



Modern Slavery Statement

NISSAN AUSTRALIA 2024

Contents

Section 1

Structure and operations 5

Section 2

Supply chains 7

Section 3

Risks of modern slavery in Nissan's
operations and supply chains 8

Section 4

Controls to address Nissan's
modern slavery risks 9

Section 5

How we assess the effectiveness
of actions taken 17

Section 6

Consultation Process 18

Introduction

This is Nissan's fifth modern slavery statement (**Statement**), provided under section 14 of the Modern Slavery Act 2018 (Cth) (the **Act**).

The single joint Statement covers the following Nissan group entities:

- Nissan Motor Co. (Australia) Pty Ltd (**NMA**)
- Nissan Financial Services Australia Pty Ltd (**NFSA**)
- Nissan Casting Australia Pty Ltd (**NCAP**)
- Nissan Financial Services New Zealand Pty Ltd (**NFSNZ**)

(collectively, **Nissan**).

Nissan, as part of the global Nissan group, is committed to establishing and adhering to the highest ethical standards. We conduct our business activities with a constant awareness of society's needs and our social responsibility to contribute to a cleaner, safer and more inclusive world. Respect for human rights within our business, and the establishment of a sustainable supply chain with due regard for human rights, is a core element of our global sustainability strategy. Nissan strives to continuously improve our understanding and management of human rights risks. We will not tolerate any forms of slavery or human trafficking in our business or supply chains.

This Statement describes Nissan's structure, operations, supply chains, modern slavery risks and controls during the period 1 April 2023 to 31 March 2024 (the **Reporting Period**) as required under the Act. It provides an update on the new controls Nissan has implemented to minimise its modern slavery risks as committed to in our modern slavery statement for 2023 (**2023 Statement**).



NISSAN

Section 1

Structure and operations

Where Nissan's structure, operations and supply chain have remained the same as that set out in our 2023 Statement for the Reporting Period, we have re-stated this below.

NMA, NFSA, NCAP and NFSNZ all share the same ultimate holding company, Nissan Motor Co Ltd (**NML**), which is based in Japan.

NCAP and NMA are fully owned by Nissan International Holdings BV in the Netherlands. NFSA is fully owned by NMA.

NFSNZ is a subsidiary of and fully owned by NFSA.

a) NMA

During the Reporting Period, NMA engaged in the importation, sale and distribution of Nissan branded motor vehicles, parts and accessories and INFINITI branded parts and accessories (Nissan Products) in Australia.

NMA has a network of authorised franchise dealers (Dealers) across Australia who have a Dealer Agreement with NMA under which they purchase Nissan Products from NMA, and sell, and offer repair and maintenance services in relation to Nissan Products to customers.

During the Reporting Period, NMA's headquarters was based at 1 Peters Avenue, Mulgrave, Victoria. NMA also had regional offices in:

- Victoria (co-located at NMA's headquarters)- to support Dealers located predominantly in Victoria and Tasmania;
- New South Wales - to support Dealers located predominantly in NSW and ACT;
- Queensland - to support Dealers located predominantly in Queensland;
- Western Australia - to support Dealers located predominantly in Western Australia, and also Northern Territory, North West Victoria, South West NSW and South Australia; and
- South Australia - to further support Dealers located predominantly in South Australia, Northern Territory, North West Victoria, South West NSW and Western Australia.

At the commencement of the Reporting Period, NMA had 203 employees.

b) NFSA and NFSNZ

NFSA trades under the registered business names of: Nissan Financial Services; Mitsubishi Motors Financial Services; Renault Financial Services; Skyline Car Finance, LDV Financial Services and RAMS Truck Finance. Its principle activities are to provide:

- Regulated consumer loans and commercial finance to retail customers;
- Branded credit and vehicle related insurance products to NFSA customers;
- Fleet facilities to approved corporate entities; and
- Wholesale and bailment finance to approved motor vehicle dealerships.

During the Reporting Period, its head office was co-located with NMA.

At the commencement of the Reporting Period, NFSA had 210 employees.

