



NISSAN SUPPLIER CODE OF CONDUCT

EFFECTIVE 1ST OCTOBER 2020



Nissan views its suppliers as partners and cares about the way our suppliers do business

This Supplier Code of Conduct (Code) applies to all suppliers who provide goods or services to the following Nissan Group of Companies and their respective Business. Units hereinafter referred to as Nissan:

Nissan Motor Co. (Australia) Pty Ltd Nissan Casting Australia Pty Ltd Nissan Financial Services Australia Pty Ltd
Nissan New Zealand Limited Nissan Financial Services New Zealand Pty Ltd

It is a result of our aim to establish proactive collaboration with our suppliers to meet our respective corporate responsibilities in the areas of labour, human rights, anti-bribery and corruption, sustainability, supplier diversity and health and safety to provide the best possible products and services to our customers.

Our Code sets out the minimum standards of behaviour that Nissan requires its suppliers to meet. It incorporates/aligns with the Nissan Motor Corp Ltd's Global Corporate Social Responsibility Guidelines for Suppliers and takes into consideration the United Nations (UN) Global Compact ten universally accepted principles for corporate responsibility and sustainability

Nissan requires prospective and existing suppliers to read, understand and ensure that their business and supply chain comply with the Code Suppliers must communicate this Code to related entities, suppliers and subcontractors who support them in supplying to Nissan,.

Suppliers' ability to meet or exceed standards detailed in this Code will be taken into account by Nissan when making procurement decisions. This will happen regardless of whether or not the Code has been formally incorporated into a particular contract with the supplier.

In the event that applicable laws or our terms and conditions of contract impose stricter requirements than this Code, suppliers (and their supply chains) must comply with those requirements. This Code is intended to supplement the terms and conditions of the contract and not conflict or modify the contract. Where this Code goes further than applicable laws or our terms and conditions of contract, we expect our suppliers to adhere to this Code in a way that is appropriate.

By supplier, Nissan means any entity that supplies goods or services to Nissan. Where this Code refers to workers, this includes employees, contractors, agency, migrant, student and temporary staff of the supplier and of its related entities.





Compliance

Compliance with the law

Suppliers must comply with the laws in the countries where they operate. Suppliers should establish and deploy policies and procedures and training programs and other means necessary to ensure compliance.

Honesty and Business integrity

At Nissan, we act with honesty and integrity and do not make or receive improper payments, benefits or gains. Suppliers must act ethically and be honest, transparent and trustworthy in all their dealing with others.

Bribery and Corruption

Suppliers must comply with applicable anti-bribery and anti-corruption laws (including but not limited to the Australian Criminal Code, US Foreign Corrupt Practices Act 1977, and the UK Bribery Act of 2010), and must have adequate policies and procedures in place to monitor compliance with such laws.

Nissan strictly prohibits bribes, pay-offs, "facilitation payments" (i.e. payments to speed up routine actions), secret, unjustified or inflated commissions, kickbacks and any like payments or improper benefits, whether directly or indirectly, no matter how large or small in value. This includes payments to or from any person (including public officials, foreign officials, foreign political parties or candidate for foreign political office) for the purpose of assisting a party to obtain or retain business for or with, or to direct business to, any person. This applies even if it is legal or common practice in a country.

Gifts, Benefits and Hospitality

Suppliers are expected to comply with Nissan gift and hospitality policies before offering or providing Nissan's personnel with any gift and/or business entertainment. Gifts or entertainment should never be offered to Nissan personnel or representatives under circumstances that create the appearance of impropriety and is strictly prohibited during any tender or competitive bidding process. Gifts, gratuities, hospitality and entertainment must not be given or received with the intention of influencing a business decision or securing an unfair business advantage. However, these exchanges are acceptable if they: 1) are reasonable in cost with full transparency of its value (Gifts of cash or cash equivalents, such as gift cards, are never allowed); 2) are proportionate to the business relationship; and 3) comply with Nissan's policies.

Conflict of Interest

A conflict of interest is where personal interests might interfere with the ability to make objective decisions.

Suppliers must disclose to Nissan any actual, perceived or potential conflict of interest.

Responsible Sourcing of Minerals

Suppliers of materials must have processes to reasonably assure that all minerals (not only for the traditional conflict materials such as tantalum, tin, tungsten and gold) from Conflict Affected and High risk areas (as defined in the [OECD Due Diligence Guidance for Responsible Chains of Minerals from Conflict-Affected and High Risk Areas](#)) do not directly or indirectly finance, support or benefit organisations or individuals associated with illegal activities, human rights abuses or terrorism (for example, in the Democratic Republic of the Congo or an adjoining country). Suppliers must exercise due diligence on the source and chain of custody of these minerals and make their due diligence measures available to Nissan upon request.

