

Vigilance Plan

June
2022

Renault
Group

In accordance with the French law (2017-399) of March 27, 2017 on the duty of vigilance of parent companies and main contractors, Renault Group's 2021 Vigilance Plan was published in the Universal Registration Document 2021, issued in March 2022.

The present document is a reworked and expanded version of the plan as a whole, enhanced with a section on the Group's ambitions and with information on the governance of the plan. Its content is designed to meet the requirements of French Law of 2017. It applies to Renault SA and its subsidiaries controlled, directly or indirectly, within the meaning of Article L. 233-16 of the French Commercial Code (Renault Group or "the Group") as well as to the suppliers and subcontractors with which the Group's various companies have an "established business relationship". The plan is based on Renault Group's purpose (raison d'être) and its ambitions regarding ethics, human rights, health, safety and respect for the environment. It details and maps the risks identified, specifies the action plans in place to mitigate these risks and the systems provided to make progress.

In Renault Group's view, sustainable mobility implies respect for our ecosystems and for internationally recognized human rights and fundamental freedoms. Our company's mission is to be ethical and responsible, and to contribute to making access to mobility as widespread as possible in the markets where we operate.

We hope this document conveys the commitments we have embraced and shows readers that responsible mobility is tantamount to sustainable mobility.

// We act to ensure consistency between our Purpose, our sustainability strategy, the values we apply among our employees and the way we conduct business, to create a positive dynamic in our host geographies and with our partners. //

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Renault Group

A presence in



150 **38**
entities & countries



156,466
employees

Group revenues
(in billions of euros)

46.2

Net profit
(in million of euros)

967



2,696,401
vehicles sold

Figures as of December 31, 2021

Renault Group embodies a mobility that is reinventing itself. Strengthened by its **alliance** with Nissan and Mitsubishi Motors, and its unique expertise in electrification, Renault Group relies on the complementarity of its four brands - **Renault, Dacia, Alpine** and **Mobilize** - to design, manufacture and sell vehicles and innovative services. In 2021, the Group sold **2.7** million vehicles in more than **130** countries and employs nearly **160,000** people.

Ready to pursue challenges both on the road and in competition, Renault Group is committed to an ambitious transformation that will generate value. This transformation is centred on the development of new technologies and services, and a new range of even more competitive, balanced and electrified vehicles. In line with environmental challenges, the Group's ambition is to achieve carbon neutrality in **Europe** by **2040** and in the **world** by **2050**.

OUR BRANDS



DACIA

ALPINE

MOBILIZE
BEYOND AUTOMOTIVE

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A

Renault Group's ambitions

1. Renault Group's Purpose states our commitments regarding key values

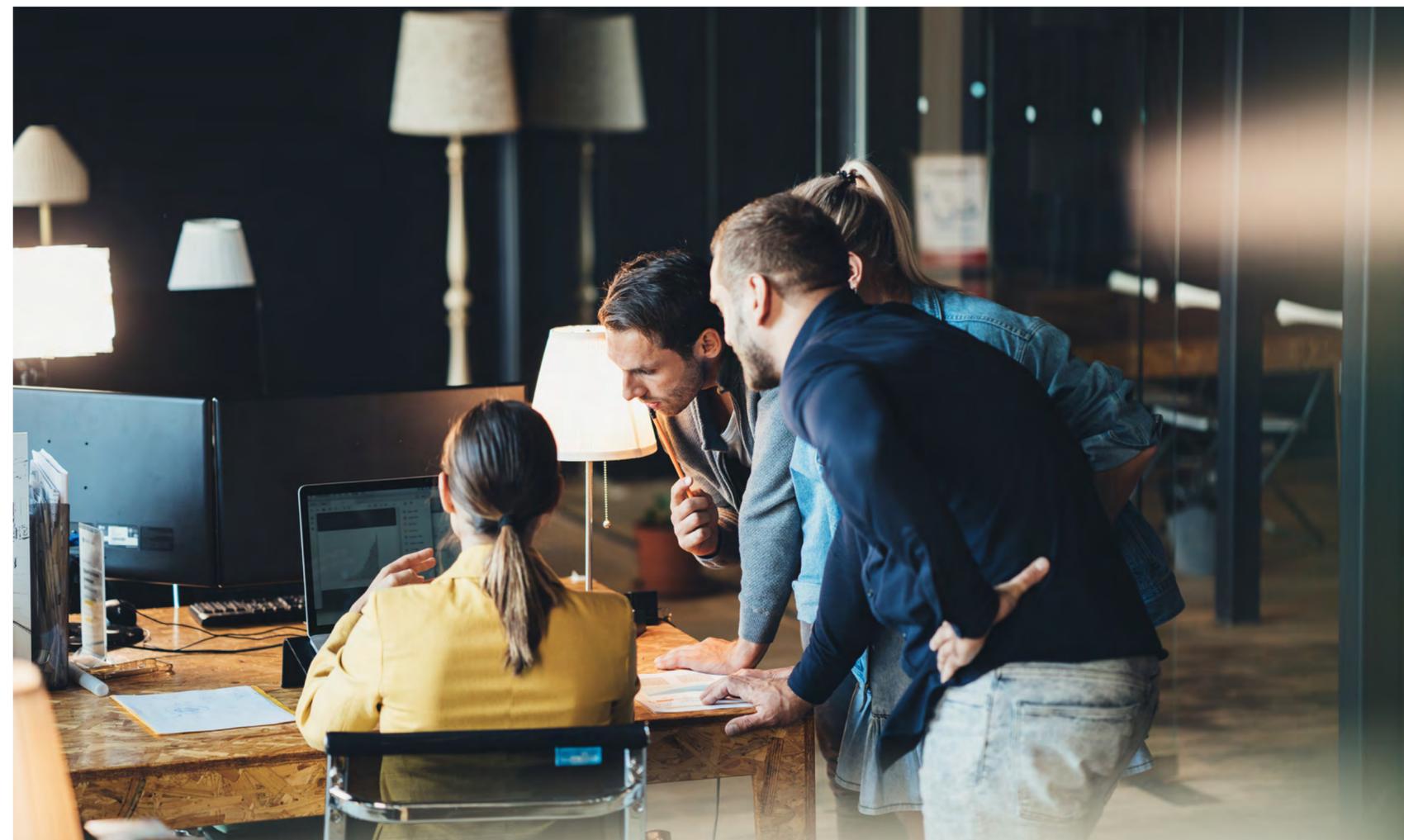
"Our spirit of innovation takes mobility further to bring people closer."

We are caring, believing in responsible progress that respects everyone.

