



February 27, 2015

Saul Takahashi  
Japan, Korea & Pacific Islands Researcher & Representative  
Business and Human Rights Resource Center

Dear Mr. Takahashi:

Your inquiry regarding our North American operations was forwarded to me as I have been directed by our CEO to respond on behalf of the corporation on such matters. I'd like to emphasize that Nissan values its long-standing relationships with influential groups in the sustainable investment space. As such, we appreciate the opportunity to follow up on Nissan North America's earlier correspondence with the Business & Human Rights Resource Centre on May 13, 2014, and to correct any misinformation that may exist regarding the Nissan plant in Canton, Mississippi.

First and foremost, we want to restate that at Nissan's facilities around the world the decision to join – or not to join – a union is entirely up to the employee. At the global level, Nissan is a firm supporter of the OECD Guidelines for Multinational Enterprises. Nissan not only respects the labor laws in every nation where it operates, but works to ensure that all employees are aware of these laws, understand their rights, enjoy the freedom to express their opinions, and have the ability to select whether they wish to have external representation or self-represent.

With regard to the mediation offer referenced in your letter, Nissan has declined to participate because long-established guidelines for bringing a union vote already exist as set forth by the U.S. National Labor Relations Board. In Canton, there's never been sufficient interest to bring it to a vote, and Nissan workers have voted against UAW representation at our plant in Smyrna, Tennessee, twice. Accordingly with Nissan North America, Nissan Motor Co.'s headquarters in Japan respects our U.S.-based employees' freedom to choose their own representation and the U.S. government's process for overseeing this process. Together, we informed our OECD national contact point of that position.

Consistent with our earlier letter to your London-based colleagues, Eniko Horvath and Phil Bloomer, we'd like to share with you that employees and the local community in Canton are our biggest champions, and their testimonials speak to how much we value relationships based on open dialogue, transparency and mutual respect. A few of those voices can be heard online at [www.nissan-canton.com/employee\\_spotlight](http://www.nissan-canton.com/employee_spotlight). We invite you and your colleagues to visit this website to learn more about the work Nissan does in the community.

In closing, please know that we strive to ensure employees have a voice, are compensated fairly and operate in a safe work environment. We are also committed to upholding the respectful relationships we have established with unions around the world. We thank you for your interest and trust this correspondence has provided greater insight into this matter.

Sincerely,

A handwritten signature in black ink, appearing to read "Scott E. Becker". The signature is fluid and cursive, with the first name "Scott" and last name "Becker" clearly distinguishable.

Scott E. Becker  
Senior Vice President  
Nissan North America, Inc.