

Company Name Nissan Motor Company
Industry Automotive (Own Operations and Supply Chain)
Overall Score 10.5 out of 100

Theme Score	Out of	For Theme
2.2	10	A. Governance and Policies
4.0	25	B. Embedding Respect and Human Rights Due Diligence
1.5	20	C. Remedies and Grievance Mechanisms
0.9	25	D. Performance: Company Human Rights Practices
1.9	20	E. Performance: Responses to Serious Allegations

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 2022 Methodology document for the sector concerned. 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	2	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Met: Universal Declaration of Human rights (UDHR): The Human Rights policy states that 'Nissan is committed to respecting all human rights as set out in the Universal Declaration of Human Rights'. [2021 Human Rights Policy Statement, 07/2021: nissan-global.com] Score 2 <ul style="list-style-type: none"> Met: Commitment to the UNGPs: It also ads that 'Nissan is committed to respecting human rights in accordance with UN Guiding Principles on Business and Human Rights'. [2021 Human Rights Policy Statement, 07/2021: nissan-global.com]
A.1.2.a	Commitment to respect the human rights of workers: ILO Declaration on Fundamental Principles and Rights at Work	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Met: Company has a commitment to the ILO Core: The HR Policy states that 'Nissan is committed to respecting all human rights as set out in (...) International Labor Organization's Declaration on Fundamental Principles and Rights at Work'. [2021 Human Rights Policy Statement, 07/2021: nissan-global.com] Not Met: Company has a explicit commitment to All four ILO Core: The HR policy states that it has 'zero tolerance to the use of child labor or forced labor, and do not allow discrimination'. However, no commitment found to freedom of association and collective bargaining. It also states that 'the Nissan Global Guideline on Human Rights' outlines our commitment to respecting human rights of all employees'. This document covers forced and child labour, discrimination. Regarding freedom of association, it indicates that 'Nissan and its local companies should respect the rights of all employees to form and join unions (...) of their choosing, to bargain collectively (...) consistent with local laws'. However, it is not clear whether it is committed to respect these rights in all contexts and locations

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			<p>(i.e. alternative mechanisms for those countries where there are legal restrictions to the exercise of these rights), as the Company indicates that it respects these rights 'consistent with local laws'. Although this document 'supports the Nissan Human Rights Policy Statement', it is not clear whether it makes part of the actual policy, which are the only documents that CHRB considers suitable for policy indicators under its revised approach. [Global Guidelines on Human Rights, 06/2021: nissan-global.com] & [2021 Human Rights Policy Statement, 07/2021: nissan-global.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Company expect suppliers to commit to ILO Core: On its CSR Guidelines for Suppliers, the Company indicates that 'this guideline is derived from human rights standards promulgated by global institutions such as (...) the International Labour Organization'. However, it is not clear it expects suppliers to commit to respecting the human rights that the ILO has declared to be fundamental rights at work. Regarding the CSR Guidelines for Supplies, the Human Rights Policy Statement indicates 'we have defined a set of expectations towards our suppliers, including expectations pertaining to human rights and labor'. [Guidelines for Suppliers, 01/12/2015: nissan-global.com] & [2021 Human Rights Policy Statement, 07/2021: nissan-global.com] • Not Met: Company explicitly list All four ILO for suppliers: in its CSR Guidelines for Suppliers, the Company indicates prohibiting child labour, forced labour, discrimination 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. [Guidelines for Suppliers, 01/12/2015: nissan-global.com] & [2021 Human Rights Policy Statement, 07/2021: nissan-global.com]
A.1.2.b	Commitment to respect the human rights of workers: Health and safety and working hours	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"> • Met: Commitment to respect H&S of workers: The Company indicates: 'We are committed to respecting (...)the highest standards of health and safety'. [2021 Human Rights Policy Statement, 07/2021: nissan-global.com] • Not Met: Respect ILO labour standards on working hours or Commits to 48 hours regular work week <p>Score 2</p> <ul style="list-style-type: none"> • Met: Expect suppliers to commit to H&S of their workers: The CSR Guidelines for Suppliers, indicates: 'Make the health and safety of workers the top priority and make every effort to prevent occupational accidents'. Regarding the CSR Guidelines for Supplies, the Human Rights Policy Statement indicates 'we have defined a set of expectations towards our suppliers, including expectations pertaining to human rights and labor'. [Guidelines for Suppliers, 01/12/2015: nissan-global.com] & [2021 Human Rights Policy Statement, 07/2021: nissan-global.com] • Not Met: Expect suppliers to commit to ILO labour standard or to 48 hours regular work week: The CSR Guidelines for Suppliers, 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, no formal commitment about respecting the ILO conventions on working hours was found. Alternatively, the Company would achieve this by requiring a maximum of 48 hours regular working week, and consensual overtime paid at a premium rate. [Guidelines for Suppliers, 01/12/2015: nissan-global.com] & [2021 Human Rights Policy Statement, 07/2021: nissan-global.com]
A.1.3.a.MO	Commitment to respect human rights particularly relevant to the industry – responsible sourcing of minerals (MO)	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: 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: Mineral sourcing policy statement indicates that 'this policy defines principles of Nissan on global minerals sourcing, with recognition of the OECD Due Diligence Guidance'. '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

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			<p>High-Risk Areas, referring to the OECD Guidance and its due diligence processes'. [Mineral sourcing policy statement, 07/2020: nissan-global.com]</p> <ul style="list-style-type: none"> • Met: Requires suppliers to commit to responsible mineral sourcing: The Company indicates that 'We require our suppliers to comply with the guidelines as well as each country's laws and regulations regarding responsible procurement of minerals. We expect our suppliers to develop a company management system to conduct due diligence in the supply chain. (...) This due diligence is referred to the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict Affected and High-Risk Areas'. [2021 Human Rights Policy Statement, 07/2021: nissan-global.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Commits to follow OECD Guidance for 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 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'. Regarding the CSR Guidelines for Supplies, the Human Rights Policy Statement indicates 'we have defined a set of expectations towards our suppliers, including expectations pertaining to human rights and labor'. [Mineral sourcing policy statement, 07/2020: nissan-global.com] & [Guidelines for Suppliers, 01/12/2015: nissan-global.com]
A.1.3.b.MO	Commitment to respect human rights particularly relevant to the industry – vulnerable groups (MO)	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: Women's rights • Not Met: Children's rights • Not Met: Migrant worker's rights • Not Met: Expects suppliers to respect these rights <p>Score 2</p> <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: Expecting suppliers to respect these rights
A.1.4	Commitment to remedy	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: The Company commits to remedy • Not Met: Company expect suppliers to make this commitment <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Collaborating with other remedy initiatives • Not Met: Work with suppliers to remedy impact
A.1.5	Commitment to respect the rights of human rights defenders	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: Zero tolerance attacks on HRs Defenders (HRDs) • Not Met: Company expect suppliers to make this commitment <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Work with HRD to create safe and enabling environment

A.2 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.2.1	Commitment from the top	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: Board level responsibility for HRs • Not Met: Describe HR expertise of Board member

Indicator Code	Indicator name	Score (out of 2)	Explanation
			Score 2 <ul style="list-style-type: none"> Not Met: Speeches/letters by Board members or CEO: The 2022 Sustainability Report has a CEO message stating: 'Diversity remains a source of competitiveness for the company and is one of our greatest strengths. I am committed to encouraging a diverse and inclusive workplace, which is both the right thing to do and a strategic priority. We have a zero tolerance policy to human rights violations stated in Nissan's Human Rights Policy Statement and continue to take proactive efforts to mitigate risks in the supply chain across our global operations'. However, CHRB is looking for specific speeches or presentations where the board member discusses why human rights matter to the business or challenges that the Company has faced in respecting them (beyond encouraging diversity). [2022 Sustainability Report, 2022: nissan-global.com]
A.2.2	Board responsibility	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 HRs strategy Not Met: Examples/trends re HR discussion in the last reporting period Score 2 <ul style="list-style-type: none"> Not Met: Meets both requirements under score 1 Not Met: How affected stakeholders/HR experts informed discussions
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 Not Met: At least one key HR risk, beyond employee H&S Score 2 <ul style="list-style-type: none"> Not Met: Performance criteria made public Not Met: Review of other board performance criteria
A.2.4	Business model strategy and risks	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not Met: Board process to review business model and strategy Not Met: Describe frequency and triggers for reviewing Score 2 <ul style="list-style-type: none"> Not Met: Meets both requirements under score 1 Not Met: Example of actions decided

