



Lead the Charge Automaker Supply Chain Scorecard - 2025 Edition

The aim of this scorecard is to establish a new expectation – and competitive advantage – for what a clean car really is. Not just an EV, but an EV that is manufactured:

- **Equitably** – respecting and advancing the rights of Indigenous Peoples, workers, and local communities throughout the supply chain.
- **Sustainably** – preserving and restoring environmental health and biodiversity across supply chains, whilst reducing primary resource demand through efficient resource use and increased recycled content.
- **Fossil free** – 100% electric and made with a fossil fuel-free supply chain.

The indicator development for the scorecard was led by Pensions & Investment Research Consultants (PIRC), Europe's largest independent corporate governance and shareholder advisory firm, whose work was guided by members of the Lead the Charge coalition. [Please refer to the accompanying methodology document](#) for more information on the indicator development and research process.

This document contains the scores obtained by each automaker for each indicator of the scorecard, as well as explanations for why they were awarded these scores and information on the thresholds and benchmarks used for each indicator.

Navigating this document

This document has several worksheets which present the data from the scorecard with differing levels of detail:

[2. Summary | Overall - - this worksheet presents the total scores the automakers received for each of the two main categories \(climate & environment, and human rights\), as well as the total scores for each of their four sub-categories.](#)

[3. Summary | Climate & Environment - this worksheets presents the scores for each indicator of the climate and environment category, which looks at automakers' efforts to ensure fossil-free and environmentally responsible supply chains.](#)

[4. Summary | Respect for Human Rights - this worksheet presents the scores for each indicator of the human rights categories, which looks at efforts by automakers to ensure responsible sourcing and respect for human rights throughout their supply chain](#)

[5. Auto Review | Climate & Environment - this worksheet also presents automakers' scores for each indicator in the climate & environment category but additionally includes the explanation and references for each score they received, as well as information on the respective benchmarks and thresholds applied to each indicator.](#)

[6. Auto Review | Respect for Human Rights - this worksheet also presents automakers' scores for each indicator in the human rights category but additionally includes the explanation and references for each score they received, as well as information on the respective benchmarks and thresholds applied to each indicator.](#)

[7. New Indicators | Not For Publication in 2025 Edition - this worksheet presents the scoring of new indicators that have been developed this year \(see the attached methodology for more information\). These indicators will not be included in the public version of the 2025 Leaderboard: scores are only shared with automakers and within the Lead the Charge network.](#)

[8. Weightings - this worksheet provides an overview of the weighting methodology applied to the groups of indicators used for each sub-category. Please see the accompanying methodology document for more information on this weighting methodology](#)

[8. 3rd Party Schemes Assessment - this worksheet shows the results of the assessment of third party auditing and accreditation schemes, which results in point modifiers being applied to some indicators. Please see the accompanying methodology document for more information on this assessment.](#)

Auto	Total score	Fossil Free and Environmentally Sustainable Supply Chains						Human rights and Responsible Sourcing					BEV % of total vehicle sales [^]
		General	Steel	Aluminium	Batteries	Total	Total x IM [~]	General	Transition minerals	Indigenous rights	Workers' rights	Total	
Ford	42%	45%	21%	35%	19%	30%	33%	69%	89%	20%	28%	52%	
Tesla	43%	42%	22%	33%	36%	33%	40%	60%	69%	26%	27%	46%	
Mercedes	41%	54%	24%	24%	37%	35%	38%	68%	40%	21%	50%	45%	
BMW	29%	60%	11%	1%	15%	22%	20%	64%	42%	12%	39%	39%	
Volkswagen	32%	51%	15%	4%	30%	25%	27%	69%	42%	6%	33%	37%	
Volvo	38%	32%	57%	44%	15%	37%	45%	62%	35%	4%	26%	32%	
Stellantis*	23%	36%	3%	4%	24%	17%	15%	68%	33%	0%	21%	31%	
GM	23%	28%	18%	21%	7%	19%	21%	47%	25%	11%	19%	25%	
Hyundai*	21%	44%	12%	4%	9%	17%	19%	48%	27%	0%	20%	24%	
Renault*	23%	47%	9%	9%	35%	25%	22%	44%	19%	6%	24%	23%	
Kia*	16%	29%	8%	0%	8%	11%	12%	39%	19%	0%	20%	20%	
Geely	18%	34%	16%	16%	11%	19%	19%	40%	14%	2%	12%	17%	
Honda	10%	15%	0%	0%	1%	4%	4%	32%	21%	0%	11%	16%	
Toyota	10%	15%	0%	0%	6%	5%	5%	22%	23%	0%	17%	16%	
Nissan*	12%	20%	11%	11%	4%	12%	12%	28%	9%	0%	12%	12%	
BYD	6%	5%	0%	0%	9%	3%	4%	17%	6%	0%	6%	7%	
GAC	4%	13%	0%	0%	10%	6%	6%	4%	2%	0%	0%	2%	
SAIC	1%	1%	0%	0%	7%	2%	2%	0%	0%	0%	0%	0%	

*EV Volumes groups sales by of Hyundai-Kia and the Renault-Nissan-Mitsubishi alliance. They have been evaluated separately as they have different supply chain practices and policies and for ease, their EV Aug YTD sales were evenly split between them

[~]InfluenceMap scores were applied as a multiplier on the C&E section. Autos with a C or above received positive multiplier; below received negative, and autos not evaluated by InfluenceMap received no change. See the Climate & Environment review sheet for details. <https://automotive.influencemap.org/>

[^] EV-Volumes OEM Share tracker. All figures are cumulative annual values from January 2023 up to and including July 2023. The data covers passenger vehicles only and includes Europe, China, Korea, Japan, the United States and Canada.

LINKED DATA

Sub-section	Indicator Category	Indicators	Total Number of Points	Nissan Points	
1. Fossil Free and Environmentally Sustainable Supply Chains (General)	1.1. Disclosure of emissions, water and deforestation management	1.1.1. The company discloses total scope 3 GHG emissions due to purchased goods and services.	2	2	
		1.1.2. The company discloses "significant emissions" in its supply chain.	1	0	
		1.1.3. The company discloses water usage by key suppliers in its supply chain.	1	0	
		1.1.4. The company discloses deforestation and conversion-free commodity volumes from its supply chain	1	0	
		DISCLOSE TOTAL	5	2	
		DISCLOSE NORMALIZED	1.0	0.4	
		DISCLOSE %		40%	
	1.2. Target-setting and progress towards fossil free and environmentally sustainable supply chains	1.2.1. The company has set and disclosed a scope 3 SBT (must include reference to upstream/purchased goods & not only 'Well to Wheel')	2	1	
		1.2.2. The company commits to having suppliers provide science-based targets for GHG emissions.	1	0	
		1.2.3. The company discloses the current percentage of suppliers providing science-based targets.	1	0	
		1.2.4. The company requires all significant suppliers to set water reduction targets and disclose their water usage.	1	0.5	
		1.2.5. The company has programs in place to monitor suppliers for compliance with GHG emissions targets and other environmental impacts.	1	0.25	
		1.2.6. The company commits to eliminate deforestation and the conversion of all natural ecosystems from their supply chains.	1	0	
		TARGET-SETTING & PROGRESS TOTAL	7	1.75	
		TARGET-SETTING & PROGRESS NORMALIZED	1.5	0.4	
		TARGET-SETTING & PROGRESS %		25%	
		1.3. Use of supply chain levers to achieve fossil free and environmentally sustainable supply chains	1.3.1. The company incentivises suppliers to reduce GHG and other significant air emissions.	1	0
	1.3.2. The company implements incentives and control systems to improve water management by suppliers		1	0.2	
	1.3.3. The company implements incentives and control systems to eliminate deforestation from its supply chain		1	0	
	SUPPLY CHAIN LEVERS TOTAL		3	0.2	
	SUPPLY CHAIN LEVERS NORMALIZED		2.0	0.1	
	SUPPLY CHAIN LEVERS %			7%	
	GENERAL CLIMATE AND ENVIRONMENT - TOTAL NORMALIZED			4.5	0.9
	GENERAL CLIMATE AND ENVIRONMENT - TOTAL % SCORE (WEIGHTED)				20%
	2. Fossil Free and Environmentally Sustainable Supply Chains	2.1. Disclosure of scope 3 GHG emissions due to steel supply chains	2.1.1. The company discloses disaggregated GHG emissions for their steel supply chains.	1	0
			DISCLOSE TOTAL	1	0
			DISCLOSE NORMALIZED	1.0	0.0
DISCLOSE %				0%	

Sub-section	Indicator Category	Indicators	Total Number of Points	Nissan Points	
Steel	2.2. Target setting and progress towards fossil free and environmentally sustainable steel supply chains	2.2.1. The company has set targets for the use of fossil free and environmentally sustainable steel.	2	0	
		2.2.2. The company publishes progress towards their target by disclosing the current percentage of low-CO2 steel in their annual production cycle.	1	0	
		2.2.3. The company has a target for the use of secondary/ scrap steel by 2030.	2	0	
		2.2.4. The company publishes progress towards their target by disclosing the current percentage of recycled steel used in its annual production cycle.	1	0	
		TARGET-SETTING & PROGRESS TOTAL	6	0	
		TARGET-SETTING & PROGRESS NORMALIZED	1.5	0.0	
		TARGET-SETTING & PROGRESS %		0%	
	2.3. Use of supply chain levers to achieve fossil free and environmentally sustainable steel supply chains	2.3.1. The company participates in multi-stakeholder procurement initiatives to collaborate with other buyers to incentivise investment in and production of fossil free steel at scale.	1	0	
		2.3.2. The company participates in multi-stakeholder standard / certification initiatives to drive investment in and production of socially and environmentally sustainable steel at scale.	1	0	
		2.3.3. The company has entered into formal arrangements with suppliers to incentivise investment in and greater production of fossil free steel.	2	1	
		2.3.4. The company integrates improved recyclability of steel into automobile design and manufacture.	2	0.5	
		SUPPLY CHAIN LEVERS TOTAL	6	1.5	
		SUPPLY CHAIN LEVERS NORMALIZED	2.0	0.5	
		SUPPLY CHAIN LEVERS %		25%	
	STEEL - TOTAL NORMALIZED			4.5	0.5
	STEEL - TOTAL % SCORE (WEIGHTED)				11%
	3.Fossil Free and Environmentally Sustainable Aluminium	3.1. Disclosure of scope 3 GHG emissions due to aluminium	3.1.1. The company discloses disaggregated GHG emissions for their aluminium supply chains.	1	0
			DISCLOSE TOTAL	1	0
			DISCLOSE NORMALIZED	1.0	0.0
DISCLOSE %				0%	
3.2. Target setting and progress towards fossil free and environmentally sustainable aluminum supply chains		3.2.1 The company has set targets for the use of fossil free and environmentally sustainable aluminium	2	0	
		3.2.2. The company publishes progress towards their target by disclosing the current percentage of low-co2 aluminium in their annual production cycle	1	0	
		3.2.3. The company has a target to increase use of secondary/scrap aluminium by 2030.	2	0	
		3.2.4. The company publishes progress towards their target by disclosing the current percentage of recycled aluminium used in its annual production cycle	1	0	
		TARGET-SETTING & PROGRESS TOTAL	6	0	
		TARGET-SETTING & PROGRESS NORMALIZED	1.5	0.0	
		TARGET-SETTING & PROGRESS %		0%	

Sub-section	Indicator Category	Indicators	Total Number of Points	Nissan Points
	3.3. Use of supply chain levers to achieve fossil free and environmentally sustainable aluminium supply chains	3.3.1. The company participates in multi-stakeholder procurement initiatives to collaborate with other buyers to incentivise investment in and production of fossil free aluminium at scale.	1	0
		3.3.2. The company participates in multi-stakeholder standard / certification initiatives to drive investment in and production of socially and environmentally sustainable aluminium	1	0
		3.3.3. The company has entered into formal arrangements with suppliers to incentivise investment in and greater production of fossil free aluminium	2	1
		3.3.4. The company integrates improved recyclability of aluminium into automobile design and manufacturing process.	2	0.5
		SUPPLY CHAIN LEVERS TOTAL	6	1.5
		SUPPLY CHAIN LEVERS NORMALIZED	2.0	0.5
		SUPPLY CHAIN LEVERS %		25%
		ALUMINIUM - TOTAL NORMALIZED	4.5	0.5
		ALUMINIUM - TOTAL % SCORE (WEIGHTED)		11%
		4. Fossil Free and Environmentally Sustainable Batteries	4.1. Disclosure of scope 3 GHG emissions due to battery supply chains	4.1.1. The company discloses disaggregated scope 3 emissions for their battery supply chains, including a total for the whole battery and disaggregated emissions for key battery minerals (cathode / anode active materials)
DISCLOSE TOTAL	1			0
DISCLOSE NORMALIZED	1.0			0.0
DISCLOSE %				0%
4.2. Target setting and progress towards fossil free and environmentally sustainable battery supply chains	4.2.1. The company has set a target to produce fossil free and environmentally sustainable batteries.		1	0
	4.2.2. The company has set a target to reduce reliance on energy intensive minerals in battery production.		1	0
	4.2.3. The company has set collection and/or recovery targets for high intensity battery metals.		1	0
	TARGET-SETTING & PROGRESS TOTAL		3	0
	TARGET-SETTING & PROGRESS NORMALIZED		1.5	0.0
	TARGET-SETTING & PROGRESS %			0%
4.3. Use of supply chain levers to achieve fossil free and environmentally sustainable battery supply chains	4.3.1. The company requires all battery manufacturers to use 100% renewable electricity		2	0
	4.3.3. Company enters into formal agreements (inclusive of joint ventures and investments) with extractives and other value chain companies to reduce the environmental impact of lithium sourcing.		1	0
	4.3.4. Company enters into formal agreements (inclusive of joint ventures and investments) with extractives and other value chain companies to reduce the environmental impact of nickel sourcing.		1	0
	4.3.5. Company enters into formal agreements (inclusive of joint ventures and investments) with extractives and other value chain companies to reduce the environmental impact of cobalt sourcing.		1	0
	4.3.6. The company participates in multi-stakeholder initiatives to collaborate with other buyers to incentivise investment in and production of fossil free and environmentally sustainable batteries at scale.		1	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Nissan Points
		4.3.7. The company invests in the development of new battery chemistries & technologies that reduce their overall material and carbon footprint by reducing the use of emissions-intensive minerals and toxic materials (such as persistent organic pollutants (POPs))	2	0.5
		4.3.8. The company invests in the development of new battery designs, technologies, systems and/or processes to maximize the recyclability of EV batteries	1	0
		4.3.9. The company has established processes for battery repair, reuse and repurposing in order to maximize the usable lifespan of its EV batteries.	1	0.5
		4.3.10. The company has established closed-loop processes in order to maximize the recycling of end-of-life EV batteries	1	0
		SUPPLY CHAIN LEVERS TOTAL	11	1
		SUPPLY CHAIN LEVERS NORMALIZED	2.0	0.2
		SUPPLY CHAIN LEVERS %		9%
		BATTERIES - TOTAL NORMALIZED	4.5	0.2
		BATTERIES - TOTAL % SCORE (WEIGHTED)		4%
Climate	Influence Map	Multiplier applied:		1

