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HUMAN RIGHTS

GRI103-1

Human Rights Policies and Philosophy

As the value chains of global corporations expand, the international community is ever more concerned about respect for human rights and how business affects these rights. The automobile industry is also recognizing the issues of human rights as they relate to its labor environment and handling of natural resources, water and conflict minerals. Nissan considers the strict adherence to corporate rules and applicable laws and practices fundamental to its business activity in every country and area where it operates. We are committed to delivering engaging, worthwhile and sustainable mobility to people and acknowledge that, for this to be achieved, the human rights of all stakeholders must be respected and all employees must act while upholding the highest ethical standards. We do not discriminate on the basis of race, nationality, gender, religion, disability, age, place of origin, gender identity, sexual orientation or any other characteristic. We also work to rectify and eradicate working practices that infringe human rights throughout our entire supply chain, such as forced labor and child labor.

GRI102-16

Human Rights Policy Statement

As a signatory of the United Nations Global Compact, Nissan's respect for human rights is informed by the Universal Declaration of Human Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.

Based on the UN Guiding Principles on Business and Human Rights (UNGPs), we have formulated the Nissan Human Rights Policy Statement* to actively prevent adverse human rights impacts. This policy statement makes our commitment to protecting human rights clear to all stakeholders and underpins our initiatives in this area.

* Click here to download the Nissan Human Rights Policy Statement.

https://www.nissan-global.com/COMMON/DOCS/CSR/LIBRARY/nissan_human_rights_policy_e.pdf

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Human Rights Management

The Nissan Human Rights Policy Statement is applicable to all of Nissan's executives and employees. Nissan's fundamental ethical expectations are also clarified in the Nissan Global Code of Conduct, and all executives and employees recognize the importance of applying the statement beyond Nissan's own operations. At every level of our global supply chain, we aim to conduct ethical, social and environmentally conscious business activities. We also work together with suppliers, contractors and other business partners to achieve this goal.

Since 2006, we have 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, in which we detail our expectations and request implementation regarding respect for human rights and prohibition of child labor and forced labor. In addition, we require businesses we deal with to take the initiative on responsible procurement of minerals and carry out due diligence on conflict minerals.

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

At the same time, we have deployed the SpeakUp system, a globally consistent system that allows not only employees but also other stakeholders as well to report matters internally.

* For more information on supply chain-related human rights initiatives.

[>>> P154](#)

* For more information on internal reporting systems.

[>>> P206](#)

See below for more details about our guidelines.

- Nissan Global Code of Conduct
https://www.nissan-global.com/EN/DOCUMENT/PDF/SR/2017/NISSAN_GCC_E.pdf
- Renault-Nissan Corporate Social Responsibility Guidelines for Suppliers
https://www.nissan-global.com/EN/DOCUMENT/PDF/SR/CSR_Alliance_Guidelines.pdf
- Nissan Global Minerals Sourcing Policy
https://www.nissan-global.com/EN/DOCUMENT/PDF/SR/Minerals_Sourcing_Policy_e.pdf

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Human Rights Achievements

Nissan recognizes the need to take a comprehensive approach to managing human rights. After identifying actual or potential risks related to human rights that we might have inadvertently caused or contributed to, we consider it vital to monitor and assess such risks, as well as to develop appropriate response strategies.

In the 2001 Nissan Global Code of Conduct, we detailed our policies regarding equal opportunity and respect for diversity. In 2004 we were a frontrunner among our industry peers in signing the United Nations Global Compact, accepting reporting obligations that we continue to fulfill today. Regarding suppliers, in 2010 we published the Renault-Nissan CSR Guidelines for Suppliers, clarifying our respect for human rights and commitment to eliminating forced and child labor and sharing our sustainability policies.

In 2017, referencing the UN Guiding Principles on Business and Human Rights (UNGPs), we formulated and issued the Nissan Human Rights Policy Statement. This policy makes it clear that, we respect all our stakeholders' human rights, and require our employees to act according to the highest ethical standards.

In June 2018, we launched our new sustainability strategy, Nissan Sustainability 2022, specifying the main goals through fiscal 2022 for the aspects of Environmental, Social and Governance. For the Social aspect, the strategy also reiterates the importance of respecting all stakeholders' rights. In 2018, we cooperated with Business for Social Responsibility (BSR), a US organization promoting sustainability to implement a human rights assessment, allowing us to identify four key areas of potential risk related to human rights, namely supplier labor conditions, employee labor conditions, product safety and customer privacy*1. Furthermore, in 2019 we worked with BSR to conduct a human rights assessment at Nissan South Africa (Pty) and confirmed human rights risk was clearly low at that company. We formulated an action plan to remediate items requiring improvement and have been implementing a PDCA (plan, do, check, act) cycle in this area from fiscal 2020. We plan to expand our human rights assessment reviews of affiliated companies in the Asian area going forward.

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We also work to build awareness of human rights among employees and conduct several e-learning seminars, for example, “Global Code of Conduct” and “Unconscious Bias”. “Unconscious Bias e-learning” is for all indirect employees and has been completed by 15,225 people (12,687 in fiscal 2018 and 2,538 in fiscal 2019). In addition, a total of 350 people have taken part in our LGBT seminars, held annually since fiscal 2014. Since fiscal 2016, all senior managers have been required to take an e-learning program about LGBT issues. In fiscal 2020 the content of the e-learning program has been updated and made mandatory training for managers and staff. We also have proactive initiatives to support LGBT staff.*2

As described in the Nissan Global Code of Conduct, employees can submit inquiries related to human rights issues via a global reporting system.*3 We are committed to investigating, addressing and responding to any concerns reported, and employees who make inquiries are protected from any form of retaliation.

*1 Click here for more information related to identifying key areas related to human rights

[>>> P014](#)

*2 For more information on initiatives to support LGBT staff.

[>>> P122](#)

*3 For more information on our global reporting system.

[>>> P206](#)

* For more information on Responsible Minerals Sourcing

[>>> P158](#)

* For more information on Global Code of Conduct training.

[>>> P204](#)