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	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not Met: Score of 1 on A.1.2.a: See indicator A.1.2.a Met: Senior responsibility for HR implementation and decision making: It indicates: 'At Nissan governance related to human rights is directed by the Global Sustainability Steering Committee chaired by the Chief Sustainability Officer (CSO) in accordance with the Nissan Human Rights Policy Statement. Discussions at the Global Sustainability Steering Committee are reported and proposed to the Executive Committee (EC), the highest decision-making body at Nissan, to ensure that respect for human rights is and established at all levels of Nissan's business activities'. [2021 Sustainability Report, 30/07/2021: nissan-global.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> • Not Met: How it assigns Day-to-day responsibility: The 2022 Sustainability Report indicates: 'In fiscal 2021, a special project team for human rights was established reporting directly to the CEO. For about eight months, team members selected from various departments across the company exchanged opinions with external experts, confirmed social trends and demands, and discussed the direction Nissan should take. The team's proposal was submitted to and approved by the Executive Committee, the company's highest decision-making body. The proposal defines Nissan's Human Rights Want-to-be Statement and clarifies key issues, measures, and internal systems for strengthening human rights management. Going forward, Nissan will work to instill the "Nissan's Human Rights Want-to-be Statement" throughout the company and promote even fuller respect for human rights on a global scale'. Similar information is found in the 2022 Corporate Governance Report. However, although the Company indicates it run a special project for eight months, to write a Human Rights proposal, with a multi-disciplinary team, it is not clear whether this was a temporary set up to perform a specific task or this team (or a similar one) is also performing day-to-day management across relevant departments on a regular basis. [2022 Sustainability Report, 2022: nissan-global.com] & [2022 Corporate Governance Report, 07/07/2022: nissan-global.com] • Not Met: Day-to-day resources and expertise allocation in own ops • Not Met: Resources and expertise allocation in the supply chain
B.1.2	Incentives and performance management	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"> • Met: Senior manager incentives for human rights: The 2021 Financial Report indicates its 2021 performance-based incentive compensation, including: 'respect for human rights: In order to realize the Company's corporate purpose, the Company has clarified that executives and employees respect the human rights of all stakeholders in all business activities based on the "Nissan Human Rights Policy Statement", and the Company is promoting initiatives to respect human rights'. [2021 Financial Report, 2022: nissan-global.com] • Not Met: At least one key HR risk, beyond employee H&S: See above. The 2021 Financial Report also indicates the 'weighting for FY2021 performance-based incentive compensation for executive officers: 'External evaluation on respect for human rights (social)': 5%. The 2022 Corporate Governance Report notes: 'In FY2021, the Company added new performance indicators for sustainability in the performance-based cash incentive that form a part of the long-term incentive program for our executives. Nissan is currently considering what kind of value we will create over the long term and contribute to solving social issues and achieving SDGs goals, not only to realize the sustainability of the company but also to the society by utilizing an "Outside-In approach" to contribute to sustainability and are actively discussing it among relevant executives, including Executive Committee members'. However, it is not clear it covers at least one of the key sector risks that the Company considers salient, no further evidence found. [2021 Financial Report, 2022: nissan-global.com] & [2022 Corporate Governance Report, 07/07/2022: nissan-global.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Performance criteria made public: The 2021 Financial Report also indicates the 'weighting for FY2021 performance-based incentive compensation for executive officers: 'External evaluation on respect for human rights (social)': 5%. [2021 Financial Report, 2022: nissan-global.com] • Not Met: Review of other senior management performance
B.1.3	Integration with enterprise risk management	1	<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 risks is integrated as part of enterprise risk system: The 2022 Sustainability Report indicates: 'we have also incorporated "human rights" into our corporate risk map based on the Global Risk Management Policy'. It discloses its Risk Management Enhancement Efforts: 'To realize the long-term vision Nissan Ambition 2030 announced in 2021, Nissan is continuously revising and enhancing risk management processes and frameworks. [...] Based on the principle "three lines of defense" as a systematic enhancement, the PMO of Risk Management was precisely positioned to function as the second line and the personnel system was enhanced. To support this new basic company policy, we have positioned the objective of risk management as activities supporting the realization of our corporate purpose from a longer-term perspective rather than limiting it to short-term objectives such as achieving business targets. Accordingly, we have taken a wider view of targeted risks from the perspectives of enhancing corporate value and contributing to the environment, human rights, and sustainability, and also

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			<p>created a system for ascertaining risks in a timely manner. Regarding the evaluation of risks, in addition to transitioning away from conventional subjective and qualitative evaluations to more objective and quantitative evaluations, we referenced the international framework and engaged in more concrete risk assessments and monitoring activities to control and manage risks'. [2022 Sustainability Report, 2022: nissan-global.com]</p> <ul style="list-style-type: none"> • Met: Provides an example: See above. In addition, in its 2021 Financial Report, the Company discloses its risk factors, including: 'the use of rare metals, of which production volume is extremely small and production mines are limited to a small number of countries or regions, has been increasing, in association with the implementation of new technologies. As a result, the Group is exposed to risks such as [...] discovery of human rights violations [...]. In order to minimize such risks, the Group has strived continuously for enhancement of a stable procurement system including Business Continuity Plan ("BCP") level improvement in cooperation with suppliers, consideration of alternative suppliers and securing raw materials and parts/components in the entire supply chain. However, an unpredictable change in market conditions could entail a greater-than-anticipated level of risk in the stable procurement of necessary raw materials, parts/components on an ongoing basis, which could significantly affect the Group's financial position and business performance'. [2021 Financial Report, 2022: nissan-global.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Audit Ctte or independent risk assessment
B.1.4.a	Communication /dissemination of policy commitment(s) to workers and external stakeholders	0.5	<p>The individual elements of the assessment are met or not as follows: Score 1</p> <ul style="list-style-type: none"> • Not Met: Score of 1 on A.1.2.a: See indicator A.1.2.a • Met: Communicates its policy to all workers in own operations: The 2022 Sustainability Report indicates: 'From fiscal 2021, "Nissan Human Rights e-Learning" for all global employees is newly established as a compulsory training program. This training focuses on introducing the content of the Nissan Human Rights Policy Statement and the Nissan Global Guideline on Human Rights and includes messages from the CEO/CSO, the definition of human rights, business and human rights, respect for human rights at Nissan, case studies, and knowledge checks. Through the training, participants learn basic knowledge of human rights systematically and work to respect human rights in their daily business activities'. [2022 Sustainability Report, 2022: nissan-global.com] <p>Score 2</p> <ul style="list-style-type: none"> • 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: Score 1</p> <ul style="list-style-type: none"> • Not Met: Meets ILO requirement for suppliers on A.1.2.a: See indicator A.1.2. • Met: Requires suppliers to communicate policy requirements: 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'. [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'. [Guidelines for Suppliers, 01/12/2015: nissan-global.com] • Not Met: Company requires suppliers to cascade down to their suppliers
B.1.5	Training on Human Rights	0.5	<p>The individual elements of the assessment are met or not as follows: Score 1</p> <ul style="list-style-type: none"> • Not Met: Scores at least 1 on A.1.2.a: See indicator A.1.2.a • Met: How workers are trained on HR policy commitments: The 2022 Sustainability Report indicates: 'From fiscal 2021, "Nissan Human Rights e-