CLIMATE AND ENVIRONMENT - TOTAL NORMALIZED	18.0	2.1
CLIMATE AND ENVIRONMENT - TOTAL % SCORE (WEIGHTED)		12%
CLIMATE AND ENVIRONMENT - TOTAL NORMALIZED + IM MULTIPLIER		2.1
CLIMATE AND ENVIRONMENT - TOTAL % SCORE (WEIGHTED) + IM MULTIPLIER		12%

Sub-section	Indicator Category	Indicators	Total Number of Points	Nissan	
1. Responsible Sourcing and Human Rights Due Diligence: General Indicators	1.1. Commit	1.1.1. The company has a public commitment to human rights.	1	1	
		1.1.2. The company extends their human rights commitments to their Tier 1 suppliers and beyond.	2	1	
		COMMIT TOTAL	3	2	
		COMMIT NORMALIZED	1.0	0.7	
		COMMIT %		67%	
	1.2. Identify	1.2.1. The company has a process in place to assess salient human rights risks in their supply chain.	1	0.75	
		1.2.2. The company discloses the salient human rights risks in their supply chain and where they are located.	1	0	
		1.2.3. The company has a process for identifying high risk supplier categories in their supply chain.	1	0	
		IDENTIFY TOTAL	3	0.75	
		IDENTIFY NORMALIZED	1.5	0.4	
		IDENTIFY %		25%	
	1.3. Prevent, Mitigate and Account	1.3.1. The company assesses the risk of adverse human rights impacts with suppliers prior to entering into any contracts.	2	0.5	
		1.3.2. The company discloses how it monitors suppliers for compliance with the SCoC during the contract period.	2	0.4	
		1.3.3. The company reports on how it is prepared to respond if it finds non-conformances with the SCoC	1.5	1	
		1.3.4. The company discloses how they verify the implementation of corrective actions.	1	0	
		PREVENT, MITIGATE & ACCOUNT TOTAL	6.5	1.9	
		PREVENT, MITIGATE & ACCOUNT NORMALIZED	2.0	0.6	
		PREVENT, MITIGATE & ACCOUNT %		29%	
	1.4. Remedy	1.4.1. The company has put in place a formal mechanism whereby workers, suppliers, suppliers' workers (in any tier) and other external stakeholders can raise grievances regarding adverse human rights impacts in their supply chain to an impartial entity.	2	0.2	
		1.4.2. The company discloses data about the practical operation of their grievance mechanism, such as the number of grievances filed, addressed, and resolved, their type, severity and outcome.	1	0.25	
		1.4.3. The company has put in place a remedy process.	2	0	
		REMEDY TOTAL	5	0.45	
		REMEDY NORMALIZED	2.0	0.2	
		REMEDY %		9%	
	GENERAL HUMAN RIGHTS - TOTAL NORMALIZED			6.5	1.8
	GENERAL HUMAN RIGHTS - TOTAL % SCORE (WEIGHTED)				28%
	2. Responsible	2.1. Commit	2.1.1. The company has a commitment to responsible metals and minerals sourcing.	1	0.75

Sub-section	Indicator Category	Indicators	Total Number of Points	Nissan
Sourcing of Transition Minerals		2.1.2. The company requires its suppliers to undertake due diligence in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High Risk Areas (CAHRAs)	2	0
		COMMIT TOTAL	3	0.75
		COMMIT NORMALIZED	1.0	0.3
		COMMIT %		25%
	2.2. Identify	2.2.1. The company has a process in place to map transition minerals (e.g. nickel, lithium, cobalt, copper, manganese, zinc) in their supply chains to the point of extraction.	2	0
		2.2.2. The company discloses transition minerals risks in their supply chain and where they are located.	1	0
		2.2.3. The company publishes a list of smelters or refiners (SoR) in its supply chain	1	0
		2.2.4. The company discloses which of the SoRs in its supply chain are conformant with the Responsible Minerals Initiative (RMI).	1	0
		IDENTIFY TOTAL	5	0
		IDENTIFY NORMALIZED	1.5	0.0
		IDENTIFY %		0%
	2.3. Prevent, Mitigate and Account	2.3.1. The company discloses how it monitors suppliers for compliance with the transition minerals due diligence requirements.	2	0.4
		2.3.2. The company formally engages SoRs to build their capacity to conduct due diligence of their own supply chains.	2	0.5
		2.3.3. The company formally engages extractives companies and includes human rights clauses in any contractual arrangements.	2	0
		2.3.4. The company is a member of IRMA and actively engages their suppliers with regards to IRMA mining audits. Note: IRMA does not excuse companies from doing their own supply chain due diligence	2	0
		2.3.5. The company reports on how it is prepared to respond if it finds non-conformances associated with its responsible minerals sourcing policy occurring in its operations or supply chains.	1.5	1
		2.3.6. The company discloses how they verify the implementation of corrective actions.	1	0
		PREVENT, MITIGATE & ACCOUNT TOTAL	10.5	1.9
		PREVENT, MITIGATE & ACCOUNT NORMALIZED	2.0	0.4
		PREVENT, MITIGATE & ACCOUNT %		18%
		2.4. Remedy	2.4.1. The company has put in place a formal mechanism whereby grievances can be raised about SoR facilities.	1
	REMEDY TOTAL		1	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Nissan	
		REMEDY NORMALIZED	2.0	0.0	
		REMEDY %		0%	
		TRANSITION MINERALS - TOTAL NORMALIZED	6.5	0.6	
		TRANSITION MINERALS - TOTAL % SCORE (WEIGHTED)		9%	
3. Indigenous Peoples' Rights and Free Prior and Informed Consent (FPIC)	3.1. Commit	3.1.1. The company explicitly commits to respecting the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP).	1	0	
		3.1.2. The company has a public commitment to FPIC.	1	0	
		3.1.3. The company extends their commitment on Indigenous Peoples' rights to their Tier 1 suppliers	2	0	
		3.1.4. These commitments are translated into the languages used by the impacted Indigenous Peoples.	1	0	
		COMMIT TOTAL	5	0	
		COMMIT NORMALIZED	1.0	0.0	
		COMMIT %		0%	
	3.2. Identify	3.2.1. The company has a process in place to assess risks to Indigenous Peoples' rights in their supply chain to the point of extraction.	1	0	
		IDENTIFY TOTAL	1	0	
		IDENTIFY NORMALIZED	1.5	0.0	
		IDENTIFY %		0%	
	3.3. Prevent, Mitigate and Account	3.3.1. The company provides additional discussion regarding the practices by which suppliers must obtain FPIC	1	0	
		3.3.2. The company is a member of a multi-stakeholder group (e.g. IRMA) that includes the participation of Indigenous Peoples to ensure respect of Indigenous Peoples' rights at the point of extraction.	2	0	
		3.3.3. The company has a formal process in place to engage critical upstream suppliers on FPIC (e.g. extractives companies)	2	0	
		3.3.4. The company reports on how it is prepared to respond if it finds FPIC breaches in its supply chain.	1	0	
		PREVENT, MITIGATE & ACCOUNT TOTAL	6	0	
		PREVENT, MITIGATE & ACCOUNT NORMALIZED	2.0	0.0	
		PREVENT, MITIGATE & ACCOUNT %		0%	
	3.4. Remedy	3.4.1. The company's grievance mechanism has a process for investigating and remedying breaches of FPIC that includes a formal role for impacted Indigenous Peoples.	1	0	
		REMEDY TOTAL	1	0	
		REMEDY NORMALIZED	2.0	0.0	
		REMEDY %		0%	
			INDIGENOUS RIGHTS - TOTAL NORMALIZED	6.5	0.0
			INDIGENOUS RIGHTS - TOTAL % SCORE (WEIGHTED)		0%

Sub-section	Indicator Category	Indicators	Total Number of Points	Nissan	
4. Respect for Workers' Rights	4.1. Commit	4.1.1. The company has a commitment to workers' rights	1	0.25	
		4.1.2. The company extends their workers' rights commitments to their Tier 1 suppliers and beyond.	2	0.5	
		Note: only the specific worker rights commitments are evaluated here. Whether or not these commitments are extended beyond tier 1 suppliers is evaluated in the "General" human rights section.			
		COMMIT TOTAL		3	0.75
		COMMIT NORMALIZED		1.0	0.3
		COMMIT %			25%
	4.2. Identify	4.2.1. The company consults trade unions and/or workers' representatives in their assessment of salient workers' rights risks in their supply chain.	1	0	
		4.2.2. The company discloses the salient workers rights risks in their supply chain and where they are located.	1	0	
		IDENTIFY TOTAL		2	0
		IDENTIFY NORMALIZED		1.5	0.0
		IDENTIFY %			0%
		4.3. Prevent, Mitigate and Account	4.3.1. The company actively collaborates with workers and the representative organisation(s) of workers' own choosing to promote respect for workers' rights in its supply chain.	2	0.5
	4.3.2. The company reports on how it is prepared to respond if it finds non-conformances associated with its workers' rights policy occurring in its operations or supply chains.		1.5	1	
	4.3.3. The company works with the relevant trade union and/or worker representative organisation to verify the implementation of corrective actions pertaining to workers' rights.		2	0	
	PREVENT, MITIGATE & ACCOUNT TOTAL		5.5	1.5	
	PREVENT, MITIGATE & ACCOUNT NORMALIZED		2.0	0.5	
	PREVENT, MITIGATE & ACCOUNT %			27%	
	4.4. Remedy		4.4.1 Workers and the representative organisations of workers' own choosing are formally included in the remedy process.	1	0
		REMEDY TOTAL		1	0
		REMEDY NORMALIZED		2.0	0.0
		REMEDY %			0%
	WORKERS' RIGHTS - TOTAL NORMALIZED			6.5	0.8
	WORKERS' RIGHTS - TOTAL % SCORE (WEIGHTED)				12%
	HUMAN RIGHTS - TOTAL NORMALIZED			26.0	3.2

Sub-section	Indicator Category	Indicators	Total Number of Points	Nissan
HUMAN RIGHTS - TOTAL % SCORE (WEIGHTED)				12%

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Nissan Analysis	Nissan Points
1. Fossil Free and Environmentally Sustainable Supply Chains (General)	1.1. Disclosure of emissions, water and deforestation management	1.1.1. The company discloses total scope 3 GHG emissions due to purchased goods and services.	2	<p>The following scores are absolute, not cumulative:</p> <p>100%: The company discloses scope 3 GHG emissions due to purchased goods and services.</p> <p>25%: The company includes scope 3 GHG emissions including purchased goods and services in overall disclosure, but does not disaggregate.</p> <p>Note: the company may achieve additional points under each of the supply chain areas below, if they provide disaggregated emissions against each supply chain.</p>	<p>Nissan discloses scope 3 GHG emissions due to "purchased goods and services" (Sustainability Data Book 2024, p. 151).</p> <p>Sustainability Data Book 2024</p> <p>https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/SR/2024/ASSETS/PDF/DB24_E_All.pdf</p>	2
		1.1.2. The company discloses "significant emissions" in its supply chain.	1	<p>Based on GRI 305-7, significant emissions include:</p> <ul style="list-style-type: none"> i. NOx ii. SOx iii. Persistent organic pollutants (POP) iv. Volatile organic compounds (VOC) v. Hazardous air pollutants (HAP) vi. Particulate matter (PM) vii. Other standard categories of air emissions identified in relevant regulations <p>The following scores are absolute not cumulative:</p> <p>100%: the company discloses significant emissions in their supply chain against all of the above categories.</p> <p>50%: the company discloses significant emissions in their supply chain against some of the above categories.</p>	<p>Nissan discloses the emissions of SOx, NOx and VOCs for its own operations (2024 Sustainability Data Book, p. 156), but doesn't specify it for its supply chain.</p> <p>Sustainability Data Book 2024</p> <p>https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/SR/2024/ASSETS/PDF/DB24_E_All.pdf</p>	0
		1.1.3. The company discloses water usage by key suppliers in its supply chain.	1	<p>According to GRI 303, water usage includes:</p> <ul style="list-style-type: none"> - water withdrawn - water consumed - water discharged <p>Companies will need to define "key suppliers" and:</p> <p>50%: provide data against some of the above indicators</p> <p>100%: provide data against all of the above indicators</p>	<p>Nissan discloses the water consumption and discharge for its own operations (2024 Sustainability Data Book, p. 155), but doesn't specify it for its supply chain.</p> <p>Sustainability Data Book 2024</p> <p>https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/SR/2024/ASSETS/PDF/DB24_E_All.pdf</p>	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Nissan Analysis	Nissan Points
		1.1.4. The company discloses deforestation and conversion-free commodity volumes from its supply chain	1	<p>50%: The company discloses the percentage of high-risk hard commodity volumes sourced that are compliant with the company's requirements or policies on deforestation and conversion.</p> <p>OR</p> <p>25%: The company discloses deforestation and conversion-free commodity volumes from at least one of its key high-risk hard commodities</p> <p>50%: The company discloses the percentage of high-risk soft commodity volumes sourced that are compliant with the company's requirements or policies on deforestation and conversion.</p> <p>OR</p> <p>25%: The company discloses deforestation and conversion-free commodity volumes from at least one of its key high-risk soft commodities</p> <p>High-risk commodities are identified with the SBTN's High Impact Commodities List. Relevant commodities for automotive supply chains include Copper, Iron, Lithium, Nickel, Bauxite/Aluminum, Zinc and Manganese (hard commodities), and Leather and Rubber (soft commodities).</p>	Not disclosed.	0
	1.2. Target-setting and progress towards fossil free and environmentally sustainable supply chains	1.2.1. The company has set and disclosed a scope 3 SBT (must include reference to upstream/purchased goods & not only 'Well to Wheel')	2	<p>100%: the company discloses a verified science-based scope three target that includes upstream/purchased goods, including 2050 and interim year target(s).</p> <p>50%: the company discloses a lifecycle target that includes upstream/purchased goods, including 2050 and interim year target(s) and/or does not indicate if it has been verified as science-based.</p> <p>25%: the company only discloses 2050 zero emissions target with no interim target and/or it does not specify upstream/purchased goods.</p>	<p><u>Nissan has set its target to achieve carbon neutrality in the vehicle life cycle and all business activities by 2050, and has set the target of a 30% reduction in CO₂ emissions by 2030 across entire product life cycles (Sustainability Data Book 2024, p. 26). The company does not disclose if this target has been verified as science-based.</u></p> <p>Sustainability Data Book 2024 https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/SR/2024/ASSETS/PDF/DB24_E_All.pdf</p>	1
		1.2.2. The company commits to having suppliers provide science-based targets for GHG emissions.	1	<p>The following scores are absolute not cumulative.</p> <p>100%: the company requires all its tier 1 suppliers, and their suppliers to set science-based targets. They also require tier 2 suppliers to set science-based targets.</p> <p>75%: the company requires all its tier 1 suppliers set science-based targets.</p> <p>50%: the company commits to having at least 70% of its key suppliers by emissions setting science-based targets by 2025.</p> <p>25%: company commits to having suppliers setting science-based emissions targets, but does not provide a target date or target date is after 2025.</p> <p>0%: Company does not have a commitment.</p>	<p><u>Nissan's green purchasing guidelines (p. 8) only requests suppliers to "to build and execute voluntary action plans and contribute to reducing CO₂ emissions from the entire vehicle manufacturing process of both Nissan and supplier."</u></p> <p>Green Purchasing Guidelines https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/GREEN_PURCHASING/ASSETS/PDF/Nissan_Green_Purchasing_Guideline_e.pdf</p>	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Nissan Analysis	Nissan Points
		1.2.3. The company discloses the current percentage of suppliers providing science-based targets.	1	<p>25%: they disclose the current percentage of tier 1 suppliers providing science-based targets.</p> <p>25%: they disclose the current percentage of tier 2 suppliers providing science-based targets.</p> <p>25%: additional points for over 50% of tier 1 suppliers providing science-based targets</p> <p>25%: additional points for all tier 1 suppliers providing science-based targets.</p>	Not disclosed.	0
		1.2.4. The company requires all significant suppliers to set water reduction targets and disclose their water usage.	1	<p>50%: the company requires tier 1 suppliers to set water reduction targets</p> <p>50%: the company requires tier 1 suppliers to disclose their water usage. According to GRI 303, water usage includes:</p> <ul style="list-style-type: none"> - water withdrawn - water consumed - water discharged 	<p>Suppliers are required to disclose water usage: "Globally selected Tier-1 suppliers are asked to respond to a survey related to climate change and water for the purpose to ascertain their present situations of environmental management and environmental efforts, as well as to promote their environmental activities. Nissan will work together with suppliers to promote efforts to reduce CO2 emission and water usage throughout our value chain based on the collected environmental data" (Green Purchasing Guidelines, p. 13). They are not required to set targets</p> <p>Green Purchasing Guidelines https://www.nissan-global.com/JP/SUSTAINABILITY/LIBRARY/GREEN_PURCHASING/ASSETS/PDF/Nissan_Green_Purchasing_Guideline_2023_e.pdf</p>	0.5
		1.2.5. The company has programs in place to monitor suppliers for compliance with GHG emissions targets and other environmental impacts.	1	<p>25%: The company has a process that includes reducing GHGs and other environmental impacts, but lacks targets as a basis for compliance.</p> <p>or</p> <p>50%: The company has a process that includes reducing GHGs and other environmental impacts, and includes targets as a basis for compliance.</p> <p>plus</p> <p>25%: the company provides quantitative information of the number of suppliers audited and the tiers that are audited.</p> <p>25%: the company provides qualitative case studies of how they have engaged suppliers on their targets.</p>	<p>Nissan outlines a process to engage and monitor some tier 1 suppliers regarding GHG emissions and targets, and other environmental impacts, including using the CDP supply chain program. They do not specify the number of suppliers monitored or provide case studies (Green Purchasing Guidelines, p. 22)</p> <p>Green Purchasing Guidelines https://www.nissan-global.com/JP/SUSTAINABILITY/LIBRARY/GREEN_PURCHASING/ASSETS/PDF/Nissan_Green_Purchasing_Guideline_2023_e.pdf</p>	0.25

