



Modern Slavery Statement

NISSAN AUSTRALIA 2025

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 sixth 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 2024 to 31 March 2025 (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 2024 (**2024 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 2024 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. In addition, NMA has arrangements in place with a number of dealers to act as authorised Infiniti Services Centres to provide servicing and support for Infiniti-branded vehicles.

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 197 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

In addition to its core operations, NFSA also acts as the responsible entity for the NFSA Master Trust No.1 and NFSA Master Trust No.2, managing the trusts which were established primarily for securitisation purposes. The trusts do not directly operate any business but serve as an integral part of NFSA's financial structure by facilitating funding through securitisation.

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

At the commencement of the Reporting Period, NFSA had 222 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 3 employees.

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 127 full time employees and up to 75 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 1,095 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, France Indonesia, China and Malaysia.

During the Reporting Period, NMA had 654 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 182 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) NFSNZ

During the Reporting Period, NFSNZ used 19 suppliers, which were based in Australia, New Zealand and the United States for Professional Consulting, IT, Credit & Risk Services.

d) NCAP

During the Reporting Period, NCAP had more than 441 suppliers, 92.3% of which were based in Australia, and 7.7% 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.

During the Reporting Period NMA, NCAP, NFSA and NFSNZ outsourced 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

As set out 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 comprehensive review of modern slavery risks across its 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.

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).

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 to medium risk of modern slavery, as the bulk of its procurement activity is focused 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

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 previous Modern Slavery Statements, 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. In this Statement we have set these out and any further control and actions 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 this 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. Our standard contracts for the procurement of goods and services which we continue to use were updated for compliance with the reforms to the unfair terms regime under the Australian Consumer Law from 9 November 2023.

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

Our local 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.

During this Reporting Period, the Policy (now referred to as the Corporate Procurement Process) was further updated to:

- capture AML/CTF risk assessment screening; and
- clearly detail the due diligence requirements which are to be undertaken before engaging new suppliers and for selected current suppliers.

The Corporate Procurement Process continues 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 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;
 - Small Supplier Payment Policy;
 - the Supplier Code;
 - Nissan Procurement webpage; and
 - the global 'Nissan Human Rights Policy Statement'.

Nissan will continually monitor, review and update our Process where necessary.

During this Reporting Period, Nissan continued to collect information from prospective and existing suppliers via its Procurement System which was implemented in 2023. The information collected includes:

- 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.

In the previous reporting period, Nissan commenced use of its internal Modern Slavery Risk Matrix which was 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.

During this Reporting Period, Nissan has focused on investigating the use of third party modern slavery risk assessment tools. Nissan has selected and engaged with an external supplier and our intention is to roll out a new risk assessment tool in the next reporting period. Our aim is that this assessment tool will allow Nissan to further strengthen its modern slavery risk controls and conduct more in-depth modern slavery risk assessments on its suppliers as the new tool has an ability for suppliers to complete a self-assessment questionnaire, answering pre-set questions on the supplier's operations, policies, procedures, and their own suppliers.

In conjunction with the above systems and processes, Nissan also provides guidance and training material for our Procurement team that covers 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 to all of our suppliers. Nissan continued during this Reporting Period to as part of the tendering process, require suppliers to sign and return a form acknowledging the Supplier Code and committing to comply with it. We also direct our suppliers to our Nissan Procurement webpage.

All prospective and current suppliers can access the Supplier Code from the Nissan Procurement webpage and further acknowledge or provide documented evidence of having current policies such as Modern Slavery Policy.

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

In the next reporting period, Nissan intends to utilise the new modern slavery assessment tool (referred to in b) above) to enable a more in-depth understanding of NCAP raw material suppliers own internal risk and governance practices to mitigate modern slavery in their own supply chain and to better allow Nissan to continue monitoring of these suppliers.

f) Nissan Small Supplier Payment Policy

Nissan's Small Supplier Payment Policy enables both existing and new eligible small business 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. Nissan intends to review and update (if required) the Policy in the next reporting period.