NFSNZ trades under the registered business names of Nissan Financial Services and Skyline Car Finance. Its principle activities are to provide products and services as outlined above in New Zealand. NFSNZ Registered Office is 1 Peters Avenue Mulgrave, Victoria, Australia and its Principal Place of Business is 261 Roscommon Road, Wiri, Auckland, New Zealand 2104.

At the commencement of the Reporting Period, NFSNZ had 2 employees.

Continues next Page

c) NCAP

NCAP manufactures aluminium castings to be used in the manufacture of Nissan electric vehicles, light trucks and commercial passenger vehicles for the Renault, Nissan, Mitsubishi Alliance Group, which are sold internationally, including in Japan, USA, Thailand and Mexico. In addition, NCAP manufactures towbars for the majority of locally sold Nissan vehicles.

NCAP's manufacturing plant is located at 209-235 Frankston - Dandenong Rd, Dandenong South in Victoria. It employed 126 full time employees and up to 56 casual staff (fluctuating based on demand) during the Reporting Period and operates three shifts a day, five days per week.

Section 2

Supply chains

Nissan had more than 1,110 suppliers during the Reporting Period, which include both local and overseas suppliers, and suppliers of goods and services.

a) NMA

All vehicles NMA distributes and sells in Australia are imported and are manufactured in plants operated by Nissan affiliated companies in various countries, including in Japan, Thailand, UK and USA. Each of these manufacturing plants is subject to global Nissan compliance policies and procedures that include controls regarding responsible labour practices¹.

NMA also sources replacement parts and accessories for Nissan vehicles from overseas suppliers, some of which are Nissan affiliated entities and others are independent third party manufacturers. These suppliers are located in countries including Japan, New Zealand, USA, Thailand, Netherlands and France.

During the Reporting Period, NMA had 559 suppliers of goods and services to support its Australian operations. The suppliers of goods include vehicle parts and accessory suppliers, suppliers of goods for the Dealers (e.g signage) and a range of products for general corporate use. NMA also procured a range of services, including vehicle delivery services, warehousing services, corporate services such as advertising and marketing services, and professional advisory services such as IT, accounting and legal services. It also uses third party suppliers of labour hire services.

b) NFSA

During the Reporting Period, NFSA used 154 suppliers, most of which were based in Australia, with most being suppliers of services rather than goods. These services included financial services, credit reporting services, debt recovery

services, insurance services, marketing services and professional advisory services such as IT, accounting and legal services. It also uses third party suppliers of labour hire services.

c) NCAP

During the Reporting Period, NCAP had more than 397 suppliers, 97% of which were based in Australia, and 3% overseas (including in Japan, South Korea, USA, Germany, Switzerland, Netherlands, China, Italy, India, Mexico, Taiwan (Province of China) and Singapore).

NCAP obtained raw materials (including aluminium) for its manufacturing operations through suppliers who source the materials from raw materials suppliers. Whilst some are local, the majority are based overseas, including in Japan, China, Malaysia and South Korea.

In terms of services, NCAP sources various corporate services locally, including marketing, insurance, facilities, utilities, transport, logistics and professional advisory services. It also uses third party suppliers of labour hire services to manage its manufacturing-related workforce.

NMA, NCAP, NFSA and NFSNZ continue to outsource their accounts payable functions, certain IT services and certain general ledger services to a Nissan affiliated company residing in India.

NMA and NFSA currently outsource their labour hire services to providers who are subject to express contract obligations in respect to modern slavery compliance and compliance with the Supplier Code.

¹ Further information regarding these controls is detailed in the "Controlling the risks" section below.

Section 3

Risks of modern slavery in Nissan's operations and supply chains

In Nissan's first modern slavery statement in 2019, we demonstrated our commitment to combating modern slavery by engaging an independent adviser to undertake a detailed review of modern slavery practices across our Australian operations and supply chains. This included an assessment of the sectors and industries in which our suppliers operated during the 1 April 2019 to 31 March 2020 reporting period, as well as their geographic locations.

In this Reporting Period, there have been minimal changes to our operations and supply chains.

a) Operations

The risks of modern slavery in Nissan's Australian operations remain low for this Reporting Period. There is no known vulnerability to modern slavery in its activities (the distribution of vehicles, the provisions of financial services and manufacturing), and these sectors remain highly regulated in Australia.

b) Supply chains

For NMA, some of the overseas countries from which it sources Nissan Products, such as Thailand and India, have been assessed by the Global Slavery Index² as having a medium vulnerability of modern slavery. While these countries have an inherently higher risk of modern slavery, NMA primarily sources Nissan Products from Nissan affiliated companies who are subject to Nissan global policies regarding responsible procurement³.