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Learning” for all global employees is newly established as a compulsory training program. This training focuses on introducing the content of the Nissan Human Rights Policy Statement and the Nissan Global Guideline on Human Rights and includes messages from the CEO/CSO, the definition of human rights, business and human rights, respect for human rights at Nissan, case studies, and knowledge checks. Through the training, participants learn basic knowledge of human rights systematically and work to respect human rights in their daily business activities’. [2022 Sustainability Report, 2022: nissan-global.com]</p> <ul style="list-style-type: none"> • Met: Trains relevant managers including procurement: 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, which include human rights. [2021 Sustainability Report, 30/07/2021: nissan-global.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Score of 2 on A.1.2.a: See indicator A.1.2.a • Met: Meets both requirements under score 1: See above. • Not Met: Trains suppliers to meet company's HR commitment • Not Met: Disclose % trained
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.a: See indicator A.1.2.a • Not Met: Monitoring implementation of HR policy commitments across global ops and supply chain: The CSR Guidelines for Suppliers notes: ‘In order to ensure suppliers’ compliance with Renault and Nissan expectations, Renault and Nissan may ask supplier to take a CSR compliance assessment conducted by a third party, a certified organization, recognized internationally, and selected by Renault or Nissan. Supplier shall take such assessment upon request as part of RNPO purchasing processes. Within this framework: Supplier groups for both Renault and Nissan are assessed by a certified organization recognized internationally. In addition, Renault suppliers’ individual plants are assessed during a site visit by Renault representatives using a dedicated questionnaire’. Similarly, the 2022 Sustainability Report indicates: ‘We also evaluate our suppliers’ sustainability activities including respect for human rights through third-party assessment’. The Company also highlights that it has ‘conducted a human rights impact assessment from two perspectives the impact on human rights risks and the potential impact caused by Nissan, and classified them into priority areas and areas requiring a response’. Additionally, ‘In fiscal 2021 we conducted human rights assessments at Nissan North America (NNA) in collaboration with BSR as part of human rights due diligence in accordance with the Nissan Human Rights Policy Statement and the newly formulated Nissan Global Guideline on Human Rights’. However, concerning its own operations, although the Company indicates that it has a Human Rights risk assessment process, that may also take place within its own operations, no description found of how the Company monitors the implementation of its human rights policy commitment across its global operations. This indicator focuses on how the Company monitors Human Rights compliance with its commitments applied to its global operations. [Guidelines for Suppliers, 01/12/2015: nissan-global.com] & [2022 Sustainability Report, 2022: nissan-global.com] • Met: Proportion of supply chain monitored: It indicates: 'By now, more than 90% of Nissan's purchase demands are covered by a third party assessment'. [2021 Sustainability Report, 30/07/2021: nissan-global.com] • Not Met: Describe how workers are involved in monitoring <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Score of 2 on A.1.2.a: See indicator A.1.2. • Not Met: Describes corrective action process: Regarding non-compliances within its supply chain, it indicates: 'When results do not meet Alliance standards, suppliers are asked to draw up plans for improvement. We then monitor their implementation. (...) When high risk is identified, we work with the supplier to rapidly draft and implement countermeasures'. However, no further description of its corrective action process found. [2021 Sustainability Report, 30/07/2021: nissan-global.com] • Not Met: Disclose findings and number of corrective action: It also indicates: ‘In fiscal 2020 there were no suppliers whose compliance was problematic, and no supplier contract was terminated for such a reason’. However, it is not clear the number of corrective action processes as a result of the monitoring process. [2021 Sustainability Report, 30/07/2021: nissan-global.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.1.7	Engaging and terminating business relationships	1	<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 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'. Standards include human rights. [Sustainability Report 2019, 09/2019: nissan-global.com] • Met: HR affects on-going 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] & [Guidelines for Suppliers, 01/12/2015: nissan-global.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describe positive incentives offered to respect human rights: It also notes: 'We have also instituted an awards system to recognize suppliers whose performance is outstanding. This awards system aims to encourage suppliers in the global supply chain to embrace Nissan's management approach, which balances the economic activities of quality, cost reduction and technological development with social responsibility and environmental concern'. However, it is not clear how it incentivises good human rights performance from suppliers. No further evidence found in latest review. [2021 Sustainability Report, 30/07/2021: nissan-global.com] • Not Met: Working with suppliers to meet HR requirements: The 2022 Sustainability Report indicates: 'In 2022, "Renault-Nissan CSR Guidelines for Suppliers" Supplementary Handbook for Nissan Suppliers was published for Nissan suppliers to facilitate better understanding of sustainability issues and responses to social demands. Specifically, we clarified important matters that should be considered and addressed regarding human rights and labor, which were made known at supplier meetings and on other occasions'. However, although the Company indicates that it has published a CSR Guidelines for Suppliers, it is not clear how it is embedding this document, helping in meeting the company's requirements. This indicator looks for proactive work carried out directly with suppliers to improve performance related to human rights topics. [2022 Sustainability Report, 2022: nissan-global.com]
B.1.8	Approach to engagement with 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 to identify and engage with workers/communities in the last two years: The Company indicates, in its 2021 Sustainability Report, its stakeholders, engagement channels as well as interests and main topics for each group. Stakeholders include: employees, suppliers, NGOs and local communities. The 2022 Sustainability Report indicates: 'In fiscal 2021 we conducted human rights assessments at Nissan North America (NNA) [...]. 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 considered attributes such as employment status, job title, gender, and race in order to include diverse perspectives'. However, although it indicates that employees were engaged during a Human Rights assessment, it is not clear suppliers' workers and local communities are included. Moreover, no further evidence found of how it has identified, and engaged with affected stakeholders, including external affected stakeholders, in the last two years. [2021 Sustainability Report, 30/07/2021: nissan-global.com] & [2022 Sustainability Report, 2022: nissan-global.com] • Not Met: Discloses stakeholders that HRs may be affected • Not Met: Provides two examples of engagement with stakeholders: See above. The Company provides an example of engagement with local employees. No further examples found. <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Analysis of stakeholder views on company's HR issues • Not Met: Describe how views influenced company's HR approach

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

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.1	Identifying human rights risks and impacts	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"> • Met: Identifying risks in own operations: The Company states, in its 2021 Sustainability Report, that 'In 2018, we cooperated with Business for Social Responsibility (BSR), a US organization promoting sustainability to implement a human rights assessment (...). 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. In 2020, we expanded our human rights assessment reviews of affiliated companies in the ASEAN area, conducting such reviews at Nissan Motor Thailand (NMT) and group companies (Nissan Powertrain (Thailand) Co., Ltd. and SNN Tools & Dies Co., Ltd.)'. Additionally, The 2022 Sustainability Report indicates: 'In fiscal 2021 we conducted human rights assessments at Nissan North America (NNA) in collaboration with BSR as part of human rights due diligence in accordance with the Nissan Human Rights Policy Statement and the newly formulated Nissan Global Guideline on Human Rights. In the human rights assessment of NNA, we continued to gain support from BSR, 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 considered 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'. [2021 Sustainability Report, 30/07/2021: nissan-global.com] & [2022 Sustainability Report, 2022: nissan-global.com] • Not Met: Identifying risks through relevant business relationships: As it is mentioned above, the 2022 Sustainability Report indicates: 'Nissan has established and operates the human rights due diligence process in accordance with the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the OECD Due Diligence Guidance for Responsible Business Conduct. We conduct regular human rights assessments to identify, prevent, and mitigate human rights risks, take corrective actions, track implementation and results, and communicate how we have addressed impacts, thus implementing a PDCA cycle for human rights management. [...] In fiscal 2017, in addition to formulating the Nissan Human Rights Policy Statement, we cooperated with Business for Social Responsibility (BSR), a U.S. organization promoting sustainability to implement a human rights assessment that identified areas of requiring focus in Nissan's efforts to respect human rights. Specifically, in order to identify factors that impact human rights as an automobile manufacturer, we conducted a human rights impact assessment from two perspectives: the impact on human rights risks and the potential impact caused by Nissan, and classified them into priority areas and areas requiring a response. Four priority focus areas that Nissan should address by incorporating business strategies and business activities from among the elements identified as priorities were identified, namely 1) employee labor conditions, 2) supplier labor conditions 3) product safety and 4) customer privacy'. However, its is not clear whether the process includes the supply chain. [2021 Sustainability Report, 30/07/2021: nissan-global.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Describe ongoing global risk identification in consultation with stakeholder/HR experts: As indicated above, the Company performs 'regular human rights impacts assessments to identify, prevent and mitigate human rights risks'. It does so in collaboration with BSR. Also, as part of the last process reported, the Company '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 considered attributes such as employment status, job title, gender, and race in order to include diverse perspectives'. [2022 Sustainability Report, 2022: nissan-global.com] • Not Met: Triggered by new circumstances • Not Met: Describes risks identified
B.2.2	Assessing 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: Describe process for assessment of HR risks and discloses salient HR issues: The Company states that 'in 2018, we cooperated with Business for Social