Data Protection and Privacy

Nissan's Privacy Policies outline our privacy commitment and explains how we collect, use, disclose and protect our customer's personal information. Privacy is a non-negotiable part of how we work. Suppliers will be committed to protecting the reasonable privacy expectations of personal information obtained from those they do business with, including suppliers, customers, consumers and employees. Suppliers must comply with data privacy and confidential information and security laws and regulatory requirements when personal information is collected, stored, processed, transmitted, and shared. This includes suppliers not doing anything which would cause Nissan to be perceived as acting inconsistently with our Privacy Policies. Our Privacy Policies can be viewed at www.nissan.com.au/privacy.html

Protecting intellectual property

Suppliers shall respect intellectual property rights of Nissan and its related companies and other third parties. Any transfer of technology and knowhow must be handled in a manner that protects intellectual property rights.

Managing exports and imports

Suppliers must have appropriate procedures and management processes for exports and imports of goods and services, specifically to comply with applicable trade sanctions or embargos, exports laws and regulations.

Branding

The Nissan Brand is synonymous with Innovation, improving people's lives, and providing unique and innovative automotive products and services that deliver superior measurable values to all stakeholders. Our brand and what it stands for is important to us. It must not be used or reproduced in any way without the express written approval of Nissan.

Competition Laws

Suppliers must comply with competition laws that apply to their activities. Suppliers must not engage in practices such as illegal monopolies, improper trade practices or anti-competitive conduct or practices.

Human Rights and Labour

At Nissan, we respect and support human rights as set out in the Universal Declaration of Human Rights and the ten principles of the UN Global Compact. Suppliers must respect and support the protection of human rights of workers, as well as individuals and communities affected by their activities and ensure a safe and healthy working environment.

Diversity and Equal Opportunity

Suppliers must promote a diverse and inclusive workplace free of discrimination on the following grounds of gender, age, religion, ethnicity, race, cultural background, disability, physical features, marital relationship status, sexual orientation, gender identity and expression, pregnancy or potential pregnancy, family responsibilities, political views, industrial activity, union membership, irrelevant criminal record, nor personal association with a person who possesses or is thought to possess any of these attributes.

Equality, Diversity and Community

Nissan is committed to being a diverse and inclusive company and achieving greater diversity in our supply chain. Suppliers shall also promote a culture of enabling a supply chain that includes equality, diversity and actively support programs that look to ensure a diverse worker base.

In line with this Nissan prefers suppliers who promote diversity in their supply chain.



Bullying, Harassment and Disciplinary Practices

Suppliers must not use violence, threats of violence or other forms of physical coercion or harassment. Corporal punishment, mental, physical or verbal abuse, sexual harassment or sexual abuse, and harsh or inhumane treatment are prohibited.

Freedom of Association and Collective Bargaining

Suppliers are expected to freely allow workers to associate with others, form and join (or refrain from joining) industrial organisations or associations of their choice and bargain collectively, or engage in any lawful industrial activity without interference, discrimination, retaliation or harassment.

Suppliers shall not discriminate, harass, intimidate or retaliate against workers for being members of a union or participating in trade union activities, and provide worker representatives with access to their workplace.

Wages and Benefits

Suppliers must comply with applicable laws relating to wages and benefits (including minimum wages, overtime pay rates). Suppliers must not use deductions from wages as a disciplinary measure and must pay workers in a timely manner.

Working Hours

Working hours for suppliers' employees will not exceed the maximum set by the applicable laws. Compensation paid to employees will comply with applicable laws regarding minimum wages, overtime, wage deductions, and other remuneration. Suppliers are expected to provide their employees with fair and competitive compensation and benefits. Compensation and benefits should aim at providing an adequate standard of living for employees and their families. It is recommended that suppliers offer their employee's ample training and educational opportunities.

Freedom of Choice



Modern Slavery - Forced and Compulsory Labour

Freely Chosen Employment - Nissan will not tolerate slavery, servitude and forced or compulsory labour and human trafficking in our supply chain. Bonded, indentured or involuntary prison labour is not accepted. Suppliers must not require workers to surrender any government issued identification, passport or work permit or other personal document as a condition of employment. Workers shall not be required to pay employers' or agents' recruitment or any other fee for their employment.

Modern Slavery - Child and Underage Labour

Child labour is strictly prohibited in our supply chain. Suppliers should avoid any sort of child labour in their business operations consistent with the ILO's (International Labour Organization) core labour standards and the United Nations Global Compact principles. The term "child" refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. Child labour should not be used at any level of the supply chain.

Young Workers, those under 18 years of age, shall not perform work that is likely to jeopardise their health or safety, including night shifts and overtime or handling of hazardous chemical. Work shall not interfere with their education.

Health and safety

Our suppliers play a significant role in our business and our commitment to keep each other, our workers, customers and the public safe.