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Nissan Analysis	Nissan Points
		1.2.6. The company commits to eliminate deforestation and the conversion of all natural ecosystems from their supply chains.	1	<p>The following scores are absolute, not cumulative:</p> <p>100%: The company has time-bound targets to eliminate deforestation and the conversion of natural ecosystems from their supply chain.</p> <p>OR</p> <p>100%: The company has time-bound targets to eliminate sourcing of high-risk commodities from areas of High Carbon Stock (HCS) and High Conservation Value (HCV).</p> <p>75%: The company has time-bound targets to eliminate deforestation and conversion of natural ecosystems in the supply chain of at least one of its high-risk hard commodities, and at least one soft-commodity.</p> <p>OR</p> <p>75%: The company has time-bound targets to eliminate sourcing from areas of High Carbon Stock (HCS) and High Conservation Value (HCV) for at least one of its high-risk hard commodities, and at least one soft-commodity.</p> <p>50%: The company has time-bound targets to eliminate deforestation and conversion of natural ecosystems in the supply chain of at least one of its high-risk commodities.</p> <p>OR</p> <p>50%: The company has time-bound targets to eliminate sourcing from areas of High Carbon Stock (HCS) and High Conservation Value (HCV) for at least one of its high-risk commodities.</p> <p>25%: The company has a general commitment or policy to halt deforestation and the conversion of natural ecosystems in its supply chains, which extends beyond illegal deforestation or conversion.</p>	Not disclosed.	0
	1.3. Use of supply chain levers to achieve fossil free and environmentally sustainable supply chains	1.3.1. The company incentivises suppliers to reduce GHG and other significant air emissions.	1	<p>50%: the company specifies that sustainability and/or ESG are included as factors for choosing a preferred supplier.</p> <p>25%: the company specifies that GHG emissions are included in the tender and contracting process.</p> <p>25%: the company specifies that "other significant air emissions" targets are included in the tender and contracting process.</p> <p>As companies are unlikely to publish their contract information, references may be found in sustainability reports, procurement policies, etc.</p>	Not disclosed.	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Nissan Analysis	Nissan Points
		1.3.2. The company implements incentives and control systems to improve water management by suppliers	1	<p>20%: The company's Supplier Code of Conduct and / or Responsible Sourcing Policy includes specific requirements for suppliers with regards to water management and conservation (e.g. having in place a water management plan).</p> <p>40%: The company implements purchase control systems to incentivize improved water management by (potential) new suppliers (e.g. water management is explicitly taken into account in the tender process and is a factor in selecting suppliers)</p> <p>40%: The company provides evidence of policies, systems and/or processes it has operationalized to manage risks and address impacts of water depletion/pollution by (existing) suppliers (e.g. the company provides detail of specific water risks it has identified as part of its supply chain risk assessment process; the company provides evidence of how they have engaged with, or suspended, noncompliant suppliers on water management, etc.).</p>	<p>Nissan has specific requirements in its green purchasing guidelines (p. 9) with regards to water management but does not disclose how it manages water-related risks or incentivizes improved water management by (potential) new suppliers.</p> <p><u>Green Purchasing Guidelines</u> https://www.nissan-global.com/JP/SUSTAINABILITY/LIBRARY/GREEN_PURCHASING/ASSETS/PDF/Nissan_Green_Purchasing_Guideline_2023_e.pdf</p>	0.2
		1.3.3. The company implements incentives and control systems to eliminate deforestation from its supply chain	1	<p>20%: The company's Supplier Code of Conduct and / or Responsible Sourcing Policy includes specific requirements for suppliers with regards to deforestation and land conversion.</p> <p>40%: The company implements purchase control systems to incentivize compliance on deforestation and land conversion by (potential) new suppliers (e.g. deforestation is explicitly taken into account in the tender process and is a factor in choosing a preferred supplier)</p> <p>40%: The company provides evidence of policies, systems and/or processes it has operationalized to manage risks and address impacts of deforestation and land conversion by existing suppliers (e.g. the company provides detail of specific deforestation risks it has identified as part of its supply chain risk assessment process; the company provides evidence of how they have engaged with, or suspended, noncompliant suppliers on deforestation, etc.).</p>	Not disclosed.	0
2. Fossil Free and Environmentally Sustainable Steel	2.1. Disclosure of scope 3 GHG emissions due to steel supply chains	2.1.1. The company discloses disaggregated GHG emissions for their steel supply chains.	1	<p>The following scores are absolute, not cumulative:</p> <p>100%: The company discloses scope 3 GHG emissions for purchased goods and services, disaggregated for their steel supply chains</p> <p>50%: The company discloses a Life Cycle Assessment (LCA) for at least one electric vehicle model that includes disaggregated data on the embodied GHG emissions from the steel used in that vehicle.</p>	Not disclosed.	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Nissan Analysis	Nissan Points
	2.2. Target setting and progress towards fossil free and environmentally sustainable steel supply chains	2.2.1. The company has set targets for the use of fossil free and environmentally sustainable steel.	2	<p>The scores below are not additive. They indicate specific thresholds for getting that percentage of points:</p> <p>100%: the company has a commitment to source 100% fossil free steel by 2050 and 50% fossil free steel by 2030.</p> <p>80%: the company has a commitment to source 100% Responsible Steel Level 4 certified steel by 2040 and 50% automotive steel that is ResponsibleSteel level 3 or 4 by 2030 (targets that align with ResponsibleSteel's emissions thresholds for these levels will also be awarded points).</p> <p>60%: the company has set a target that is aligned with First Movers Coalition guidance of 10% "low-CO2" primary steel by 2030 AND/OR aligns with SteelZero Commitment to source 100% net zero steel by 2050, with an interim commitment of using 50% Lower Emission Steel by 2030</p> <p>40%: the company has an emissions reduction target for steel that is aligned with IEA Heavy Industry Guidance (27% emissions reduction by 2030 and 95% by 2050)</p> <p>20%: the company has a commitment to net zero steel by 2050 and/or a 2030 emissions reduction target for steel that is below the IEA Heavy Industry Guidance</p>	Not disclosed.	0
		2.2.2. The company publishes progress towards their target by disclosing the current percentage of low-CO2 steel in their annual production cycle.	1	<p>50%: The company discloses the current percentage of low-CO2 steel in their production cycle (definition of low-CO2 steel taken from SteelZero / ResponsibleSteel, specifically < 2 tons CO2e/ton for primary steel with 0% scrap through to < 0.35 tons CO2e/ton for secondary steel with 100% scrap).</p> <p>50%: the company discloses the current percentage of Responsible Steel certified steel in their supply chain. Note: depending on the level of certification, companies may score points under the first category.</p> <p>MODIFIER: Half points will be awarded if a company discloses information that meets either, or both, of the above criteria but only for some elements in its annual production cycle.</p>	Not disclosed.	0
		2.2.3. The company has a target for the use of secondary/ scrap steel by 2030.	2	<p>100%: the company discloses a target for the use of recycled steel that is aligned with IEA Guidance for Heavy Industry has recycling, re-use: scrap as share of input in steel production as 54% by 2030</p> <p>50%: the company discloses a target for the use of recycled steel.</p>	Not disclosed.	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Nissan Analysis	Nissan Points
		2.2.4. The company publishes progress towards their target by disclosing the current percentage of recycled steel used in its annual production cycle.	1	The following scores are absolute, not cumulative: 100%: the company discloses the percentage of recycled steel in their annual production cycle including volumes of both pre- and post-consumer steel. 75%: the company discloses the percentage of recycled steel in their annual production cycle. 50%: The company partially discloses the percentage of recycled steel for some elements within their annual production cycle. NB: Total recycled/scrap steel volume is sufficient if total steel volume is disclosed.	Not disclosed.	0
	2.3. Use of supply chain levers to achieve fossil free and environmentally sustainable steel supply chains	2.3.1. The company participates in multi-stakeholder procurement initiatives to collaborate with other buyers to incentivise investment in and production of fossil free steel.	1	50%: the company is a member of SteelZero. 50%: the company is a member of the First Movers Coalition's sector group on steel	Nissan is not a member of SteelZero or the First Movers Coalition's sector group on steel. https://www.theclimategroup.org/steelzero-members https://initiatives.weforum.org/first-movers-coalition/community	0
		2.3.2. The company participates in multi-stakeholder standard / certification initiatives to drive investment in and production of socially and environmentally sustainable steel at	1	25%: the company is a member of ResponsibleSteel. 50%: the company actively engages their steel suppliers regarding ResponsibleSteel certification. 25%: the company has disclosed purchasing commitments for ResponsibleSteel certified steel. Note: 0.6 points modifier applied due to multistakeholder initiative assessment. See sheet 8.	Nissan is not a member of ResponsibleSteel. https://www.responsiblesteel.org/members-and-associates	0
		2.3.3. The company has entered into formal arrangements with suppliers to incentivise investment in and greater production of fossil free steel.	2	50%: the company states that it has entered into a formal arrangement with at least one steel supplier to invest in and scale-up production of low-CO2 steel. 25%: at least one purchase agreement signed by the company with a steel supplier for the provision of low-CO2 steel is a binding contract for which timelines and scale of supply (e.g. volume of steel to be purchased per year) are publicly disclosed. 25%: at least one purchase agreement signed by the company is for the provision of steel produced with new technologies for fossil-free steelmaking.	Nissan has been collaborating with Kobe Steel Ltd. to procure "green steel" with "significantly reduced CO2 emissions" from January 2023 (Sustainability Data Book 2024, p. 39). Nissan has not disclosed any additional details.	1