Since 1898, our history has been written by passionate people who create innovative products in tune with popular culture and made to accompany life. We do this because mobility is a source of fulfilment and a freedom. We believe that this freedom goes hand in hand with preserving the planet and living better together. That's why we challenge ourselves to limit our impact on the climate and on resources, and to make mobility more inclusive and safer for everyone.

We are daring, embracing the future with optimism.

We are a place where people can be themselves, playing their part in a shared adventure. We are proud of our diversity, of our French roots and of our international presence which makes us open to the world. We are strengthened by the Alliance and by the constructive relationships we forge with our partners. From our very beginning, our spirit of innovation has taken us further, creating value, anticipating mobility needs and bringing people closer.



2. Renault Group, committed to respecting human rights and ethical practices

Human rights and fundamental freedoms

Renault Group is one of the world's leading carmakers, with over 150,000 employees in 38 countries.

Ethics and sustainable development are at the core of our company's strategy. As an employer and as a carmaker, our ambition is to strive for excellence in respecting and promoting human rights.

In our actions, we ensure consistency between our Purpose, the values we apply among our employees and the way we conduct business and create a positive dynamic in our host geographies and with our partners.

Renault Group attaches particular importance to the ability of its operating entities to repair any damage that may be caused by the business as quickly as possible.

A clear and ambitious roadmap has been built in keeping with our Purpose. It is based on achievements so far and processes already in place, and on precise analysis of the risks and challenges.

This roadmap is led by a specific committee reporting to the Group's Senior Vice-President, Strategy (detail in section F.2 Governance).

Ethics

The Code of Ethics lays out Renault Group's commitment to establishing and expanding trust and respect among employees, customers, suppliers, shareholders and partners. All employees are expected to refer to it in their everyday work, in particular so as to protect themselves, protect stakeholders, protect Renault Group's assets and promote responsible citizenship.

Renault Group applies its stance on sustainable mobility to all its relationships with its stakeholders. Renault Group in particular makes sure that all requests from public authorities comply with its ethical commitments. Renault Group strives to reconcile the interests of stakeholders (whether the Group, its customers, shareholders or employees) with the general interest.



3. Renault Group as an employer

By signing the Women’s Empowerment Principles (WEP) of the United Nations, Renault Group reaffirms that the Universal Declaration of Human Rights of 1948 must be applied uniformly to women and men.

Working conditions

a. Health, safety and working conditions

In accordance with Renault Group’s Declaration of Employees’ Fundamental Rights of October 12, 2004, the Global Framework Agreements of July 2, 2013, and of July 9, 2019, and its Addendum of April 26, 2021,

Renault Group reaffirms its commitment to strict compliance with its policy laid out in its Occupational Health and Safety Policy (2021) and the local agreements on teleworking. We aim for zero work-related accidents and illnesses and commit to providing a healthy and safe workplace for everyone involved in our operations. To this end, we proactively apply the principle of continuous improvement with a focus on prevention.

b. Ban on child labor

In accordance with ILO Convention No. 138 of 1973 on Minimum Age, ILO Convention No. 182 of 1999 on the Worst Forms of Child Labour, Renault Group’s Declaration of Employees’ Fundamental Rights of October 12, 2004, the Global Framework Agreements of July 2, 2013, and July 9, 2019, and its Addendum of April 26, 2021,

Renault Group **bans work by minors** who have not reached the minimum legal working age in each country or region, and in all cases work by minors under 15 years of age.

Beyond forbidding child labor, Renault Group pledges to respect children’s rights, enshrined in the international Convention on the Rights of the Child of 1989, everywhere.

c. Ban on forced labor

In accordance with ILO Convention No. 29 of 1930 on Forced Labour, ILO Convention No. 105 of 1957 on the Abolition of Forced Labour, Renault Group’s Declaration of Employees’ Fundamental Rights of October 12, 2004, the Global Framework Agreements of July 2, 2013, and July 9, 2019, and its Addendum of April 26, 2021,

Renault Group **bans forced labor** and guarantees that all work is performed voluntarily and that employees are free to leave their job at any time.

d. Harassment

In accordance with Articles L. 1152-1 to L. 1152-6 of the French Labor Code on Moral Harassment, Article 5 of the Universal Declaration of Human Rights, and the Global Framework Agreement of 2019,

Renault does not tolerate any form of harassment and violence in the professional context.

Renault Group is committed to strictly applying its Zero Discrimination Policy, including its chapter on harassment, and to taking proportionate measures in the event of a breach.

An inquiry procedure has been defined for the Group and deployed and adapted in each country.



3. Renault Group as an employer

e. Compensation

In accordance with ILO Convention No. 100 of 1951 on Equal Remuneration, and the Global Framework Agreement of 2013,

Renault Group respects internationally recognized workers' rights and complies with all applicable requirements in labor law, in particular as regards salaries, which must be equal to or higher than the minimum pay for work of equal value in the country. The objective is to provide a decent living wage as intended by the ILO.

f. Working time, right to paid leave and right to disconnect

In accordance with national legislation and established practice in Renault Group's host countries, with Renault Group's Declaration of Employees' Fundamental Rights of October 12, 2004, with the Global Framework Agreements of July 2, 2013, and July 9, 2019, and its Addendum of April 26, 2021,

Renault Group grants its employees the right to paid leave.

Renault Group reaffirms its commitment to strictly respecting policies on the organization of working time and rest time, as provided in national legislation and in local agreements arising from social dialogue.

Renault Group commits in particular to respecting each employee's right to choose whether or not to connect outside his or her usual working hours and during his or her periods of leave. During their leave, they are not required to reply to any emails or telephone calls they may receive, whatever they may be, and only send emails or make telephone calls in exceptional emergencies (in particular emergencies that impact the safety of employees and/or customers).

g. Employee representation (Freedom of association/collective bargaining)

In accordance with ILO Convention No. 87 of 1948 on Freedom of Association and Protection of the Right to Organise, ILO Convention No. 98 of 1949 on the Right to Organise and Collective Bargaining, ILO Convention No. 135 of 1971 on Workers' Representatives, providing protection against any forms of anti-union discrimination, Renault Group's Declaration of Employees' Fundamental Rights of October 12, 2004, the Global Framework Agreements of July 2, 2013, and July 9, 2019, and its Addendum of April 26, 2021,

Renault Group reaffirms its determination to strictly respect freedom of association, in particular the freedom to join a trade union and hold office in a trade union for all its employees in all countries where it has operations.

Renault Group pledges to comply with the principles outlined in the ILO Declaration on Fundamental Principles and Rights at Work adopted in 1998, relating to freedom of association and the effective recognition of the right to collective bargaining.



