

## **COMMITTING TOGETHER FOR SUSTAINABLE GROWTH AND DEVELOPMENT**

### **"Global framework agreement on social, societal and environmental responsibility between the Renault Group, the Renault Group Works' Council and IndustriALL Global Union"**

Renault, an innovative company in touch with the people, makes sustainable mobility accessible to all by creating clever and daring products which improve the quality of life of everybody.

With this ambition in mind the Renault Group aims to respect the environment and to ensure the development of all its employees across the world.

Consequently, it promotes responsible social dialogue on an international scale, and is now taking an additional step forward by signing a global agreement with the Renault Group Works' Council and IndustriALL Global Union.

In this agreement, the Renault Group, the Renault Group Works' Council, representing employees across the world, and IndustriALL Global Union, define their areas of responsibility to ensure effective implementation. They confirm their desire to promote sustainable development and jointly commit to five key areas of action:

- the respect of fundamental social rights
- social responsibility to employees
- responsibility to society in the areas where the Renault Group is located
- supplier and sub-contractor relationships
- protection of the planet by reducing our environmental footprint.

This agreement has its' origins in the company's humanist values, developed over its' 115 years history. It follows on from the Renault group employees' fundamental rights declaration dated 12 October 2004, which it enhances and modernises, to adapt to new social and economic demands. Based on a sincere international social dialogue, it also gives greater consideration to the interests of the various stakeholders in the company and opens the way for other global agreements.

Together, the Renault Group, the Renault Group Works' Council and IndustriALL Global Union are convinced that, in a global competitive environment, economic performance and social development are the interdependent keys to competitiveness and the company's sustainability.

## **SUMMARY**

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## **CHAPTER 1: UNIVERSAL STANDARDS – RESPECT FOR FUNDAMENTAL SOCIAL RIGHTS**

By way of this agreement, the Renault Group renews and reinforces the commitments entered into when Renault group employees' fundamental rights declaration was signed on 12 October 2004.

The Renault Group commits to respect the principles laid down within the framework of the ***Declaration of the International Labour Organization (ILO) of 1998, relating to the basic principles and rights at work:***

- Effective abolition of child labour
- Elimination of all forms of forced or compulsory labour
- Elimination of discrimination in respect of employment and occupation
- Freedom of association and effective recognition of the right to collective bargaining

These principles are listed in the following ILO conventions:

- Conventions n°138 of 1973 and 182 of 1989, relating to the minimum working age and the worst forms of child labour
- Conventions n°29 of 1930 and 105 of 1957, on forced labour
- Convention n°111 of 1958, non-discrimination in employment relations
- Convention n°100 of 1951, relating to equal remuneration for work of equal value
- Convention n°87 of 1948, on the freedom of association and protection of the rights to organise
- Convention n°98 of 1949, on the right to organise and collective bargaining
- Convention n°135 of 1971, on workers' representative in order to prevent any form of discrimination as a result of trade-union activities.

The Renault Group also adheres, as of 26 July 2001, to the universal principles, more specifically related to human rights, which constitute the Global Pact adopted on the initiative of the United Nations (Global Compact). In accordance with the Global Compact, the Renault Group opposes, in particular, all forms of corruption. The Renault Group makes employees aware of this issue through the Renault Group's ethical Charter and various communication and/or training materials.

The Renault Group also adheres to the OECD guidelines for multinational enterprises adopted on 27 June 2000, updated in May 2011, as well as to ILO Convention n°158 of 1982. It also recognises ISO 26 000 as a standard.

## **CHAPTER 2: SOCIAL RESPONSIBILITY**

The Renault Group is committed to respecting and developing its employees throughout the world.

### **Encouraging social dialogue**

Renault strives to ensure that employees are represented in all Group companies by employees working in those companies who have been elected to represent them or who belong to the relevant labour organizations.

The Renault Group affirms its respect for trade union activity, with regard to membership and holding of office, in accordance with the principles stipulated by the convention of the International Labour Organization no. 87 of 1948 concerning freedom of association and the protection to the right to organise.

Every employee is free to join a trade union or not. The Renault Group also undertakes to respect the terms of the ILO convention no. 98 on the right to organise and collective bargaining. As such, the Renault Group respects the right of its employees to organise themselves collectively, and

remains strictly neutral. The signatories undertake to respect the choice of each employee on this matter.

The Renault Group Works' Council is the dedicated forum for communication with management and staff representatives throughout the Renault Group. This dialogue takes place via regular meetings, whether meetings of the selected Committee or plenary meetings. Most notably, this makes it possible to anticipate and follow important developments at the Renault Group.

### **Actions regarding health, safety and quality of life in the workplace**

Ensuring the health and safety of its workforce as well as improving employee quality of life in the workplace are major objectives for the Renault Group.

The Renault Group has established a " Health & Safety and Working Environment" policy which is based on the "nine general principles to ensure Health & Safety at work " This is deployed in all Renault establishments, involving managers, employees, health and safety professionals and employee representatives in accordance with their respective fields of responsibility. Management of Health & Safety responsibilities in this way enables the Renault Group to make diagnoses and formulate action plans.