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Responsibility (BSR) [...], 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. 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. In 2020, we expanded our human rights assessment reviews of affiliated companies in the ASEAN area, conducting such reviews at Nissan Motor Thailand (NMT) and group companies (Nissan Powertrain (Thailand) Co., Ltd. and SNN Tools & Dies Co., Ltd.)'. However, no description of these processes found beyond BSR collaboration. This description should include how relevant factors are taken into account, such as geographical, economic, social and other factors. [2021 Sustainability Report, 30/07/2021: nissan-global.com]</p> <ul style="list-style-type: none"> • Not Met: How process applies to supply chain • Not Met: Public disclosure of the results of HR assessment: Although the Company does not describe a human rights assessment process followed including how different factors taken into account, it indicates that it identified 'four key areas of potential risk related to human rights, namely supplier labor conditions, employee labor conditions, product safety and customer privacy'. It is not clear, however, which particular rights are at risk in the context of labour conditions. [2021 Sustainability Report, 30/07/2021: nissan-global.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: How it involved affected stakeholders in the assessment
B.2.3	Integrating and acting on human rights risks and impact assessments	0.5	<p>The individual elements of the assessment are met or not as follows: Score 1</p> <ul style="list-style-type: none"> • Not Met: Action Plans to mitigate risks: It indicates: 'After identifying actual or potential risks related to human rights that we might have inadvertently caused or contributed to cases of human rights violations, we consider it vital to monitor and assess such risks, as well as to develop appropriate response strategies'. After the actions taken to identify and assess human rights risks previously mentioned: 'We formulated action plans to remediate items requiring improvement identified in the assessments and are improving them on an ongoing basis by executing on those plans'. However, although the Company indicates it takes actions to remediate issues identified, no further description of its global system to prevent, mitigate or remediate its salient human rights issues found. [2021 Sustainability Report, 30/07/2021: nissan-global.com] • Not Met: Description of how global system applies to supply chain • Not Met: Example of actions decided on at least 1 salient HR issues: The 2022 Sustainability Report indicates that in the context of the human rights assessments conducted at Nissan North America (NNA): 'The assessment did not suggest any inconsistencies with local laws. The assessment identified potential areas NNA could consider revising to better reflect the seven themes outlined in the Nissan Global Guideline on Human Rights. We will consider and implement mitigation measures for each of those that are recognized as being at actual risk. As a specific example, in relation to the theme of labor management systems, the interviewees raised the concern that employees were not fully aware of the existence of an Employee Handbook containing work rules and regulations. In response, we have decided to once again review our internal communications and training regarding the handbook to ensure that all employees understand its contents'. However, although the Company provides an example of actions taken as a result of its Human Rights assessment, it is not in relation to any salient Human Rights issues. The Company is expected to provide an example of the specific actions taken or to be taken on at least one of its salient human rights issues as a result of assessment processes in at least one of its activities/operations in the last three years. [2022 Sustainability Report, 2022: nissan-global.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Met: Involve stakeholders in decisions about actions: The 2022 Sustainability Report indicates that in the context of deciding the actions to be taken as a result of the human rights assessments conducted at Nissan North America (NNA): 'In deciding on improvement activities, we engage in dialogue with the relevant local employees who are affected and make proposals which are reviewed and approved at the Global Sustainability Steering Committee'. [2022 Sustainability Report, 2022: nissan-global.com]
B.2.4	Tracking the effectiveness of actions to respond to	0	<p>The individual elements of the assessment are met or not as follows: Score 1</p> <ul style="list-style-type: none"> • Not Met: System for tracking or monitor if actions taken are effective: The 2021 Sustainability Report states that 'After identifying actual or potential risks related

Indicator Code	Indicator name	Score (out of 2)	Explanation
	human rights risks and impacts		to human rights that we might have inadvertently caused or contributed to cases of human rights violations, we consider it vital to monitor and assess such risks, as well as to develop appropriate response strategies'. Additionally, the 2022 Sustainability Report indicates: 'Going forward, for each theme, we will check the progress and effectiveness of the improvement activities with the local employees, while at the same time monitoring and managing the process through the Global Sustainability Steering Committee'. However, no further description found of its system for tracking or monitoring the actions taken in response to human rights risks and impacts and for evaluating whether the actions have been effective or have missed key issues or not produced the desired results. Seems to be a process under development. [2021 Sustainability Report, 30/07/2021: nissan-global.com] & [2022 Sustainability Report, 2022: nissan-global.com] <ul style="list-style-type: none"> • Not Met: Lessons learnt from checking system effectiveness Score 2 <ul style="list-style-type: none"> • Not Met: Meets both requirements under score 1 • Not Met: Involve stakeholders in evaluation of actions taken
B.2.5	Communicating on human rights impacts	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Provides two examples of comms with stakeholders Score 2 <ul style="list-style-type: none"> • Not Met: Describe challenges to effective comms and how it is working to address them

C. Remedies and Grievance Mechanisms (20% 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	The individual elements of the assessment are met or not as follows: Score 1 <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] Score 2 <ul style="list-style-type: none"> • Met: Channel is available in all appropriate languages and workers aware: The Code of Conduct indicates: 'Employees are encouraged to use the SpeakUp system to report their suspicions'. The 2021 Sustainability Report notes that the SpeakUp system ' is available 24 hours a day, 365 days a year, in more than 20 languages'. Moreover, the Company conducts 'several e-learning seminars, for example, "Global Code of Conduct"'. [2021 Sustainability Report, 30/07/2021: nissan-global.com] & [Global Code of Conduct, 06/2017: nissan-global.com] • Not Met: Describe how workers in the supply chain have access to grievance mechanism: It indicates: ' Where allowed by law, SpeakUp permits anonymous reporting by and two-way confidential communication with employees and other stakeholders such dealers and suppliers'. However, it is not clear if suppliers' employees can file complaints in relation to suppliers' behaviour. [2021 Sustainability Report, 30/07/2021: nissan-global.com] • Not Met: Expect Suppliers to convey expectation to their own suppliers
C.2	Grievance channel(s)/mechanism(s) to receive complaints or concerns from external individuals and communities	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Grievance mechanism for community Score 2 <ul style="list-style-type: none"> • Not Met: Describes accessibility and local languages and stakeholder awareness: The 2021 Sustainability Report notes that the SpeakUp system ' is available 24 hours a day, 365 days a year, in more than 20 languages'. However, it is not clear how all affected external stakeholders at its own operations are aware of it. [2021 Sustainability Report, 30/07/2021: nissan-global.com] • Not Met: Communities access mechanism direct or through suppliers • Not Met: Expect supplier to convey expectation to their own suppliers
C.3	Users are involved in the design and performance of the channel(s)/mechanism(s)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Engages users to create or assess system • Not Met: Examples (at least two) of how they do this Score 2 <ul style="list-style-type: none"> • Not Met: Engages with potential or actual users on the improvement of the mechanism • Not Met: Provides user engagement example (at least two) on improvement
C.4	Procedures related to the	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Response timescales and how complainants will be informed