NFSA's supply chains have been assessed as having a low risk of modern slavery, as the bulk of its procurement activity is focussed on obtaining corporate services from large, well-known Australian-based service providers, where the modern slavery risks are inherently low. In situations where services are procured from

overseas suppliers, these are in most cases through well established and large global organisations. Nissan endeavours to obtain evidence of suppliers' own ethical position and governance around the identification and minimisation of modern slavery risk.

The main theoretical modern slavery risks in NCAP's supply chains relate the sourcing of Aluminium Ingots. This raw material is sourced through suppliers based in Japan, who in turn further source raw material from countries that have been rated as having a medium risk of modern slavery (e.g Malaysia, China and South Korea).

² See <https://www.walkfree.org/global-slavery-index/>

³ Further information regarding these global controls is detailed in the "Controlling the risks" section below.

Section 4

Controls to address Nissan's modern slavery risks

Nissan has a number of formal policies and controls in place designed to promote ethical and legally compliant business conduct and minimise the risk of modern slavery in our operations and supply chains. In our 2023 Statement, we detailed a number of the actions Nissan had taken to introduce new controls and strengthen our policies and processes to assess and minimise the risk of modern slavery in our supply chains. We have set these out below as well as providing an update on actions and improvements undertaken in this Reporting Period:

a) Supplier contracts

Nissan's standard contracts for the procurement of goods and services contain specific provisions requiring its suppliers to:

- comply with all applicable modern slavery laws;
- take all necessary steps to ensure that there is no modern slavery in their supply chains;
- implement and maintain appropriate due diligence procedures for their own suppliers;
- notify Nissan of any suspected modern slavery in their supply chains; and
- keep records to trace the supply chain of all goods and services provided to Nissan.

In addition, our standard contracts expressly require suppliers to comply with our Supplier Code of Conduct (Supplier's Code) and associated policies and procedures.

During the Reporting Period, we have continued to take steps to incorporate the above requirements when renewing supplier contracts based on our older standard contract terms, and also when negotiating contracts using third party contract terms. Further, prior to 9 November 2023, we arranged for a third party to review and update our standard contracts for the procurement of goods and services for compliance with the reforms to the unfair terms regime under the Australian Consumer Law.

Nissan will continue to regularly review our standard contracts to ensure that they are updated from time to time in line with current legal and regulatory requirements.

b) Corporate Procurement Policy, due diligence and tendering process

The Corporate Procurement Policy is designed to guide the procurement of goods and services with processes underpinned by fairness, accountability and transparency. It guides Nissan's Procurement Department in its dealings with suppliers.

As referred to in our 2023 Statement, in the period 1 April 2020 to 31 March 2021 (FY2020) the Policy was updated to:

- contain processes to assess suppliers' modern slavery compliance practices prior to their engagement/selection. This has been incorporated into Nissan's tender evaluation processes and documents, including targeted questions regarding modern slavery in our revised due diligence questionnaire;
- integrate principles regarding responsible labour and procurement practices from the global "Renault-Nissan Corporate Social Responsibility Guidelines for Suppliers" to ensure that these principles clearly form part of our local control framework;
- expressly refers to the Nissan SpeakUp Line for the reporting of any concerns; and
- integrate Nissan's new "Small Supplier Payment Policy" (discussed at section 4.g below).

The Policy was further updated to expressly refer to the Supplier Code and the Nissan Procurement webpage.

During the previous reporting period, we updated the Policy to expressly refer to the global "Nissan Human Rights Policy Statement".

Nissan will continually review and update our Policy where necessary.

As set out in our 2023 Statement, Nissan successfully implemented a new Procurement system and started to collect information from our suppliers including:

- The global location of the head operating company and the contracting entity
- Evidence of any modern slavery policy
- Acceptance of Nissan's Supplier Code
- Evidence of any environment policy that outlines sustainable business practices
- Evidence of any domestic violence policy
- Whether the supplier is an Australian disability enterprise
- Whether the supplier is an Indigenous supplier
- Evidence of policies which promote gender equality.

