

Company Name Nissan Motor Company
Industry Automobiles
Overall Score (*) 8.3 out of 100

Theme Score	Out of	For Theme
1.4	10	A. Governance and Policies
2.5	25	B. Embedding Respect and Human Rights Due Diligence
1.3	15	C. Remedies and Grievance Mechanisms
0.4	20	D. Performance: Company Human Rights Practices
0.0	20	E. Performance: Responses to Serious Allegations
2.8	10	F. Transparency

(*) While other sectors are being measured against a reduced set of CHRB Core UNGP Indicators this year the Automotive Manufacturing sector is being measured against the full CHRB Methodology as it is the first year that the sector has been analysed.

Please note that any small differences between the Overall Score and the added total of Measurement Theme scores are due to rounding the numbers at different stages of the score calculation process.

Please note also that the "Not met" labels in the Explanation boxes below do not necessarily mean that the company does not meet the requirements as they are described in the bullet point short text. Rather, it means that the analysts could not find information *in public sources* that met the requirements *as described in full* in the CHRB 2020 Methodology document. For example, a "Not met" under "General HRs Commitment", which is the first bullet point for indicator A.1.1, does not necessarily mean that the company does not have a general commitment to human rights. Rather, it means that the CHRB could not identify a public statement of policy in which the company commits to respecting human rights.

Detailed assessment

A. Governance and Policies (10% of Total)

A.1 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.1.1	Commitment to respect human rights	1	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Met: UNGC principles 1 & 2: The Company states: 'As a socially responsible corporate citizen, Nissan consistently adheres to the universal principles of the United Nations Global Compact, which we signed in 2004'. [Sustainability Report 2019, 09/2019: nissan-global.com] Score 2 <ul style="list-style-type: none"> Not met: UNGPs: The Company states: 'Nissan recognizes the UN Guiding Principles on Business and Human Rights (UNGPs) as the standard reference and strives to implement its principles to proactively avoid the risk of adverse human rights impacts'. However, the terms 'recognizes' and 'strives to implement' are not considered a formal commitment to the initiative according to CHRB wording standards. [Sustainability Report 2019, 09/2019: nissan-global.com] Not met: OECD
A.1.2	Commitment to respect the human rights of workers	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not met: ILO Core: The Company indicates: 'Nissan's commitment to respecting human rights is also informed by the [...] International Labor Organization's Declaration on Fundamental Principles and Rights at Work'. However, 'informed by' is not considered a formal commitment to the Declaration according to CHRB

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			<p>wording standards. [Nissan Human Rights Policy Statement, 06/2017: nissan-global.com]</p> <ul style="list-style-type: none"> • Met: UNGC principles 3-6: The Company states: 'As a socially responsible corporate citizen, Nissan consistently adheres to the universal principles of the United Nations Global Compact, which we signed in 2004'. [Sustainability Report 2019, 09/2019: nissan-global.com] • Not met: Explicitly list ALL four ILO for MO suppliers: On its CSR Guidelines for Suppliers, the Company indicates prohibiting child labor, forced labor and 'recognize employees' right to associate or not associate based on the laws of each country and region of operation'. However, no evidence found on collective bargaining and 'based on the laws of each country', including in contexts where laws of country or region does not allow the exercise of these rights. [Corporate Governance Guidelines, 25/06/2019: nissan-global.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Explicit commitment to All four ILO Core: The Company states: 'We do not permit the use of child labor or forced labor'. However, no explicit commitment to freedom of association and collective bargaining. [Nissan Human Rights Policy Statement, 06/2017: nissan-global.com] • Met: Respect H&S of workers: The Company indicates: 'We are committed to fair labor conditions and the highest standards of health and safety'. [Nissan Human Rights Policy Statement, 06/2017: nissan-global.com] • Met: H&S applies to MO suppliers: The Company indicates: 'Make the health and safety of workers the top priority and make every effort to prevent occupational accidents'. [CSR Guidelines for Suppliers, 01/12/2015: nissan-global.com] • Not met: Working hours for workers • Not met: Working hours for MO suppliers: The Company indicates: 'Comply with the laws of each country and region regarding the setting of employees' working hours (including overtime) and the granting of scheduled days off and paid annual vacation time'. However, for the indicator to be awarded it must comply with ILO conventions on labour standards on working hours, not 'with the laws of each country'. [CSR Guidelines for Suppliers, 01/12/2015: nissan-global.com]
A.1.3.MO.a	Commitment to responsible sourcing of minerals	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Responsible mineral sourcing in conflict areas: The Company states: 'Nissan is aiming to achieve responsible sourcing for all parts and components, working together with its suppliers. To this end, Nissan implements, and expect its supplier to implement the following, not only for the traditional conflict minerals such as tin, tungsten, tantalum, gold (3TGs), but all minerals (including Cobalt) from Conflict-Affected and High-Risk Areas, referring to the OECD Guidance and its due diligence processes. [Mineral sourcing policy statement, 07/2020: nissan-global.com] • Met: Based on OECD Guidance: The Company indicates: 'Based on the OECD Due Diligence Guidance, Nissan is aiming to achieve conflict mineral-free procurement for all parts and components' and defines: 'Conflict minerals are defined as tin, tungsten, tantalum and gold'. [Action Against Conflict Minerals, 05/2020: nissan-global.com] • Met: Requires responsible mineral sourcing from suppliers: The Company states as guidance for suppliers: 'Require businesses to comply with laws regarding responsible procurement of minerals and to proceed their due diligence for conflict minerals' and 'we require the businesses we deal with to take initiative regarding responsible procurement of minerals and to carry out due diligence on conflict minerals'. [CSR Guidelines for Suppliers, 01/12/2015: nissan-global.com & Nissan Human Rights Policy Statement, 06/2017: nissan-global.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Responsible conflict mineral sourcing covers all minerals: As indicated above, the Company states: 'Nissan is aiming to achieve responsible sourcing for all parts and components, working together with its suppliers. To this end, Nissan implements, and expect its supplier to implement the following, not only for the traditional conflict minerals such as tin, tungsten, tantalum, gold (3TGs), but all minerals (including Cobalt) from Conflict-Affected and High-Risk Areas, referring to the OECD Guidance and its due diligence processes. [Mineral sourcing policy statement, 07/2020: nissan-global.com] • Met: Suppliers expected to make similar requirements of their suppliers: As indicated above, the Company states as guidance for suppliers: 'Require businesses to comply with laws regarding responsible procurement of minerals and to proceed their due diligence for conflict minerals' and 'we require the businesses we deal with to take initiative regarding responsible procurement of minerals and to carry out due diligence on conflict minerals'. And in addition, according its Mineral