Within the framework of the physical and mental health policy, dedicated teams provide support to employees throughout their professional life. In this way, the Renault Group subscribes to the prevention of occupational risk and to the continuous improvement of workstation ergonomics. The measures taken are aimed, in particular, at the prevention of illnesses which might appear or develop on the job, in particular musculoskeletal disorders. Emerging or evolving risks such as electrical, road or chemical risks are subject to special attention and specific provisions.

Particular focus is placed on the development of knowledge in the area of electromagnetic fields. This will be taken into account, wherever necessary, in the Renault Group's Health & Safety policy.

The Renault Group supports the actions of the public health authorities by providing information and risk prevention initiatives to its employees on subjects such as cardiovascular risks, smoking, alcohol and other addictions, the importance of sleep, HIV/AIDS and STDs.

In addition to the aforementioned actions, the company takes steps to promote the initiatives of its entities in accordance with four guidelines:

- health and safety
- environment and workplace
- work-life balance
- day-to-day management

By developing and standardising best practices in these fields, the Renault Group affirms its commitment to improving the quality of life at work.

1. Nine general principles to ensure health and safety at work: avoid risks, evaluate the risks which cannot be avoided, combat the risks at source, adapt the work to the individual, adapt to technical progress, replace the dangerous by the non dangerous or the less dangerous, develop a coherent overall prevention, give collective protective measures priority over individual protective measures, give appropriate instructions to the workers.

## **Managing work and skills**

The Renault Group undertakes to support employment for its staff.

The Renault Group also affirms its commitment to anticipating, in so far as possible, job trends via a dynamic skills management programme. For this reason, the selected Renault Group Works Council is kept informed of work undertaken with regard to job trends and policies implemented in this area.

Within the framework of its policy, the Renault Group makes it possible for each individual to play an active role in their professional development. No matter where they work in the world, and no matter what their age and function, all employees can access the training necessary for them to carry out their job properly and to enhance their professional development throughout their career.

In the case of rapidly growing markets, through the profitability of its products and the competitiveness of its industrial and commercial operations, the Renault Group contributes to economic and social progress by encouraging the development of employment and employability in the industrial and commercial fabric.

In the context of highly fluctuating demand and very diverse automotive markets, the Renault Group endeavours to find the best possible balance between the company's interests and the quality of life of the employees concerned, by entering into dialogue with workers' representatives and trade unions. The corresponding measures are implemented in accordance with national legislation and local social relations practices.

In the event of reorganizations or restructurings, the Renault Group undertakes to support redeployment and reclassification within the Group, as a priority and insofar as it is possible, by implementing vocational training activities wherever necessary.

Actions relating to employment and skills will be the subject of particular focus in the follow-up of the agreement.

## **Remuneration, right to paid leave, social protection**

The Renault Group recognises the principle of fair remuneration and complies with the regulations of convention no. 100 of the ILO on equal pay for work of equal value. The Renault Group agrees that the duration of work should not exceed that laid down in national legislation or the collective agreements of the country concerned.

In accordance with the legislation and national practices of the countries in which the Renault Group operates, a right to paid leave is granted to all employees.

The Renault Group ensures that, in all countries where it is present, employees and their families are afforded sufficient protection in the event of death, disability, industrial accident or occupational illness.

## **Promotion of diversity**

In accordance with ILO convention n°111, the Renault Group does not discriminate on any grounds whatsoever in its employment relations. In particular, it recruits women and men according to their specific qualities and treats all its employees with dignity, and does not discriminate on the grounds of gender, age, racial origin or real or supposed membership or non-membership of an ethnic group, social, cultural or national background, family circumstances, trade-union activities, sexual orientation, disability, or political or religious views.

The Renault Group has defined several key areas of focus within the framework of its diversity policy:

### **Men and women**

The Renault Group has implemented specific measures regarding the position of women in the company, which has resulted in changes to its HR processes in terms of recruitment and career management and in the development of an international network of women.

### **Disability**

The Renault Group facilitates the integration of disabled people within the Group by implementing specific integration measures, installing adapted workstations, inclusive communication activities, the raising of employee awareness and by encouraging networking.

### **Origin**

The Renault Group supports cultural and social diversity within teams in all countries where the company is present.

### **Age**

The Renault Group strives to ensure a balance between generations and supports its employees throughout their working life. It values the experience, training and skills of the older generation whilst ensuring training and professional integration for young people.

## **CHAPTER 3: RELATIONSHIPS WITH SUPPLIERS AND SUBCONTRACTORS**

Respect for fundamental rights is a determining criterion in the selection of suppliers and subcontractors.

The Renault Group undertakes to communicate this agreement to its suppliers and sub-contractors. It asks them to commit to applying the fundamental social rights stipulated in chapter 1 of this agreement within their own company.

If necessary, corrective action plans may be set up with the Renault Group's support. Once identified, any failure not corrected may lead to various measures, including the Renault Group terminating its relationship with the company concerned.