During this Reporting Period, Nissan continued to collect this information from prospective and existing suppliers.

Nissan also commenced using the internal Modern Slavery Risk Matrix (developed during the previous reporting period) which is used in conjunction with the Procurement System to help the Procurement team identify and assess the potential modern slavery risk levels for existing and potential new suppliers.

The Matrix works as a risk assessment tool by assisting the Procurement team to compare the information provided by a supplier in the new Procurement System against key criteria to provide a rating of low, medium or high for modern slavery risk.

During this Reporting Period, Nissan has also developed further guidance and training material for our Procurement team that covered key areas as follows:

- Understanding our supply chain
- Contributing factors to consider: sectors & industry, products & services, geographic risks and supply chain model risks

- Procedure for addressing modern slavery risk
- Effectiveness – how we assess the effectiveness of our actions

Nissan will continue to focus on, and take steps to strengthen, our due diligence procedures for new suppliers and to better understand modern slavery risks in respect to our current suppliers.

c) Supplier Code of Conduct

In FY2020, Nissan implemented its Supplier Code and sent a copy of the Supplier Code to all of our suppliers, advising that we expect our suppliers to review and self-assess their compliance with it. Suppliers were required to sign and return a form acknowledging the Supplier Code and committing to comply with it. In this communication, we also directed our suppliers to our new (at that time) Nissan Procurement webpage.

All prospective and current suppliers can access the Supplier Code from the Nissan Procurement webpage. Where prospective and new suppliers were required to fill out a New Vendor Form to enable Nissan to assess whether the supplier meets Nissan Group requirements, this is now actioned via Nissans' Procurement System as set out above in section 4(b).

The Supplier Code covers a range of compliance and ethical topics that Nissan requires its suppliers to adhere to. It includes strict modern slavery obligations and Nissan requires its suppliers to commit to these obligations.

d) Nissan Procurement webpage

Nissan launched the Nissan Procurement webpage in FY2020 which is a dedicated page for suppliers on Nissan's website. It provides detailed information on Nissan's expectations of its suppliers and their supply chains. The webpage contains direct links to the Supplier Code, the Procurement System, Small Supplier Payment Policy, Whistleblowing Policy and SpeakUp Line.

e) NCAP raw materials

Nissan sent communications to our raw materials suppliers in FY2020:

- advising of Nissan's expectation that suppliers support the protection of human rights of workers, as well as individuals and communities affected by their activities; and
- requesting information about their policies and controls from a modern slavery compliance perspective by way of completing a modern slavery questionnaire.

The responses received indicated that the relevant suppliers had implemented modern slavery policies and processes and no concerns were identified.

f) NCAP labour hire arrangements

NCAP undertook a tender for its labour hire provider in FY2020. The chosen labour hire provider was subject to the updated due diligence process in the tender and assessed on its modern slavery policies and controls. The labour hire contract includes express obligations in respect to modern slavery compliance and compliance with the Supplier Code.

g) Nissan Small Supplier Payment Policy

Nissan introduced a new "Small Supplier Payment Policy" in FY2020 enabling current eligible small business suppliers and new suppliers to apply for shorter payment terms. Nissan is aware of the significant financial strain small businesses face and the consequential impacts for its workforce, in particular vulnerable workers. The purpose of this Policy is to assist small businesses with financial viability and cash flow. This Policy remains in place today.

Suppliers can access the Policy via the Nissan Procurement webpage and now, during this Reporting Period, can indicate via the Procurement System if they are a Small Supplier. Nissan actively takes steps

to determine if any current or prospective Supplier fits the small business criteria as defined in the Policy.

h) SpeakUp System and Whistleblower Policy

NML introduced SpeakUp in 2017 as a whistleblower hotline⁴. The SpeakUp Line is an avenue by which employees, customers and suppliers can report violations of Nissan's policies or laws and regulations. It is managed by a third party contracted by NML. It allows for the collection, investigation and resolution of various types of complaints, including complaints related to allegations of potential human rights abuses.