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			sourcing policy statement, it 'expects it suppliers to implement the following, not only for the traditional conflict minerals such as tin, tungsten, tantalum, gold (3TGs), but all minerals (including Cobalt) from Conflict-Affected and High-Risk Areas, referring to the OECD Guidance and its due diligence processes'. [Mineral sourcing policy statement, 07/2020: nissan-global.com & CSR Guidelines for Suppliers, 01/12/2015: nissan-global.com]
A.1.3.MO.b	Commitment to respect human rights particularly relevant to the industry (ICT)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Women's Rights • Not met: Children's Rights • Not met: Migrant worker's rights • Not met: Expecting suppliers to respect these rights Score 2 <ul style="list-style-type: none"> • Not met: CEDAW/Women's Empowerment Principles • Not met: Child Rights Convention/Business principles • Not met: Convention on migrant workers • Not met: Respecting the right to water • Not met: Expecting suppliers to respect these rights
A.1.4	Commitment to engage with stakeholders	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Commits to stakeholder engagement: The Company indicates: We focus on gathering feedback from stakeholders and building relationships of trust, reflecting this input in our operations. We pay close attention to society's views, work to identify opportunities and risks in their early stages and provide a variety of opportunities for dialogue with stakeholders'. However, there is no evidence of an explicit commitment to affected stakeholder engagement. [Sustainability Report 2019, 09/2019: nissan-global.com] • Not met: Regular stakeholder engagement: Although the Company reports some engagement activities with suppliers, during audit process, and with employees (Speak-up grievance channel), no evidence of proactive engagement activities with affected or potentially affected stakeholders. [Sustainability Report 2019, 09/2019: nissan-global.com] Score 2 <ul style="list-style-type: none"> • Not met: Commits to engage stakeholders in design • Not met: Regular stakeholder design engagement
A.1.5	Commitment to remedy	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Commits to remedy Score 2 <ul style="list-style-type: none"> • Not met: Not obstructing access to other remedies • Not met: Collaborating with other remedy initiatives • Not met: Work with MO suppliers to remedy impacts
A.1.6	Commitment to respect the rights of human rights defenders	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Zero tolerance attacks on HRs Defenders (HRDs) Score 2 <ul style="list-style-type: none"> • Not met: Expects MO suppliers to reflect company HRD commitments

A.2 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.2.1	Commitment from the top	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: CEO or Board approves policy • Not met: Board level oversight for HRs Score 2 <ul style="list-style-type: none"> • Not met: Speeches/letters by Board members or CEO
A.2.2	Board discussions	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Board/Committee review of salient HRs • Not met: Examples or trends re HR discussion Score 2 <ul style="list-style-type: none"> • Not met: Both examples and process
A.2.3	Incentives and performance management	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Incentives for at least one board member Score 2 <ul style="list-style-type: none"> • Not met: At least one key MO HR risk, beyond employee H&S

Indicator Code	Indicator name	Score (out of 2)	Explanation
			Score 2 • Not met: Performance criteria made public