3. Renault Group as an employer

Equal opportunities

a. Discrimination

In accordance with ILO Convention No. 111 of 1958 on Discrimination (Employment and Occupation), and the Global Framework Agreement of 2013,

Renault Group bans and rejects all forms of discrimination. Renault Group's principle is to not discriminate on any grounds whatsoever in working relationships.

Efforts to eliminate discrimination apply to all aspects of diversity: age, social background, family status, gender, sexual orientation, disability, political views, religious views, trade union membership and the fact or assumption that a person belongs or does not belong to a given ethnic Group, nation or race.

Renault Group's ambition is to fully neutralize the gender pay-gap by 2025. In 2021, the gap stood at 1.3%.



b. Diversity and inclusion

In accordance with Renault Group's Declaration of Employees' Fundamental Rights of October 12, 2004, the Global Framework Agreements of July 2, 2013, and July 9, 2019, and its Addendum of April 26, 2021,

Renault Group considers that diversity in a company is an asset, that it creates an environment that fosters innovation and that it contributes to performance.

The Group's ambition is for women to hold 30% of positions by 2030, 35% by 2035 and 50% by 2050 in:

- The top governing bodies;
- Senior Management (top 4,000);
- Management (top 11,000, accounting for 10% of the Group's positions with the highest level of responsibility, excluding RRG and AVTOVAZ).

Renault Group implements action plans to foster inclusion within its [Diversity and Inclusion Plan](#). See also B.3. Human rights and fundamental freedoms/Actions below.

c. Right to training

In accordance with Renault Group's Declaration of Employees' Fundamental Rights of October 12, 2004, the Global Framework Agreements of July 2, 2013, and July 9, 2019, and its Addendum of April 26, 2021,

Renault Group commits to fostering its people's employability, notably through ReKnow University, which develops innovative training courses in the skills of the future (electric mobility, circular economy, data, artificial intelligence and cybersecurity), in cooperation with industrial and academic partners. ReKnow University is based in France and will expand internationally over the medium term.



4. Renault Group as a carmaker

a. Value chain and partnerships

In accordance with the Renault-Nissan Corporate Social Responsibility Guidelines of 2015, the Global Framework Agreement of July 2, 2013, the Renault Green Purchasing Guidelines of 2018 and Renault Group's policy on the supply of cobalt and minerals from conflict-affected or high-risk areas of 2019,

Renault Group asks its suppliers and subcontractors to commit in writing to meeting the Group's expectations in matters of safety and quality, human and labor rights, the environment, compliance and non-disclosure of information in its supply chain, and to use them with their own suppliers (further detail in section E.)

Renault Group asks its suppliers and subcontractors to implement the fundamental social rights in their own companies and encourages them to do likewise with their own suppliers. If necessary, corrective action plans are put in place with the support of Renault Group.

Renault has incorporated compliance with social and environmental requirements into its supplier selection and relations standards. ESG (Environment, Social, Governance) assessment of suppliers is therefore included in the selection criteria, alongside quality, financial health, strategy and industrial and logistical capacities.

Renault Group measures the ESG performance of its suppliers, and, for several years now, publishes the performance of its top 200 (representing approximately 86% of the total purchase volume of automobile parts). Renault Group aims to expand the group of suppliers it monitors and step up the associated expectations. Accordingly, it intends to publish the performance of its top 500 suppliers, covering more than 95% of the total purchase volume of parts, in 2023.

b. A clean, safe and accessible mobility offer

Renault Group aims to make clean and safe mobility accessible to as many people as possible in every country where the Group operates (see section 2.3.1.3. of the Renault Group 2021 Universal Registration Document):

- **As an inclusive company, Renault Group** contributes to removing social, physical, cognitive and financial barriers to mobility, so that everyone is able to move around freely and thus gain access to a job and develop social ties.
- **Safe mobility according to Renault Group:** alongside its suppliers, Renault Group pledges to manufacture and market products that meet or exceed applicable regulations in each of the countries where it operates.
- **Clean mobility according to Renault Group:** Renault Group pledges to offer innovative solutions for mobility while continuously reducing or avoiding the environmental footprint of its activities, services and products throughout their life cycle. The priority areas for action in Renault Group's environmental policy are the climate, resources, ecosystems, biodiversity and health.

c. Local communities and indigenous peoples

In accordance with the UN's Declaration on the Rights of Indigenous Peoples of 2007 (UNDRIP) and local regulations relating to property rights,

Renault Group strives to minimize the negative potential impacts and to enhance the positive impacts of its projects on local communities and indigenous peoples. In particular, the security of its employees and installations must not be enforced at the expense of the human rights of local communities and indigenous peoples.

Renault Group carries out activities that have a positive impact and involve all the stakeholders in an area. In each of the sites where the Group has significant weight and influence on its surrounding environment, it aims to map out a development plan regarding local communities and indigenous peoples based on precise analysis of the impacts.

Moreover, in accordance with the Global Framework Agreement of 2019, there are specific arrangements for employees who wish to become involved in non-profits and social enterprises to do so. If local legislation allows it, the time they spend on these activities may be considered as working time.

5. Our contribution to the UN's Sustainable Development Goals (SDGs)

On account of its geographic reach, variety of business activities and commitment to environmental, social and corporate governance issues, Renault Group contributes to the UN's 17 SDGs. It contributes most directly to SDGs **1** (No poverty), **3** (Good health and well-being), **5** (Gender equality), **8** (Decent work and economic growth), **11** (Sustainable cities and communities), **12** (Responsible consumption and production), **13** (Climate action) and **16** (Peace, justice and strong institutions).



SDG 1

End poverty in all its forms everywhere in the world. Renault Group considers the fight against poverty to be an essential step in achieving sustainable development and empowering communities in numerous countries. The Group puts its commitments into practice in several ways: the [Renault Foundation](#) supports 16 organizations dedicated to integration through employment for the most disadvantaged; the Group's other foundations are also active – for example, the Renault Institute in Brazil supports the [Borda Viva](#) organization through income-generation projects; the Group's [Caremakers](#) social and solidarity economy programs launched in 2012 are innovating in several areas to support economically vulnerable people.



SDG 3

Ensure healthy lives and promote well-being for all at all ages. Customer and employee health and safety are priorities for Renault Group: examples include Fireman access on all of the Group's electric vehicles and plug-in hybrids; an e-learning on road safety adapted in Arabic for Morocco and Algeria; and the "1 health, 1 company" campaign to improve employee health support and tracking, launched in 2021. Renault Group is also acting on this commitment through its objectives to reduce volatile organic compound emissions by 32% per vehicle between 2013 and 2023 in order to preserve air quality, and to reduce the number of hazardous chemicals used on Group sites by 20% between 2016 and 2022.