Such a commitment does not entail the Renault Group to step in to assume the legal responsibility of said suppliers and subcontractors.

## **CHAPTER 4: CORPORATE SOCIAL RESPONSIBILITY**

The Renault Group operates in line with its corporate social responsibility, within the framework of its activities as a car manufacturer.

Actions are focused on three priority areas:

### **Supporting educational projects**

The Renault Group is involved in educational projects through support of innovative teaching programmes and other educational actions. These actions, carried out with employees and in partnership with local authorities, open doors to the world and to citizenship, and tangibly contribute to the development of tomorrow's skill base.

## **Promoting the integration of young people into the automobile industry**

The Renault Group promotes the integration of young people to the business world through various training and integration activities.

The Renault Group is committed locally to the training of young people experiencing difficulties. In addition, it supports the development of work-study programmes, particularly in the form of apprenticeships.

Targeted actions relating to higher-education are also included within the framework of the Renault Foundation in several countries.

## **Promoting road safety**

Conscious of the development all over the world of personal transport, the Renault Group equips its vehicles with the latest protection and accident-prevention technologies and implements educational initiatives and instruction in road safety for a variety of audiences: children, teenagers, professionals and the academic world.

## **CHAPTER 5: ENVIRONMENTAL PROTECTION AND SUSTAINABLE MOBILITY FOR ALL**

The environmental policy of the Renault Group is centred around the following principles:

### **Reconciling demand for products and services with protection of the environment**

With its eco<sup>2</sup> signature, the Renault Group endeavours to improve the environmental footprint of its vehicles and their life cycle, including recycling, particularly through its range of electric cars.

### **Applying environmental management throughout the company**

The Renault Group is committed to controlling non-renewable resources, reducing noise pollution, reducing emissions into the natural environment and to controlling the use of chemicals via a set of priority actions combining the objectives of the company with the local environmental context. Its production sites are ISO 14001 certified. The Renault Group is committed to the continuous improvement of its installations and existing technologies.

### **Preventing or reducing environmental impact**

In response to environmental issues, the Renault Group identifies the sources of direct and indirect emissions of greenhouse gases, measures them and progressively reduces them. The Renault Group is committed to reducing other environmental impacts such as the exhaustion of natural resources, acidification and eutrophication. It is also committed to improving air quality in cities through the introduction of new technologies within its automotive activity and in the interests of future generations.

### **Communicating the environmental message**

The Renault Group calls on all of its employees to implement the actions previously outlined. These actions not only require communication on the key areas of environmental policy, but also necessitate the adaptation of skills with regard to future evolutions of the car and major environmental challenges, in particular by making training available on everything from “the workstation” to “understanding the issues” and expertise in the key sectors.

## **CHAPTER 6: TERMS FOR THE IMPLEMENTATION AND FOLLOW-UP OF THE AGREEMENT**

The management and members of the Renault Group Works' Council jointly oversee the effective implementation of the agreement, in liaison with IndustriALL Global Union.

This agreement has been translated into the languages of the various countries in which Renault operates, and is made available to all personnel, and in particular the management, of the entities in the Renault Group identified in Chapter 7.

The agreement is followed up through dialogue between the Renault Group management, the Renault Group Works' Council and IndustriALL Global Union:

- Each year, at the time of the plenary session of the Renault Group Works' Council, the management will organise a review meeting in which the regular members and observers of the Renault Group Works' Council and the representatives of the IndustriALL Global Union will participate.
- This review meeting is prepared by a commission made up of management representatives, members of the selected Renault Group Works' Council and representatives of IndustriALL Global Union. As soon as the agreement is signed, this commission will meet to define the actual terms of follow-up for the agreement.
- Every 3 years, the signatories will carry out a global review of this agreement in action and will investigate any adjustments which may be required.

### **Dealing with potential difficulties**

The signatories agree to inform one another as soon as possible in the event that any difficulty is identified with regard to the implementation of this agreement so that an action plan can be adopted quickly and a solution found as soon as possible.

Local issues notified to the signatories shall firstly be handled within the context of local social dialogue. Renault undertakes to provide the right conditions for this kind of dialogue. If necessary, a solution may be sought at country, region, then Renault Group level.

Keen to engender a climate of confidence in these circumstances, the signatories will endeavour, as a priority, to find a solution by means of dialogue, as opposed to any other action, ensuring at all times the confidentiality of any such discussions.

## **CHAPTER 7: FINAL PROVISIONS**

This agreement is subject to French law; it takes effect as of the day of its signature for an unspecified duration, and is applicable to the entire Renault Group, i.e. to any company in which Renault s.a.s holds, directly and indirectly, over half of the share capital.

When a new company enters into the scope described here above, the signatories shall together examine the terms of its adhesion to the present agreement, including any related action plan, with the exception of the fundamental social rights stipulated in chapter 1 of this agreement, which shall apply with immediate effect.

The provisions of this agreement replace those of the Renault group employees' fundamental rights declaration of 12 October 2004. In the event of any discrepancy between the various translated versions, the French version is binding.