B. Embedding Respect and Human Rights Due Diligence (25% of Total)

B.1 Embedding Respect for Human Rights in Company Culture and Management Systems (10% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.1.1	Responsibility and resources for day-to-day human rights functions	1	The individual elements of the assessment are met or not as follows: Score 1 • Met: Commits to ILO core conventions: See indicator A.1.2. The Company is a UNGC signatory. • Met: Senior responsibility for HR: The Company indicates in its Sustainability Report: 'Company-wide management of specific activities under Nissan's sustainability strategy, from setting goals to monitoring progress, is the responsibility of the Global Sustainability Steering Committee chaired by the company's Chief Sustainability Officer (CSO). The committee meets biannually and includes management representatives from functions involved with the environmental, traffic safety, diversity and inclusion, and other areas. While each function is responsible for advancing its own activities, progress is reported to the committee. [...] Decisions on sustainability policies and future initiatives are made after the discussions at the Global Sustainability Steering Committee are reported and proposed to the Executive Committee (EC), Nissan's highest decision-making body'. Human rights are part of the Company's Sustainability Strategy. [Sustainability Report 2019, 09/2019: nissan-global.com] Score 2 • Not met: Day-to-day responsibility • Not met: Day-to-day responsibility for MO in supply chain
B.1.2	Incentives and performance management	0	The individual elements of the assessment are met or not as follows: Score 1 • Not met: Senior manager incentives for human rights • Not met: At least one key MO HR risk, beyond employee H&S Score 2 • Not met: Performance criteria made public
B.1.3	Integration with enterprise risk management	0	The individual elements of the assessment are met or not as follows: Score 1 • Not met: HR risks is integrated as part of enterprise risk system: The Company discloses the list of its Risks Factors, including: 'Environmental and safety-related restrictions and Corporate Social Responsibility (CSR): The automobile industry worldwide is influenced by a broad spectrum of environmental and safety related regulations governing the emission levels of exhaust fumes, CO2/fuel economy guidelines, noise level, chemical substance management, recycling and water resources. These regulations have become increasingly stringent. Indeed, compliance with such regulations is obvious to industrial corporations, and the Group is actively committed both inside and outside of the Group to several continuous environmental activities based on the Nissan Green Program 2022 as part of CSR and to ensure and/or maintain an advantageous position against competitors. However, the burden of ongoing development and investments has been increasing. As a consequence, a further rise in these costs could have an impact on the Group's financial position and business performance'. However, it is not clear whether human rights risks are integrated in the enterprise risk system. It also included 'Compliance and reputation' as a risk: 'The number of laws, regulations and rules that should be observed is increasing year by year, whereas expectations and demands relative to CSR in contemporary society are also increasing. Even if the perpetrator of an improper act is its secondary or tertiary supplier or distributor, or in the case when such incidents happen regarding products that were distributed in channels other than the regular sales route anticipated by the Group, the Group could be criticized for social responsibility and delayed, insufficient and/or improper responses on compliance-related issues could adversely affect the confidence and/or reputation of the Group, thereby adversely affecting the Group's business performance through, for example, a possible decline in sales resulting from a damaged reputation.' However, the explanation is focused on Financial Instruments and Exchange Law, no explicit evidence found of human rights risks included in general risk management. [Financial information as of March 31, 2019 (FY 2018), 2019: nissan-global.com] Score 2 • Not met: Audit Ctte or independent risk assessment

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B.1.4.a	Communication /dissemination of policy commitment(s) within Company's own operations	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Commits to ILO core conventions: See indicator A.1.2. The Company is signatory to the UNGC. • Not met: Communicates its policy to all workers in own operations: The Company publishes a Sustainability Report and discloses publicly its policies. However, no details found on proactive communication of human rights commitments to all employees, including local languages where necessary. [Policies and Reports, N/A: nissan-global.com & Sustainability Report 2019, 09/2019: nissan-global.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Commits to all 4 ILO core conventions • Not met: Communication of policy commitments to stakeholder • Not met: How policy commitments are made accessible to audience
B.1.4.b	Communication /dissemination of policy commitment(s) to business relationships	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Commits to all 4 ILO core conventions for suppliers • Met: Requiring MO suppliers to communicate policy down the chain: The Company's CSR Guidelines for Suppliers reads: 'Renault and Nissan request that all suppliers who receive the CSR Guidelines submit the "Supplier Commitment" form signed by a legal representative. By signing this form, the supplier acknowledges having read and accepted all the aforementioned terms and conditions as regards all services or parts ordered by or delivered to Renault and/or Nissan. The supplier recognizes that Renault and Nissan encourage dissemination of the principles included in the present guidelines throughout his own supply chain'. In addition, it indicates in its Sustainability Report: 'Renault and Nissan distributed the revised guidelines to all their suppliers and have also asked suppliers to share the revised guidelines with their own business partners to ensure they permeate throughout the supply chain'. [CSR Guidelines for Suppliers, 01/12/2015: nissan-global.com & Sustainability Report 2019, 09/2019: nissan-global.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: How HR commitments made binding/contractual: As indicated above, the Company indicates: 'Renault and Nissan request that all suppliers who receive the CSR Guidelines submit the "Supplier Commitment" form signed by a legal representative. By signing this form, the supplier acknowledges having read and accepted all the aforementioned terms and conditions as regards all services or parts ordered by or delivered to Renault and/or Nissan'. [CSR Guidelines for Suppliers, 01/12/2015: nissan-global.com] • Not met: Including on MO suppliers
B.1.5	Training on Human Rights	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Scores at least 1 on A.1.2 • Not met: Trains all workers on HR policy commitments: The Company reports about different training programs such as LGBT and Unconscious bias training: 'We [...] work to build awareness of human rights among employees. For example, a total of 222 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. [...] To further foster a culture of diversity and inclusion, in fiscal 2018 in Japan, we introduced an "Unconscious Bias e-learning" for all indirect employees, in which employees can learn the influence of the unconscious biases that everyone has as well as techniques to mitigate their effects.' However, it is not clear whether all employees received training in human rights policy commitments. On the other hand, it indicates: 'In fiscal 2018, new global Code of Conduct training was launched in all regions. Materials for indirect employees were distributed via a specially developed e-learning platform. [...] The e-learning material was available in 19 languages. Factory-focused training material was prepared for factory workers, who received the training via regular Shift-start messaging or in a seminar setting. This global Code of Conduct training is mandatory for all Nissan employees every year as well as Board members and Corporate Officers.' However, it is not clear that this training program cover human rights, since global code of conduct does not include human rights. [Sustainability Report 2019, 09/2019: nissan-global.com & Global Code of Conduct, 06/2017: nissan-global.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Trains relevant MO managers including procurement: In addition, in the 'Evaluation of Supplier's Sustainability Practices, Monitoring and Auditing' section of the Sustainability Report, the Company reports: 'We also conduct sustainability training in our purchasing department to ensure that employees conduct checks of suppliers' sustainability activities in their daily work.' The CSR Guidelines for Suppliers is the reference for the check process of suppliers' sustainability activities,

