
Nissan Motor (GB) Limited: Slavery and Human Trafficking Statement for Financial Year 2019-2020

This statement has been created in compliance with Section 54, Part 6 of the Modern Slavery Act 2015. The legislation requires all UK-based commercial organisations with an annual turnover of £36m or above, to produce a slavery and human trafficking statement setting out the steps they have taken to ensure there is no modern slavery in their supply chains, or their own business. Nissan fully supports this legislation and the Government's drive to minimise the risk of slavery and human trafficking in UK supply chains.

The "Nissan" brand operates on a global basis. In recognition of our strategic partnership with Renault, our "Alliance Partner", Renault and Nissan as an Alliance has created a number of policies with an aim to remove forced labour (including child labour) from our supplier chain. The definition of "forced labour" in the Renault-Nissan policies is deliberately kept wide to encompass all definitions of "modern slavery".

Corporate Social Responsibility (CSR) Guidelines

The Renault-Nissan Corporate Social Responsibility Guidelines for suppliers include the following human rights and labour issues:

- ✓ Prevention of discrimination
- ✓ Respecting human rights
- ✓ Prohibiting child labour
- ✓ Prohibiting forced labour
- ✓ Ensuring fair and legal remuneration
- ✓ Ensuring fair and legal working hours
- ✓ Ensuring a safe and healthy working environment

We seek to engage suppliers where the relationship is based on trust, respect and transparency. Through our processes, we aim to drive all suppliers to meet Nissan's high expectations and standards of business practices. The Renault-Nissan Purchasing Way is a guide for Nissan's purchasing department which explains the values of the business and the principles Nissan's purchasing department wish to develop within commercial relationships with suppliers.

To assess our supply chain's compliance with Corporate Social Responsibility our parent company (Nissan Motor Company Limited) undertakes a global supplier assessment through EcoVadis (our external Corporate Social Responsibility assessment provider). The assessment is conducted for a number of suppliers in order to assess how well that supplier has integrated the principles of CSR into their business.

We expect suppliers to comply with all applicable laws and regulations

We require suppliers to comply with the applicable laws and regulations in all regions that they operate and we further encourage suppliers to establish and implement policies to ensure thorough company-wide compliance. Furthermore, the Renault-Nissan Purchasing Way policy forbids the use of child and/or forced labour. Nissan also encourage suppliers to promote Corporate Social Responsibility practices throughout their own supply chains.

Nissan reserves the right to suspend work with any supplier that fails to conform to the Renault-Nissan Corporate Social Responsibility Guidelines; furthermore Nissan may require any supplier to investigate any potential or actual incident of non-compliance.

We make all employees aware of our internal policies

Nissan's Disclosure Policy (an internal policy for employees) seeks to prevent malpractice within the workplace and encourages Nissan employees with genuine concerns about any malpractice to voice these concerns to the relevant persons. The Disclosure Policy attempts to strike a balance between safeguarding employees who raise genuine concerns about malpractice (within the Nissan business and supplier chain) against the need to protect other employees and suppliers from uninformed or malicious allegations.

The Nissan Global Code of Conduct outlines the behaviours we expect from employees and encourages them, as part of their duty as employees, to report any suspected violations of the code of conduct.

Preventing Modern Slavery in Nissan Motor (GB) Limited

Nissan's Human Resources Department has in place an Agreement and Conditions of Employment document which deals with areas such as hours of work and working conditions to protect and safeguard employees from the risk of modern slavery and human trafficking.

This statement was approved by Nissan Motor (GB) Limited's board of directors on 24th September 2020.



Andrew Humberstone

Director

Nissan Motor (GB) Limited

24th September 2020