SDG 5

Achieve gender equality and empower all women and girls. Renault Group is committed to taking targeted measures relating to the place of women in the company. Through an HR action plan with more ambitious objectives, Renault Group is working to achieve a higher proportion of women in leadership and management positions. An internal charter on Diversity and Inclusion and the Purpose Committee are driving the Group's commitments regarding gender equality. Renault Group is also rolling out the international Women@RenaultGroup network and supports [UN Women France](#).



SDG 8

Promote inclusive and sustainable economic growth, employment and decent work for all. To address the environmental and societal challenges that are disrupting everyone's daily life, Renault Group is committed to building the world of work together and to sustainable development and growth, through its Global Framework Agreements of [2013](#) and [2019](#). Renault Group is committed to optimizing its impacts and those of its suppliers through a responsible purchasing policy and through compliance with the [Renault-Nissan Corporate Social Responsibility Guidelines for Suppliers](#). Suppliers in particular have access to the Group's grievance mechanism. Renault also carries out local actions, for instance 509 vehicles were ordered and financed under Renault Group's Inclusive Mobility program in 2021, and Renault has a partnership in Argentina with the NGO [Innovar Sustentabilidad](#) to produce accessories for the new Duster.

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SDG 11

Make cities and human settlements inclusive, safe, resilient and sustainable. Sustainable mobility for all, today and tomorrow, is Renault Group's credo and it is taking a variety of initiatives to abide by it including the Zity carsharing solution in Madrid and Paris and the Mobilize Share service in Luitré-Dompierre (1,900 inhabitants); a social investment company, [Caremakers Invest](#), which has been funding innovative enterprises focused on access to mobility since 2012; and the Renault Foundation, which supports four organizations related to sustainable mobility: Ehop, 07/26, Prévention Routière and Fondation pour la Nature et l'Homme.



SDG 12

Ensure sustainable consumption and production patterns. Renault Group's business model, and mobility in general, are evolving to support the energy transition and in step with growing awareness of ecological issues. Renault Group set up the Re-Factory, the first European circular economy plant dedicated to mobility, in Flins in 2021 (now also in Seville). Also following the circular economy rationale, Renault Group is striving to minimize the environmental impacts associated with industrial waste and recycles 85% to 100% of metallic waste from industrial processes. Furthermore, Renault Environnement is active in dismantling and recycling through three dedicated subsidiaries (Boone Comenor, Indra and Gaïa), aiming for total revenue of €1 billion by 2030.



SDG 13

Take urgent action to combat climate change and its impacts. Renault Group's environmental commitment is reflected in its goal to achieve carbon neutrality in Europe by 2040 and worldwide by 2050. Renault Group has also pledged to increase the proportion of recycled materials in the mass of produced new vehicles by 33% by 2030.



SDG 16

Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels. Renault's [Code of Ethics](#) reaffirms its Groupwide commitment to establishing and developing trust with all its employees. Renault Group strictly forbids all forms of corruption, updated its Anti-Corruption Code of Conduct in 2021 and applies the eight pillars of the French "Sapin II" Law. Renault Group also fights against counterfeiting, especially in spare parts.

The next sections are designed to fulfill the requirements in French Law No. 2017-399 of March 27, 2017, “on the duty of vigilance of parent companies and main contractors”. The vigilance plan presents the mappings of the risks identified, the action plans in place to mitigate them, the procedures to assess the situation on a regular basis, and the system for monitoring the measures implemented and assessing their effectiveness, in order to identify the risks and prevent serious infringements in the three areas identified by the law – human rights and fundamental freedoms, human health and safety, and the environment – resulting from its activity and those of the subsidiaries or companies that it controls, directly or indirectly. A fourth section is dedicated specifically to the activities of the suppliers and subcontractors with which Renault Group has an established business relationship, following the same pattern. Finally, the last section presents the whistleblowing mechanism and governance, both of which are relevant to the four areas.



B

Human rights and fundamental freedoms

1. Risk mapping: identification, analysis and prioritization

Methodology

In fulfilling its duty of vigilance, Renault Group maps the risks involving human rights that its own activities entail for women and men.

The methodology that has been adopted includes this mapping in the system used to manage the Group's major risks.

Ten risks have been identified, analyzed and prioritized by specialists in six departments: Human Resources, Ethics, Purchasing, Prevention and Protection, Sustainable Development and Risk Management. This risk mapping was presented to the Group's EVP in charge of Human Resources, who approved it along with the associated action plan.

This mapping is based on:

- A list of risks compiled based on a benchmark with industrial companies in the automotive, food-processing, luxury, energy and transportation sectors;
- A process to analyze alerts (see F.1. Whistleblowing mechanism);
- Monitoring of the social, economic and regulatory environment in the Group sites' host regions. A mechanism has been implemented for the **monitoring** of human rights and fundamental freedoms;
- **The reports published by the ILO**, which may go beyond the fundamental social rights identified in the Global Framework Agreements.

Result

IDENTIFICATION

RISKS
Interfering with freedom of association, the right to organize and the right to collective bargaining
Invading privacy
Discrimination in recruitment
Discrimination in the workplace
Slavery and human trafficking
Child labor
Forced labor
Indecent working conditions
Indecent salary
Negative impact on local communities

ANALYSIS AND PRIORITIZATION

PROBABILITY					IMPACT
Very likely					
Likely					
Unlikely		●	●●●●		
Very unlikely		●	●	●●	
	Minor	Important	Major	Disaster	

2. Procedures for regular assessment of the situation of the Group and its subsidiaries based on the risk mapping

The assessment of the situation of the Group and its subsidiaries based on the risk mapping is based on two pillars:

- **Local audits to track implementation of policy on human rights and fundamental freedoms provided in the Global Framework Agreements and part A of this document.** 89.76% of the Group's employees are covered by a collective bargaining agreement at branch and/or company level. The Internal Audit Department includes knowledge of and compliance with Global Framework Agreements in its local audits of Human Resources practices. In the event of any difficulty in applying these agreements, a memorandum concluded in January 2018 with the signatories of the 2013 Framework Agreement provides practical guidance for both parties to deal with the issues jointly.
- **A process has been formalized to address whistleblower alerts (see section F.1).** Any alerts are discussed in a specific point during the plenary sessions of the Renault Group Works Council (RGWC). In 2021, a specific update was provided on this subject on November 5 with all the members of the RGWC, which is made up of 40 members representing 26 countries. The RGWC is a forum for open and responsible international social dialogue.