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Nissan Analysis	Nissan Points
		2.3.4. The company integrates improved recyclability of steel into automobile design and manufacture.	2	<p>25%: the company discloses that it is implementing a closed-loop process for steel (no reference to post-consumer scrap). OR 50%: the company provides detail on a closed-loop process it is implementing for steel (must include reference to post-consumer scrap). PLUS 50%: the company provides detail of how it uses automotive and/or component design to improve the recyclability of steel.</p>	<p>Not disclosed. Nissan states that it is taking steps to “reduce the steel and aluminum scrap left over in the manufacturing process, and working globally with business partners to collect and reuse this scrap as material for new vehicles through closed-loop recycling initiatives” (Sustainability Databook 2024, p. 52). However, it doesn’t provide any detail.</p> <p>Sustainability Data Book 2024 https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/SR/2024/ASSETS/PDF/DB24_E_All.pdf</p>	0.5
3.Fossil Free and Environmentally Sustainable Aluminium	3.1. Disclosure of scope 3 GHG emissions due to aluminium	3.1.1. The company discloses disaggregated GHG emissions for their aluminium supply chains.	1	<p>The following scores are absolute, not cumulative: 100%: The company discloses scope 3 GHG emissions for purchased goods and services, disaggregated for their aluminium supply chains 50%: The company discloses a Life Cycle Assessment (LCA) for at least one electric vehicle model that includes disaggregated data on the embodied GHG emissions from the aluminum used in that vehicle.</p>	Not disclosed.	0
	3.2. Target setting and progress towards fossil free and environmentally sustainable aluminium supply chains	3.2.1 The company has set targets for the use of fossil free and environmentally sustainable aluminium	2	<p>The scores below are not additive. They indicate specific thresholds for getting that percentage of points: 100%: The company has a commitment to source 100% fossil free Aluminium by 2050 and 50% fossil free Aluminium by 2030. 80%: the company has set a target that is aligned with Mission Possible 1.5 scenario all primary aluminium being produced with low-carbon power by 2035 60%: the company has set a target that is aligned with First Movers Coalition guidance of 10% "low-CO2" primary aluminium by 2030 (definition of low-CO2 taken from First Movers Coalition, specifically < 3 tons CO2e/ton). 40%: the company has an emissions reduction target for aluminum that is aligned with IEA Heavy Industry Guidance (27% emissions reduction by 2030 and 95% by 2050) 20%: the company has a commitment to net zero aluminum by 2050 and/or a 2030 emissions reduction target for aluminum that is below the IEA Heavy Industry Guidance</p>	Not disclosed	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Nissan Analysis	Nissan Points
		3.2.2. The company publishes progress towards their target by disclosing the current percentage of low-co2 aluminium in their annual production cycle	1	The following scores are absolute, not cumulative: 100%: the company discloses the percentage of "low-CO2" aluminium in their supply chain (low-CO2 defined as either aluminium with a carbon footprint of less than 4 CO2e/t Al or aluminium that is produced with renewable electricity). 50%: The company partially discloses the percentage of low-co2 aluminum for some elements within their annual production cycle.	Not disclosed	0
		3.2.3. The company has a target to increase use of secondary/scrap aluminium by 2030.	2	These scores are not cumulative, they are thresholds for achieving a particular score. 100%: the company discloses a target for use of secondary or scrap aluminium that is aligned with IEA Net Zero 42% secondary/scrap by 2030. 50%: the company discloses a target for use of secondary or scrap aluminium that is less than IEA Net Zero 42% secondary/scrap by 2030.	Not disclosed	0
		3.2.4. The company publishes progress towards their target by disclosing the current percentage of recycled aluminium used in its annual production cycle	1	100%: the company discloses the percentage of recycled aluminium in their annual production cycle including volumes of both pre- and post-consumer aluminium. 75%: the company discloses the percentage of recycled aluminium in their annual production cycle. 50%: the company partially discloses the percentage of recycled aluminium for some elements with their annual production cycle. NB: Total recycled/scrap steel volume is sufficient if total steel volume is disclosed.	Not disclosed	0
	3.3. Use of supply chain levers to achieve fossil free and environmentally sustainable aluminium supply chains	3.3.1. The company participates in multi-stakeholder procurement initiatives to collaborate with other buyers to incentivise investment in and production of fossil free aluminium	1	100%: the company is a member of First Movers Coalition sector group on aluminum	Nissan is not a member of First Movers Coalition sector group on aluminum. https://initiatives.weforum.org/first-movers-coalition/community	0
		3.3.2. The company participates in multi-stakeholder standard / certification initiatives to drive investment in and production of socially and environmentally sustainable aluminium	1	25%: the company is a member of the Aluminum Stewardship Initiative (ASI). 50%: the company actively engages their aluminum suppliers regarding ASI certification. 25%: the company has disclosed purchasing commitments for ASI certified aluminium. Note: 0.4 points modifier applied due to multistakeholder initiative assessment. See sheet 8.	Nissan is not a member of ASI. https://aluminium-stewardship.org/about-asi/members	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Nissan Analysis	Nissan Points
		3.3.3. The company has entered into formal arrangements with suppliers to incentivise investment in and greater production of fossil free aluminium	2	<p>50%: the company states that it has entered into a formal arrangement with at least one aluminum supplier to invest in and scale-up production of low-CO2 aluminium.</p> <p>25%: at least one purchase agreement signed by the company with a aluminum supplier for the provision of low-CO2 aluminium is a binding contract for which timelines and scale of supply (e.g. volume of aluminium to be purchased per year) are publicly disclosed.</p> <p>25%: at least one purchase agreement signed by the company is for the provision of aluminum produced with new technologies for fossil-free aluminum production.</p>	<p>Nissan has been collaborating with Kobe Steel Ltd. to procure “green aluminum” with “significantly reduced CO2 emissions” from January 2023 (Sustainability Data Book 2024, p. 39). No additional details are provided.</p> <p>Sustainability Data Book 2024 https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/SR/2024/ASSETS/PDF/DB24_E_All.pdf</p>	1
		3.3.4. The company integrates improved recyclability of aluminium into automobile design and manufacturing process.	2	<p>25%: the company discloses that it is implementing a closed-loop process for aluminum (no reference to post-consumer scrap).</p> <p>OR</p> <p>50%: the company provides detail on a closed-loop process it is implementing for aluminum (must include reference to post-consumer scrap).</p> <p>PLUS</p> <p>50%: the company provides detail of how it uses automotive and/or component design to improve the recyclability of aluminum. Note: this could include the development of new alloys.</p>	<p>Nissan states that “at Nissan Motor Kyushu and plants in North America and Europe, where X-Trail, Rogue and Qashqai are manufactured, we are collaborating with aluminum manufacturers to adopt a closed-loop recycling process that recycles aluminum scraps generated during manufacturing into aluminum alloy sheets for automobiles.” The company also provides diagrams of its closed loop process for aluminum recycling, which demonstrate a process for pre-consumer scrap only. (Sustainability Databook 2024, p 52). The company does not disclose how it considers recyclability in product or manufacturing design.</p> <p>Sustainability Data Book 2024 https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/SR/2024/ASSETS/PDF/DB24_E_All.pdf</p>	0.5
4. Fossil Free and Environmentally Sustainable Batteries	4.1. Disclosure of scope 3 GHG emissions due to battery supply chains	4.1.1. The company discloses disaggregated scope 3 emissions for their battery supply chains, including a total for the whole battery and disaggregated emissions for key battery minerals (cathode / anode active materials)	1	<p>The following scores are absolute, not cumulative:</p> <p>100%: the company provides scope 3 GHG emissions their battery supply chain, disaggregated for cell production / manufacturing and key cathode / anode active materials (i.e. individual minerals) used in the battery</p> <p>75%: the company provides scope 3 GHG emissions their battery supply chain, disaggregated for cell production / manufacturing and cathode and anode active materials (as a total)</p> <p>50%: The company discloses scope 3 GHG emissions for purchased goods and services, disaggregated for their battery supply chain.</p> <p>25%: The company discloses a Life Cycle Assessment (LCA) for at least one electric vehicle model that includes disaggregated data on the embodied GHG emissions from the battery used in that vehicle.</p>	Not disclosed.	0
	4.2. Target setting and progress towards fossil free and environmentally sustainable battery supply chains	4.2.1. The company has set a target to produce fossil free and environmentally sustainable batteries.	1	<p>The scores below are not additive. They indicate specific thresholds for getting that percentage of points:</p> <p>100%: the company has a commitment to produce 100% fossil free batteries by 2050 and 50% fossil free batteries by 2030.</p> <p>50%: Alignment with IEA Heavy Industry Guidance (27% emissions reduction by 2030 and 95% by 2050)</p> <p>25%: Commitment below IEA Heavy Industry Guidance.</p>	Not disclosed.	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Nissan Analysis	Nissan Points
		4.2.2. The company has set a target to reduce reliance on energy intensive minerals in battery production.	1	<p>25%: statement of intent to reduce high intensity minerals in battery production (which may include a commitment to producing smaller batteries).</p> <p>25%: the company has set a disaggregated target for the reduction of primary sources of nickel in their supply chain.</p> <p>25%: the company has set a disaggregated target for the reduction of primary sources of lithium in their supply chain.</p> <p>25%: the company has set a disaggregated target for the reduction of primary sources of cobalt in their supply chain.</p> <p>Note: The final three scoring criteria can also be met by setting targets for increasing the % recycled nickel/lithium/cobalt used in new batteries.</p>	Not disclosed.	0
		4.2.3. The company has set collection and/or recovery targets for high intensity battery metals.	1	<p>100%: the company has a medium term target of 95% recovery for cobalt & nickel with 70% lithium by 2030 (equal to that proposed by the EU) and a short term target of 90% recovery rate for cobalt & nickel and 35% lithium by 2025.</p> <p>25%: the company has set collection and/or recovery targets for high intensity battery metals that are lower and/or not disaggregated.</p>	Not disclosed.	0
	4.3. Use of supply chain levers to achieve fossil free and environmentally sustainable battery supply chains	4.3.1. The company requires all battery manufacturers to use 100% renewable electricity	2	<p>100%: the company discloses a requirement that all battery manufacturers are required to use 100% renewable electricity.</p> <p>50%: the company discloses agreements/requirements for 100% renewable energy with some battery manufacturers</p> <p>25%: the company discloses agreements/requirements for reduced emissions with some battery manufacturers</p> <p>or</p> <p>50%: the company discloses a requirement that all battery manufacturers are required to be "carbon neutral", "net zero" or similar but does not define how they are using the term.</p>	Not disclosed.	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Nissan Analysis	Nissan Points
		4.3.3. Company enters into formal agreements (inclusive of joint ventures and investments) with extractives and other value chain companies to reduce the environmental impact of lithium sourcing.	1	<p>25%: the company has entered into contractual agreements for the purchase of low CO2 lithium. These agreements may include purchasing commitments, and/or other forms of investment, including R&D.</p> <p>25%: the company has entered into contractual agreements to reduce other environmental impacts of lithium sourcing, including by incorporating environmental conditions into contracts with suppliers.</p> <p>25%: the company discloses the specific areas or requirements that such environmental conditions included in contracts cover. This may include requirements regarding water usage, biodiversity, tailings management, etc. but the company must explain how these conditions address specific environmental risks associated with lithium sourcing.</p> <p>25%: The company engages in multi-stakeholder initiative(s) to reduce impacts on sourcing (e.g. emissions, water, biodiversity etc.). Any such initiatives must be specific to lithium mining / refining.</p>	Not disclosed.	0
		4.3.4. Company enters into formal agreements (inclusive of joint ventures and investments) with extractives and other value chain companies to reduce the environmental impact of nickel sourcing.	1	<p>25%: the company has entered into contractual agreements for the purchase of low CO2 nickel. These agreements may include purchasing commitments, and/or other forms of investment, including R&D.</p> <p>25%: the company has entered into contractual agreements to reduce other environmental impacts of nickel sourcing, including by incorporating environmental conditions in contracts with suppliers.</p> <p>25%: the company discloses the specific areas or requirements that such environmental conditions included in contracts cover. This may include requirements regarding water usage, biodiversity, tailings management, etc. but the company must explain how these conditions address specific environmental risks associated with nickel sourcing.</p> <p>25%: The company engages in multi-stakeholder initiative(s) to reduce impacts on sourcing (e.g. emissions, water, biodiversity etc.). Any such initiatives must be specific to nickel mining / refining.</p>	Not disclosed.	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Nissan Analysis	Nissan Points
		4.3.5. Company enters into formal agreements (inclusive of joint ventures and investments) with extractives and other value chain companies to reduce the environmental impact of cobalt sourcing.	1	<p>25%: the company has entered into contractual agreements for the purchase of low CO2 cobalt. These agreements may include purchasing commitments, and/or other forms of investment, including R&D.</p> <p>25%: the company has entered into contractual agreements to reduce other environmental impacts of cobalt sourcing, including by incorporating environmental conditions into contracts with suppliers</p> <p>25%: the company discloses the specific areas or requirements that the environmental conditions included in contracts cover. This may include requirements regarding water usage, biodiversity, tailings management, etc. but the company must explain how these conditions address specific environmental risks associated with cobalt sourcing.</p> <p>25%: The company engages in multi-stakeholder initiative(s) to reduce impacts on sourcing (e.g. emissions, water, biodiversity etc.)</p>	Not disclosed.	0
		4.3.6. The company participates in multi-stakeholder initiatives to collaborate with other buyers to incentivise investment in and production of fossil free and environmentally sustainable batteries at scale.	1	100%: the company is a member of the Global Battery Alliance.	<p>Nissan is not a member of the Global Battery Alliance.</p> <p>https://www.globalbattery.org/about/members/</p>	0
		4.3.7. The company invests in the development of new battery chemistries & technologies that reduce their overall material and carbon footprint by reducing the use of emissions-intensive minerals and toxic materials (such as persistent organic pollutants (POPs))	2	<p>25%: the company provides examples of R&D that they are conducting to develop new battery chemistries / technologies that reduce the use of emissions-intensive minerals and/or toxic pollutants. R&D could be done in house or via formal partnerships with battery manufacturers.</p> <p>25%: the company provides examples of the systems and processes it is developing to scale this R&D to commercial production.</p> <p>50%: the company has brought to market electric vehicles that utilize battery chemistries / technologies that meet the above criteria.</p>	<p>Nissan discloses that it has been developing all-solid state batteries, which has the potential to reduce rare metal usage, and expects to bring it to market by 2028 (Sustainability Data Book 2024, p. 35).</p> <p>Sustainability Data Book 2024 https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/SR/2024/ASSETS/PDF/DB24_E_All.pdf</p>	0.5

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Nissan Analysis	Nissan Points
		4.3.8. The company invests in the development of new battery designs, technologies, systems and/or processes to maximize the recyclability of EV batteries	1	<p>25%: the company provides examples of R&D that they are conducting in-house or in partnership with value chain partners to improve the safe and effective recycling of batteries (for example direct recycling).</p> <p>25%: the company provides examples of the systems and processes it is developing to scale this R&D to commercial production.</p> <p>50%: the company provides examples of battery recycling processes it has developed in-house or in partnership with value chain partners that have achieved recovery rates of at least 95% cobalt/nickel & 70% lithium. Note disclosed recovery rates achieved at the pilot / R&D stage are valid for points here. Disclosure of recycling rates achieved at commercial scale is evaluated in indicator 4.3.10.</p>	Not disclosed.	0
		4.3.9. The company has established processes for battery repair, reuse and repurposing in order to maximize the usable lifespan of its EV batteries.	1	<p>25%: the company indicates that there are processes in place (such as inspection, design, access to battery information, collection and transportation, etc.) for repairing, reusing and/or repurposing batteries.</p> <p>25%: the company provides qualitative information about processes (including the establishment and operation of collection points) to increase the % of batteries being collected for reuse, repurposing and/or recycling</p> <p>50%: the company provides quantitative information about the collection of batteries (i.e total numbers and / or percentages of batteries collected)</p>	<p>Nissan states that it has established a partnership with 4R Energy Corporation through which “used batteries collected from the market are sorted according to their condition and performance and supplied to various secondary users.” It notes that the batteries are reused as a “stationary battery for distributed power supply.” No additional details are provided. (Sustainability Data Book 2024, p. 38 and 43).</p> <p>Sustainability Data Book 2024 https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/SR/2024/ASSETS/PDF/DB24_E_All.pdf</p>	0.5
		4.3.10. The company has established closed-loop processes in order to maximize the recycling of end-of-life EV batteries	1	<p>25%: the company indicates that there is a closed-loop process in place for recycling batteries (that involves recovering raw materials).</p> <p>25%: the company provides detail on the battery recycling process / method(s) used and discloses that they do not use incineration / high-temperature combustion processes.</p> <p>50%: the company provides quantitative information about the % of batteries currently being recycled (at commercial scale).</p>	<p>Nissan states that “Japan Automobile Manufacturers Association, Inc. (JAMA) established a common scheme for recovering used lithium-ion batteries along with a system for processing these batteries appropriately, and put both into operation in fiscal 2018” (Sustainability Databook 2024, p. 54). However, it is unclear to what extent Nissan is implementing a closed-loop process for recycling batteries.</p> <p>Sustainability Data Book 2024 https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/SR/2024/ASSETS/PDF/DB24_E_All.pdf</p>	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Score Attribution (Scores are cumulative unless otherwise specified)	Nissan Analysis	Nissan Points
5. Climate Lobbying		Performance Band (A+ to F) is a full measures of a company's climate policy engagement, accounting for both its own engagement and that of its industry associations.	Multiplier of total category score	A=1.3 B=1.2 C=1.1 N/D = 1 D=0.9 E= 0.8 F=0.7	N/D	1