Indicator Code	Indicator name	Score (out of 2)	Explanation
	mechanism(s)/channel(s) are equitable, publicly available and explained		<ul style="list-style-type: none"> • Not Met: Describe support (technical, financial, etc) available for equal access by complainants Score 2 <ul style="list-style-type: none"> • Not Met: Describe types of outcome to complainant through use of mechanism • Not Met: Escalation to senior/independent level
C.5	Prohibition of retaliation for raising complaints or concerns	0	The individual elements of the assessment are met or not as follows: Score 1 <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'. The 2021 Sustainability Report notes: '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, it is not clear this prohibition extends to external stakeholders, as they seem to focus on employers only. [Global Code of Conduct, 06/2017: nissan-global.com] & [2021 Sustainability Report, 30/07/2021: nissan-global.com] Score 2 <ul style="list-style-type: none"> • Not Met: Practical measures to prevent retaliation: The Company states that 'Where allowed by law, SpeakUp permits anonymous reporting by and two-way confidential communication with employees and other stakeholders such as dealers and suppliers'. However, it is not clear if there are alternative measures to prevent retaliation, particularly for those locations where anonymous reporting is not allowed by law. [2021 Sustainability Report, 30/07/2021: nissan-global.com] • Not Met: Company indicate it will not retaliate against workers/stakeholders • Not Met: Expects suppliers to prohibit retaliation against workers/stakeholders
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: Complainants not asked to waive rights • Not Met: Company does not require confidentiality provisions Score 2 <ul style="list-style-type: none"> • Not Met: Will work with state based non judicial mechanisms • Not Met: Example of issue resolved (if applicable)
C.7	Remedying adverse impacts	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 provide remedy for victims if no adverse impact identified Score 2 <ul style="list-style-type: none"> • Not Met: Changes to systems, processes and practices to stop similar impact • Not Met: Describe approach to monitoring implementation of agreed remedy • Not Met: Approach to learning from incident to prevent future impacts
C.8	Communication on the effectiveness of grievance mechanism(s) 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: Number grievances filed, addressed or resolved and outcome achieved: It indicates: 'In fiscal 2020, 1,166 concerns were reported globally. Among those, 314 compliance-related matters were identified while 739 were human resource related. The most recurrent types of reports are 'Human Resource Concern', 'Health & Safety/Sanitation/Environmental Protection' and 'Offensive or Inappropriate Communication'. However, it is not clear the number of grievances about human rights issues filed, addressed or resolved and outcomes achieved for its own workers, for external individuals and communities that may be adversely impacted by the Company [2021 Sustainability Report, 30/07/2021: nissan-global.com] Score 2 <ul style="list-style-type: none"> • Not Met: How lessons from mechanism improve management system • Not Met: Evaluation of the channel/mechanism and changes made as result • Not Met: Describes procedures to address delays of outcomes agreed with stakeholders

D. Performance: Company Human Rights Practices (25% 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	<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: Pays living wage or sets target date: The Global Guidelines of Human Rights indicates: 'Nissan and its local companies should ensure that compensation paid to employees complies with all applicable local laws, including those relating to minimum wages (...) and legally mandated benefits. In the absence of 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 other Nissan organizations'. However, it is not clear the Company has a time bound target for paying all workers a living wage or that it pays all workers a living wage. A living wage should include basic needs plus some discretionary for employees and his/her family and/or depends. [Global Guidelines on Human Rights, 06/2021: nissan-global.com] • Not Met: Describes how living wage determined <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Paying living wage • Not Met: Definition of living wage reviewed with unions
D.5.1.b	Living wage (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: Discloses living wage requirements in supplier code or contracts: In its CSR Guidelines for Suppliers, the Company indicates suppliers should: 'Comply with the laws of each country and region regarding minimum wages, overtime, wage deductions, performance-based pay and other remuneration'. The CSR Guidelines for Suppliers also notes: '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'. However, it is not clear it has a timebound target for requiring its suppliers to pay all workers a living wage or that the company includes requirements to pay workers a living wage in its contractual arrangements with its suppliers or its supplier code of conduct. A living wage should cover basic needs and provide some discretionary for employees and his/her family and or depends. [Guidelines for Suppliers, 01/12/2015: nissan-global.com] • Not Met: Improving living wage practices of suppliers <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of number affected by payment below living wage • Not Met: Provides analysis of trends demonstrating progress
D.5.2	Aligning purchasing decisions with human rights	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: Avoids business model pressure on HRs (purchasing practices) • Not Met: Practices adopted to pay suppliers in line with agreed timeframes • Not Met: Review own operations to mitigate negative impact <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Examples of how it assessed, addressed and change purchasing practices
D.5.3	Mapping and disclosing 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: Identifies direct and indirect suppliers back to manufacturing sites (factories or fields) <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Discloses names and locations of significant parts of SP and why • Not Met: Discloses which direct or indirect suppliers is involved in higher-risk activities
D.5.4.a	Prohibition of child labour: Age verification and corrective actions (in own production or manufacturing operations)	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"> • Met: Does not use child labour: The Human Rights Policy Statement indicates: 'We have zero tolerance to the use of child labor'. [2021 Human Rights Policy Statement, 07/2021: nissan-global.com] • Not Met: Age verification of workers recruited <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Remediation if children identified

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.5.4.b	Prohibition of child labour: Age verification and corrective actions (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: Child Labour rules in codes or contracts: The Company indicates, in its CRS Guidelines for Suppliers: '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. The CSR Guidelines for Suppliers 'Supplementary Handbook for Nissan Suppliers further explain: 'age verification must be conducted to prevent child labor, and corrective measures implements if child labor is found'. The 2022 Sustainability Report indicates: 'In 2022, "Renault-Nissan CSR Guidelines for Suppliers" Supplementary Handbook for Nissan Suppliers was published for Nissan suppliers to facilitate better understanding of sustainability issues and responses to social demands. Specifically, we clarified important matters that should be considered and addressed regarding human rights and labor, which were made known at supplier meetings and on other occasions'. However, although the Supplementary Handbook explains suppliers must have age verification and measures to address child labor, it is not clear that these requirements are part of suppliers' contractual arrangements. No further evidence found. This indicator looks for evidence found either in contractual arrangements with its suppliers or supplier code of conduct. [Guidelines for Suppliers, 01/12/2015: nissan-global.com] & [CSR Guidelines for Suppliers - Supplementary Handbook, 06/2022: 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. [2021 Sustainability Report, 30/07/2021: nissan-global.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of number affected by child labour in supply chain • Not Met: Analysis of trends in progress made
D.5.5.a	Prohibition of forced labour: Recruitment fees and costs (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: Job seekers and workers do not pay recruitment fee: The Human Rights Policy Statement indicates: 'We have zero tolerance to the use of (...) forced labor'. The Global Guidelines of Human Rights notes: '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)'. No explicit evidence found, however, in relation to recruitment fees (or related costs to secure a job). [Global Guidelines on Human Rights, 06/2021: nissan-global.com] & [2021 Human Rights Policy Statement, 07/2021: nissan-global.com] • Not Met: Commits to fully reimbursing if they have paid <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: How practices are implemented and monitored for agencies, labour brokers or recruiters