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>which include human rights. [Sustainability Report 2019, 09/2019: nissan-global.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Score of 2 on A.1.2 • Not met: Both requirements under score 1 met
B.1.6	Monitoring and corrective actions	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Scores at least 1 on A.1.2 • Not met: Monitoring implementation of HR policy commitments • Met: Monitoring MO suppliers: The Company indicates in its Sustainability Report: 'We confirm suppliers' acceptance of the Renault-Nissan CSR Guidelines for Suppliers and check their environmental management systems and their willingness to advance environmental activities with us at the time of selection. [...] In 2016 the Renault-Nissan alliance began third-party assessment of suppliers' sustainability activities to raise standards through mutual confirmation.' Its CSR Guidelines for Suppliers cover human rights. [Sustainability Report 2019, 09/2019: nissan-global.com & CSR Guidelines for Suppliers, 01/12/2015: nissan-global.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Score of 2 on A.1.2 • Not met: Describes corrective action process: In addition, it indicates: 'When results do not meet Alliance standards, suppliers are asked to draw up plans for improvement. We then monitor their implementation.' However, no further details found, including the number of incidents. [Sustainability Report 2019, 09/2019: nissan-global.com] • Not met: Example of corrective action • Not met: Discloses % of MO supply chain monitored
B.1.7	Engaging business relationships	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: HR affects MO selection of suppliers: The Company states in its Sustainability Report: 'We confirm suppliers' acceptance of the Renault-Nissan CSR Guidelines for Suppliers and check their environmental management systems and their willingness to advance environmental activities with us at the time of selection. Among newly selected suppliers in fiscal 2018, 100% of them met Nissan's social standards and basic environmental principles. These' [Sustainability Report 2019, 09/2019: nissan-global.com] • Met: HR affects on-going MO supplier relationships: It also indicates: 'When results do not meet Alliance standards, suppliers are asked to draw up plans for improvement. We then monitor their implementation. [...] In fiscal 2018 there were no suppliers whose compliance was problematic, and no supplier contract was terminated for such a reason'. In addition, its CSR Guidelines for Suppliers reads: 'Until corrective countermeasures are implemented, Renault and Nissan may temporarily suspend new RFQs'. [Sustainability Report 2019, 09/2019: nissan-global.com & CSR Guidelines for Suppliers, 01/12/2015: nissan-global.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Both requirement under score 1 met • Not met: Working with MO suppliers to improve performance
B.1.8	Approach to engagement with potentially affected stakeholders	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Stakeholder process or systems • Not met: Frequency and triggers for engagement: Although the Company reports some engagement activities with suppliers, during audit process, and with employees (Speak-up grievance channel), CHRB could not find evidence of proactive engagement activities with affected or potentially affected stakeholders, nor information about triggers or frequency. [Sustainability Report 2019, 09/2019: nissan-global.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Workers in MO SC engaged • Not met: Communities in the MO SC engaged <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Analysis of stakeholder views and company's actions on them

B.2 Human Rights Due Diligence (15% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.1	Identifying: Processes and triggers for identifying human rights risks and impacts	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Identifying risks in own operations: According to its Sustainability Report: 'Nissan recognizes the need to take a comprehensive approach to managing human rights. After identifying actual or potential adverse impacts that we might have inadvertently caused or contributed to, we consider it vital to monitor and assess such situations, as well as to develop appropriate response strategies. [...] In 2018, we cooperated with an NGO to implement human rights due diligence, allowing us to identify key areas of particularly high risk'. The Company also reports in relation to the monitoring process. However, no further information found describing the process to identify human rights risks. [Sustainability Report 2019, 09/2019: nissan-global.com] • Not met: Identifying risks in MO suppliers <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Ongoing global risk identification • Not met: In consultation with stakeholders • Not met: In consultation with HR experts • Not met: Triggered by new circumstances
B.2.2	Assessing: Assessment of risks and impacts identified (salient risks and key industry risks)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Salient risk assessment (and context): The Company has provided comments to CHRB regarding this indicator. However, evidence seems to refer to enterprise risk management. This indicator looks for details of the process to assess saliency of potential human rights risks and impacts. [Financial information as of March 31, 2019 (FY 2018), 2019: nissan-global.com] • Not met: Public disclosure of salient risks <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met
B.2.3	Integrating and Acting: Integrating assessment findings internally and taking appropriate action	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Action Plans to mitigate risks: The Company has provided comments to CHRB regarding this indicator. However, evidence refers to compliance monitoring process, assessed under indicator B.1.6 [Sustainability Report 2019, 09/2019: nissan-global.com] • Not met: Including in MO supply chain • Not met: Example of Actions decided <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met
B.2.4	Tracking: Monitoring and evaluating the effectiveness of actions to respond to human rights risks and impacts	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: System to check if Actions are effective • Not met: Lessons learnt from checking effectiveness <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirement under score 1 met
B.2.5	Communicating : Accounting for how human rights impacts are addressed	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Comms plan re identifying risks • Not met: Comms plan re assessing risks • Not met: Comms plan re action plans for risks • Not met: Comms plan re reviewing action plans • Not met: Including MO suppliers <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Responding to affected stakeholders concerns • Not met: Ensuring affected stakeholders can access communications

