

# Respect for Human Rights

The Nissan Chemical Group regards compliance, including respect for human rights, as an important management issue. In April 2019, we formulated the Nissan Chemical Group Human Rights Policy in accordance with the principles on fundamental rights listed in the International Bill of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work and other international norms on human rights. In January 2023, we revised this policy in light of changes in the external environment and increased diversity and complexity of awareness of human rights. This policy was formulated with advice from outside experts and approved at the Board of Directors.

## Nissan Chemical Group Human Rights Policy (Excerpt)

The Nissan Chemical Group supports international standards including the International Bill of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the United Nations Global Compact, the United Nations Guiding Principles on Business and Human Rights, and any other relevant standards for human rights. This Nissan Chemical Group Human Rights Policy (this "Policy") has been established to promote efforts aimed at respecting human rights of all relevant stake-holders including employees.

This policy complements the Nissan Chemical Group's position with respect to compliance and respect for human rights.

### 1. Scope of the application

This Policy shall apply to all officers and employees working for the Nissan Chemical Group. And the Nissan Chemical Group will also continuously encourage business partners and suppliers to support and respect this Policy.

### 2. Respect for Human Rights

### 3. No Infringement of Human Rights

### 4. Employment and Labor

"Prohibition of Forced Labor and Child Labor," "Good Labor-Management Relations," "Proper Working Hours," "Fair and Equitable Remuneration," "Elimination of Discrimination," "Occupational Health and Safety"

### 5. Remediation

In the event that the Nissan Chemical Group causes or contributes to an adverse impact on human rights in the course of its business activities, it will provide remedy and make efforts to correct such impact through appropriate means.

## System

Our group has established the Sustainability Promotion Committee, whose secretariat office is Sustainability Promotion Group under Sustainability Promotion & IR Department, as an organization to promote the activities for human rights. The committee is held twice a year. The long- and mid-term plan and annual plan related to activities for human rights issues, evaluation of results of activities, and issues to be improved and examined based on the evaluation etc. are approved at the Board of Directors after discussion at the committee.

## Activities

### Educational Activity/Awareness-raising Activity

With the aim of education and awareness-raising about human rights policy and promoting understanding for the purpose of practicing respect for human rights, we conducted awareness-raising activities. In FY2020, we conducted group-type training for the Directors and managers, and since FY2021, we have conducted e-learning for all employees.

#### [Human Rights Training]

##### For Directors and managers

- Importance of human rights due diligence (conducted in FY2020)

##### e-learning training

- Nissan Chemical Group Human Rights Policy
- Elementary knowledge of business and human rights
- Harassment training (held in FY2023 for all employees)

### Human Rights Due Diligence Initiatives

Our group is working to establish a system of human rights due diligence to identify and mitigate negative impacts on human rights. In FY2020, with the cooperation of outside experts, we identified and assessed risks that could have a negative impact on human rights through our business activities in major businesses and their value chains (risk mapping). We exchanged opinions with stakeholders on the results, reflected them in the results of the evaluation, and identified the risks which we need to prioritize for the Group.

In light of increased diversity and complexity in human rights awareness, in FY2023, we conducted interviews with the relevant departments and offices about our systems for human rights efforts and specific major human rights issues, after which we conducted gap analysis. In addition to gaining an understanding of the current status of our efforts and future issues, we also discussed mid- and long-term measures to be taken in the future. Regarding the identified gaps and future measures, we exchanged opinions with outside experts, and received advice about the appropriateness of our future action plans and ways to improve them.

We plan to continue to strengthen measures with reflecting the opinions of stakeholders, and regularly review our human rights risk assessment and priority risks.

