The “Nissan Global Guideline on Human Rights” is in accordance with the [Nissan Global Code of Conduct](#) and the [Nissan Human Rights Policy](#) which outlines Nissan’s commitment to respect Human rights (see Definitions below). This guideline is intended to explain Nissan’s commitments to respect Human rights specifically for the benefit of Employees in each market and region of operation, and to ensure that Human rights are respected at every level of Nissan’s operations. Nissan respects Human rights standards published by global institutions such as the United Nations, the Organization for Economic Co-operation and Development, and the International Labour Organization (ILO), 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. Nissan will adhere to this guideline as the assessment criteria for Human rights due diligence, and Nissan will continuously verify that the provisions outlined in this guideline are being followed. In turn, Nissan expects all Employees at every level of the company to support and uphold Human rights as outlined in this guideline.

This guideline applies to all activities conducted by Nissan. Where local standards conflict with the standards contained herein, those locations will apply Nissan global policies and standards, as well as international standards to the extent practical.

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

Guideline Themes

Nissan has identified seven (7) themes that cover the most salient Human rights issues that could potentially impact Nissan’s Employees and other stakeholders through its operations.

1. Labor Management System and Access to Remedy
2. Forced Labor
3. Child Labor and Young Workers
4. Working Conditions
5. Discrimination and Harassment
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 and Access to Remedy

A. Labor Management System

All Nissan locations will maintain a Labor Management System (see Definitions below) 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 each Nissan company adheres to internal Nissan global policies and standards that allow for the process of Human rights due diligence, which is guided by the [Nissan Sustainability Due Diligence Standard](#), 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. Nissan will conduct training and education programs to enhance awareness and implementation of this guideline.

B. Access to Remedy

Nissan will uphold Human rights across the organization. To ensure that all Human rights-related issues are addressed promptly and effectively, Nissan uses a SpeakUp system as well as other formal grievance mechanisms and processes for registering, investigating, and reporting these matters. Where allowed by law, the system and mechanisms shall permit 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 will 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 will follow ethical recruitment practices. Nissan prohibits recruiters from charging recruitment fees to potential employees. Nissan will not retain an individual's originals of government-issued identification, personal documentation and/or travel documents.

3. Child Labor and Young Workers

Nissan does not condone child labor. Therefore, Nissan will not tolerate child labor, which applies to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. 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 at the time of hiring to prevent child labor. Corrective actions should be taken if an instance of child labor is discovered.

4. Working Conditions

A. Working Hours

Nissan will ensure that Employees' working hours do not exceed the maximum set by local law and, at the same time, ensure that breaks or rest periods set by local law are provided to Employees. Nissan will 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 will ensure that compensation is paid in full and on time to Employees and that the compensation 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.

5. Discrimination and Harassment

Employees at Nissan must be treated with respect and dignity. Intimidation, harassment, retaliation or violence against workers even where such treatment may not be recognized as illegal in that region will not be tolerated. Discrimination and harassment based on a person's attributes such as race, ethnicity, nationality, gender, religion, disability, age, place of origin, gender identity, sexual orientation, gender expression or any other reason will not be tolerated.

Similarly, Employees may not discriminate against or harass others, whether they are Nissan Employees or not; and should ensure that such a situation is promptly resolved upon discovery.

Nissan's employees are expected to respect the diversity of all of Nissan's Employees, business partners, customers, and communities. Nissan will develop an environment where all Employees can demonstrate their potential to the fullest.

6. Freedom of Association

Nissan shall foster an inclusive and respectful workplace where every voice is heard. Nissan recognizes the importance of Human rights and is committed to engaging in healthy and constructive dialogues with our Employees on these critical topics.

Nissan respects 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 will 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 will 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

Under the Global Occupational Health and Safety Policy, Nissan treats the health and safety of all Employees as their top priority. Nissan provides safe and clean work environments and promotes individual physical and mental health toward realizing a zero injury, zero-accident, zero-illness workplace. Nissan will comply with all health and safety international standards and laws of the countries in which it operates and conduct 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 to prevent reoccurrences.

Definitions

- **Human rights:** refers to a set of internationally recognized Human rights designed to respect the individuality, dignity, and potential of every human being, without discrimination.
- **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 Nissan engages with a union are determined at the local level, according to the laws and customs of the country or region in which Nissan operates.

References

- [Nissan Global Code of Conduct](#)
- [Nissan Human Rights Policy](#)
- [Nissan Sustainability Due Diligence Standard](#)

- [UN Guiding Principles on Business and Human Rights \(UNGPs\)](#)
- [International Labour Organization Declaration on Fundamental Principles and Rights at Work](#)
- [Responsible Business Alliance \(RBA\) Code of Conduct](#)