C. Remedies and Grievance Mechanisms (15% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.1	Grievance channel(s)/mechanism(s) to receive complaints or concerns from workers	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Channel accessible to all workers: The Company indicates: 'We have also implemented a globally integrated whistleblowing system allowing employees to report suspected compliance issues to management'. [Sustainability Report 2019, 09/2019: nissan-global.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Number grievances filed, addressed or resolved: It also reports: 'In fiscal 2018, 1,585 issues and questions were reported globally. Among those, 780 compliance-related matters were identified'. However, it is not clear how many of these reports were related to human rights, nor how many were addressed or resolved. [Sustainability Report 2019, 09/2019: nissan-global.com] • Met: Channel is available in all appropriate languages: The Company indicates that its Speak-up system 'is available 24 hours a day, 365 days a year, in more than 20 languages'. [Sustainability Report 2019, 09/2019: nissan-global.com] • Not met: Expect MO supplier to have equivalent grievance systems • Not met: Opens own system to MO supplier workers
C.2	Grievance channel(s)/mechanism(s) to receive complaints or concerns from external individuals and communities	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Grievance mechanism for community <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Describes accessibility and local languages • Not met: Expects MO supplier to have community grievance systems • Not met: MO supplier communities use global system
C.3	Users are involved in the design and performance of the channel(s)/mechanism(s)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Engages users to create or assess system • Not met: Example of how they do this <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Engages with users on system performance • Not met: Provides user engagement example on performance • Not met: MO suppliers consult users in creation or assessment
C.4	Procedures related to the mechanism(s)/channel(s) are publicly available and explained	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Response timescales: The Company indicates: 'Nissan will endeavour to acknowledge receipt of a disclosure to an Authorised Recipient within 2 business days [...] The timeframe for the initial assessment will be dependent upon the information provided but would normally occur within 7 days'. However, there is no evidence the grievance mechanism is valid for all locations where Nissan operates and that the Policy applies to more than Nissan Australia. [Nissan Australia Whistleblowing Policy, 12/2019: https://www-asia.nissan-cdn.net] • Not met: How complainants will be informed • Not met: Who is handling the complaint <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Escalation to senior/independent level
C.5	Commitment to non-retaliation over complaints or concerns made	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Public statement prohibiting retaliation: The Company indicates in its Code of Conduct: 'Employees are encouraged to use the SpeakUp system to report their suspicions. Employees who act in good faith and report suspected violations will be protected from retaliation'. In addition, in its Sustainability Report it states: 'Employees are encouraged to report violations of the Code of Conduct or other company rules, and are protected from retaliation by our non-retaliation policy, a cornerstone of our compliance program'. However, these statements are focused on employees, external stakeholders don't seem to be covered. [Global Code of Conduct, 06/2017: nissan-global.com & Sustainability Report 2019, 09/2019: nissan-global.com] • Not met: Practical measures to prevent retaliation: The Company indicates: 'A disclosure can be made anonymously and still be afforded the protections under this Policy'. However, there is no evidence the grievance mechanism is valid for all locations where Nissan operates. Source of this evidence refers to Australia.

Indicator Code	Indicator name	Score (out of 2)	Explanation
			[Nissan Australia Whistleblowing Policy, 12/2019: https://www-asia.nissan-cdn.net/content/dam/Nissan/AU/Files/Nissan_Australia_Whistleblowing_Policy.pdf#www-asia.nissan-cdn.net] Score 2 <ul style="list-style-type: none"> • Not met: Has not retaliated in practice • Not met: Expects MO suppliers to prohibit retaliation
C.6	Company involvement with State-based judicial and non-judicial grievance mechanisms	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Won't impede state based mechanisms • Not met: Complainants not asked to waive rights Score 2 <ul style="list-style-type: none"> • Not met: Will work with state based or non judicial mechanisms • Not met: Example of issue resolved (if applicable)
C.7	Remedying adverse impacts and incorporating lessons learned	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Describes how remedy has been provided • Not met: Says how it would remedy key sector risks Score 2 <ul style="list-style-type: none"> • Not met: Changes introduced to stop repetition • Not met: Approach to learning from incident to prevent future impacts • Not met: Evaluation of the channel/mechanism

D. Performance: Company Human Rights Practices (20% of Total)

D.5 Automotive Manufacturing

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.5.1.a	Living wage (in own production or manufacturing operations)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Living wage target timeframe • Not met: Describes how living wage determined Score 2 <ul style="list-style-type: none"> • Not met: Achieved payment of living wage • Not met: Regularly review definition of living wage with unions
D.5.1.b	Living wage (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Living wage in supplier code or contracts • Not met: Improving living wage practices of suppliers Score 2 <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met • Not met: Provide analysis of trends demonstrating progress
D.5.2	Aligning purchasing decisions with human rights	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Avoids business model pressure on HRs • Not met: Positive incentives to respect human rights: The Company indicates in its CSR Guidelines for Suppliers: 'If a supplier's activities do not conform to CSR guidelines, Renault and Nissan request the supplier to immediately report full details of the non-compliant incident investigation outcome and corrective countermeasures deployed to prevent reoccurrence. Until corrective countermeasures are implemented, Renault and Nissan may temporarily suspend new RFQs to the supplier within Renault/Nissan's procurement activities or take other action, as appropriate.' However, no evidence found regarding positive incentives to respect human rights, such as: price premiums, repeat business, increased orders or longer contracts with good performance. [CSR Guidelines for Suppliers, 01/12/2015: nissan-global.com] Score 2 <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met
D.5.3	Mapping and disclosing the supply chain	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Identifies suppliers back to product source Score 2 <ul style="list-style-type: none"> • Not met: Discloses significant parts of supply chain and why