### Human Rights Due Diligence Process



### Risks to be prioritized

Risks to be prioritized	Group could be affected	Major human rights risks	Status of Efforts
Access to Remedy	All Stakeholders	Lack of appropriate action when human rights violations occur	<ul style="list-style-type: none"> <li>● Establishment of whistle-blowing hotline (consultation hotline) for overseas affiliates</li> <li>● Raising awareness of the whistle-blowing hotline on the intranet, compliance training, posters, etc.</li> </ul>
Employee Health and Safety	Employees of the Group	Danger, harsh working environment (related to overall occupational health and safety, including mental illness), fire and explosion	<ul style="list-style-type: none"> <li>● Regular health checkups</li> <li>● Stress check test</li> <li>● Promotion of appropriate work hours</li> <li>● Prior risk assessment for R&amp;D, manufacturing and sales</li> <li>● Prior assessment for manufacture</li> <li>● Drills for comprehensive disaster prevention/earthquake disaster prevention/initial fire fighting/communication notification</li> <li>● Trainings for harassment prevention/compliance/occupational safety and health/safety and disaster prevention</li> <li>● Raising awareness through the safety meeting, occupational safety newspapers and others</li> <li>● RC Audits</li> <li>● Establish a system for information sharing (status of initiatives, good practices, etc.)</li> </ul> <p><b>[Future Efforts]</b></p> <ul style="list-style-type: none"> <li>● Understand the current status of each site (including overseas and group companies)</li> </ul>
Community Health and Safety	Local Communities	Damage to local communities and health due to fires, explosions, chemical leaks and pesticide spraying	<ul style="list-style-type: none"> <li>● Prior risk assessment for R&amp;D, manufacturing and sales</li> <li>● Drills for comprehensive disaster prevention/earthquake disaster prevention/initial fire fighting/communication notification</li> <li>● Training for compliance/occupational safety and health/safety and disaster prevention</li> <li>● RC Audits</li> <li>● Establish a system for information sharing (status of initiatives, good practices, etc.)</li> </ul> <p><b>[Future Efforts]</b></p> <ul style="list-style-type: none"> <li>● Understand the current status of each site (including overseas and group companies)</li> </ul>
Product Safety	Customers	Sales of unsafe products, including misuse	<ul style="list-style-type: none"> <li>● Prior risk assessment for R&amp;D, manufacturing and sales</li> <li>● Safety test of products</li> <li>● Compliance with chemical substance</li> <li>● Clinical trials (healthcare products)</li> <li>● Distribution of safety data sheet</li> </ul>
Responsible Marketing	Customers	Interference with consumer choice due to lack of adequate product information, inadequate explanation of health risks, and inadequate response to unexpected product-related crises	<ul style="list-style-type: none"> <li>● Prior risk assessment for R&amp;D, manufacturing and sales</li> <li>● Safety test of products</li> <li>● Compliance with chemical substance</li> <li>● Clinical trials (healthcare products)</li> <li>● Distribution of safety data sheet</li> <li>● Appropriate application description</li> </ul>
Health and Safety in the Supply Chain	Suppliers	Danger, harsh working environment (related to overall occupational health and safety, including mental illness), fire and explosion	<ul style="list-style-type: none"> <li>● Assessment by questionnaire* on Sustainability for supplier</li> </ul> <p><b>[Future Efforts]</b></p> <ul style="list-style-type: none"> <li>● Understanding and quantifying risks with suppliers</li> <li>● Dialogues with suppliers</li> </ul>
Child Labor in the Supply Chain	Suppliers	Labor of children under legal working age/under 15 years old, placement in hazardous work, harsh working environment	<ul style="list-style-type: none"> <li>● Assessment by questionnaire* on Sustainability for supplier</li> </ul> <p><b>[Future Efforts]</b></p> <ul style="list-style-type: none"> <li>● Understanding and quantifying risks with suppliers</li> <li>● Dialogues with suppliers</li> </ul>
Conflict Minerals	Local Communities	Procurement and use of raw materials containing conflict minerals	<ul style="list-style-type: none"> <li>● Responsible mineral procurement*</li> </ul>

\*Sustainability questionnaire and Responsible Mineral Procurement: [https://www.nissanchem.co.jp/eng/csr\\_info/communication/supply.html](https://www.nissanchem.co.jp/eng/csr_info/communication/supply.html)