Sub-section	Indicator Category	Indicators	Total Number of Points	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	Nissan Analysis	Nissan
1. Responsible Sourcing and Human Rights Due Diligence: General Indicators	1.1. Commit	1.1.1. The company has a public commitment to human rights.	1		100%: the company has a standalone human rights policy or other formal commitment that it will respect the Universal Declaration of Human Rights and the International Bill of Rights, or commit to the UN Guiding Principles on Business and Human Rights (UNGPs).	Nissan has a standalone Human Rights Policy in which the company commits to respecting all human rights as set out in the Universal Declaration of Human Rights, the International Covenant on Economic, Social and Cultural Rights, the International Covenant on Civil and Political Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the UNGPs (section 2). Nissan Human Rights Policy Statement https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/HUMAN_RIGHTS/ASSETS/PDF/Nissan_Human_Rights_Policy_Statement_e.pdf	1
		1.1.2. The company extends their human rights commitments to their Tier 1 suppliers and beyond.	2		50%: the company has a Supplier Code of Conduct (SCoC) or equivalent that is easily accessible from their website. The SCoC explicitly references the company's human rights policy or states that suppliers are required to respect and/or uphold all human rights. OR 25%: the company has a Supplier Code of Conduct (SCoC) or equivalent that is easily accessible from their website. The SCoC explicitly references human rights but only requires suppliers to respect a limited selection of human rights listed by the company. PLUS 50%: the company "requires" or otherwise mandates their suppliers to apply the requirements of the SCoC to their own suppliers. OR 25%: the company "expects" or "encourages" their suppliers to apply these standards to their own suppliers.	Nissan has issued the Nissan Corporate Social Responsibility Guidelines for Suppliers (CSR Guidelines for Suppliers) which do not reference the company's Human Rights Policy and do not require suppliers to respect and uphold human rights across the board. It only requires respect for a limited list of specific human rights the Guideline explicitly lists. The company encourages, but does not require, suppliers to uphold the Guidelines' standards. Similarly, the Guidelines do not require, but only encourage, suppliers to cascade standards down their own supply chain: "We also encourage you to disseminate and promote the areas covered in this booklet through your own supply chain" (p. 3). Corporate Social Responsibility Guidelines for Suppliers (CSR Guidelines for Suppliers) https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/SUPPLIERS/ASSETS/PDF/CSR_Guidelines_Suppliers_e.pdf	1
	1.2. Identify	1.2.1. The company has a process in place to assess salient human rights risks in their supply chain.	1		25%: the company states that there is a process in place for identifying salient human rights risks. 25%: the company explains its methodology for identifying risks (e.g. desktop review) and prioritising them. 25%: the company specifies how often they repeat this risk assessment. 25%: the company specifies if and how they engage with external human rights experts. Note: this engagement must be specific to the company and its supply chains to be scored here. Simply participating in a multistakeholder initiative that includes human rights experts is not sufficient, unless the company has articulated how it applies the information gained via these initiatives to their own supply chain. Finally, effective risk identification involves consultation with potentially impacted stakeholders. We have included additional indicators under each section below to reflect this.	Nissan's Human Rights Policy refers to the company's "human rights due diligence system and processes designed to monitor, assess, take action and communicate with stakeholders about risks of adverse impacts on human rights" (section 5). Nissan's 2024 Integrated Report equally mentions a 'human rights due diligence system in supply chain to aim for "No human rights violation"' (p. 32). In their 2024 Sustainability Databook (Databook), the company clarifies that their due diligence process to "identify, prevent, and mitigate human rights risks" also applies to their supply chain (p. 68). Nissan provides some detail about their prioritisation methodology (based on saliency and relevance) (Databook, p. 69) and minimally about their methodology, which appears to consist in gathering information about suppliers' sustainability activities through third-party assessments (Databook, p. 68, 85). Beyond stating that the human rights risk assessments are conducted regularly (Databook, p. 68), Nissan does not specify how often they are conducted. The company refers to a 2018, and then a 2023 corporate level human rights assessment conducted with the help of Business for Social Responsibility (BSR), but these assessments do not appear to form part of the company's regular "human rights due diligence system" (and, in any case, the company does not clarify whether it intends to carry out these assessments every 5 years or other periods). Nissan does not disclose whether they engage with external human rights experts as part of their "human rights due diligence system". However, the company does disclose that they have engaged with BSR on two occasions in 2018 and 2023 (Databook, p. 68). Nissan Human Rights Policy Statement https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/HUMAN_RIGHTS/ASSETS/PDF/Nissan_Human_Rights_Policy_Statement_e.pdf Integrated Report 2024 https://www.nissan-global.com/EN/IR/INTEGRATED_REPORT/ASSETS/PDF/IR24_E_All.pdf Sustainability Data Book 2024	0.75

Sub-section	Indicator Category	Indicators	Total Number of Points	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	Nissan Analysis	Nissan
		1.2.2. The company discloses the salient human rights risks in their supply chain and where they are located.	1		<p>The following scores are absolute not cumulative:</p> <p>25%: the company names the generic, salient risks in their supply chain (e.g. conflict minerals, forced labour, water security, etc.).</p> <p>50%: the company discloses where in their supply chain these risks occur, by reference to geographical location, material type, and/or tier. Note: greater level of specificity on all these elements is expected under indicator 2.2.2 on transition minerals risks.</p> <p>100%: the company provides additional description of these risks. Note: to score here, the description must be based on findings from the company's due diligence measures, and not constitute a generic description.</p>	<p>Nissan lists employee labor conditions, supplier labor conditions, business partner labor conditions, and community and environmental impacts, as four of six identified salient risks (Databook, p. 69). However, these are too generic and abstract and cannot be considered sufficient disclosure regarding salient supply chain risks. In addition, the company does not provide any additional detail about these broad risks. For these reasons, there is not sufficient information to be able to assess and score these indicators.</p> <p>Sustainability Data Book 2024 https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/SR/2024/ASSETS/PDF/DB24_E_All.pdf</p>	0
		1.2.3. The company has a process for identifying high risk supplier categories in their supply chain.	1		<p>50%: the company outlines the process for how they identify high risk supplier categories in Tier 1 in order to prioritise differential assurance actions. This may include taking into account the leverage that the automotive company has to affect change (e.g. their annual spend, whether they are a primary or majority buyer, etc.), the geography of suppliers, and the severity of the risks that have been identified.</p> <p>25%: the company outlines how this process extends beyond tier 1. Note: this does not necessarily have to involve a process that extends to the point of extraction, as this is covered below in the transition minerals section.</p> <p>25%: the company outlines the types of differential assurance actions it uses to manage those risks. Note: to score here, it must do more than indicate that there are differential assurance actions, it must specify what those are.</p>	Not disclosed	0
	1.3. Prevent, Mitigate and Account	1.3.1. The company assesses the risk of adverse human rights impacts with suppliers prior to entering into any contracts.	2		<p>25%: the company outlines the process to assess risks at individual suppliers. This may include supplier questionnaires, audits, etc. Note: it is not enough for companies to state that they assess suppliers prior to entering into any contracts, they must outline how this assessment occurs. Secondly, a requirement that suppliers sign a statement confirming their compliance is not sufficient risk assessment. Similarly, companies must outline how they verify information provided in supplier self-assessment questionnaires.</p> <p>25%: the company provides quantitative information of the number of potential new suppliers assessed, and the tier that they belong to.</p> <p>25%: the company provides quantitative information on the number of potential new suppliers where non-conformances were found. Note: the action taken to respond to these findings is addressed by indicators below.</p> <p>25%: this process extends beyond tier 1 to tier 2 at a minimum.</p>	<p>Nissan states that "suppliers are selected after the relevant Nissan divisions meet to examine submitted proposals from a range of perspectives" (Databook, p. 83). The company further explains that they confirm suppliers' commitment to the CSR Guidelines at the time of supplier selection (Databook, p. 85). However, the company does not outline how this examination or confirmation occurs, and as indicated above simply stating that they confirm suppliers' commitments is not enough. Note: In the past, the company did provide detail about their risk assessment process under the Renault-Nissan CSR Guidelines. However, this cannot be assumed to still be in place under the new, Nissan-only, CSR Guidelines.</p> <p>Nissan does not disclose the number of potential new suppliers assessed during the year, although the company does state that they did not find any instances of non-conformance among all newly selected suppliers: "among newly selected suppliers in fiscal 2023, 100% of them met both Nissan's social standards and basic environmental principles." (Databook, p. 85).</p> <p>Nissan does not state whether/how the process extends to Tier 2 suppliers.</p> <p>Sustainability Data Book 2024 https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/SR/2024/ASSETS/PDF/DB24_E_All.pdf</p>	0.5

Sub-section	Indicator Category	Indicators	Total Number of Points	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	Nissan Analysis	Nissan
		1.3.2. The company discloses how it monitors suppliers for compliance with the SCoC during the contract period.	2		<p>20%: the company indicate that there is a process in place to monitor compliance.</p> <p>20%: the company provides details on the process (e.g. tools, technologies and sources of information they use, auditing practices, how they select suppliers to audit, how often these audits take place, etc).</p> <p>20%: the company provides quantitative information on the number of suppliers assessed for compliance and the tiers that are assessed. Note: this indicator refers to quantitative assessment tools (e.g. surveys).</p> <p>20%: the company provides quantitative information of the number of suppliers audited and the tiers that are audited. Note: this indicator refers to on-site audits.</p> <p>20%: the company provides quantitative information on non-conformances found. Note: the action taken to respond to these findings is addressed by indicators below.</p> <p>Notes: Quantitative information on assessments and audits can be provided as a percentage of suppliers assessed / audited or as a number. If the company provides a number of suppliers assessed / audited, they must also provide the total number of suppliers.</p> <p>For due diligence to be effective, it must involve potentially impacted stakeholders and/or their representatives. This is scored under each of the sections listed below.</p>	<p>Nissan states that they monitor suppliers' respect for human rights through third-party assessments (Databook, p. 67, 83). However, very little additional information is provided to be able to understand the company's monitoring process. The company also states that in fiscal year 2023, they "launched Third-Party Compliance risk monitoring in accordance with the Global Third Party Compliance Risk Management Policy", but no further detail is provided, and the global policy this refers to is in any case not relevant, as it focuses on impacts on the company ("Our Global Risk Management Policy defines risk as "events or situations that could prevent Nissan Group from achieving its corporate purpose, strategies, business objectives"" – Databook, p. 132).</p> <p>Nissan does not provide quantitative information on the number of suppliers assessed or audited. The company does disclose that they found "no suppliers whose compliance was problematic, and no supplier contract was terminated for such a reason" during the year (Databook, p. 85). However, it is not clear what these findings are based on, and the information is nevertheless insufficient to be able to understand the number of non-conformances found.</p> <p>Sustainability Data Book 2024 https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/SR/2024/ASSETS/PDF/DB24_E_All.pdf</p>	0.4
		1.3.3. The company reports on how it is prepared to respond if it finds non-conformances with the SCoC	1.5		<p>This indicator relates to the contractual relationship between suppliers and the auto-manufacturer. It applies to all tiers to the point of extraction where there is, or there might be, a direct relationship between the auto manufacturer and the supplier.</p> <p>33%: the company discloses that suppliers will be subject to corrective action plans if non-conformances are identified.</p> <p>33%: the company discloses specific actions it will take in response to adverse human rights impacts and/or other human rights related contractual breaches by suppliers (for example, stop-work notices, warning letters, supplementary training, policy revision and termination of the contract).</p> <p>33%: the company discloses the number of corrective action plans or equivalent issued during the reporting year.</p> <p>Note: this is distinct from providing remedy to impacted stakeholders.</p>	<p>Nissan states that non-conformant suppliers will be subject to corrective countermeasures (CSR Guidelines for Suppliers, p10). Nissan explains that suppliers that are found "in a state of non-compliance" are prescribed with required responses, "such as filing a report immediately, investigating, and formulating corrective measures." "In the case of a noncompliance incident, we will take firm action based on our regulations and do everything necessary to prevent a recurrence" (Databook, p. 83-84).</p> <p>Nissan's CSR Guidelines for Suppliers further clarify, "In case [the] action plan proves inadequate and no clear improvement is observed, Nissan may suspend new RFQs to the supplier or exclude them from the purchasing panel until effective corrective countermeasures are implemented." (p. 10).</p> <p>Nissan does not disclose the number of corrective action plans or equivalent issued during the reporting year.</p> <p>Sustainability Data Book 2024 https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/SR/2024/ASSETS/PDF/DB24_E_All.pdf</p> <p>Corporate Social Responsibility Guidelines for Suppliers (CSR Guidelines for Suppliers) https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/SUPPLIERS/ASSETS/PDF/CSR_Guidelines_Suppliers_e.pdf</p>	1

