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# Employees' health and safety

## Employees' health and safety policies and philosophy

To demonstrate that occupational health and safety are the top priorities in Nissan business activities regardless of country, region, or division, as well as cultivate a corporate culture that respects human health and safety in all aspects of business, we established the Global Policy on Occupational Health and Safety.

Our Basic Policy states that "From top management to each individual employee, Nissan recognizes that the health and safety of everyone is our top priority.

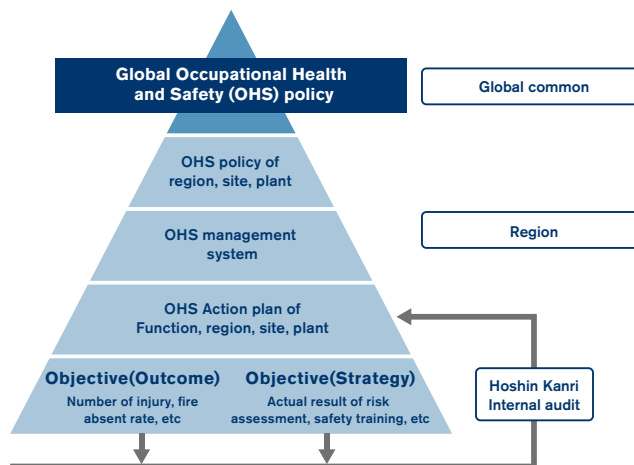
The company continuously and aggressively strives toward realizing zero-accidents, zero-illness, and vigorous workplace safety by optimizing the working environment and business processes and promoting individual physical and mental health."

Nissan also stipulates the following specific policies as the main items in eight areas, as well as the roles and responsibilities of all officers and employees regarding health and safety.

1. Compliance
2. Health and safety activity planning and monitoring
3. Preliminary health and safety evaluations when planning equipment and operations
4. On-site partner company management
5. Health and safety education, work guidance
6. Accident reports and similar accident prevention

7. Health promotion
  8. Infectious disease control
- At bases in Japan and overseas, Nissan uniformly implements management with regard to workplace environment health and safety based on the Global Policy on Occupational Health and Safety. Nissan places great importance on occupational health and safety promotion in the collective agreements concluded with labor unions and promotes various health and safety practices in the workplace.

### Positioning of the Global Occupational Health and Safety Policy



## Employees' health and safety management

In Japan, we hold a Central Health and Safety Committee meeting each year chaired by the executive in charge of human resources and attended by management and labor union representatives from Nissan facilities.

Activities over the past year are reviewed in such areas as workplace safety, fire prevention, mental health, health management, and traffic safety, and then plans are laid out for the following year. The Health and Safety Committee at each facility meets each month, and these meetings are attended by labor union representatives. A health and safety officer and a traffic safety officer are assigned at each workplace to ensure the effectiveness of day-to-day safety activities.

Globally, each facility applies the PDCA cycle. Twice a year, remote meetings with all global Nissan facilities are held to share information and discuss key issues. Regional managers for employee health and safety also meet every other year for a Global Safety Meeting.\*1

Many facilities both in Japan and globally have introduced occupational health and safety management systems including the ISO 45001\*2. These efforts create a strong structure for ensuring the implementation of employee health and safety activities.

Such management systems cover all workers in the workplace. In addition, our Japan offices have been conducting management system evaluations for some

\*1 In fiscal 2020, fiscal 2021, and fiscal 2022, the group meeting was suspended to prevent the spread of COVID-19 infection.

\*2 ISO 45001: An international standard for occupational health and safety management systems.

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time. For our overseas offices, we conducted voluntary assessments at each office in fiscal 2022, and plan to do so through our Global Headquarters from fiscal 2023. All Nissan Group employees globally are subject to NS4\*1, and all workers, including those from other companies on site, are subject to the serious accident count (GUR) to monitor workplace conditions.

## Employees' health and safety achievements

### Employee safety initiatives

#### Global standardization of occupational safety standards

Nissan has introduced its own safety and fire risk management diagnostic method to proactively identify potential occupational accident risks in the workplace and is taking measures to address them.

#### Creating safe workplaces

Two tools developed internally by Nissan to identify the risks associated with work accidents at all sites in Japan and overseas are the Safety Evaluation System (SES), and to identify the risks of fire accidents, the Fire-Prevention Evaluation System (F-PES). They call for workplace patrols in accordance with established evaluation standards to identify potential dangers and fire risks. The use of these has been effective in achieving these aims.

Since 2011, we have continued to systematically carry out Kiken Yochi Training (KYT) —literally “risk-prediction training” —at plants in Japan to raise awareness among individual workers of the risk of accidents and thereby help prevent their occurrence.