Nissan implemented a Whistleblower Policy on 1 January 2020. The Whistleblower Policy also applies to suppliers (including their employees, contractors, consultants and service providers) and provides certain protections for reports regarding conduct by Nissan or its related body corporates that a whistleblower observes or reasonably suspects to be illegal, unethical or otherwise improper.

During this Reporting Period, the Whistleblower Policy was reviewed and updated on 8 September 2023⁵.

Nissan is committed to thoroughly investigating, addressing and responding to concerns raised, and protecting a whistleblower from retaliation.

Nissan actively promotes the SpeakUp Line and Whistleblower Policy to:

- its current suppliers as part of a communication advising Suppliers of the Nissan Procurement webpage; and
- prospective and new suppliers, by the Nissan Procurement webpage which expressly refers to the SpeakUp Line and the Whistleblower Policy.

i) Training

All Nissan employees are required to sign and comply with Nissan's Code of Conduct. The Code of Conduct sets Nissan's expectations

⁴ See <https://secure.ethicspoint.eu/domain/media/en/gui/103583/index.html>

⁵ See [https://www-asia.nissan-cdn.net/content/dam/Nissan/AU/Files/Nissan%20Australia%20Whistleblower%20Policy%20\(2023\).pdf](https://www-asia.nissan-cdn.net/content/dam/Nissan/AU/Files/Nissan%20Australia%20Whistleblower%20Policy%20(2023).pdf)

as to how all its staff conduct themselves, and covers a wide range of topics. The sections of the Code that are relevant to modern slavery include the requirement for all staff to:

- treat colleagues, customers, suppliers and business partners with respect, dignity, fairness and courtesy;
- maintain fair and open relationships with business partners and suppliers;
- engage in practices and business transactions that are lawful, fair and competitive; and
- reject unethical or illegal business practices or actions.

All staff are required to undergo Code of Conduct training annually which contains theoretical business situations designed to ensure staff understand how to apply these principles in their day-to-day work and sign a commitment to comply with the Code of Conduct. The participation rate was 97%. Nissan Executives and employees must respect the human rights of others and may not discriminate against or harass others based on race, nationality, gender, religion, disability, age, place of origin, gender identity, sexual orientation or for any other reason; nor may they allow such as situation to go unchecked if discovered.

In addition to our mandatory annual Code of Conduct training, in this Reporting Period, Modern Slavery Act compliance and awareness training was provided to Nissan's senior leadership team.

Training on modern slavery will continue to be given annually to the Procurement and HR teams and other relevant decision makers.

During the previous reporting period, Nissan launched its new e-learning Legal Induction on-boarding module for all new employees at Nissan, which included a component on modern slavery compliance.

During the previous reporting period, NML established its "Nissan Human Rights e-Learning" mandatory training program for all global employees. It launched the program in Japan. In this Reporting Period, it was launched to all Nissan employees

globally with a participation rate of 87.3% in Japan, 81.9% in ASEAN, 99.7% in China (NCIC), 98.5% in Americas and 84% in AMIEO region (which includes Australian and New Zealand operating entities). The e-Learning content is designed so that participants can learn basic knowledge related to human rights and practice respect for human rights in their daily work as well as introducing the contents of global policies and procedures on human rights. This training was mandatory for all Nissan employees.

j) Compliance Committees

Compliance with the law and the Code of Conduct for Nissan is governed by Regional Compliance Committees (RCCs), including the:

- (1) AMIEO RCC responsible for oversight of NMA; and
- (2) Sales Finance RCC responsible for oversight of NFSA and NFSNZ,

all under the oversight of our Global Compliance Committee.

The RCCs are executive committees comprised of senior regional representatives of the Compliance, HR, Finance, Legal and Internal Audit functions. The RCCs meet bi-annually. The RCC's responsibilities may include to:

- Approve and review annual compliance programs/initiatives and compliance risk assessment results across the region;
- Ensure Compliance-owned risks are periodically assessed and adequate controls are put in place to mitigate the risks;
- Oversee Regional Compliance-owned risk management program: Code of Conduct/Ethics (culture) / Anti-Bribery / Conflict of Interest / Gifts & Hospitality / Data Privacy / Anti-Money Laundering; and
- Monitor SpeakUp Line statistics and ensure that compliance reports are investigated and appropriate corrective actions are implemented.