Sub-section	Indicator Category	Indicators	Total Number of Points	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	Nissan Analysis	Nissan
		1.3.4. The company discloses how they verify the implementation of corrective actions.	1		<p>The following scores are absolute, not cumulative:</p> <p>100%: the company discloses the types of actions that it undertakes across its whole supply chain to verify whether corrective actions have occurred.</p> <p>25%: the company only a subset of the types of actions that it undertakes to verify whether correction actions have occurred (e.g. audits) and/or only discloses the types of actions that it undertakes for certain supply chains and/or materials to verify whether corrective actions have occurred.</p> <p>Note: successful corrective measures involve impacted stakeholders and/or their representatives. Their involvement is scored under each section below.</p>	<p>Nissan states that once suppliers draw up plans for improvement, the company then monitors their implementation (Databook, p. 85). However, the company does not disclose the actual actions it undertakes to monitor implementation. Nissan does not disclose the statuses of compliance with existing action plans either.</p> <p>Sustainability Data Book 2024 https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/SR/2024/ASSETS/PDF/DB24_E_All.pdf</p>	0
	1.4. Remedy	1.4.1. The company has put in place a formal mechanism whereby workers, suppliers, suppliers' workers (in any tier) and other external stakeholders can raise grievances regarding adverse human rights impacts in their supply chain to an impartial entity.	2		<p>10%: if the company only has an in-house mechanism</p> <p>20%: the company has put in place an independent, formal mechanism to report a grievance to an impartial entity regarding human rights in the company's supply chains.</p> <p>20%: The mechanism is available to its workers, suppliers, suppliers' workers (in any tier) and other external stakeholders (e.g. whistleblower hotline).</p> <p>50%: the company communicates how the existence of the mechanism is communicated to its suppliers' workers and other impacted stakeholders. Note: simply posting it on the website is not enough.</p> <p>The involvement of impacted stakeholders and their legitimate representatives (e.g. workers, indigenous communities, etc.) in the design, review, operation and ongoing improvement of grievance mechanisms is central to their efficacy. As such, additional indicators have been included under each focus area regarding the specific integration of feedback from different stakeholder groups.</p>	<p>Nissan's Human Rights Policy states that they have various grievance mechanisms in place to receive and remedy complaints of human rights abuses. The policy mentions a whistleblowing mechanism, or, where this is not possible in certain markets, alternative forms of grievance reporting mechanisms (section 6). As no further detail is provided, it is not clear whether these are in-house and/or externally-administered mechanisms. Their scope and who is able to use them is not clear either.</p> <p>Nissan also discloses that in fiscal year 2023, they established and began operating a "human rights hotline for suppliers" to receive reports of human rights violations by Nissan employees from suppliers' (Databook, p. 84). This description suggests that the mechanism focuses on breaches by Nissan's own employees affecting suppliers, and it is therefore limited in scope. The company has also launched a "SpeakUp" hotline, but this is an "internal reporting system" for Group employees (Database, p. 66, 136), and therefore also limited in scope.</p> <p>Given the limited information provided, points can only be given for the first indicator.</p> <p>Nissan Human Rights Policy Statement https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/HUMAN_RIGHTS/ASSETS/PDF/Nissan_Human_Rights_Policy_Statement_e.pdf</p> <p>Sustainability Data Book 2024 https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/SR/2024/ASSETS/PDF/DB24_E_All.pdf</p>	0.2
		1.4.2. The company discloses data about the practical operation of their grievance mechanism, such as the number of grievances filed, addressed, and resolved, their type, severity and outcome.	1		<p>25%: The company provides quantitative information about the total number of grievances raised during the reporting year.</p> <p>50%: The company provides disaggregated information about the total number of supply chain grievances raised, with detail as to their type, severity and tier</p> <p>25%: the company provides information about the number of supply chain grievances resolved. The indicator below seeks greater detail as to the concrete measures of reparation offered.</p>	<p>Nissan discloses that there was one report through the hotline during 2023 (Databook, p. 84).</p> <p>Sustainability Data Book 2024 https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/SR/2024/ASSETS/PDF/DB24_E_All.pdf</p>	0.25

Sub-section	Indicator Category	Indicators	Total Number of Points	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	Nissan Analysis	Nissan
		1.4.3. The company has put in place a remedy process.	2		<p>50%: the company discloses the process for determining remedy. This should indicate in general terms:</p> <ul style="list-style-type: none"> - 25%: how they investigate an issue that is raised and escalate the issue within the company - 25%: how they determine appropriate remedy <p>50%: the company discloses information on the the measures of reparation for human rights abuses provided through its remedy process:</p> <ul style="list-style-type: none"> - 25%: The company discloses information about the number of confirmed human rights grievances in its supply chain that resulted in measures of reparation to those affected, or in a request for suppliers to provide reparation. - 25%: The company provides one or more qualitative case studies to illustrate reparations in action (where there have been no cases resulting in measures of reparation that year, case studies from previous years to illustrate the process will suffice). Note: this information can be anonymised, to protect the identity of those involved. 	Not disclosed	0
2. Responsible Sourcing of Transition Minerals	2.1. Commit	2.1.1. The company has a commitment to responsible metals and minerals sourcing.	1		<p>The following scores are not cumulative, they are absolute:</p> <p>100%: the company has a standalone responsible minerals sourcing policy or their human rights policy includes a section on the responsible sourcing of minerals and metals that applies to all minerals and metals.</p> <p>75%: the company has a standalone responsible minerals sourcing policy or their human rights policy includes a section on the responsible sourcing of minerals and metals that goes beyond "conflict minerals" to include some other minerals or metals (e.g. includes cobalt).</p> <p>50%: the company has a standalone responsible minerals sourcing policy or their human rights policy includes a commitment to the responsible sourcing of "conflict minerals" only.</p>	<p>Nissan has a standalone responsible minerals sourcing policy that applies to all minerals and metals from CAHRAs.</p> <p>Global Minerals Sourcing Policy Statement https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/ASSETS/PDF/Minerals_Sourcing_Policy_e.pdf</p>	0.75

Sub-section	Indicator Category	Indicators	Total Number of Points	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	Nissan Analysis	Nissan
		2.1.2. The company requires its suppliers to undertake due diligence in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High Risk Areas (CAHRAs)	2		<p>50%: Implementation of the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from CAHRAs:</p> <ul style="list-style-type: none"> - 50%: the SCoC requires suppliers to undertake due diligence in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from CAHRAs in relation to all salient metals and minerals from anywhere. <p>OR</p> <ul style="list-style-type: none"> - 25%: the SCoC requires suppliers to undertake due diligence in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from CAHRAs in relation to all metals and minerals from CAHRAs. <p>OR</p> <ul style="list-style-type: none"> - 10%: the SCoC requires suppliers to undertake due diligence in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from CAHRAs in relation to tin, tungsten, tantalum, and gold (3TGs) from CAHRAs. <p>50%: Implementation of Due Diligence:</p> <ul style="list-style-type: none"> - 25%: the company requires suppliers to have a due diligence process in place to identify raw materials sources, specifically, conducting due diligence on Smelter or Refiners (SoRs) in their supply chain (this may include the use of third party certification, etc). - 25%: the company requires suppliers to disclose smelter/refiner information. 	<p>Nissan's Global Minerals Sourcing Policy Statement includes an expectation that suppliers follow a due diligence process to identify, assess, and manage risks in their minerals supply chains in line with the OECD Guidance. However, the language used is one of expectation, and not requirement. Similarly, the company's CSR Guidelines for Suppliers include an expectation that suppliers implement due diligence in relation to conflict minerals, and more broadly that they indicate whether minerals included in the materials and component parts they supply are linked to human rights abuses. If they are, suppliers are expected to "identify and deploy actions for alternative sourcing or mineral substitution." (p. 5). But again, the overall language of the Guidelines is one of expectation or encouragement.</p> <p>Global Minerals Sourcing Policy Statement https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/ASSETS/PDF/Minerals_Sourcing_Policy_e.pdf</p> <p>Corporate Social Responsibility Guidelines for Suppliers (CSR Guidelines for Suppliers) https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/SUPPLIERS/ASSETS/PDF/CSR_Guidelines_Suppliers_e.pdf</p>	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	Nissan Analysis	Nissan
	2.2. Identify	2.2.1. The company has a process in place to map transition minerals (e.g. nickel, lithium, cobalt, copper, manganese, zinc) in their supply chains to the point of extraction.	2		<p>25%: the company discloses that they have a process in place to map transition minerals supply chains back to the point of extraction.</p> <p>25%: the company provides detail on the processes that they have put in place to map their transition minerals supply chains to the point of extraction.</p> <p>25%: the company discloses the portion of the transition minerals supply chain that they have mapped to the point of extraction. Note: this could be by specifying which supply chains they have mapped, a percentage of total suppliers mapped, etc.</p> <p>25%: the company discloses concrete information from their mapping (e.g. primary country of origin).</p> <p>MODIFIER: In order to achieve full credit the mapping must cover at least the three focus minerals that are of significant industry and stakeholder focus given outsized volume and/or impacts: cobalt, nickel & lithium. Companies that map two of fewer minerals will receive half scores.</p>	<p>In a document called "Actions for Minerals Sourcing", Nissan describes its efforts to map conflict mineral (3TG) supply chains, but only to the level of smelters or refiners. The company does not mention efforts to map supply chains back to the point of extraction.</p> <p>Actions for Minerals Sourcing https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/ASSETS/PDF/Minerals_e.pdf</p>	0
		2.2.2. The company discloses transition minerals risks in their supply chain and where they are located.	1		<p>50%: the company describes the risks of sourcing from CAHRAs in their supply chains, specifying the minerals and countries of origin (potentially) involved.</p> <p>50%: the company discloses broader risks from transition minerals in their supply chains and where these are located, by reference to material type, tier, and geographical location.</p>	<p>Nissan states that they carry out "due diligence on high risk minerals sourced from conflict and high-risk areas, including 3TGs (tin, tungsten, tantalum, and gold) and cobalt" however they do not provide sufficient detail on the minerals and countries of origin.</p> <p>Beyond mentioning that cobalt poses "human rights issues during mining" (Databook, p. 87), Nissan does not discuss broader risks from transition minerals in the supply chain.</p> <p>Sustainability Data Book 2024 https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/SR/2024/ASSETS/PDF/DB24_E_All.pdf</p>	0
		2.2.3. The company publishes a list of smelters or refiners (SoR) in its supply chain	1		<p>100%: the company publishes a complete list of smelters/refiners in their supply chain for at least 3TG minerals.</p> <p>50%: the company publishes a partial list of smelters/refiners in their supply chain. Note: to score here, the company must disclose a significant number of SoRs.</p>	<p>Nissan has published four SoR in its cobalt supply chain (Actions for Minerals Sourcing, p. 3), but this level of disclosure is too limited to give the company points.</p> <p>Actions for Minerals Sourcing https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/ASSETS/PDF/Minerals_e.pdf</p>	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	Nissan Analysis	Nissan
		2.2.4. The company discloses which of the SoRs in its supply chain are conformant with the Responsible Minerals Initiative (RMI).	1	0.4	<p>100%: the company discloses information on RMI conformance for all of the SoRs identified in their supply chain.</p> <p>50%: the company only discloses information on RMI conformance for some of the SoRs in its supply chain or only discloses information on RMI conformance on an aggregate / percentage basis</p>	<p>Nissan states that they use RMI's Conflict Mineral Reporting Template (CMRT) "to identify smelting and refining companies that are not procuring minerals that are a source of funds for armed groups in their regions." The company further discloses that during the fiscal year 2023, they conducted surveys in Japan, the U.S., Mexico, Europe, China, Thailand, India, South Africa, Brazil, and Argentina, and that "No suppliers were found to be using minerals from smelters / refineries believed to be connected to armed groups" (Databook, p. 87). Nissan's "Actions for Minerals Sourcing" report also indicates that "In the 2023 survey we did not find any suppliers using minerals from smelters/refineries assumed to be connected to armed groups." (p. 2). However, it is not clear what these findings amount to in terms of RMI conformance, i.e. whether they mean that all SoR assessed through the supplier surveys were found to be RMI-conformant. For this reason, these indicators cannot be assessed.</p> <p>Sustainability Data Book 2024 https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/SR/2024/ASSETS/PDF/DB24_E_All.pdf</p> <p>Actions for Minerals Sourcing https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/ASSETS/PDF/Minerals_e.pdf</p>	0
	2.3. Prevent, Mitigate and Account	2.3.1. The company discloses how it monitors suppliers for compliance with the transition minerals due diligence requirements.	2		See general HR indicators	See general HR indicators	0.4
		2.3.2. The company formally engages SoRs to build their capacity to conduct due diligence of their own supply chains.	2		<p>25%: the company discloses that it participates in industry wide schemes that engage with smelters/refiners on their compliance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from CAHRAs.</p> <p>25%: the company specifies that it engages directly with SoRs to build their capacity to conduct due diligence.</p> <p>50%: the company provides detail on how it engages with SoRs to build their capacity</p>	<p>Nissan does not disclose whether it engages with SoR directly. However, the company has joined RMI, "to assess risks together with suppliers and further strengthen activities to correct problems when they are identified." (Databook, p. 87).</p> <p>Sustainability Data Book 2024 https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/SR/2024/ASSETS/PDF/DB24_E_All.pdf</p>	0.5
		2.3.3. The company formally engages extractives companies and includes human rights clauses in any contractual arrangements.	2		100%: the company discloses that it has entered into direct agreements with extractives companies for the sourcing of transition minerals and that these contracts include human rights clauses.	Not disclosed	0
		2.3.4. The company is a member of IRMA and actively engages their suppliers with regards to IRMA mining audits. Note: IRMA does not excuse companies from doing their own supply chain due diligence	2	0.8	<p>25%: The company is a member of IRMA.</p> <p>50%: The company actively engages their suppliers regarding suppliers' certification by IRMA.</p> <p>25%: the company discloses a commitment to source a percentage of metals from IRMA certified mines by a certain date.</p>	Nissan is not a member of IRMA	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	Nissan Analysis	Nissan
		2.3.5. The company reports on how it is prepared to respond if it finds non-conformances associated with its responsible minerals sourcing policy occurring in its operations or supply chains.	1.5		See general HR indicators	See general HR indicators	1
		2.3.6. The company discloses how they verify the implementation of corrective actions.	1		See general HR indicators	See general HR indicators	0
	2.4. Remedy	2.4.1. The company has put in place a formal mechanism whereby grievances can be raised about SoR facilities.	1		<p>50%: the company has put in place an independent, formal grievance mechanism that applies specifically to SoRs. This mechanism may be run in conjunction with other auto manufacturers. Note: this is in addition to any generic grievance mechanism that can be accessed by external stakeholders.</p> <p>50%: the company discloses how they review and investigate grievances raised through this mechanism.</p>	Not disclosed	0
3. Indigenous Peoples' Rights and Free Prior and Informed Consent (FPIC)	3.1. Commit	3.1.1. The company explicitly commits to respecting the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP).	1		100%: the company has an explicit commitment to the UNDRIP in their human rights policy and/or in a standalone Indigenous Peoples' rights policy.	Nissan does not have a commitment to UNDRIP in their human rights policy. They do not have a standalone Indigenous Peoples' Rights policy.	0
		3.1.2. The company has a public commitment to FPIC.	1		<p>100%: the company has an explicit commitment to FPIC in their human rights policy and/or in a standalone Indigenous Peoples' rights policy. Note: to score full points, the commitment must be unqualified.</p> <p>25%: the company has an explicit commitment to FPIC in their human rights policy and/or in a standalone Indigenous Peoples' rights policy, but it is qualified (e.g. it allows for only consultation in practice, it is expected only in certain circumstances, it applies only to certain parts of the supply chain, etc.)</p>	Nissan does not have a commitment to FPIC in their human rights policy.	0
		3.1.3. The company extends their commitment on Indigenous Peoples' rights to their Tier 1 suppliers	2		The SCoC or responsible sourcing policy explicitly references the UNDRIP (50%) and FPIC (50%). MODIFIER: Points will be halved if the policy is qualified.	Nissan's CSR Guidelines for Suppliers do not reference the UNDRIP or FPIC.	0
		3.1.4. These commitments are translated into the languages used by the impacted Indigenous Peoples.	1		<p>50%: the company requires suppliers to translate these commitments to the languages of the impacted Indigenous Peoples.</p> <p>50%: the company requires that these translations are actively made available to the impacted Indigenous Peoples.</p>	Not disclosed	0

