

## **Nissan Motor (GB) Limited (the “Company”): Slavery and Human Trafficking Statement for Financial Year ended 31 March 2023**

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. The Company fully supports this legislation and the Government’s drive to minimise the risk of slavery and human trafficking in UK supply chains.

The Company is part of the Nissan group of companies (ultimate parent company, Nissan Motor Co., Ltd., registered in Japan). The “Nissan” brand operates on a global basis.

### **Nissan Human Rights Policy Statement**

Nissan has introduced the ‘Nissan Human Rights Policy Statement’ in November 2023 which apply to Nissan Motor Co., Ltd. and all Nissan subsidiaries) with an aim to remove forced labour (including child labour) from Nissan’s supply chain.

A copy of the Nissan Human Rights Policy Statement (updated Nov 2023) can be found here: [Nissan Human Rights Policy Statement e.pdf \(nissan-global.com\)](#)

### **Preventing Modern Slavery within the Company**

The Company has in place Employment Agreements with each of its employees 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.

“Nissan Global Guideline on Human Rights” which is a guideline for Nissan employees covers the following topics in relation to modern slavery:

- in relation to forced labour, it states that Nissan does not condone any kind of slavery or trafficking of persons and that Nissan and its local companies should not tolerate forced, bonded or indentured labour, involuntary or exploitative prison labour, or any other similar labour or restrictions on employees;
- in relation to child labour, the guidelines state that Nissan does not condone child labour and that Nissan and its local companies should not tolerate child labour, which applies to any person under the age of completing compulsory education or under the minimum age for employment in the country, whichever is the strictest applicable age. It also states that employees under the aged of 18 should not perform hazardous work (i.e. work that is likely to jeopardize their health or safety).

Nissan’s 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 Global Code of Conduct.

Nissan’s Whistleblower Policy (an internal policy for employees) states that it is every employee’s responsibility to report actual or suspected misconduct, impropriety or unethical behaviour,

irregularity, and/or violation of the Nissan Code of Conduct, other company policies, health & safety requirements or other legal or regulatory requirements. Under this policy, we require employees to report promptly, honestly and in good faith any actual or reasonably suspected non-compliant behaviour and assist in any investigation by the Company without fear of retaliation, reprisals or victimisation.

The Company rolled out a Human Rights e-Learning training module for employees during financial year 2023.

### **Nissan Corporate Social Responsibility Guidelines for Suppliers (Nov 2023)**

The Nissan Corporate Social Responsibility Guidelines for Suppliers (**CSR Guidelines for Suppliers**) aims to encourage Nissan's suppliers to review their corporate activities from a Corporate Social Responsibility (**CSR**) perspective and to take clear action to further improve their governance and performance where necessary. Amongst the topics covered under these guidelines are human rights and labour issues include the following human rights and labour issues:

- ✓ Prevention of discrimination
- ✓ Respecting human rights
- ✓ Prohibiting child labour
- ✓ Prohibiting forced labour
- ✓ Compliance with laws of each country and region regarding remuneration
- ✓ Comply with laws of each country and region regarding working hours
- ✓ Ensuring a safe and healthy working environment

Within the CSR Guidelines for Suppliers, Nissan requests its suppliers to promote legal and regulatory compliance throughout their supply chain and consignment suppliers.

The CSR Guidelines for Suppliers state that Nissan may request suppliers to take a CSR compliance assessment conducted by a third party, a certified organisation recognised internationally. If requested, suppliers are expected by Nissan to take such assessment. If the suppliers' assessment results do not meet Nissan CSR requirements and subsequent action plans are inadequate, the CSR Guidelines for Suppliers state that Nissan may suspend any new RFQs to that supplier or exclude them from the purchasing panel until effective corrective counter measures are implemented.

Through our processes, we aim to drive all suppliers to meet Nissan's high expectations and standards of business practices. The guide for Nissan's purchasing department 'The Renault-Nissan Purchasing Way' which sets out guidelines for purchasing activities was revised and has been replaced by 'Nissan Green Purchasing Guidelines'.

### **Conflict Minerals**

Nissan's goal is to conduct ethical, social and environmentally conscious business practices at every level of our global supply chain. We monitor our supply chain to assess whether the mineral resources contained in materials or components used to manufacture our products have any harmful social effect, such as on human rights or the environment. If there are concerns about the minerals being used, Nissan actively works to end that use.

Further details in relation to our Global Mineral Sourcing Policy Statement, Actions for Mineral Sourcing and Responsible Sourcing, including on activities carried out during financial year 2023 can be found by accessing the links below:

**Global Mineral Sourcing Policy Statement**

[https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/ASSETS/PDF/Minerals\\_Sourcing\\_Policy\\_e.pdf](https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/ASSETS/PDF/Minerals_Sourcing_Policy_e.pdf)

**Actions for Mineral Sourcing**

[https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/ASSETS/PDF/Minerals\\_e.pdf](https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/ASSETS/PDF/Minerals_e.pdf)

**Responsible Sourcing**

[https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/SR/2024/ASSETS/PDF/DB24\\_E\\_P083-087.pdf](https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/SR/2024/ASSETS/PDF/DB24_E_P083-087.pdf)

<https://www.nissan-global.com/EN/SUSTAINABILITY/SOCIAL/SUPPLYCHAIN/>

**Further information**

Further details on Nissan’s activities with regards to human rights and supply chain management can be found below:

Nissan global website:

[Social | Sustainability | Nissan Motor Corporation Global Website \(nissan-global.com\)](https://www.nissan-global.com)

2024 ESG Databook

<https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/SR/2024/>

- Section on Human Rights can be found at: [DB24\\_E\\_P065-070.pdf \(nissan-global.com\)](https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/SR/2024/ASSETS/PDF/DB24_E_P065-070.pdf)
- Section on Responsible sourcing can be found at: [https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/SR/2024/ASSETS/PDF/DB24\\_E\\_P083-087.pdf](https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/SR/2024/ASSETS/PDF/DB24_E_P083-087.pdf)

This statement was approved by Nissan Motor (GB) Limited’s board of directors on 25 September 2024.

Signed by:  
  
83F35F1192A644B...

**Diana Torres**  
**Managing Director**  
**Nissan Motor (GB) Limited**  
30/9/2024 | 09:46 PDT