The RCC's are supported by the Local Compliance Committees (LCC). The LCC is comprised of senior executives from operating units, and compliance representatives. The LCC's meets twice per year. Its purpose is to:

- Cascade regional compliance programs and risk assessments to the local Managing Director;
- Review progress of compliance programs against defined controls and KPIs;
- Review trends in compliance investigation metrics; and
- Address specific compliance laws and regulations applicable at a local level.

The LCC may also meet on an ad-hoc basis for timely decision about relevant SpeakUp Cases and applicable disciplinary actions or action plans.

There were no identified or reported incidents relating to modern slavery reported to the LCC or the RCC for Nissan during this Reporting Period.

k) Nissan Global Policies and Procedures

A significant proportion of the goods and services procured by Nissan are sourced from Nissan affiliated companies overseas, who operate under the direction and control of Nissan's parent company, NML.

Since January 2004, NML has participated in the United Nations Global Compact, a corporate responsibility initiative built around universal principles regarding human rights, labour, the environment and anticorruption.

NML has also published its "Nissan Human Rights Policy Statement"⁶, which it expects all of its employees to respect.

To ensure that NML's suppliers act responsibly and ethically, in December 2015, it published the "Renault-Nissan Corporate Social Responsibility Guidelines for Suppliers"⁷. NML requests all suppliers who receive this to sign a "Supplier Commitment" to these guidelines accepting its terms and conditions. Section

2.2.3 of the Guidelines ("Human Rights and Labour") prohibits child labour, forced labour, and requires adherence to local laws regarding remuneration and working hours. Section 3.2.2 of the Guidelines ("Assessment") also provides that Nissan may ask a supplier to take a compliance assessment conducted by a third party. NML evaluates its supplier's sustainability activities, including respect for human rights, through third party assessment.

To help suppliers review their corporate activities from a sustainability perspective and take sustainability actions, the Guidelines explain expected initiatives in respect to a number of categories including Human rights and Labor: Prohibition of child labor and forced labor, complying with working hours and remuneration laws etc. In addition, suppliers are requested to undergo assessments by third parties. The Guidelines mandate that suppliers comply with laws and regulations. If suppliers are found to be in a state of non-compliance, the Guidelines prescribe required responses, such as filing a report immediately, conducting an investigation and formulating corrective measures.

During the previous reporting period, NML incorporated a Supplementary Handbook for Nissan Suppliers in to the "Nissan Corporate Social Responsibility Guidelines for Suppliers" formerly known as the Renault Nissan Corporate Social Responsibility Guidelines for Suppliers. This handbook is aimed at promoting an understanding and further clarifying important issues that must be taken into consideration and addressed regarding compliance and social issues represented by human rights and labour for NML suppliers.

NML has also:

- implemented the "Nissan Global Guideline on Human Rights (June 2021)"⁸ which supports the "Nissan Human Rights Policy Statement" and outlines specific initiatives for respecting human rights, with the aim of ensuring compliance with the policy statement. Based on this guideline, Nissan is further strengthening its initiatives to respect the human rights

⁶ See https://www.nissan-global.com/COMMON/DOCS/CSR/LIBRARY/nissan_human_rights_policy_e.pdf

⁷ See https://www.nissan-global.com/EN/DOCUMENT/PDF/SR/CSR_Alliance_Guidelines.pdf

⁸ See https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/HUMAN_RIGHTS_GUIDELINE/ASSETS/PDF/Nissan_Global_Guideline_On_Human_Rights_e.pdf

of its employees on a global level. At every level of NML's global supply chain, it aims to conduct ethical, social and environmentally conscious business activities. NML also works together with suppliers, contractors and other business partners to achieve this goal.