Sub-section	Indicator Category	Indicators	Total Number of Points	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	Nissan Analysis	Nissan
	3.2. Identify	3.2.1. The company has a process in place to assess risks to Indigenous Peoples' rights in their supply chain to the point of extraction.	1		<p>25%: the company discloses that their process for mapping their supply chains to the point of extraction (row 16) explicitly includes FPIC and other indigenous rights issues.</p> <p>25%: the company discloses where in the supply chain these risks occur.</p> <p>25%: the company discloses how they use this mapping to identify high risk suppliers.</p> <p>25%: the company provides case studies of this process in practice</p>	Not disclosed	0
	3.3. Prevent, Mitigate and Account	3.3.1. The company provides additional discussion regarding the practices by which suppliers must obtain FPIC	1		<p>100%: the company discloses a process. This process must explicitly specify that any FPIC process must reach and engage impacted Indigenous Peoples.</p> <p>25%: the company states a process and/or expectation but it is limited in its application.</p>	Not disclosed	0
3.3.2. The company is a member of a multi-stakeholder group (e. g. IRMA) that includes the participation of Indigenous Peoples to ensure respect of Indigenous Peoples' rights at the point of extraction.		2		Refer to Responsible Sourcing of Transition Minerals indicators.	Refer to Responsible Sourcing of Transition Minerals indicators.	0	
3.3.3. The company has a formal process in place to engage critical upstream suppliers on FPIC (e. g. extractives companies)		2		<p>This score relates to direct engagement by the company with extractives companies. It is in addition to their membership of IRMA.</p> <p>25%: the company formally engages significant suppliers regarding FPIC.</p> <p>25%: the company states that they formally review company documents (e.g. meeting minutes) to ensure that Indigenous Peoples' FPIC has been provided.</p> <p>50%: the company engages directly with representatives of Indigenous Peoples affected by mining operations to review that regular engagement and consultation take place, community needs are responded to, and there continues to be FPIC.</p>	Not disclosed	0	
3.3.4. The company reports on how it is prepared to respond if it finds FPIC breaches in its supply chain.		1		<p>The indicators in HR general provide a baseline for this. In addition:</p> <p>100%: the company must specify that cutting off sourcing from a particular upstream supplier should only occur if this is sought by the affected indigenous community - it should not be solely determined by the auto manufacturer.</p>	Not disclosed	0	

Sub-section	Indicator Category	Indicators	Total Number of Points	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	Nissan Analysis	Nissan
	3.4. Remedy	3.4.1. The company's grievance mechanism has a process for investigating and remedying breaches of FPIC that includes a formal role for impacted Indigenous Peoples.	1		Grievances and remedy are part of FPIC considered as a process not a point in time. 50%: the company specifies that the process must reach and engage impacted Indigenous Peoples, not just that there is a process for complaints to be raised with remedy determined externally by the automanufacturer. 50%: the company provides case studies of FPIC-compliant remedy instances in their supply chain	Not disclosed	0
4. Respect for Workers' Rights	4.1. Commit	4.1.1. The company has a commitment to workers' rights	1		25%: The company's human rights policy (or similar) includes a specific commitment to the ILO Declaration on Fundamental Principles and Rights at Work and/or the ILO Fundamental Conventions. OR 50%: The company identifies and commits to respecting each of the five Fundamental Principles and Rights at Work as established in the ILO Declaration (companies who do not make explicit and unqualified commitments to all five ILO principles will not be scored): 1. freedom of association and the effective recognition of the right to collective bargaining; 2. the elimination of all forms of forced or compulsory labour; 3. the effective abolition of child labour; 4. the elimination of discrimination in respect of employment and occupation; and 5. a safe and healthy working environment. PLUS 25%: the company has a commitment to a living wage in their human rights policy or in another formal policy document. 25%: the company outlines how it calculates a living wage.	Nissan has a standalone Human Rights Policy in which the company commits to respecting the ILO Declaration on Fundamental Principles and Rights at Work (section 2). Nissan's Global Guidelines on Human Rights explicitly identify the five fundamental principles as salient human rights issues within the Group (p. 1). The company's commitment to freedom of association and collective bargaining falls short of international standards as it defers to national legislation ("consistent with local laws", p. 3). This is re-emphasised in the following statement, in these same Guidelines: "Where local standards diverge from the standards contained herein, the local company should abide by the local standards" (p. 1). The company does not commit to a living wage. The company commits to "minimum wages" as determined by local law. Only in the absence of these laws, the company refers to "a wage that provides for an adequate standards of living" (p. 3). Nissan Human Rights Policy Statement https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/HUMAN_RIGHTS/ASSETS/PDF/Nissan_Human_Rights_Policy_Statement_e.pdf Nissan Global Guidelines on Human Rights https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/HUMAN_RIGHTS_GUIDELINE/ASSETS/PDF/Nissan_Global_Guideline_On_Human_Rights_e.pdf	0.25

Sub-section	Indicator Category	Indicators	Total Number of Points	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	Nissan Analysis	Nissan
		<p>4.1.2. The company extends their workers' rights commitments to their Tier 1 suppliers and beyond.</p> <p>Note: only the specific worker rights commitments are evaluated here. Whether or not these commitments are extended beyond tier 1 suppliers is evaluated in the "General" human rights section.</p>	2		<p>25%: The SCoC includes a specific commitment to the ILO Declaration on Fundamental Principles and Rights at work and/or the ILO Fundamental Conventions.</p> <p>OR</p> <p>50%: The SCoC includes specific requirements on each of the five Fundamental Principles and Rights at Work as established in the ILO Declaration (companies whose SCoCs do not include explicit and unqualified requirements on all five ILO principles will not be scored):</p> <ol style="list-style-type: none"> 1. freedom of association and the effective recognition of the right to collective bargaining; 2. the elimination of all forms of forced or compulsory labour; 3. the effective abolition of child labour; 4. the elimination of discrimination in respect of employment and occupation; and 5. a safe and healthy working environment. <p>PLUS</p> <p>25%: the SCoC requires suppliers to pay a living wage.</p> <p>25%: the SCoC prohibits the payment of recruitment fees.</p>	<p>Nissan's updated CSR Guidelines for Suppliers do not include a specific commitment to the ILO Declaration on Fundamental Principles and Rights at work and/or the ILO Fundamental Conventions. They refer to the five fundamental principles, but some of these references are qualified. The reference to freedom of association is limited to "Recognise employee's right to associate or not associate based on the laws of each country and region of operation" (p. 6). The reference to national law is not in line with international standards. It is also worth noting that while the right to bargain collectively is included, this is only mentioned in the Guidelines' Supplementary Handbook (p. 14-15). The right to bargain collectively should ideally be included alongside the company's reference to freedom of association in the main body of the Guidelines.</p> <p>The Guidelines do not require suppliers to pay a living wage. However, they do prohibit recruitment fees (CSR Guidelines for Suppliers, p. 14).</p> <p>Corporate Social Responsibility Guidelines for Suppliers (CSR Guidelines for Suppliers) https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/SUPPLIERS/ASSETS/PDF/CSR_Guidelines_Suppliers_e.pdf</p>	0.5
	4.2. Identify	4.2.1. The company consults trade unions and/or workers' representatives in their assessment of salient workers' rights risks in their supply chain.	1		<p>Generic supply chain indicators provide a baseline score for this. To get additional points here, companies must specify that they consult with labour unions and/or workers' representatives regarding salient workers' rights in the supply chain. This must expressly include labour unions and/or workers' representatives in the supply chain and/or global union federations (GUFs)</p> <p>Note: workers' representatives are not a substitute for trade unions where trade unions are allowed to operate and not limited in their activities.</p>	<p>Nissan discusses employee involvement in their workers' rights risk identification process (Databook, p. 94-95). However, this is limited to the Group's own employees, and concerns impacts on employees (not supply chain workers). There is no indication that the company consults any labour unions and/or workers' representatives regarding salient workers' rights in the supply chain.</p> <p>Sustainability Data Book 2024 https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/SR/2024/ASSETS/PDF/DB24_E_All.pdf</p>	0
		4.2.2. The company discloses the salient workers rights risks in their supply chain and where they are located.	1		<p>100%: the company's saliency assessment explicitly identifies workers' rights risks for at least one material / supply chain and the location/s.</p>	<p>Nissan discusses the company's workers' rights risk assessment process and results in some level of detail in relation to the Group's own employees (Databook, p. 94-95), but this does not extend to supply chain workers.</p> <p>Nissan does highlight forced labour as a salient human rights issue (Databook, p. 84), but does not specify the supply chain/s or location/s where this manifests.</p> <p>Sustainability Data Book 2024 https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/SR/2024/ASSETS/PDF/DB24_E_All.pdf</p>	0
	4.3. Prevent, Mitigate and Account	4.3.1. The company actively collaborates with workers and the representative organisation(s) of workers' own choosing to promote respect for workers' rights in its supply chain.	2		<p>25%: the company has a collective agreement with the relevant trade union in the headquartered country.</p> <p>25%: the company has a global framework agreement with IndustriALL for neutrality across all its operations.</p> <p>25%: the company describes the formal mechanisms it has put in place to consult trade unions and/or workers' representatives on the company's workers' rights principles and/or policies.</p> <p>25%: IndustriAll was actively involved in the formulation of the company's workers' rights principles and/or policies.</p>	<p>Nissan states that "most of the company's employees are affiliated with the Nissan Motor Workers' Union, for which the governing body is the All Nissan and General Workers Unions, and the Japanese Trade Union Confederation (RENGO) through the Confederation of Japan Automobile Workers' Unions." (Databook, p. 160).</p> <p>Nissan does not have a GFA with with IndustriALL, and does not indicate whether IndustriALL was involved in the formulation of the company's workers' rights commitments.</p> <p>Nissan mentions a few formal mechanisms to consult trade unions and/or workers' representatives, however the company does not explain if these mechanisms are to consult workers on the company's policies or principles on workers' rights (Databook, p. 113).</p> <p>Sustainability Data Book 2024 https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/SR/2024/ASSETS/PDF/DB24_E_All.pdf</p>	0.5

Sub-section	Indicator Category	Indicators	Total Number of Points	Points Modifier (if applicable)	Score Attribution Note: scores are cumulative unless otherwise specified.	Nissan Analysis	Nissan
		4.3.2. The company reports on how it is prepared to respond if it finds non-conformances associated with its workers' rights policy occurring in its operations or supply chains.	1.5		Refer to general HR indicators.	Refer to general HR indicators	1
		4.3.3. The company works with the relevant trade union and/or worker representative organisation to verify the implementation of corrective actions pertaining to workers' rights.	2		100%: the company specifies that it works with the relevant trade union and/or workers representatives to verify implementation of correction actions.	Not disclosed	0
	4.4. Remedy	4.4.1 Workers and the representative organisations of workers' own choosing are formally included in the remedy process.	1		100%: the company specifies that trade unions are formally engaged in any remedy process.	Not disclosed	0

Indicator category	% weighting	Normalized weighting
Climate & Environment		
Disclose	100%	1.0
Target setting & progress	150%	1.5
Supply chain levers	200%	2.0
		4.5
Human rights		
Commit	100%	1.0
Identify	150%	1.5
Prevent, Mitigate and Account	200%	2.0
Remedy	200%	2.0
		6.5

Note: Total scores across both categories were taken as an average of the two percentages scored for each one

Assessment has not been updated for the 2023 edition and will be updated later in 2023