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.5.4.a	Prohibition on child labour: Age verification and corrective actions (in own production or manufacturing operations)	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Met: Does not use child labour: The Company states: 'We do not permit the use of child labor or forced labor'. [Nissan Human Rights Policy Statement, 06/2017: nissan-global.com] Not met: Age verification of job applicants and workers Score 2 <ul style="list-style-type: none"> Not met: Remediation if children identified
D.5.4.b	Prohibition on child labour: Age verification and corrective actions (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not met: Child Labour rules in codes or contracts: The Company indicates: 'Do not permit the employment of minors who do not meet the legal minimum working age of each country and region and in all cases if minors are below the age of 15, in accordance with Renault-Nissan policy. However, no evidence found of the Company requiring age verification of job applicants and workers and remediation programmes in place. [CSR Guidelines for Suppliers, 01/12/2015: nissan-global.com] Not met: How working with suppliers on child labour: Although the Company reports working with suppliers through its monitoring and compliance process according to its CSR Guidelines for Suppliers, no evidence found of proactive activities to improve suppliers performance related to child labour and young workers. [Sustainability Report 2019, 09/2019: nissan-global.com] Score 2 <ul style="list-style-type: none"> Not met: Both requirements under score 1 met Not met: Provide analysis of trends demonstrating progress
D.5.5.a	Prohibition on forced labour: Debt bondage and other unacceptable financial costs (in own production or manufacturing operations)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not met: Pays workers in full and on time Not met: Payslips show any legitimate deductions Score 2 <ul style="list-style-type: none"> Not met: How these practices are implemented and monitored for agencies, labour brokers or recruiters
D.5.5.b	Prohibition on forced labour: Debt bondage and other unacceptable financial costs (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not met: Debt and fees rules in codes or contracts Not met: How working with suppliers on debt & fees Score 2 <ul style="list-style-type: none"> Not met: Both requirements under score 1 met Not met: Provide analysis of trends in progress made
D.5.5.c	Prohibition on forced labour: Restrictions on workers (in own production or manufacturing operations)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not met: Does not retain documents or restrict movement Score 2 <ul style="list-style-type: none"> Not met: How sure about agencies or brokers
D.5.5.d	Prohibition on forced labour: Restrictions on workers (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not met: Free movement rules in codes or contracts Not met: How these practices are implemented and monitored for agencies, labour brokers or recruiters Score 2 <ul style="list-style-type: none"> Not met: Both requirements under score 1 met Not met: Provide analysis of trends in progress made

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.5.6.a	Freedom of association and collective bargaining (in own production or manufacturing operations)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Commits not to interfere with union rights and collective bargaining and prohibits intimidation and retaliation • Not met: Discloses % covered by collective bargaining: According to its website: 'Most of the company's employees are affiliated with the Nissan Motor Workers' Union, for which the governing body is the All Nissan and General Workers Unions, and the Japanese Trade Union Confederation (RENGO) through the Confederation of Japan Automobile Workers' Unions. The labor-management relations of the company are stable, and the number of union members was 25,789 including those of Nissan Motor Kyushu as of March 31, 2019. At most domestic Group companies, employees are affiliated with their respective trade unions on a company basis, and the governing body is the All Nissan and General Workers Unions. At foreign Group companies, employees' rights to select their own trade unions are respected according to the relevant labor laws and labor environment in each country.' However, no evidence found of the total percentage of workforce covered by collective bargaining agreements. [Social data, N/A: nissan-global.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirement under score 1 met
D.5.6.b	Freedom of association and collective bargaining (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: FoA & CB rules in codes or contracts: The Company indicates it recognizes employees' right to associate or not associate, however, it is based on the laws of each country. In case a Company refers to these rights in national/local contexts, some evidence is needed of requirements to establish parallel or alternative mechanisms that allow the exercise of these rights. Moreover, there is no evidence of collective bargaining. [CSR Guidelines for Suppliers, 01/12/2015: nissan-global.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: How working with suppliers on FoA and CB • Not met: Both requirements under score 1 met • Not met: Provide analysis of trends in progress made
D.5.7.a	Health and safety: Fatalities, lost days, injury rates (in own production of manufacturing operations)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Injury Rate disclosures • Not met: Lost days or near miss disclosure: The Company discloses its lost time injuries frequency rate, however, only in Japan. [SR 2019 - Employees' Health and Safety, N/A: nissan-global.com] • Met: Fatalities disclosures: The Company indicates: 'There were no fatal accidents involving Nissan employees globally in fiscal 2018'. [SR 2019 - Employees' Health and Safety, N/A: nissan-global.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Set targets for H&S performance: The Company indicates: 'Our global midterm goal is to reduce fatal accidents to zero, including people from other companies working at Nissan premises, and to halve the fiscal 2016 number of industrial accidents by fiscal 2022'. However, no target set for the reporting period, including lost days (or zero harm target). [SR 2019 - Employees' Health and Safety, N/A: nissan-global.com] • Not met: Met targets or explains why not
D.5.7.b	Health and safety: Fatalities, lost days, injury rates (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Sets out clear Health and Safety requirements: The Company indicates: 'Make the health and safety of workers the top priority and make every effort to prevent occupational accidents'. However, it does not set health & safety requirements. [CSR Guidelines for Suppliers, 01/12/2015: nissan-global.com] • Not met: Injury rate disclosures • Not met: Lost days or near miss disclosures • Not met: Fatalities disclosures <p>Score 2</p> <ul style="list-style-type: none"> • Not met: How working with suppliers on H&S • Not met: Provide analysis of trends in progress made
D.5.8.a	Women's rights (in own production or manufacturing operations)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Process to stop harassment and violence: The Company indicates it works to ensure that all employees, both male and female, can work in an environment free from sexual and other forms of harassment, however, there is no evidence of a processes to prohibit harassment, intimidation and violence against women. [Sustainability Report 2019, 09/2019: nissan-global.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not met: Working conditions take account of gender • Not met: Equality of opportunity at all levels: On its Global Code of Conduct, there is a section 'Value Diversity and Provide Equal Opportunity'. However, it does not describe how it monitors and maintains throughout all levels of employment. [Global Code of Conduct, 06/2017: nissan-global.com] Score 2 <ul style="list-style-type: none"> • Not met: Meets all of the requirements under score 1
D.5.8.b	Women's rights (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Women's rights in codes or contracts • Not met: How working with suppliers on women's rights Score 2 <ul style="list-style-type: none"> • Not met: Both requirement under score 1 met • Not met: Provide analysis of trends in progress made
D.5.9.a	Working hours (in own production or manufacturing operations)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Respects max hours, min breaks and rest periods in its own operations Score 2 <ul style="list-style-type: none"> • Not met: How it implements and checks this
D.5.9.b	Working hours (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Working hours in codes or contracts: The Company indicates: 'Comply with the laws of each country and region regarding the setting of employees' working hours (including overtime) and the granting of scheduled days off and paid annual vacation time'. However, there is no evidence that the Company requires suppliers to respect applicable international standards and national laws and regulations concerning maximum hours for regular working week and minimum breaks and rest periods. [CSR Guidelines for Suppliers, 01/12/2015: nissan-global.com] • Not met: How working with suppliers on working hours: Although the Company reports working with suppliers through its monitoring and compliance process according to its CSR Guidelines for Suppliers, no evidence found describing proactive activities to improve suppliers performance related to working hours. [Sustainability Report 2019, 09/2019: nissan-global.com] Score 2 <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met • Not met: Provide analysis of trends in progress made
D.5.10.a	Responsible Mineral Sourcing: Arrangements with Suppliers and Smelters/Refiners in the Mineral Resource Supply Chains	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Due diligence in accordance with OECD Guidance in supplier contracts: The Company states as guidance for suppliers: 'Require businesses to comply with laws regarding responsible procurement of minerals and to proceed their due diligence for conflict minerals' and 'we require the businesses we deal with to take initiative regarding responsible procurement of minerals and to carry out due diligence on conflict minerals'. And in addition, according its Mineral sourcing policy statement, it 'expects its suppliers to implement the following, not only for the traditional conflict minerals such as tin, tungsten, tantalum, gold (3TGs), but all minerals (including Cobalt) from Conflict-Affected and High-Risk Areas, referring to the OECD Guidance and its due diligence processes'. However, it is not clear whether this requirements are part of a contractual agreement with suppliers. [Mineral sourcing policy statement, 07/2020: nissan-global.com & CSR Guidelines for Suppliers, 01/12/2015: nissan-global.com] Score 2 <ul style="list-style-type: none"> • Not met: Works with smelters/refiners and suppliers to build capacity • Not met: Contractual requirement to disclosure smelter/refiner information • Not met: Contractual requirement covers all minerals
D.5.10.b	Responsible Mineral Sourcing: Risk Identification in Mineral Supply Chain	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Risk identification and disclosure in line with OECD Guidance