3. Actions to mitigate risks and prevent serious infringements

RISKS	ACTIONS
Slavery and human trafficking	— Implement Global Framework Agreement (GFA) of 2013 and ILO Conventions 29 and 105 on the elimination of all forms of forced or compulsory labor.
Child labor	— Implement GFA of 2013 and ILO Conventions 138 and 182. The minimum working age at Renault Group is 15, beyond age 15 regulations in each country apply.
Forced labor	— Implement GFA of 2013 and ILO Conventions 29 and 105 on the elimination of all forms of forced or compulsory labor.
Indecent working conditions	— The action plans relating to this risk are led by the Health, Safety, Ergonomics and Environment (HSEE) Division and are discussed in section C.3.
Interfering with freedom of association, the right to organize and the right to collective bargaining	— The Renault Group Works Council, comprising 40 members representing 26 countries, is a forum for open and responsible international social dialogue. — Regarding career management, implement a People Review process involving the HR Department. The goal is to prevent any discrimination against employees who are union members.
Invading privacy	— Implement 2021 Addendum on teleworking to the GFA of 2019. — Implement the system for personal data protection (see section C.3.)
Discrimination in recruitment	— Implement GFA of 2013 and ILO Conventions 100 and 111.
Discrimination in the workplace	— Implement GFA of 2013 and ILO Conventions 100 and 111. — Career management: implement a People Review process. — Implement a Diversity and Inclusion plan (see to the right).
Indecent salary	— Implement ILO Convention 100 in GFA 2013: equal pay for work of equal value. — Apply pay scales approved with employee representative bodies.
Negative impact on local communities or indigenous peoples	— Preventative approach: wherever the Group operates, it contributes to the revitalization of the employment basin, in collaboration with local public authorities. — Revitalization: In the event of a significant impact on employment, revitalization plans are implemented to develop employment. — Implement GFA of 2019: employees who wish to get involved with charities and companies or solidarity-based companies may enjoy specific arrangements, in compliance with local legislation. The time spent on these activities can be considered as working time.

In addition to the risk mitigation and prevention measures listed in this table, Renault Group has set ambitious objectives in terms of diversity and inclusion. The [Renault Group Diversity and Inclusion Plan](#) is based on four pillars:

- Ensuring fair and respectful treatment of all;
- Promoting an inclusive work environment;
- Facilitating the integration and development of women in business;
- And finally increasing the representation of women at all levels, in all trades and in all countries where the company is present. In 2030, Renault Group targets 30% of women in management positions.

Within this framework, Renault Group is taking action in several areas:

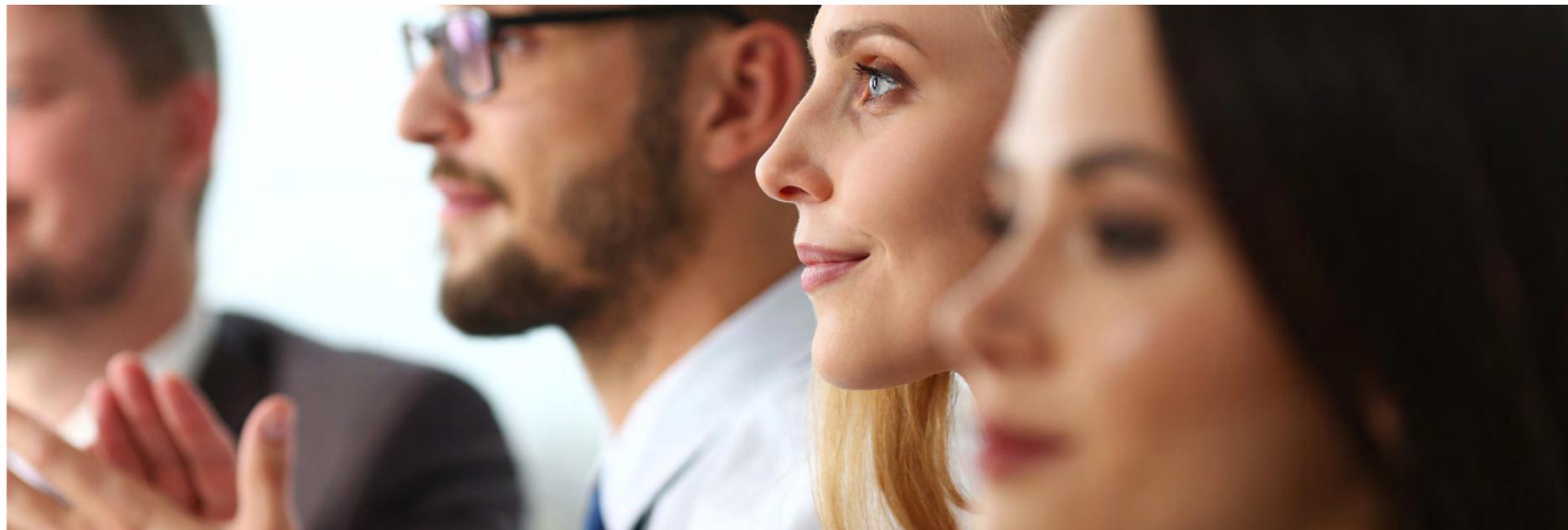
- **Gender diversity:** Renault Group's is implementing a process specifically related to the place of women in the company, which involves adapting its HR processes relating to recruitment and career management, and developing an international network of women;
- **Disabilities:** Renault Group facilitates integration of persons with disabilities by taking targeted measures, adapting workstations, communicating with and raising awareness among employees, and networked development;
- **Background:** Renault Group fosters cultural and social diversity in its teams in all the countries where it has operations;
- **Age:** Renault Group ensures balance between generations and supports its employees throughout their professional life; it draws on the experience, training and know-how of seniors while providing training and ensuring integration of young people in the workforce. In 2022, Renault Group, along with 30 other companies, signed a charter on the employability of people over 50 years-old, covering ten key commitments.

4. A system to monitor measures taken and assess their effectiveness

The Duty of Vigilance Steering Committee monitors measures on a monthly basis. A summary is presented to the Ethics and Compliance Committee twice a year (see section F.2. Governance for details).

The effectiveness of measures is principally determined in light of the number of incidents reported by signatory parties to Global Framework Agreements resulting in the implementation of the measures provided for in the 2018 memorandum. In 2021, no incidents entailed implementation of measures provided in the memorandum.

The figures below also reflect the effectiveness of measures taken by the Group.