- revised its "Nissan Human Rights Policy Statement" November 2023⁹.
- issued its "Sustainability Report 2021"¹⁰ which outlined its efforts toward a cleaner, safer and more inclusive society. It sets out how NML is strengthening its focus on human rights and defines both short and long-term vision, which include to:
 - enhance monitoring of each compliance risk area and establish a framework to oversee progress of each monitoring activity;
 - enhance third party compliance systems to ensure the entire Nissan business process is compliant; and
 - ensure that all suppliers follow the Nissan CSR Guidelines for Suppliers.
- issued its "Sustainability Report 2022"¹¹ which details NML's Environmental, Social and Governance related initiatives and results during the reporting period 1 April 2021 to 31 March 2022. Relevant extracts include:
 - *"In the process of formulating the long-term vision Nissan Ambition 2030 announced in November 2021, many executives, including the CEO, engaged in lively discussions on various issues and initiatives related to human rights. The participants reaffirmed their commitment to further strengthen their efforts to respect human rights and ensure that they are put into practice in order to realise our corporate purpose".*
 - *"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 install the "Nissan's Human Rights Want-to-be Statement" throughout the company and promote even fuller respect for human rights on a global scale."

- *"In fiscal 2021, no human rights violations, such as discrimination, occurred and no supplier was found to be at serious risk of forced labor or child labor".*

- *"Among newly selected suppliers in fiscal 2021, 100% of them met both Nissan's social standards and basic environmental principles"*

- *"In fiscal 2021, there were no suppliers whose compliance was problematic and no supplier contract was terminated for such a reason".*

- issued its "ESG Data Book 2023"¹² which demonstrates NML's policies and performance in the area of Environment, Social and Governance during the previous reporting period. Relevant extracts include:

- *"In fiscal 2022, no human rights violations, such as discrimination, occurred and no supplier was found to be at serious risk of forced labor or child labor".*

- *"Among newly selected suppliers in fiscal 2022, 100% of them met both Nissan's social standards and basic environmental principles."*

- *"In fiscal 2022, there were no suppliers whose compliance was problematic and no supplier contract was terminated for such a reason."*

⁹ See https://nissangroup.sharepoint.com/sites/JAO_BIC66/en-US/DB%20Library/Corporate/Human-Rights-Policy.pdf

¹⁰ See <https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/#link>

¹¹ See <https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/SR/2022/>

¹² See <https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/SR/2023.html>

issued its "Sustainability Book 2024"¹³ covering this Reporting Period, which aims to share information on sustainability strategies and management to help stakeholders gain a better understanding of the social responsibilities NML must fulfil and social value it aims to provide as well as to share achievements of fiscal 2023 activities. Relevant extracts include:

– "As far as Nissan can confirm, there were no cases of human rights violations such as discrimination or significant risks related to forced labor among supplier in fiscal 2023."

– "Among newly selected suppliers in fiscal 2023, 100% of them met both Nissan's social standards and basic environmental principles"

– "In fiscal 2023 we launched Third-Party Compliance risk monitoring in accordance with the Global Third-Party Compliance Risk Management Policy. There were no suppliers whose compliance was problematic and no supplier contract was terminated for such a reason".

For the next reporting periods, where appropriate, Nissan will continue to look to integrate the principles from these NML global policies regarding responsible labour and procurement practices and human rights into our local control framework.

I) Global Human Rights Risk Review of Specific Nissan group Companies

As part of NML's sustainability strategy "Nissan Sustainability 2022", NML has cooperated with Business for Social Responsibility (BSR), a US organisation promoting sustainability, to implement a human rights assessment, allowing NML to identify four key areas of potential risk related to human rights, namely:

- supplier labour conditions;
- employee labour conditions;
- product safety; and
- customer privacy.

In 2019, NML worked with BSR to conduct a human rights assessment at Nissan South Africa (Pty) and determined that human rights risks were low at that company. In FY2020, NML expanded on its 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.). Action plans were formulated to remediate items identified as requiring improvement and the companies are executing those action plans to make improvements on an ongoing basis.

In 2021, NML 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 Nissan Global Guideline on Human Rights. 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 Guideline. NML also formulated action plans to remediate items requiring improvement identified in the assessments and are improving them on an ongoing basis by executing those plans.