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Met: Identification of smelter/refiners and OECD Guidance: The Company states in its Sustainability Report: 'We began conducting conflict-mineral surveys in our major areas of operation (Japan, North America and Europe) in fiscal 2013. Starting in fiscal 2014, we gradually expanded the scope of these surveys to suppliers in other areas. The surveys track minerals back through the chain of suppliers using documents called CMRTs (Conflict Mineral Reporting Templates) provided by the RMI. This enables Nissan to identify smelting and refining companies that are not procuring minerals that are a source of funds for armed groups in their regions. We provide the suppliers we survey with manuals describing how to fill in required forms and what tools to use to collate results. In this way, we work to increase understanding of conflict-mineral issues throughout the supply chain. In fiscal 2018 we conducted surveys in Japan, the United States, Mexico, Europe, China, Thailand, Indonesia, Taiwan, India and South Africa. No suppliers were found to be using minerals from smelters/refineries believed to be connected to armed groups. In addition, according to its 'Action Against Conflict Minerals' document: 'Based on the OECD Due Diligence Guidance, Nissan is aiming to achieve conflict mineral-free procurement for all parts and components, and since 2013 has been conducting annual surveys of its supply chain. [...] The survey tracks minerals back through the supply chain with a document commonly used in the auto and electronics industries, a CMRT (Conflict Mineral Reporting Template) produced by the CFSI [Conflict Free Sourcing Initiative]. This lets us identify smelting and refining companies and check whether they are procuring minerals that are a source of funds for armed groups in their regions'. [Sustainability Report 2019, 09/2019: nissan-global.com & Action Against Conflict Minerals, 05/2020: nissan-global.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Discloses smelters/refiners judged in line with OECD Guidance • Not met: Risk identification and disclosure covers all minerals
D.5.10.c	Responsible Mineral Sourcing: Risk Management in the Mineral Supply Chain	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Describes mineral risk management plan for supply chain: The Company indicates in its Mineral sourcing policy statement: '[...] Nissan implements, and expect its suppliers to implement the following [...]: Develop company management system to conduct due diligence in the supply chain; Strive to identify and assess risks in the supply chain; Manage risks by implementing risk management plan, monitor and track progress; [...]'. Although the Company reports in its Sustainability Report and its 'Action against Conflict minerals' document about its due diligence process and the survey methods it used, no further information describing the steps taken to manage and respond to risks in its mineral supply chain (evidence seems to refer to determine the level of exposure). [Mineral sourcing policy statement, 07/2020: nissan-global.com & Sustainability Report 2019, 09/2019: nissan-global.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Monitoring, tracking and whether better risk prevention/mitigation over time • Not met: Disclose better risk prevention/mitigation over time • Not met: Suppliers and stakeholders engaged in risk management strategy • Not met: Risk management and response processes cover all minerals
D.5.11	Responsible Materials Sourcing	[SD.5.10]	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Due diligence for raw materials in supplier code/contracts: The Company's CSR guideline includes a provision with respect responsible procurement of minerals. However no reference found to other raw materials such as mica, rubber and other no-mineral materials. [CSR Guidelines for Suppliers, 01/12/2015: nissan-global.com] • Not met: Works with suppliers to build capacity in risk assessment and due diligence <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Meets all requirements under score 1 • Not met: Identify the sources of high-risk raw materials in its supply chain