2,600
Employees trained
in 2021 through
ReKnow University



1.3%
Gender pay gap
Improvement by 1.5 points
between 2020 and 2021



Health, safety and security



1. Risk mapping: identification, analysis and prioritization

Methodology

In fulfilling its duty of vigilance, Renault Group maps the risks in that its own activities entail risks for women and men. Thirteen risks have been identified, analyzed and prioritized by specialists in four departments: Health, Safety, Ergonomics and Environment (HSEE), Prevention and Protection (P&P), Sustainable Development and Risk Management.



This mapping is based on:

- A standard list of risks, principally based on external benchmarks;
- Statistical analysis of the accidents, occupational illnesses and malicious acts that occurred over the past 10 years at Group sites (see C.2 and C.4);
- Knowledge of the variety of activities at industrial and tertiary sites;
- Monitoring of the social, economic, environmental and safety situation in the Group sites' host regions.

Result

IDENTIFICATION

RISKS	
HEALTH	Musculoskeletal disorder (MSD)
	Physical illness other than MSD
	Chemical-induced accidents and illnesses
	Psychosocial disorder
SECURITY	Malicious act on site
	Malicious act off site
	Digital malicious act or threat
SAFETY	Accidents with machinery
	Slips, trips or falls
	Pedestrian or vehicle accidents
	Work at height
	Thermal accidents or electric shocks
	Handling/dropping objects

ANALYSIS AND PRIORITIZATION

PROBABILITY

Very likely					
Likely					
Unlikely					
Very unlikely					
	Minor	Important	Major	Disaster	IMPACT

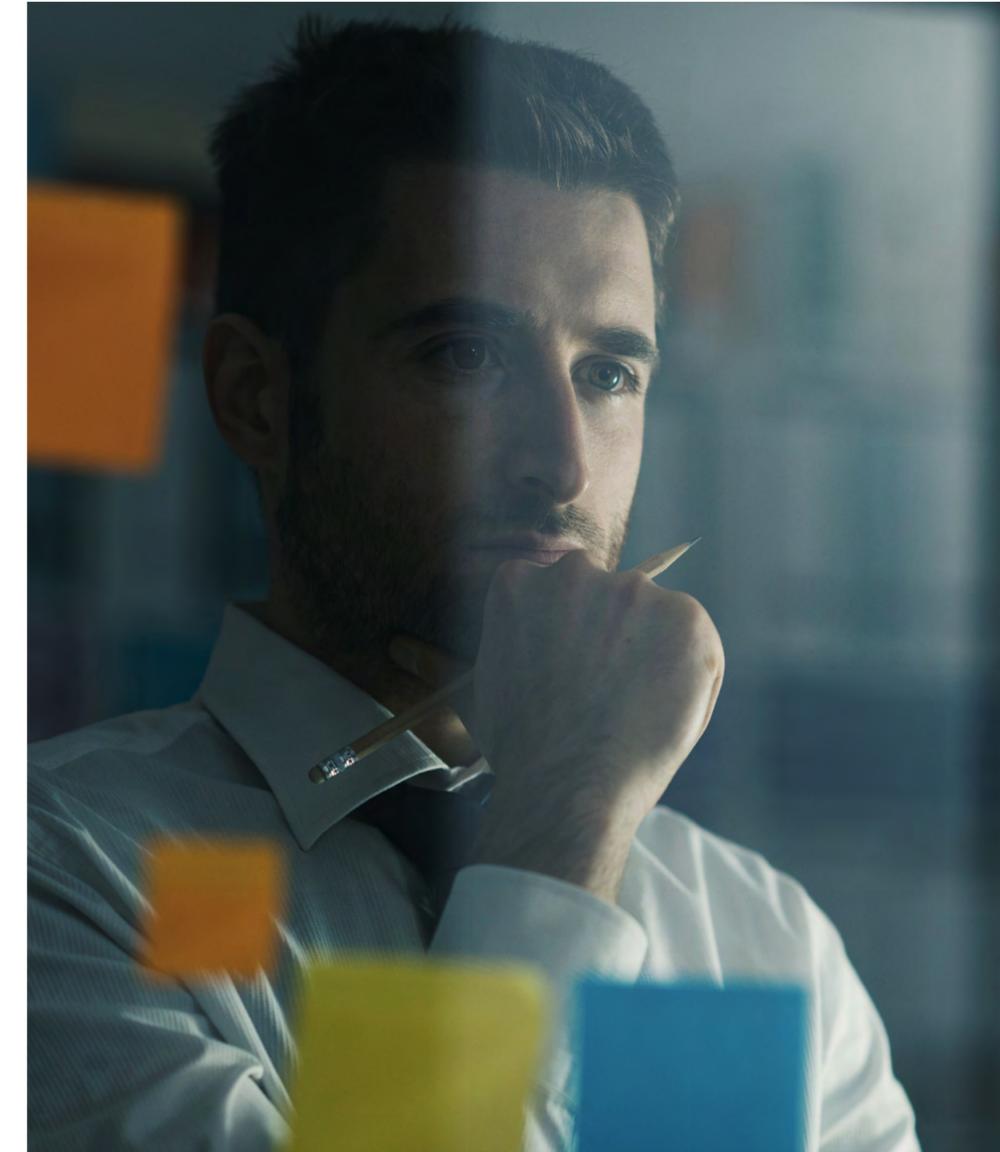
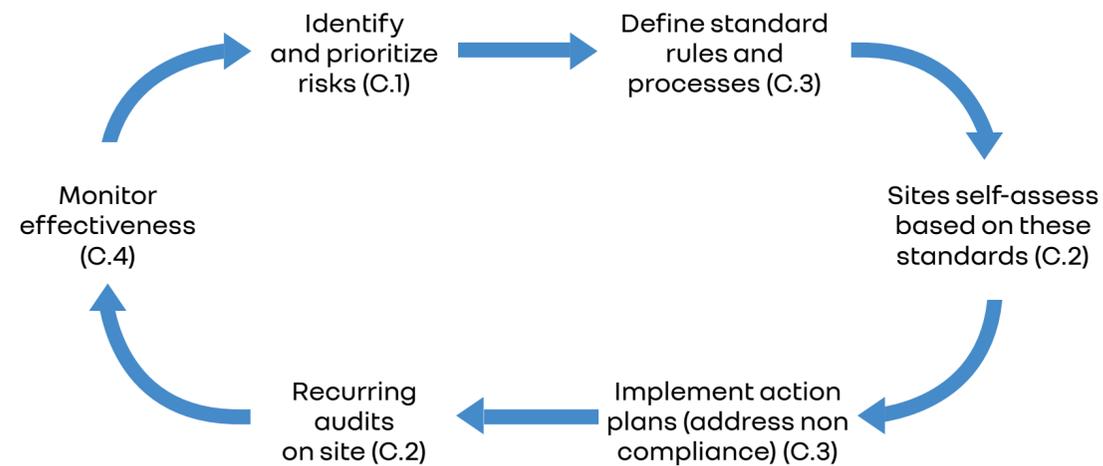
1. Risk mapping: identification, analysis and prioritization

The risk prioritization presented in this matrix is the result of a weighted average of the levels of risks assessed at each Group site. For example, the risks of malicious acts are highly dependent on the security situation and the socioeconomic ethos surrounding each site, whereas safety risks will vary depending on the type of activities at each site (vehicle assembly, engineering, sales, etc.). To manage these risks as best as possible, the functional departments (HSEE and P&P) maintain mappings of each site.