Relative	Multi-stakeholder governance and civil society relations	Points (out of 2)	Credible audits and accreditation: Audit independence and rights-holder participation	Points (out of 1)	Transparency of audit findings	Points (out of 1)	Corrective Action Plan	Points (out of 1)	Effective grievance mechanism	Points (out of 1)	Lead case completion member	Points (out of 1)	Credible standard criteria	Points (out of 1)	Year score	Score Assessment	Next Assessment	Next update cycle
ResponsibleSteel	<p>The ResponsibleSteel Coalition offers the Board of Directors the right of review from business members, up to three civil society members and up to three independent directors. Currently, 10 civil society members are on the Board of Directors. Resolutions can only be passed if a 60% of the members are in favour of it and at least 3 Director have voted against it. The Board of Directors is also responsible for the review of the results of the grievance affected rights holder reports and grievance appeal representation and decision making (https://www.responsiblesteel.org/standards/RS-Certification-Compliance-2023)</p> <p>Civil society members do have a 20% decision-making power leading through the grievance affected rights holder reports and grievance appeal representation and decision making (https://www.responsiblesteel.org/standards/RS-Certification-Compliance-2023)</p> <p>There is evidence that established stakeholder engagement in the development of the standard where (https://www.responsiblesteel.org/standards/development/)</p>	1	<p>The ResponsibleSteel Coalition requires third party audit of the standard (https://www.responsiblesteel.org/standards/RS-Certification-Compliance-2023)</p> <p>Minors must undergo independent, third party audits (https://www.responsiblesteel.org/standards/RS-Certification-Compliance-2023)</p> <p>The RSMA standard provides the audit process including participation of impacted rights holders (https://www.responsiblesteel.org/standards/RS-Certification-Compliance-2023)</p>	1	<p>ResponsibleSteel Coalition summary reports of the audits are available. These public summary reports provide information on the audit process, including who the auditors are, the scope of the audit, the audit findings and the corrective action plan (https://www.responsiblesteel.org/standards/RS-Certification-Compliance-2023)</p>	0.5	<p>ResponsibleSteel's Assurance Manual and implementation instructions detail criteria on corrective action plans required in case of non-compliance. These CAPs have to meet requirements identified in the ResponsibleSteel Assurance Manual v3.0 (https://www.responsiblesteel.org/standards/RS-Certification-Compliance-2023)</p> <p>The results of corrective action plans are published on ResponsibleSteel website 12-18 months after the initial audit is published on ResponsibleSteel website.</p>	0.5	<p>The ResponsibleSteel Assurance Manual and implementation instructions detail criteria on corrective action plans required in case of non-compliance. These CAPs have to meet requirements identified in the ResponsibleSteel Assurance Manual v3.0 (https://www.responsiblesteel.org/standards/RS-Certification-Compliance-2023)</p> <p>The completion process is internally managed.</p>	0.5	<p>ResponsibleSteel is an lead case completion member (https://www.responsiblesteel.org/standards/RS-Certification-Compliance-2023)</p>	0.5	<p>The standard is aligned with the RSMA standard (https://www.responsiblesteel.org/standards/RS-Certification-Compliance-2023)</p> <p>The standard has been aligned with internationally recognized human rights, as laid out in the International Bill of Human Rights and the UN Declaration on Fundamental Principles and Rights at Work. The standard also aligns with the ILO Declaration on Fundamental Principles and Rights at Work (https://www.responsiblesteel.org/standards/RS-Certification-Compliance-2023)</p>	1	5	0.6	Scheme has made notable progress in meeting most of the minimum criteria but has some significant shortcomings	0.6
The Initiative for Responsible Mining Assurance (IRMA)	<p>IRMA is governed by a Board of Directors with representation from each of its sectors: Mining, Commercial, Consumer, and Investor. IRMA's mission is to create a global standard for responsible mining, to promote and support the development of responsible mining practices, and to ensure that the standard is credible, practical, and effective. IRMA is also committed to ensuring that the standard is aligned with internationally recognized human rights, as laid out in the International Bill of Human Rights and the UN Declaration on Fundamental Principles and Rights at Work (https://www.irma-international.org/standards/irma-standard/)</p> <p>IRMA is also committed to ensuring that the standard is aligned with internationally recognized human rights, as laid out in the International Bill of Human Rights and the UN Declaration on Fundamental Principles and Rights at Work (https://www.irma-international.org/standards/irma-standard/)</p>	2	<p>Minors must undergo independent, third party audits (https://www.irma-international.org/standards/irma-standard/)</p> <p>The IRMA standard provides the audit process including participation of impacted rights holders (https://www.irma-international.org/standards/irma-standard/)</p>	1	<p>IRMA provides the results of its audits, information on the audit process, and findings of non-compliance to its members (https://www.irma-international.org/standards/irma-standard/)</p>	1	<p>The verification criteria do not require the results of CAPs to be published and the results of CAPs are not available to the public (https://www.irma-international.org/standards/irma-standard/)</p>	1	<p>The IRMA compliance mechanism is independently fulfilled and independently reviewed if the compliance criteria are met (https://www.irma-international.org/standards/irma-standard/)</p>	0.5	<p>IRMA is a lead member but not a lead case completion member (https://www.irma-international.org/standards/irma-standard/)</p>	0.5	<p>The IRMA standard is aligned with the ILO Declaration on Fundamental Principles and Rights at Work (https://www.irma-international.org/standards/irma-standard/)</p> <p>The IRMA standard is aligned with the ILO Declaration on Fundamental Principles and Rights at Work (https://www.irma-international.org/standards/irma-standard/)</p>	1	7	0.8	IRMA has made progress in meeting most of the minimum criteria but has some significant shortcomings	0.8
Aluminium Stewardship Initiative (ASI)	<p>ASI is a multi-stakeholder initiative that brings together industry, civil society, and academia to develop and implement a global standard for responsible aluminium production and use. ASI is committed to ensuring that the standard is credible, practical, and effective. ASI is also committed to ensuring that the standard is aligned with internationally recognized human rights, as laid out in the International Bill of Human Rights and the UN Declaration on Fundamental Principles and Rights at Work (https://www.assh.org/standards/asi-standard/)</p> <p>ASI is also committed to ensuring that the standard is aligned with internationally recognized human rights, as laid out in the International Bill of Human Rights and the UN Declaration on Fundamental Principles and Rights at Work (https://www.assh.org/standards/asi-standard/)</p>	1	<p>ASI requires independent, third party audits (https://www.assh.org/standards/asi-standard/)</p> <p>The ASI standard provides the audit process including participation of impacted rights holders (https://www.assh.org/standards/asi-standard/)</p>	1	<p>ASI provides the results of its audits, information on the audit process, and findings of non-compliance to its members (https://www.assh.org/standards/asi-standard/)</p>	0.5	<p>ASI provides a corrective action plan (CAP) process that requires the results of CAPs to be published and the results of CAPs are not available to the public (https://www.assh.org/standards/asi-standard/)</p>	0	<p>ASI provides a corrective action plan (CAP) process that requires the results of CAPs to be published and the results of CAPs are not available to the public (https://www.assh.org/standards/asi-standard/)</p>	0.5	<p>ASI is a lead member but not a lead case completion member (https://www.assh.org/standards/asi-standard/)</p>	1	<p>The ASI standard is aligned with the ILO Declaration on Fundamental Principles and Rights at Work (https://www.assh.org/standards/asi-standard/)</p> <p>The ASI standard is aligned with the ILO Declaration on Fundamental Principles and Rights at Work (https://www.assh.org/standards/asi-standard/)</p>	0.75	4.75	0.4	Scheme has made progress in some areas but fails to meet multiple criteria for effective governance, auditing and / or accreditation against its standard	0.4
Responsible Minerals Assurance Process (RMAP)	<p>RMAP is a multi-stakeholder initiative that brings together industry, civil society, and academia to develop and implement a global standard for responsible mineral production and use. RMAP is committed to ensuring that the standard is credible, practical, and effective. RMAP is also committed to ensuring that the standard is aligned with internationally recognized human rights, as laid out in the International Bill of Human Rights and the UN Declaration on Fundamental Principles and Rights at Work (https://www.responsibleminerals.org/standards/rmap-standard/)</p> <p>RMAP is also committed to ensuring that the standard is aligned with internationally recognized human rights, as laid out in the International Bill of Human Rights and the UN Declaration on Fundamental Principles and Rights at Work (https://www.responsibleminerals.org/standards/rmap-standard/)</p>	1	<p>RMAP requires independent, third party audits (https://www.responsibleminerals.org/standards/rmap-standard/)</p> <p>The RMAP standard provides the audit process including participation of impacted rights holders (https://www.responsibleminerals.org/standards/rmap-standard/)</p>	0.5	<p>RMAP provides the results of its audits, information on the audit process, and findings of non-compliance to its members (https://www.responsibleminerals.org/standards/rmap-standard/)</p>	0.5	<p>RMAP provides a corrective action plan (CAP) process that requires the results of CAPs to be published and the results of CAPs are not available to the public (https://www.responsibleminerals.org/standards/rmap-standard/)</p>	0.5	<p>RMAP provides a corrective action plan (CAP) process that requires the results of CAPs to be published and the results of CAPs are not available to the public (https://www.responsibleminerals.org/standards/rmap-standard/)</p>	0.5	<p>RMAP is a lead member but not a lead case completion member (https://www.responsibleminerals.org/standards/rmap-standard/)</p>	0.5	<p>The RMAP standard is aligned with the ILO Declaration on Fundamental Principles and Rights at Work (https://www.responsibleminerals.org/standards/rmap-standard/)</p> <p>The RMAP standard is aligned with the ILO Declaration on Fundamental Principles and Rights at Work (https://www.responsibleminerals.org/standards/rmap-standard/)</p>	0.25	3.75	0.4	Scheme has made progress in some areas but fails to meet multiple criteria for effective governance, auditing and / or accreditation against its standard	0.4
CopperMark	<p>CopperMark is a multi-stakeholder initiative that brings together industry, civil society, and academia to develop and implement a global standard for responsible copper production and use. CopperMark is committed to ensuring that the standard is credible, practical, and effective. CopperMark is also committed to ensuring that the standard is aligned with internationally recognized human rights, as laid out in the International Bill of Human Rights and the UN Declaration on Fundamental Principles and Rights at Work (https://www.coppermark.org/standards/coppermark-standard/)</p> <p>CopperMark is also committed to ensuring that the standard is aligned with internationally recognized human rights, as laid out in the International Bill of Human Rights and the UN Declaration on Fundamental Principles and Rights at Work (https://www.coppermark.org/standards/coppermark-standard/)</p>	0.5	<p>CopperMark requires independent, third party audits (https://www.coppermark.org/standards/coppermark-standard/)</p> <p>The CopperMark standard provides the audit process including participation of impacted rights holders (https://www.coppermark.org/standards/coppermark-standard/)</p>	1	<p>CopperMark provides the results of its audits, information on the audit process, and findings of non-compliance to its members (https://www.coppermark.org/standards/coppermark-standard/)</p>	0.5	<p>CopperMark provides a corrective action plan (CAP) process that requires the results of CAPs to be published and the results of CAPs are not available to the public (https://www.coppermark.org/standards/coppermark-standard/)</p>	0.5	<p>CopperMark provides a corrective action plan (CAP) process that requires the results of CAPs to be published and the results of CAPs are not available to the public (https://www.coppermark.org/standards/coppermark-standard/)</p>	0	<p>CopperMark is a lead member but not a lead case completion member (https://www.coppermark.org/standards/coppermark-standard/)</p>	0.5	<p>The CopperMark standard is aligned with the ILO Declaration on Fundamental Principles and Rights at Work (https://www.coppermark.org/standards/coppermark-standard/)</p> <p>The CopperMark standard is aligned with the ILO Declaration on Fundamental Principles and Rights at Work (https://www.coppermark.org/standards/coppermark-standard/)</p>	1	4	0.4	Scheme has made progress in some areas but fails to meet multiple criteria for effective governance, auditing and / or accreditation against its standard	0.4
Tasvolt Sustainable Mining (TSM)	<p>TSM is a multi-stakeholder initiative that brings together industry, civil society, and academia to develop and implement a global standard for responsible mining. TSM is committed to ensuring that the standard is credible, practical, and effective. TSM is also committed to ensuring that the standard is aligned with internationally recognized human rights, as laid out in the International Bill of Human Rights and the UN Declaration on Fundamental Principles and Rights at Work (https://www.tasvolt.com/standards/tsm-standard/)</p> <p>TSM is also committed to ensuring that the standard is aligned with internationally recognized human rights, as laid out in the International Bill of Human Rights and the UN Declaration on Fundamental Principles and Rights at Work (https://www.tasvolt.com/standards/tsm-standard/)</p>	0.5	<p>TSM requires independent, third party audits (https://www.tasvolt.com/standards/tsm-standard/)</p> <p>The TSM standard provides the audit process including participation of impacted rights holders (https://www.tasvolt.com/standards/tsm-standard/)</p>	1	<p>TSM provides the results of its audits, information on the audit process, and findings of non-compliance to its members (https://www.tasvolt.com/standards/tsm-standard/)</p>	0.5	<p>TSM provides a corrective action plan (CAP) process that requires the results of CAPs to be published and the results of CAPs are not available to the public (https://www.tasvolt.com/standards/tsm-standard/)</p>	0	<p>TSM provides a corrective action plan (CAP) process that requires the results of CAPs to be published and the results of CAPs are not available to the public (https://www.tasvolt.com/standards/tsm-standard/)</p>	0.5	<p>TSM is a lead member but not a lead case completion member (https://www.tasvolt.com/standards/tsm-standard/)</p>	0.5	<p>The TSM standard is aligned with the ILO Declaration on Fundamental Principles and Rights at Work (https://www.tasvolt.com/standards/tsm-standard/)</p> <p>The TSM standard is aligned with the ILO Declaration on Fundamental Principles and Rights at Work (https://www.tasvolt.com/standards/tsm-standard/)</p>	0.5	3	0.3	Scheme has made progress in some areas but fails to meet multiple criteria for effective governance, auditing and / or accreditation against its standard	0.3
Global Steel Council (GSC)	<p>GSC is a multi-stakeholder initiative that brings together industry, civil society, and academia to develop and implement a global standard for responsible steel production and use. GSC is committed to ensuring that the standard is credible, practical, and effective. GSC is also committed to ensuring that the standard is aligned with internationally recognized human rights, as laid out in the International Bill of Human Rights and the UN Declaration on Fundamental Principles and Rights at Work (https://www.gsc-steel.org/standards/gsc-standard/)</p> <p>GSC is also committed to ensuring that the standard is aligned with internationally recognized human rights, as laid out in the International Bill of Human Rights and the UN Declaration on Fundamental Principles and Rights at Work (https://www.gsc-steel.org/standards/gsc-standard/)</p>	0	<p>GSC requires independent, third party audits (https://www.gsc-steel.org/standards/gsc-standard/)</p> <p>The GSC standard provides the audit process including participation of impacted rights holders (https://www.gsc-steel.org/standards/gsc-standard/)</p>	0	<p>GSC provides the results of its audits, information on the audit process, and findings of non-compliance to its members (https://www.gsc-steel.org/standards/gsc-standard/)</p>	0	<p>GSC provides a corrective action plan (CAP) process that requires the results of CAPs to be published and the results of CAPs are not available to the public (https://www.gsc-steel.org/standards/gsc-standard/)</p>	0	<p>GSC provides a corrective action plan (CAP) process that requires the results of CAPs to be published and the results of CAPs are not available to the public (https://www.gsc-steel.org/standards/gsc-standard/)</p>	0	<p>GSC is not an ISO/ACQI community member (https://www.gsc-steel.org/standards/gsc-standard/)</p>	0	<p>The GSC standard is aligned with the ILO Declaration on Fundamental Principles and Rights at Work (https://www.gsc-steel.org/standards/gsc-standard/)</p> <p>The GSC standard is aligned with the ILO Declaration on Fundamental Principles and Rights at Work (https://www.gsc-steel.org/standards/gsc-standard/)</p>	0.25	0.25	0.3	Revised scheme that fails to meet most of the minimum criteria for effective governance, auditing and / or accreditation	No scoring attribution possible
International Council on Mining & Metals (ICMM) - Sustainable Development Initiative (SDI)	<p>ICMM is a multi-stakeholder initiative that brings together industry, civil society, and academia to develop and implement a global standard for responsible mining. ICMM is committed to ensuring that the standard is credible, practical, and effective. ICMM is also committed to ensuring that the standard is aligned with internationally recognized human rights, as laid out in the International Bill of Human Rights and the UN Declaration on Fundamental Principles and Rights at Work (https://www.icmm.org/standards/icmm-standard/)</p> <p>ICMM is also committed to ensuring that the standard is aligned with internationally recognized human rights, as laid out in the International Bill of Human Rights and the UN Declaration on Fundamental Principles and Rights at Work (https://www.icmm.org/standards/icmm-standard/)</p>	0	<p>ICMM requires independent, third party audits (https://www.icmm.org/standards/icmm-standard/)</p> <p>The ICMM standard provides the audit process including participation of impacted rights holders (https://www.icmm.org/standards/icmm-standard/)</p>	0.5	<p>ICMM provides the results of its audits, information on the audit process, and findings of non-compliance to its members (https://www.icmm.org/standards/icmm-standard/)</p>	0	<p>ICMM provides a corrective action plan (CAP) process that requires the results of CAPs to be published and the results of CAPs are not available to the public (https://www.icmm.org/standards/icmm-standard/)</p>	0	<p>ICMM provides a corrective action plan (CAP) process that requires the results of CAPs to be published and the results of CAPs are not available to the public (https://www.icmm.org/standards/icmm-standard/)</p>	0	<p>ICMM is not an ISO/ACQI community member (https://www.icmm.org/standards/icmm-standard/)</p>	0	<p>The ICMM standard is aligned with the ILO Declaration on Fundamental Principles and Rights at Work (https://www.icmm.org/standards/icmm-standard/)</p> <p>The ICMM standard is aligned with the ILO Declaration on Fundamental Principles and Rights at Work (https://www.icmm.org/standards/icmm-standard/)</p>	0.75	1.25	0.3	Revised scheme that fails to meet most of the minimum criteria for effective governance, auditing and / or accreditation	No scoring attribution possible