Activities to prevent accidents through hazard prediction have taken root widely, where they are continuously and systematically implemented on equipment and operations in the workplace.

We have established global common standards for reporting

on work accidents or outbreaks of fire that occur in any of the production sites. The person in charge where the accident or fire occurred must report without delay to Nissan Motor Co., Ltd. (NML). We promptly share information on the occurrence and response measures with our global sites to prevent the recurrence of similar accidents.

Nissan has adopted the occupational accident frequency rate (FR1)\*2 and serious accident count (GUR)\*3 indicators for the purpose of comprehensive monitoring of occupational accidents and manages the progress of each.

We have set the goal of continuously achieving an occupational accident frequency rate below the previous year's results for the entire company and aim to reduce the number of fatal accidents to zero.

As a result of monitoring in fiscal 2022, we confirmed that the occupational accident frequency rate was 0.91, lower than the previous year, and the serious accident count was 44, of which the number of fatal accidents involving employees was zero, but there was one fatal accident involving an onsite cooperating company. As a result of this, the risk assessment procedures for tasks handled by onsite cooperating companies have been strengthened.

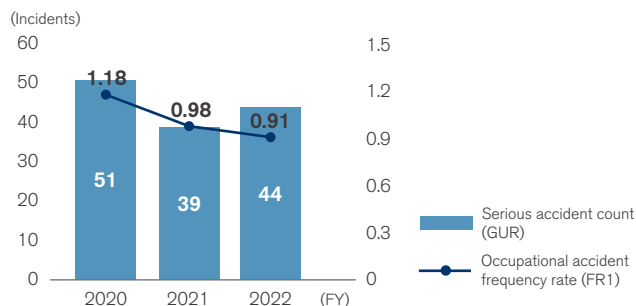
\*1 NS4 (Nissan Safety 4): Internal KPI for monitoring workplace health & safety.

\*2 Occupational accident frequency rate (FR1: Frequency Rate 1): Frequency rate of accidents with predefined symptoms (Number of accidents with predefined symptoms) x 1,000,000/ total working hours x 1.1

\*3 Serious accident count (GUR): Fatal accidents (G: Grave), accidents resulting in residual disability (U: Unrecoverable), number of serious injuries with no aftereffects but with predefined symptoms (R: Recoverable but serious)

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### Occupational accident frequency rate and serious accident count (Global)



### Improved production line environment

Nissan seeks to fulfill its mission of engaging in "human-friendly production" by continuously improving the workplace environment at its manufacturing facilities worldwide. At workplaces with high summer temperatures, for example, the physical burden on employees is heavy and there is the risk of suffering from heatstroke. We have installed internal cold-air ducts and ensured there are set breaks to drink water, particularly in locations with considerable workloads. Constant improvements are being made to allow employees to work in a comfortable environment.

### Countermeasures against COVID-19

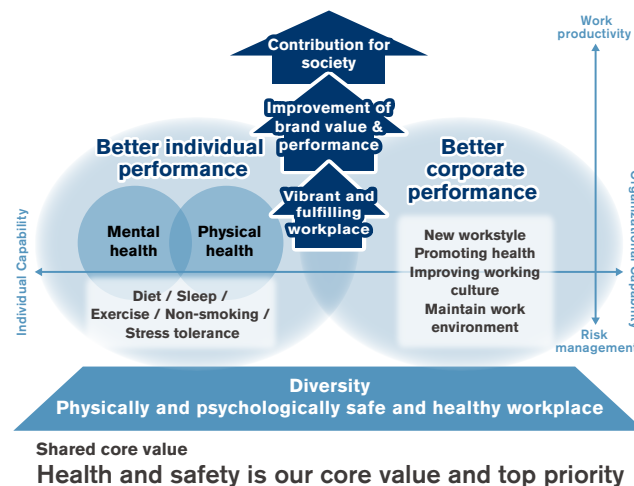
Nissan formulated and implemented its Global Guidelines for COVID-19 Countermeasures to protect employees and their families from infection with preventative measures aimed at avoiding the spread of COVID-19 infections both within the company and in wider society.

## Employee health promotion and management

### Basic approach

In accordance with its global policy, Nissan considers the health and safety of employees to be not only an issue for individuals but also an important issue for Nissan to grow as a company that continues to contribute to society. In the Basic Policy on Health and Safety, we make the Health Declaration: "Health and Safety is a core value and the highest priority at Nissan." We are thus working on the realization of health and productivity management, in which we consider the health of our employees from a management perspective and implement measures strategically and honestly.