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.5.5.b	Prohibition of forced labour: Recruitment fees and costs (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: Debt and fees rules in codes or contracts: In its CSR Guidelines for Suppliers, the Company indicates suppliers 'Do not practice forced labor. Guarantee that all labor is voluntary and that employees are free to leave their jobs'. The CSR Guidelines for Suppliers also notes: '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'. However, it is not clear the Company prohibits suppliers and any third-party recruitment intermediaries from imposing financial burdens on job seekers and workers by collecting recruitment fees or related costs. The CSR Guidelines for Suppliers 'Supplementary Handbook for Nissan Suppliers explains: 'for all work to be voluntary, the must be no tolerance of forced, bonded (including debt bondage, recruitment fees, and other unacceptable financial costs of restraint), indentured labor, involuntary or exploitative prison labor, or any other similar labor or restrictions'. The 2022 Sustainability Report indicates: 'In 2022, "Renault-Nissan CSR Guidelines for Suppliers" Supplementary Handbook for Nissan Suppliers was published for Nissan suppliers to facilitate better understanding of sustainability issues and responses to social demands. Specifically, we clarified important matters that should be considered and addressed regarding human rights and labor, which were made known at supplier meetings and on other occasions'. However, although the Supplementary Handbook explains suppliers must not tolerate recruitment fees, it is not clear that these requirements are part of suppliers' contractual arrangements and it is not clear the prohibition includes third-party recruitment intermediaries. No further evidence found. This indicator looks for evidence found either in contractual arrangements with its suppliers or supplier code of conduct. <p>[Guidelines for Suppliers, 01/12/2015: nissan-global.com] & [CSR Guidelines for Suppliers - Supplementary Handbook, 06/2022: nissan-global.com]</p> <ul style="list-style-type: none"> • Not Met: How working with suppliers on debt & fees <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of the number affected by payment of recruitment fees • Not Met: Analysis of trends in progress made
D.5.5.c	Prohibition of forced labour: Wage practices (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: Pays workers in full and on time: The Global Guidelines of Human Rights indicates: 'Nissan and its local companies should ensure that compensation paid to employees complies with all applicable local laws, including those relating to minimum wages (...) and legally mandated benefits. In the absence of 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 other Nissan organizations'. However, no further evidence found that the Company indicates that it pays workers regularly, in full and on time. [Global Guidelines on Human Rights, 06/2021: nissan-global.com] • Not Met: Payslips show any legitimate deductions <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: How these practices are monitored for agencies, labour brokers or recruiters
D.5.5.d	Prohibition of forced labour: Wage practices (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: Requirement for suppliers to pay workers in full and on time in codes or contracts: In its CSR Guidelines for Suppliers, the Company indicates suppliers should: 'Comply with the laws of each country and region regarding minimum wages, overtime, wage deductions, performance-based pay and other remuneration'. The CSR Guidelines for Suppliers also notes: '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'. However, it is not clear the Company requires the suppliers to pay workers in full and on time. [Guidelines for Suppliers, 01/12/2015: nissan-global.com] • Not Met: How working with supply chain to pay workers regularly and on time <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of the number affected by failure to pay directly • Not Met: Provides analysis of trends demonstrating progress

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.5.5.e	Prohibition of forced labour: Restrictions on workers (in own production or manufacturing operations)	1	<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: Does not retain documents or restrict movement: The Global Guidelines of Human Rights indicates: 'Nissan and its local companies should not retain an individual's originals of government-issued identification, personal documentation and/or travel documents'. [Global Guidelines on Human Rights, 06/2021: nissan-global.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: How these practices are monitored for agencies, labour brokers or recruiters
D.5.5.f	Prohibition of forced labour: Restrictions on workers (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: Free movement rules in codes or contracts: In its CSR Guidelines for Suppliers, the Company indicates suppliers should: 'Do not practice forced labor. Guarantee that all labor is voluntary and that employees are free to leave their jobs'. However, it is not clear the Company prohibits suppliers from retaining workers' personal documents or restricting workers' freedom of movement or requiring workers to use Company provided accommodation. The CSR Guidelines for Suppliers 'Supplementary Handbook for Nissan Suppliers explains: 'to ensure that employees are free to leave their jobs, original government-issued identification cards, in identification documents, and passports in the worker's possession will not be confiscated'. The 2022 Sustainability Report indicates: 'In 2022, "Renault-Nissan CSR Guidelines for Suppliers" Supplementary Handbook for Nissan Suppliers was published for Nissan suppliers to facilitate better understanding of sustainability issues and responses to social demands. Specifically, we clarified important matters that should be considered and addressed regarding human rights and labor, which were made known at supplier meetings and on other occasions'. However, although the Supplementary Handbook explains suppliers must have not confiscate government-issued documents, it is not clear that these requirements are part of suppliers' contractual arrangements. No further evidence found. This indicator looks for evidence found either in contractual arrangements with its suppliers or supplier code of conduct. [Guidelines for Suppliers, 01/12/2015: nissan-global.com] & [CSR Guidelines for Suppliers - Supplementary Handbook, 06/2022: nissan-global.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: How working with suppliers on free movement • Not Met: Assessment of the number affected by retaining docs or restricting movement • Not Met: Provides analysis of trends demonstrating progress
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 / Steps to avoid intimidation or retaliation: The Global Guidelines of Human Rights indicates: 'Nissan and its local companies should respect the rights of all employees to form and join unions (...) 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'. However, it is not clear it puts in place measures to prohibit any form of intimidation, harassment, retaliation or violence against workers seeking to exercise the right to form and join a trade union of their choice. Moreover, it is not clear that these rights are to be respected in all circumstances, as it indicates that they should be 'consistent with local laws'. In these cases (companies referring to local laws in freedom of association and collective bargaining), companies are expected to require alternative mechanisms or equivalent workers bodies where the right to freedom of association and collective bargaining is restricted under law. [Global Guidelines on Human Rights, 06/2021: nissan-global.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not Met: Discloses % total direct operations covered by collective CB agreements: It indicates: '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 26, 503 including those of Nissan Motor Kyushu as of March 31, 2021. 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, it is not clear the proportion of its total direct operations workforce covered by collective bargaining agreements. [2021 Sustainability Report, 30/07/2021: nissan-global.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets both requirements under score 1
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: In its CSR Guidelines for Suppliers, the Company indicates suppliers should: 'Undertake sincere consultation and dialogue with employees or their representatives. Recognize employees' right to associate or not associate based on the laws of each country and region of operation'. However, it is not clear whether the Company requires suppliers to respect those rights in all contexts, as it indicates 'based on the laws of each country and region of operation'. In cases where the Company refers to local law, evidence is needed of equivalent worker bodies, parallel mechanisms, etc. Moreover, the Company is expected to require suppliers to prohibit intimidation, harassment, retaliation and violence against trade union members and trade union representatives. [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: Assessment of the number affected by restrictions to FoA and CB in the SP • Not Met: Provides analysis of trends demonstrating progress
D.5.7.a	Health and safety: Fatalities, lost days, injury, occupational disease rates (in own production of manufacturing operations)	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"> • Met: Describes process to identify H&S risks and impacts: It indicates: 'Nissan has introduced its own safety and fire risk management diagnostic method to proactively identify potential occupational accident risks in the workplace environment and take measures to address them to improve the work environment for employees. Since 2010, we have been globally standardizing metrics related to occupational safety, which used to vary among our global sites, and are monitoring the status of workplaces around the world every quarter. Nissan employs its own safety management diagnostic methods, as well as a risk-assessment approach to workplace management, to help reduce hazards in the work environment and prevent accidents. Two tools developed internally by Nissan to identify the risks of work accidents are the Safety Evaluation System (SES) and to identify the risks of fire accidents the Fire-Prevention Evaluation System (F-PES). They call for workplace patrols in accordance with established evaluation standards to identify potential dangers and fire risks to help reduce incidents. The use of these tools has been effective in achieving these aims'. [2021 Sustainability Report, 30/07/2021: nissan-global.com] • Not Met: Injury Rate or Lost days or Near Miss disclosures for last reporting period: The Company discloses Serious accident Count (Global) for 2021: 39. However, no further information found on health and safety for its workers related to injury rates or lost days (or near miss frequency rate) for the last reporting period. [2022 Sustainability Report, 2022: nissan-global.com] • Met: Discloses Fatalities for last reporting period: Also: 'There were no fatal accidents involving Nissan employees globally in fiscal 2020'. [2021 Sustainability Report, 30/07/2021: nissan-global.com] • Met: Occupational disease rate for last reporting period: The 2022 Sustainability Report indicates that its Occupational Accident Frequency Rate for the FY 2021 was 0.98. [2022 Sustainability Report, 2022: nissan-global.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Set targets for H&S performance: The 2021 Sustainability Report indicates: 'Nissan has set global medium-term goals for health and safety and is managing their progress. We are aiming for zero fatalities and are currently adjusting our fiscal 2022 target for the accident frequency rate based on a new calculation method. In the near term, we have set a goal for this fiscal year to achieve lower frequency than in the previous year'. Similar evidence is found in the 2022 Sustainability Report. However, it is not clear it has also set targets related to injury rates or lost days (or near miss frequency rate) and occupational disease rates for the last reporting period. No further evidence found. [2021 Sustainability Report, 30/07/2021: nissan-global.com] & [2022 Sustainability Report, 2022: nissan-global.com] • Not Met: Met targets or explain why not or what is doing to improve management systems: The Company indicates that it met its zero fatalities target. However, no further information on targets related to injury rates or lost days (or near miss frequency rate) and occupational disease rates for the last reporting period found. [2021 Sustainability Report, 30/07/2021: nissan-global.com]
D.5.7.b	Health and safety: Fatalities, lost days, injury, occupational disease 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: In its CSR Guidelines for Suppliers, the Company indicates suppliers should: 'Make the health and safety of workers the top priority and make every effort to prevent occupational accidents'. The CSR Guidelines for Suppliers also notes: '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'. However, no further evidence of clear health and safety requirements found. The CSR Guidelines for Suppliers 'Supplementary Handbook for Nissan Suppliers explains: 'The create a safe and healthy working environment, it is required to comply with all health and safety laws in the countries in which the company operates, and regularly review compliance with such laws and internal regulations. To set clear and measurable health and safety goals (e.g.. zero fatal accidents, etc.) on a company-wide level, and provide training on specific health and safety measures is also required. In addition, lessons learned from health and safety incidents are used to formulate countermeasures to prevent recurrences'. The 2022 Sustainability Report indicates: 'In 2022, "Renault-Nissan CSR Guidelines for Suppliers" Supplementary Handbook for Nissan Suppliers was published for Nissan suppliers to facilitate better understanding of sustainability issues and responses to social demands. Specifically, we clarified important matters that should be considered and addressed regarding human rights and labor, which were made known at supplier meetings and on other occasions'. However, although the Supplementary Handbook explains the Company's expectations regarding health and safety compliance, it is not clear that these requirements are part of suppliers' contractual arrangements. No further evidence found. This indicator looks for evidence found either in contractual arrangements with its suppliers or supplier code of conduct. [Guidelines for Suppliers, 01/12/2015: nissan-global.com] & [CSR Guidelines for Suppliers - Supplementary Handbook, 06/2022: nissan-global.com] • Not Met: Injury rate disclosures and lost days (or near miss disclosures) for the last reporting period • Not Met: Fatalities disclosures for lasting reporting period • Not Met: Occupational disease rates for the last reporting period <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: How working with suppliers on H&S • Not Met: Assessment of the number affected by H&S issues in the SP • 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 against women: The Company states that 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, it is not clear the process it has in place to prohibit and address harassment, intimidation and violence against women specifically. [2021 Sustainability Report, 30/07/2021: nissan-global.com] • Not Met: Working conditions take account of gender