Based on the risk mapping, HSEE developed and introduced 10 Safety Mandatory Rules (MRs) with 74 supporting Key Requirements in 2017. In 2019, HSEE developed Mandatory Rules and Key Requirements to support its other domains, namely Health, Ergonomics, Environment, Human Fire Safety and Projects. For example, in the field of Health, Renault Group has 60 Key Requirements within 8 Mandatory Rules.

Regarding the risks of malicious acts, the Group's Prevention and Protection Department (P&P) has built the "SMS" (Safety Management System): a set of rules and procedures which are the basis of the mitigation and prevention measures. These documents are updated when and as the assessment of the various risks changes.

This mapping is updated with PDCA (Plan, Do, Check, Act) loops at least once a year or whenever internal or external developments warrant it:



2. Procedures for regular assessment of the situation of the Group and its subsidiaries based on the risk mapping

Health: the risks of occupational illnesses

Each site's situation is assessed based on:

- **Self-assessments.** In 2021, all industrial sites self-assessed their compliance with the eight Health and Industrial Hygiene Mandatory Rules. Sites with other activities (engineering, sales and aftersales, offices, etc.) are starting their self-assessments in 2022. These site scores are used to calculate Renault Group's performance regarding each MR each year. Industrial sites are self-assessing ergonomics in 2022.
- **Field audits** will begin in the second half of 2022.

Safety: the risks of occupational accidents

Each site's situation is assessed based on:

- **Self-assessments.** Each site performed at least one self-assessment based on the 10 MRs in 2021. These site scores are used to calculate Renault Group's performance regarding each MR each year.
- **Field audits.** The HSEE performed 32 official safety audits based on the sur 10 MRs in 2021, of which seven in industrial sites. These wall-to-wall inspections were carried out with the aim of identifying key areas of risk. Moreover, audits specifically targeting fire risks¹ are carried out every year by auditors from insurance companies.

In addition, in 2022, a self-assessment questionnaire on the health and safety management system will be deployed at all Group sites (7 questions). This assessment process is part of the internal control and audit system.

Security: the risks of malicious acts

A questionnaire to self-assess the security management system is circulated every year to all Group sites. This assessment is part of internal control procedures. The Group began automating these questionnaires in 2022 with a view to optimizing analysis of results.

If an instance of non-compliance is observed, the Group's Prevention and Protection Department helps the relevant site create and implement a corrective action plan.

1. "Highly Protected Risk (HPR)" audits.



3. Actions to mitigate risks and prevent serious infringements

Action plans for each risk

	RISKS	ACTION PLANS
HEALTH	Musculoskeletal disorder (MSD)	— Apply the Ergonomics Mandatory Rules drafted in 2021.
	Physical illness other than MSD	— Apply Health and Industrial Hygiene (H&IH) Mandatory Rule #8, encompassing 12 Key Requirements.
	Chemical-induced accidents and illnesses	— Apply H&IH Mandatory Rules #1, 2, 4, 5 and 6, each encompassing 6 to 9 Key Requirements, implement a substitution policy for the most harmful substances. — To limit chemical risks, in accordance with internal procedures that have been in place for several years, any plan to use a new chemical product in the Group involves assessing the related health and environmental risks, and ascertaining compliance with regulation and internal standards prior to approval and use. Whenever these chemicals are used, a notice is provided stating the risks and instructions to use them safely.
	Psychosocial disorder	— Apply H&IH Mandatory Rule #7, encompassing 6 Key Requirements.
SAFETY	Accidents with machinery	— Apply Safety Mandatory Rules #2 and 3, respectively encompassing 11 and 12 Key Requirements.
	Slips, trips or falls	— Apply Safety Mandatory Rule #1, encompassing 4 Key Requirements.
	Pedestrian or vehicle accidents	— Apply Safety Mandatory Rule #4, encompassing 14 Key Requirements.
	Work at height	— Apply Safety Mandatory Rule #7, encompassing 4 Key Requirements.
	Thermal accidents or electric shocks	Fire — Apply the Group's policy on Highly Protected Risk (HPR). HPR audits are carried out every year by auditors from insurance companies. Action plans are mapped out in the event of non-compliance. The Prevention and Protection Department and insurers jointly monitor execution of these action plans. — Apply, from 2022, the 6 Mandatory Rules for burns and asphyxiation. Electric shock — Apply Safety Mandatory Rules #2 (electrical accidents while work is carried out on a machine) and #3 (accidents during operation).
	Handling/dropping objects	— All incidents are analyzed and corrective actions are taken. A standard is being studied, with the objective of apprehending the diversity of causes.

3. Actions to mitigate risks and prevent serious infringements

Action plans for each risk

	RISKS	ACTION PLANS
SECURITY	Malicious act on site	<p>Apply the rules and processes that make up the security management system. Notably the:</p> <ul style="list-style-type: none"> — Rules on access control; — Evacuation security plans; — Technical measures relating to site security and protection; — Behavior in the event of a risk of terrorism; — Behavior principles for security rounds on site; — The standards relating to reception, prevention and protection. <p>Specifically regarding the risk of cyberattacks on production machinery that may endanger people:</p> <ul style="list-style-type: none"> — Implement security policies (e.g. information control policy, information systems security policy, code of conduct for IT) and continuously enhance the process of defining security requirements according to the level of criticality of the applications and the data they handle; — Translate policies into operational procedures; — Deploy an evolving action plan based on a security master plan and annual risk mapping¹.
	Malicious act off site	<ul style="list-style-type: none"> — Maintain an up-to-date map of risks by country and by zone; — Provide security rules for travelers and expatriates to follow based on the level of risk; — Raise awareness of the risks of malicious acts during travel; — Use a digital tool enabling travelers to report their position and receive alerts in the event of an incident.
	Digital malicious act or threat	<ul style="list-style-type: none"> — Renault Group appointed a Data Protection Officer (DPO) in order to comply with the General Data Protection Regulation (GDPR), in May 2018. Since June 2019, this has been a full-time role performed by a dedicated expert who leads and coordinates actions to ensure that all of the Group’s activities are compliant with these standards². — A new “Charter for the use of resources and digital tools of the Renault Group” has been available in France since 2019 and will be circulated internationally in 2022. The Charter provides a refresher and discussion on protection of employees’ personal data. A document providing general information about the GDPR has also been circulated to employees.