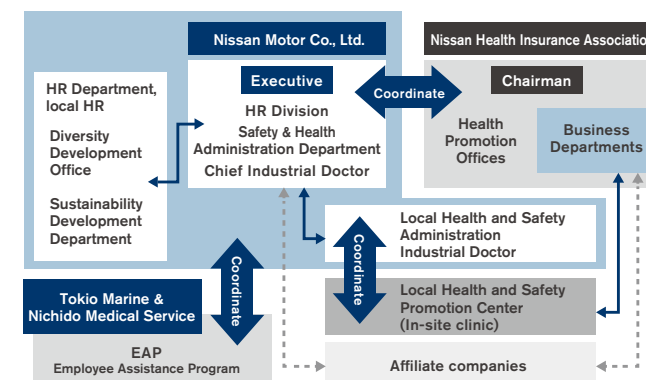
### Nissan's health and productivity management



## Organizational structure for health promotion

Nissan's health promotion activities are carried out to promote the physical and mental health of employees in cooperation with the Nissan Health Insurance Association (Workplace Health Promotion Center), Tokio Marine & Nichido Medical Service Co., Ltd., the Health and Safety Departments of both headquarters and related departments at each site, and other medical professionals.

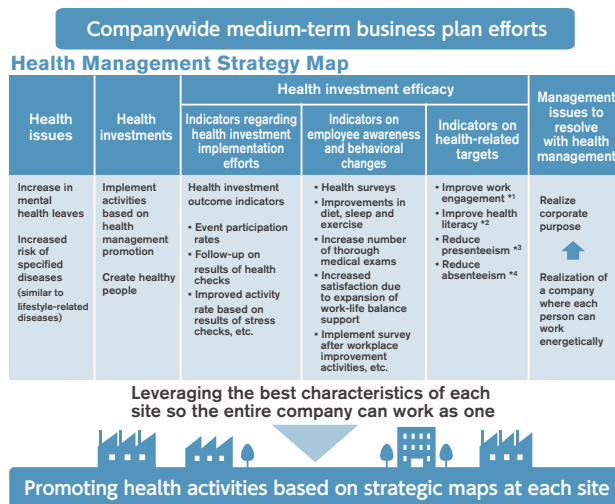
### Promotion structure



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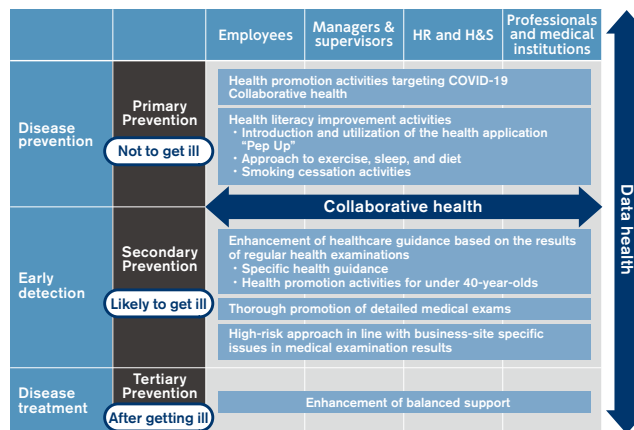
## Approaches to health issues

Under the health promotion organization in Japan, we visualize the health status of employees through data, and based on the data we analyze and predict the risk of disease, then implement health promotion activities and individual improvement programs. In order to engage in more effective efforts, we create a health management strategy map to visualize company health issues and promote companywide efforts, while also creating strategy maps for each site to conduct health promotion activities incorporating regional characteristics and conditions at each site. We also hold regular meetings on health management to strengthen the implementation of health promotion efforts.

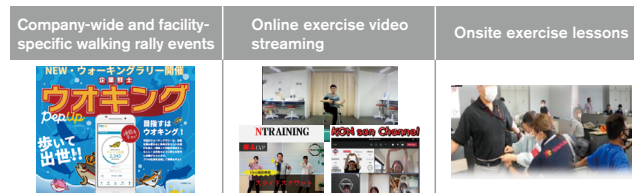


## Solid efforts toward physical healthcare

In Japan, Nissan is focusing efforts on the following physical healthcare initiatives:



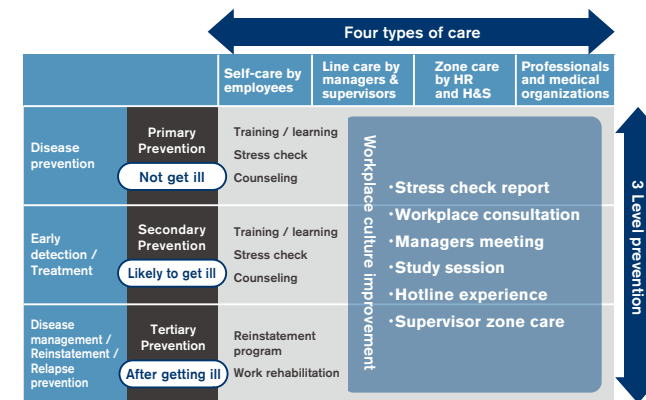
Due to lifestyle changes caused by COVID-19, weight gain became noticeable in fiscal 2020 medical examination data.