Suppliers can access the Policy via the Nissan Procurement webpage or the Procurement System.

g) 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.

The Whistleblower Policy was reviewed and last 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.

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)

h) Training

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

Nissan provides an e-learning Legal Induction on-boarding module for all new employees at Nissan, which included a component on modern slavery compliance.

i) 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 NCAP; 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 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. Its purpose is to:

- Cascade regional compliance programs 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.

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

j) 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 published:

its "Nissan Human Rights Policy Statement"⁶ which was revised and relaunched in March 2025, as the Nissan Human Rights Policy to further strengthen initiatives in two ways: by requesting that not only NML but also its business partners in the value chain conduct activities in a way that aligns with this policy and by showing NML's commitment to dialogue with its stakeholders.

the "Nissan Corporate Social Responsibility Guidelines for Suppliers" which was revised in March 2025 to the Nissan Supplier Sustainability Guidelines⁷. These Guidelines provide guidance for NML's suppliers to review their corporate activities from a sustainability perspective and includes key compliance areas particularly in relation to human rights and labour standards expected of NML suppliers.

- the "Nissan Global Guideline on Human Rights which was also updated in March 2025"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, NML is further strengthening its initiatives to respect the human rights 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.
- issued severable sustainability reports in previous years which have been referenced in our previous Statements regarding NML activities in respect to human rights. NML has now issued it "Sustainability data book 2025"⁹ which outlines NML's policies and performance in the area of Environment, Social and Governance during this Reporting Period.

The purpose of NML's sustainability data book is for it to share information on its sustainability strategies and management to help stakeholders gain a better understanding of the social responsibilities NML must fulfill and the social value NML aim to provide. It also gives an overview of Nissan Green Program 2030 (NGP2030) – NML fifth medium term environmental action plan for 2030, and Nissan Social Program 2030 (NSP2030) – program designed to comprehensively promote social initiatives – and share the achievements of NML activities during the Reporting Period.

Going forward, NML aims to further strengthen its efforts while reflecting the opinions received from internal and external stakeholders in its human rights initiatives, including human rights risk assessments, reports, and communications.

⁶ See https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/HUMAN_RIGHTS/

⁷ See <https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/SUPPLIERS/>

⁸ See https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/HUMAN_RIGHTS_GUIDELINE/

⁹ See https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/SR/2025/ASSETS/PDF/DB25_E_All.pdf

Section 5

How we assess the effectiveness of actions taken

Nissan continues to focus on improving and enhancing our modern slavery controls framework. As it matures, we expect to be in a stronger position to measure and demonstrate the impact of actions Nissan has taken. Our current global and local controls are now delivering more targeted information, enabling better assessment of modern slavery risks across our prospective and existing suppliers. While a full review of control effectiveness is still under development, the strengthened framework is expected to significantly improve our visibility of risk and the performance of our controls over time. Nissan remains committed to refining the design and implementation of its framework to ensure robust and measurable outcomes.

Procurement met with personnel from Legal and Compliance for NMA, NCAP and NFSA to review 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

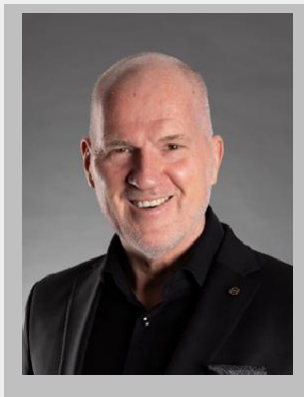
Consultation Process

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 departments in our operations.

This Statement, and Nissan's modern slavery control framework, are the collaborative effort cross-functionally, 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 'Andrew Humberstone'.

Andrew Humberstone
Managing Director
NMA, NCAP

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

Andrew Maeer
Managing Director
NFSA, NFSNZ





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