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not Met: Measures and steps to address gender pay gap at all levels of employment: It also indicates that: 'Enablement of women as leaders in projects and organizations is essential to providing diverse value to customers. In order to increase female representation through all management levels, Nissan provides trainings to ensure that top candidates will be ready to take on greater responsibility. [...]. As a result of these initiatives, the percentage of women among Nissan managers globally has increased from 7% in 2008 to 14.7% in April 2021, and women are active at Nissan globally. In Japan, we provide personalized support for female employees through individual counselling sessions with career advisors and female employees receive tailored support via career development seminars. They are also encouraged to actively network with other professional women outside of the company and with women who have risen into management roles in Nissan. We have also put in place a mentoring program as part of our personal support initiatives. (...) As a new initiative for 2020, we held a "Females in Monozukuri : Roundtable Career Discussion" for female employees in monozukuri functions. Female employees who are building their careers in their own ways were invited as panellists to share their career stories, the challenges of achieving a work-life balance in high male-to-female ratio workplaces and how to overcome them, and visions for the future. We also conducted a three-day "Career Seminar for females in Monozukuri " to think about their careers and leadership in each ways'. However, although the Company provides various examples of how it works to promote female talent diversity, it is not clear the takes steps to address any gender pay gap throughout all levels of employment and how it measures it. [2021 Sustainability Report, 30/07/2021: nissan-global.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meet all requirements under score 1 • Not Met: Provides analysis of trends demonstrating closing gender pay gap
D.5.8.b	Women's rights (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: Women's rights in codes or contracts • Not Met: How working with suppliers on women's rights <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment on the number affected by discrimination or unsafe working conditions • Not Met: Provide analysis of trends in progress made
D.5.9.a	Working hours (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: Respects max hours, min breaks and rest periods in its own operations: The Global Guidelines of Human Rights indicates: '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'. However, no reference to respect applicable international standards concerning maximum hours and minimum breaks and rest periods in its own operations found. [Global Guidelines on Human Rights, 06/2021: nissan-global.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assesses ability to comply with its commitments when allocating work/targets [Global Guidelines on Human Rights, 06/2021: nissan-global.com] • Not Met: Meets both requirements under score 1 • Not Met: How it implements and checks this in its operations: Also, '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'. However, it is not clear whether, and how, the Company implements this measure. [Global Guidelines on Human Rights, 06/2021: nissan-global.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.5.9.b	Working hours (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: Working hours in codes or contracts: In its CSR Guidelines for Suppliers, the Company indicates suppliers should: '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'. The CSR Guidelines for Suppliers also notes: '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'. However, no evidence found 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. [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. [2021 Sustainability Report, 30/07/2021: nissan-global.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of number affected by excessive working hours • 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	<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 in accordance with OECD Guidance in supplier contracts: In its CSR Guidelines for Suppliers, the Company indicates suppliers should: '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'. The CSR Guidelines for Suppliers also notes: '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'. However, no requirement to conduct due diligence in accordance with the OECD Guidance for at least 3TG found. 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 these requirements are part of a contractual agreement with suppliers. [Mineral sourcing policy statement, 07/2020: nissan-global.com] & [Guidelines for Suppliers, 01/12/2015: nissan-global.com] • Not Met: Works with smelters/refiners and suppliers to build capacity <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Contractual requirement to disclosure smelter/refiner information: In its CSR Guidelines for Suppliers, the Company indicates suppliers should: 'Indicate whether the minerals included in the materials or component parts, have social contagion pertaining to human rights or environment'. The CSR Guidelines for Suppliers also notes: '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'. However, it is not clear the Company requires suppliers to provide updated smelter/refiner information for any 3TG mineral used in the production of its parts, materials, components and products. [Guidelines for Suppliers, 01/12/2015: nissan-global.com] • Not Met: Contractual requirement covers all minerals: Although the Company also discloses information on its management of cobalt, it is not clear these responsible mineral sourcing requirements cover all minerals. See explanation above, it is not clear if there are contractual requirements for suppliers to conduct due diligence following OECD Guidance for all minerals. [2021 Sustainability Report, 30/07/2021: nissan-global.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.5.10.b	Responsible Mineral Sourcing: Risk identification in mineral supply chain	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: Risk identification and disclosure in line with OECD Guidance: It indicates: 'From 2021, the Renault-Nissan-Mitsubishi alliance has also joined the RMI and will work with its suppliers to assess risks and will strengthen its efforts to take corrective actions furthermore whenever issues are identified'. However, no further description found of how it identifies and prioritises risks and impacts in its supply chain as set out in the OECD Guidance and discloses the risks identified with respect to at least 3TG. It is also expected to disclose the risks identified with respect to at least 3TG. [2021 Sustainability Report, 30/07/2021: nissan-global.com] • 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, [...] 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: It discloses the list of lithium-ion battery suppliers. However, no evidence found that it discloses all the qualified smelters/refiners in its supply chain that it has independently judged to conform to the due diligence processes set out in the OECD Guidance with respect to at least 3TG. [Actions for Minerals Sourcing, 06/2021: nissan-global.com] • 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] & [2021 Sustainability Report, 30/07/2021: nissan-global.com] • Not Met: Monitoring, tracking and whether better risk prevention/mitigation over time • Not Met: Disclose better risk prevention/mitigation over time <p>Score 2</p> <ul style="list-style-type: none"> • 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	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: Due diligence for raw materials in supplier code/contracts • Not Met: Works with suppliers to build capacity in risk assessment and due diligence