E. Performance: Responses to Serious Allegations (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
E(1).0	Serious allegation No 1		<ul style="list-style-type: none"> • Headline: Nissan among companies blamed by NGOs for the murder of activist in Morelos, Mexico • Area: cruel, inhumane treatment, indigenous rights, environmental damage • Story: On March 20, 2019, the press reported that more than 50 international organisations blamed Nissan and other companies involved in the Thermolectric project in Morelos, for the death of indigenous activist and community organizer Samir Flores, who was opposed to the project and was shot on February 20, 2019, days before the consultation vote. <p>Local communities reportedly raised concerns about consequences of pollution and over-exploitation of water resources. The project is allegedly carried out by several multinationals, including Nissan, Saint-Gobain, Elecnor, Abengoa, Enagas and Bonatti. The Proyecto Integral Morelos (PIM) included the construction of two thermolectric plants, and the installation of a 160km gas pipeline, which would pass by an active volcano as well as over 60 villages in Tlaxcala, Puebla and Morelos, that were reportedly opposed to the project because of worries that the plant would pollute the water and fears over the pipeline being too close to the volcano. Nissan allegedly funded the construction of the pipeline, in order to use the gas at its own plants nearby. The organisations reportedly stated that they hold the companies involved in the project accountable and ask them to leave the project immediately until the investigation is done.</p> <ul style="list-style-type: none"> • Sources: [Des Informémonos -28/03/2019: desinformemonos.org][BHRC - 20/03/2019: business-humanrights.org][Observatoire des multinationales - 04/03/2019: multinationales.org][Tercera Información - 20/03/2019: tercerainformacion.es]
E(1).1	The Company has responded publicly to the allegation	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Public response available <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Response goes into detail
E(1).2	The Company has appropriate policies in place	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Company policies address the general issues raised • Not met: Policies apply to the type of business relationships involved <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Policies address the specific rights in question
E(1).3	The Company has taken appropriate action	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Engages with affected stakeholders • Not met: Provides remedies to affected stakeholders • Not met: Has reviewed management systems to prevent recurrence <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Remedies are satisfactory to the victims • Not met: Has improved systems and engaged affected stakeholders

F. Transparency (10% of Total)

Indicator Code	Indicator name	Score	Explanation
F.1	Company willingness to publish information	0.8 out of 4	Out of a total of 60 indicators assessed under sections A-D of the benchmark, Nissan made data public that met one or more elements of the methodology in 12 cases, leading to a disclosure score of 0.8 out of 4 points.
F.2	Recognised Reporting Initiatives	2 out of 2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 2</p> <ul style="list-style-type: none"> • Met: Company reports on GRI: The Company reports against the Global Reporting Initiative (GRI). [Sustainability Report 2019, 09/2019: nissan-global.com]
F.3	Key, High Quality Disclosures	0 out of 4	<p>Nissan met 0 of the 10 thresholds listed below and therefore gets 0 out of 4 points for the high quality disclosure indicator.</p> <p>Specificity and use of concrete examples</p> <ul style="list-style-type: none"> • Not met: Score 2 for A.2.2 : Board discussions • Not met: Score 2 for B.1.6 : Monitoring and corrective actions • Not met: Score 2 for C.1 : Grievance channel(s)/mechanism(s) to receive complaints or concerns from workers • Not met: Score 2 for C.3 : Users are involved in the design and performance of the channel(s)/mechanism(s) <p>Discussing challenges openly</p>

Indicator Code	Indicator name	Score	Explanation
			<ul style="list-style-type: none"> • Not met: Score 2 for B.2.4 : Tracking: Monitoring and evaluating the effectiveness of actions to respond to human rights risks and impacts • Not met: Score 2 for C.7 : Remedying adverse impacts and incorporating lessons learned Demonstrating a forward focus <ul style="list-style-type: none"> • Not met: Score 2 for A.2.3 : Incentives and performance management • Not met: Score 2 for B.1.2 : Incentives and performance management • Not met: Score 1 for D.5.1.a: Living wage (in own production or manufacturing operations) • Not met: Score 2 for D.5.7.a: Health and safety: Fatalities, lost days, injury rates (in own production of manufacturing operations)

Disclaimer

A score of zero for a particular indicator does not mean that bad practices are present. Rather it means that we have been unable to identify the required information in public documentation.

See the 2020 Key Findings report and the 2019 technical annex for more details of the research process.

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As WBA, we want to emphasise that the results will always be a proxy for good human rights management, and not an absolute measure of performance. This is because there are no fundamental units of measurement for human rights. Human rights assessments are therefore necessarily more subjective than objective. The Benchmark also captures only a snap shot in time. We therefore want to encourage companies, investors, civil society and governments to look at the broad performance bands that companies are ranked within rather than their precise score because, as with all measurements, there is a reasonably wide margin of error possible in interpretation. We also want to encourage a greater analytical focus on how scores improve over time rather than upon how a company compares to other companies in the same industry today. The spirit of the exercise is to promote continual improvement via an open assessment process and a common understanding of the importance of the UN Guiding Principles on Business and Human Rights.

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