In the previous reporting period, NML conducted a human rights assessment this time at Nissan (China) Investment Co., Ltd

¹³ See <https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/SR/2024/>

(Nissan China) as part of human rights due diligence in accordance with the Nissan Human Rights Policy Statement and Nissan Global Guideline on Human Rights. NML continued to gain support from third parties in this assessment. The assessment did not suggest any inconsistencies with local laws. It did identify potential areas which Nissan China could consider revising to better reflect the seven themes outlined in the Guideline. NML considered and implemented mitigation measures for each of those that NML recognised as being at actual risk. As a specific example, in relation to labour management systems and access to remedy, interviewees at Nissan China raised the concern that employees were not fully aware of the existence of the Nissan Human Rights Policy Statement. In response NML reviewed its internal communications and training regarding the Policy Statement to ensure that all employees understand its contents, and conducted additional awareness activities and training.

During this Reporting Period, NML again in cooperation with BSR, conducted a corporate-level human rights assessment and updated the areas requiring focus in NML's efforts to respect human rights.

Specifically, to identify factors that impact human rights as an automobile manufacturer, NML conducted a human rights assessment from two perspectives – salience (scope, scale, remediability, likelihood) and relevance for business action (leverage, attribution, current management, etc) – and classified them into high important areas. The six priority focus areas that NML identified to address are:

- supplier labour conditions;
- employee labour conditions;
- product safety and AI;
- privacy and data security;
- Business partner labour conditions; and
- Community and the environmental impacts.

NML going forward, plan to strengthen efforts in these areas.

In this Reporting Period, NML conducted a human rights assessment using at Nissan Philippines Inc, Nissan Mexicana, S.A De C. V., and Nissan Motor Manufacturing (UK) Ltd. as part of the human rights due diligence in accordance with Nissan's global human rights policy statement and the Nissan Global Guidelines on Human rights, as in previous years.

The assessment criteria incorporated international standards from the International Labour Organisation (ILO) and the Organisation 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. In addition, NML also identified risks in consideration of geographical, economic and social factors such as identifying areas to be investigated based on a preliminary understanding of general labour practices and corporate culture in the region through interviews with local experts. Human rights risks that were identified and assessed were addressed through the implementation of remediation activities and dialogue with affected stakeholder to cease prevent or mitigate adverse human rights impacts. The assessment did not suggest any inconsistencies with local laws. The assessment identified potential areas which the scoped entities could consider revising to better reflect the seven themes outlined in the Nissan Global Guideline on Human Rights.

Section 5

How we assess the effectiveness of actions taken

Nissan continues to concentrate on improving and enhancing our modern slavery controls framework. The current Global and Local controls in place are now providing us more targeted information to allow for better assessment of our prospective and existing suppliers in regards to modern slavery risks. However, we are still unable at this time to assess the effectiveness of the controls we have implemented and strengthened. Nissan continues to focus on the design and development of its framework to be in a position to adequately review the effectiveness of the controls we have implemented.

Members of the cross-functional group made up of personnel from Procurement and Legal/ Compliance for NMA, NCAP and NFSA continue to meet to monitor the responses to our modern slavery controls and consider areas for further development.

Nissan is committed to ensuring it implements appropriate processes for investigating, assessing and handling modern slavery risks in its business and supply chains.

Section 6

Consultation Process

The corporate structure for NMA, NCAP, NFSA and NFSNZ is set out above. Nissan takes a group approach to addressing modern slavery risks. In order to prepare this single joint statement, we engaged with each of NMA, NFSA and NCAP and communicated with relevant entities in our operations.

This Statement, and Nissan's modern slavery control framework, are the collaborative effort of a cross-functional team, including representatives from Procurement, Legal, Human Resources, and Compliance, in consultation with senior management across NMA, NFSA, NFSNZ and NCAP.

The Nissan Australia group of companies, and our affiliated overseas companies, have a shared commitment to continuous improvement in the management of modern slavery risks in our operations and supply chains.

This Statement was approved by the Board of Directors for each of NMA, NFSA and NCAP.



A handwritten signature in black ink, appearing to read 'A Humberstone'.

Andrew Humberstone
**Managing Director
NMA**



A handwritten signature in black ink, appearing to read 'A Maer'.

Andrew Maer
**Managing Director
NFSA, NFSNZ**



A handwritten signature in black ink, appearing to read 'M Wappet'.

Marcus Wappet
**Director
NCAP**



QASHQAI

CPF 185

e-POWER

e-POWER



NISSAN AUSTRALIA

ALL RIGHTS RESERVED 2024