We will also continue the steady implementation of physical health care, including preventing illness through a heightened awareness of health, while reducing the number of employees taking leave by strengthening efforts toward the early detection of illnesses through medical examinations and treatments supporting a work-life balance. In this way, we will realize workplaces where all employees can work with enthusiasm.

## Comprehensive mental healthcare

Mental healthcare in Japan includes the following features:



Achieve the "Four Types of Care" and "Primary, Secondary, and Tertiary Prevention" within the EAP \*5

\* Enhancement of "self-care" through implementation of stress checks

\* Promotion of "line care," workplace climate improvement

\*1 Work Engagement :A positive and fulfilling psychological state related to work, meeting the following three criteria: "Work makes me feel energetic and alive" (vitality) "I am proud and feel my work is rewarding" (enthusiasm) "I am enthusiastic about my work" (devoted)

\*2 Health Literacy :The power to determine one's health by making decisions based on health information, defined as follows:

- Knowledge, motivation and ability to obtain, understand, evaluate and utilize health information
- Judgment and decision-making regarding healthcare, disease prevention and health promotion in everyday life
- Maintaining and improving quality of life throughout one's lifetime

\*3 Presenteeism :Despite being in poor health, employees come to work, and efficiency suffers as a result.

\*4 Absenteeism :Chronic leave-taking or absence from the workplace due to poor mental or physical health that prevents work from getting done.

\*5 EAP :Employee Assistance Program

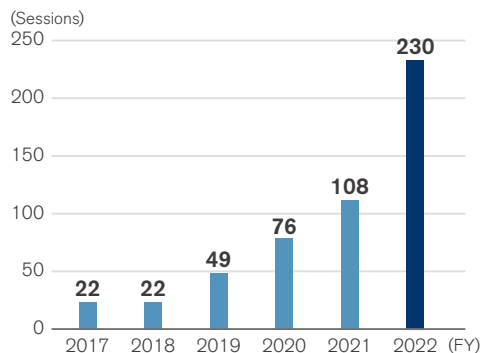
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activities based on the results of in-house questionnaires

- \* Introduction of stratified "zone care"
- \* Comprehensive reinstatement support program
- \* Enhanced prevention of recurrence through in-house rework facility

For many years, Nissan has been proactively working on line care, which is an improvement in workplace culture, by analyzing stress levels through using in-house questionnaires.

### Number of debriefing sessions on results of organizational analysis



Debriefing sessions on the results of organizational analysis are held in all departments. In promoting improvement activities, the point is for superiors (managers, supervisors) to acknowledge the results of their own organizational analysis and motivate activities according to the results.

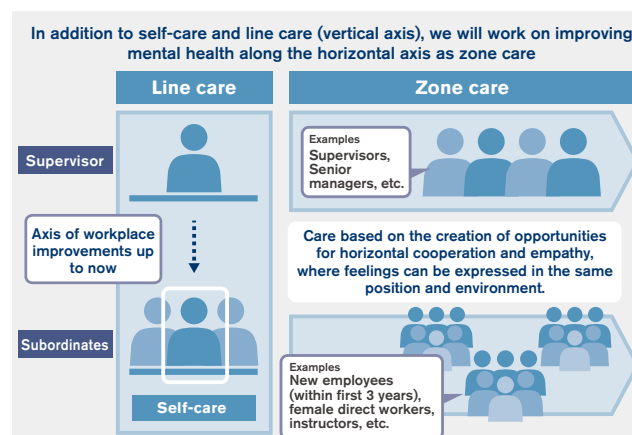
Accordingly, in recent years, Nissan has been expanding improvement activities by holding organizational analysis result report meetings in as small a format as possible, rather than being particular about departmental or divisional level meetings.



Scene from a debriefing session

Amid close examination of organizational analyses and the promotion of activities, recent mental health leave numbers and the stratified analysis of stress levels reveal a remarkable need for care among some employees. Nissan calls this "zone care" and has recently implemented the following:

- Hotline experience for new graduate and mid-career hires
- Online sessions for indirect employees
- Youth round-tables, sessions
- Round-tables and coaching activities as a supervisor zone care



### Social evaluation of health promotion activities

In Japan, Nissan positioned the excellent health management corporation certification system of the Ministry of Economy, Trade and Industry as our health management system, and we have been promoting health improvement activities accordingly.

As a result, Nissan has been certified as an excellent health management corporation since 2019.

In 2022, the Japan Sports Agency certified Nissan as a Sports Yell Company actively engaged in sports to improve the health of employees.