Indicator Code	Indicator name	Score (out of 2)	Explanation
			Score 2 <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"> • Area: Security of persons, indigenous rights, environmental rights • Headline: Nissan among companies blamed by NGOs for the murder of activist in Morelos, Mexico • Story: On March 20, 2019, the press reported that more than 50 international organisations blamed Nissan and other companies involved in the Thermoelectric 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 thermoelectric 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> <p>[Des Informémons, 28/03/2019, "Organizaciones internacionales responsabilizan a empresas europeas del PIM por el asesinato de Samir Flores": desinformemonos.org] [l Observatoire des multinationales, 04/03/2019, "Mexique : assassinat d'un leader indigène opposé à un projet gazier impliquant des multinationales européennes": multinationales.org] [Business and Human Rights Resource Centre, 08/04/2019, "México: ONG exige se aclare la posible participación de empresas españolas en el asesinato de Samir Flores": business-humanrights.org] [Tercera Información, 20/03/2019, "Se exige que se aclare el papel de empresas españolas en el asesinato de Sami]</p>
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 <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Detailed response
E(1).2	The company has investigated and 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: Engaged with stakeholders • Not Met: Identified cause <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Identified and implemented improvements • Not Met: Stakeholder input to steps taken
E(1).3	The company has engaged with affected stakeholders to provide for or cooperate in remedy(ies)	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: Provided remedy • Not Met: Evidence for lack of Impact or link <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Remedy satisfactory to stakeholders • Not Met: Remedy delivered • Not Met: Independent remedy process used
E(2).0	Serious allegation No 2		<ul style="list-style-type: none"> • Area: Health & Safety • Headline: COVID-19: Renault-Nissan and Hyundai Motors criticised over working conditions amid the spread of Coronavirus in India • Story: On May 24, 2021, press sources reported that workers at Renault-Nissan's and Hyundai Motor's plant in Tamil Nadu are alleged that Covid-19 safety protocols have not been followed at the unit near Chennai and said to go on strike. Four workers have died and over 400 employees have contracted the virus in 2021, said the union.

Indicator Code	Indicator name	Score (out of 2)	Explanation			
			<p>On June 22, 2021, press sources reported that Madras high court asked the Tamil Nadu state government to inspect a Renault-Nissan plant on July 3, 2021, to check whether social distancing norms are being followed. According to the press, the Renault-Nissan workers union petitioned the high court in May 2021, seeking to halt operations, saying that social distancing norms were being flouted and company-provided health benefits were outweighed by the risk to their lives. A lawyer for Renault-Nissan India told the court the company would implement guidelines issued by officials from the state's Directorate of Industrial Safety and Health (DISH) ahead of the inspection in July 2021. The Renault-Nissan factory will be inspected as unions at other automakers have not raised objections.</p> <p>The call for an inspection from the Madras High Court follows a review of Ford, Hyundai and Renault-Nissan plants by Tamil Nadu state officials last week, which said the nature of work in assembly lines posed "challenges in maintaining social distancing".</p> <p>[The Economic Times, 25/05/2021, "Renault-Nissan Staff to Go on Strike; Hyundai Suspends Ops": economictimes.indiatimes.com] [thehansindia, 25/05/2021, "Hyundai decides to temporarily close its plant in Chennai for 5 days, when workers began Protesting over the Covid-19 scare": thehansindia.com] [Timesofindia, 22/06/2021, "Madras high court calls for probe of Renault-Nissan plant's": timesofindia.indiatimes.com] [Business and Human Rights Resource Centre, 27/06/2021, "India: Employees at Renault-Nissan plant allege safety concerns related to COVID-19": <a 178="" 374="" 61="" 894"="" href="http://business-</p> </td> </tr> <tr> <td data-bbox=">E(2).1</p>	The Company has responded publicly to the allegation	1	<p>The individual elements of the assessment are met or not as follows: Score 1</p> <ul style="list-style-type: none"> • Met: Public response: The company stated: "Nissan continues to hold the health and safety of employees at the heart of our operations. We had carefully resumed operations of the plant, after a brief pause due to the challenges posed by the recent increase in COVID19 cases in India, with an even more vigorous and transparent people first approach. We have already implemented changes in the production lines, as per previous agreements regarding employee safety with the union, while also acting on the recommendations of the State Government following recent inspections. We value the collaboration with the safety experts, doctors, workers and Union in enhancing the COVID safety protocol at the plant. These measures are in addition to all those we have been implementing towards employee well-being since the beginning of the pandemic. We will continue observing all safety protocols mandated by the government authorities, working with the government stakeholders and coordinating with the union to reach an amicable and mutually-beneficial resolution for all. We will continue to closely monitor the development and will continue to take all necessary steps to ensure the safety & well-being of our employees". [Business and Human Rights Resource Centre, 27/06/2021: business-humanrights.org] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Detailed response: The company stated: "Nissan continues to hold the health and safety of employees at the heart of our operations. We had carefully resumed operations of the plant, after a brief pause due to the challenges posed by the recent increase in COVID19 cases in India, with an even more vigorous and transparent people first approach. We have already implemented changes in the production lines, as per previous agreements regarding employee safety with the union, while also acting on the recommendations of the State Government following recent inspections. We value the collaboration with the safety experts, doctors, workers and Union in enhancing the COVID safety protocol at the plant. These measures are in addition to all those we have been implementing towards employee well-being since the beginning of the pandemic. We will continue observing all safety protocols mandated by the government authorities, working with the government stakeholders and coordinating with the union to reach an amicable and mutually-beneficial resolution for all. We will continue to closely monitor the development and will continue to take all necessary steps to ensure the safety & well-being of our employees". <p>The company response outlines policies and steps taken after the allegation emerged. However, the engagement with the actual content of the allegation (Death of four workers etc.) was addressed only in very general terms. [Business and Human Rights Resource Centre, 27/06/2021: business-humanrights.org]</p>
E(2).2	The Company has appropriate policies in place	0.5	<p>The individual elements of the assessment are met or not as follows: Score 1</p> <ul style="list-style-type: none"> • Met: Engaged with stakeholders: The company stated: "We will continue observing all safety protocols mandated by the government authorities, working 			

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>with the government stakeholders and coordinating with the union to reach an amicable and mutually-beneficial resolution for all". [Business and Human Rights Resource Centre, 27/06/2021: business-humanrights.org]</p> <ul style="list-style-type: none"> • Not Met: Identified cause: The company stated: "We will continue to closely monitor the development and will continue to take all necessary steps to ensure the safety & well-being of our employees". However, the company does not present investigative results on the underlying causes of the COVID-19 related infections and deaths. [Business and Human Rights Resource Centre, 27/06/2021: business-humanrights.org] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Identified and implemented improvements: Renault-Nissan Automotive India Pvt. Ltd. (RNAIPL) claims to have implemented structured changes in its transport and canteen systems, lowering occupancy to 50%. It also removed fingerprint scanners for the biometric attendance system, and introduced a 'COVID-19 key' to avoid touching any buttons, doors or other common surface areas. RNAIPL's plan includes practicing social distancing through markings that have been laid out in all areas, sanitising in its vicinity conveyance and production vehicles, using foot-operated pedal system for water and sanitiser dispensers, disposing used masks in designated yellow bins only, keeping the windows and doors open for fresh air and ventilation and encouraging support functions for workers to work from home. [Nissan Motor Corporation, 27/05/2021, "Nissan India contributes over INR 6.5 crore towards COVID-19 support": india.nissanmotornews.com] • Met: Stakeholder input to steps taken: RNAIPL management and the Union representatives have also jointly agreed and signed off the kaizen improvements for the additional safety of employees. [Business and Human Rights Resource Centre, 27/06/2021: business-humanrights.org]
E(2).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: Provided remedy: To strengthen the COVID-19 safety initiatives and to increase awareness, RNAIPL has introduced compulsory online training modules and on-the-ground trainings with certified trainers on health & safety SOPs for all its employees. An emergency response team of COVID-19 marshals has also been set up at RNAIPL to monitor, address and ensure the safety of its employees. However, the company has not taken steps to remediate past rights violations. [Nissan Motor Corporation, 27/05/2021: india.nissanmotornews.com] • Not Met: Evidence for lack of Impact or link <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Remedy satisfactory to stakeholders: The company has not taken steps to remediate past rights violations. • Not Met: Remedy delivered: The company has not taken steps to remediate past rights violations. [Business and Human Rights Resource Centre, 27/06/2021: business-humanrights.org] • Not Met: Independent remedy process used

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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