Suppliers must identify and comply with relevant workplace and product health and safety laws and ensure their workers understand and follow health and safety policies, standards and procedures that apply to their work.

Nissan favours Suppliers who share similar values and have a documented set of policies and programs aimed at promoting a safe, healthy and secure workplace and expects Suppliers must comply with the minimum requirements identified below.

- Follow all relevant laws and regulations related to workplace Health and Safety;
- Implement written health and safety policies and standards;
- Develop and implement documented systems to identify and record work related injuries and illnesses;
- Adhere to Nissan's safety requirements at Nissan sites, where applicable provide appropriate equipment, resources, instruction, education and training for workers to safely carry out their duties, including personal protective equipment;
- Supporting workers to raise health and safety issues or concerns without fear of disciplinary action, dismissal or discrimination.

Safety and Quality

Supplier must implement effective systems to produce and provide products and service that meet or exceed relevant safety standards and laws, and operate quality assurance mechanisms for the product lifecycle.

Environment

Environmental considerations

Suppliers must minimise the adverse environmental impacts of their operations, products and services. Suppliers should work towards implementing an environmental management system in line with recognised standards such as ISO 14001 or EMAS.

Environmental Laws, Permits and Reporting

Suppliers shall comply with applicable environmental laws, standards and notices from regulators. Suppliers shall obtain, maintain, keep current and comply with necessary environmental permits, approvals and registrations.

Product Content

Suppliers shall develop products or services that achieve improved environmental performance across the whole lifecycle including low energy consumption, delivering GHG emissions reductions and product reuse or recycling. Suppliers will also produce and provide products and services that meet or exceed the safety laws and regulations set by each country and region.

Environmental Activities

-Achieving a Symbiosis of People, Vehicles and Nature-



Pollution Prevention and Resource Efficiency

Suppliers must identify, monitor, minimise and treat hazardous pollutants released to air, water and soil. This includes management of wastewater such as discharges and spills entering storm drains and release of air emissions such as volatile organic compounds, chemicals with ozone depleting potential, particulates and combustion by-products.

Suppliers will actively put in place measures around the use of materials, processes, and practices that reduce or

eliminate the creation of pollutants at the source of generation through increased efficiency in the use of raw materials, energy, water, or other resources or through the protection of natural resources by conservation

Climate Change and Energy Consumption

Suppliers should work towards minimising greenhouse gas (GHG) emissions and energy consumption from their own operations.

Monitoring and Compliance:

Effective management

Suppliers should develop and maintain systems a process to identify, manage and control relevant risks associated with its operations. These include supply chain risks and risks relating to labour, human rights, health & safety, the environment, business ethics and corporate governance to demonstrate compliance with the Code.

Suppliers must provide workers, their suppliers, and members of the community in which they operate or provide services with a confidential means to report violations of this Code.

Assessment

Nissan may at any time review or audit a supplier's compliance with this Code. In such event, the supplier should co-operate by providing information, documents and access to staff, as Nissan reasonably requires. If a supplier becomes aware of a reasonable risk of a breach of this Code, the supplier must notify Nissan as soon as practicable. Any identified deficiencies must be corrected on a timely basis as reasonably directed by Nissan.

Where Nissan has reasonable grounds to suspect a breach of this Code by a supplier, Nissan may require the supplier to take additional steps which may include the provision of additional information or, in serious cases, submit to an independent audit at the supplier's premises. We take this Code seriously and any material non-compliance may result in exclusion from new RFQs or termination of the supplier's business relationship with Nissan in certain circumstances if corrective countermeasures or clear improvement has not occurred.

Continuous improvement

Suppliers are encouraged to go beyond compliance to applicable laws and take responsibility to continually improve social and environmental conditions and ethical behaviour.

Suppliers are also encouraged to develop written performance objectives, targets and implementation plans to improve their social and environmental performance including a periodic assessment of suppliers' performance in achieving those objectives.

Worker Feedback and Participation

Suppliers should set in place an anonymous feedback mechanism and appropriate whistleblowing processes in accordance with applicable laws.

Nissan's Whistle-blower Policy is available at Nissan.com.au and a copy can be provided upon request. Nissan encourages suppliers to speak up in respect to any misconduct. If you wish to raise a concern, please refer to the Nissan Speak-up line. The Speak up line has been set up to provide a channel through which concerns can be reported in confidence and specific protections will be provided in respect to reports of Reportable Conduct.

Nissan's Speak up Line Service

This confidential hotline service provides employees and suppliers a mechanism to raise misconduct concerns anonymously.

This service can be accessed at [Nissan Speak-Up Line](#)



Contact

- Your Nissan Representative
- Nissan Procurement Team at procurement@nissan.com.au

[Nissan Speak-Up Line](#)