1. For details on the mechanism to manage the risk of cyberattacks, see Renault Group’s 2021 Universal Registration Document (URD) section 4.2.4.

2. For details on the personal data protection system, see Renault Group’s 2021 Universal Registration Document (URD) section 2.4.4.2.

3. Actions to mitigate risks and prevent serious infringements

Examples of recent or additional actions

	RISKS	RECENT OR ADDITIONAL ACTIONS
HEALTH	Musculoskeletal disorders (MSD): Ergonomics	<p>During 2021, the Ergonomics Department supported 19 vehicle projects with a focus on inherent ergonomics design. In parallel the new ergonomic management system, which consists of three pillars (Ergonomics memorandum, Ergonomics evaluation method and Ergonomics Mandatory Rules), has been defined and deployed for all industrial sites and engineering.</p> <p>1. Ergonomics memorandum The Ergonomic memorandum is a reference guide which encompasses standard ergonomic principles, adapted to all fields of activity. Four specific ergonomics memoranda have been finalized and deployed: Bodyshop, Assembly shop, Paintshop, Stamping and Logistics.</p> <p>2. Ergonomics evaluation method The new workstation ergonomics assessment is now deployed in all industrial sites. The aim is to perform in-depth risk assessments, in order to define action plans to reduce Musculoskeletal disorders and thus the number of days lost. Since 2021, a training plan for the network of ergonomists has been deployed. A self-assessment of industrial sites is underway: 4,018 supervisors have been trained by ergonomists in plants and 6,465 workstations have been assessed.</p> <p>3. Ergonomics Mandatory Rules The key criteria and experience gathered from all previous works have been consolidated into six Mandatory Rules. All these specifications are used upstream in projects to avoid the introduction of new ergonomic constraints whilst simultaneously applied in serial life to enhance working conditions.</p>
	Chemical-induced accidents and illnesses	<ul style="list-style-type: none"> — The Industrial Health Department consists of 11 dedicated experts. They manage a wide range of health-related topics including the control of workers' exposure to hazardous substances and chemical compliance covering the CLP/GHS/REACH regulations. — Our primary objective is to reduce the number of the most hazardous chemical substances used on Renault Group sites, notably including products containing cancerogenic, mutagenic and reprotoxic substances and endocrine disruptors. Since 2010, we have eliminated or avoided the use of around 540 hazardous chemicals, including 80 in 2021.
	Psychosocial disorders	<ul style="list-style-type: none"> — Mental health and wellbeing at work are acknowledged as major improvement opportunities. — Renault Group clearly affirms its commitment to promoting mental health and well-being in the Occupational Health and Safety Policy signed in 2021. — Concretely, a dedicated Mental Health Mandatory Rule has been created in partnership with HSEE, the coordinating doctors and the country's HR management, and will be gradually deployed to all Group sites in 2022.

3. Actions to mitigate risks and prevent serious infringements

Examples of recent or additional actions

	RISKS	RECENT OR ADDITIONAL ACTIONS
SAFETY	Accidents with machinery	<ul style="list-style-type: none"> — All the industrial sites have produced videos of interventions on machines showing how energy identification and lock-out procedures are implemented. The sharing of these visual elements has enabled exchanges between the sites and experts as well as the sharing of best practices to ensure safe interventions. — Tools and procedures have been developed to identify and mitigate machine-related risks. These include, to name a few, essential safety requirements for suppliers, inspection control sheets, safe interactions with machines and risk assessment. — The evolution of the SCC (Safety Conformity Certificate), has allowed an update in accordance with the European and international standards and directives in force. This document now also includes the safety Mandatory Rule #2 and #3, relating to machine safety. — In 2021, a machine safety inspection process was deployed, with an inspection tool applicable to all types of machines, to identify potential safety risks. This allows the teams involved to proactively identify hazards and implement appropriate control measures. To date, some 3867 inspections have been performed. A Machine Safety Club was created in 2020 to allow for specific exchanges on the subject of machine safety. The SCC and the machine safety inspection procedure have been communicated via this club, which regularly welcomes over 90 people. Training on these new tools has been provided to more than 170 people.
	Pedestrian or vehicle accidents	<ul style="list-style-type: none"> — In 2021, HSEE in collaboration with relevant functions continued to improve the tools and standards developed earlier, including the Traffic Memorandum (reference guide), risk assessment method (Safe Site, Safe Vehicle, Safe Driver) and other standards. — The sites continued to deploy these tools in 2021. — ECG, the Association of European Vehicle Logistics, aims to reduce the number of accidents when delivering cars through cross-industry working Groups. Renault is an important player of ECG and takes part in the subGroups set up to work specifically on topics such as accident analysis, safe loading process and safe yards.

3. Actions to mitigate risks and prevent serious infringements

Examples of recent or additional actions

	RISKS	RECENT OR ADDITIONAL ACTIONS
SAFETY	Thermal accidents or electric shocks	<ul style="list-style-type: none"> — Since 2021, the HSEE Department and the Prevention and Protection Department have introduced a new procedure to ensure the safety of work involving hot spots such as welding or cutting with a blowtorch. This “fire permit” is established in order to prevent the risk of fire and explosion caused by hot spot work. Feedback on this new procedure has been positive and the number of fires caused by hot-spot work has decreased since then. The fire tracking procedure deployed in mid-2020 ensures this new fire permit is effective. — DHSEE and P&P are currently working on Mandatory rules specific to burn and asphyxiation hazards based on the success of the 10 Safety Mandatory Rules, using an identical rating system. — The HSEE dimension has been strengthened in electric and hybrid vehicle projects from the product and process design stage in order to make the work of plant operators and after-sales technicians safer. — Safety is integrated upstream in the design of the product by standard solutions like safe design of high voltage batteries, by electric lockout tagout procedure for safe assembly and maintenance on each vehicle. — All the players involved in these projects have been trained. Safety training program has been upgraded during 2020 with support of French certified organization APAVE (Association des Propriétaires d’Appareils à Vapeur et Electriques). The theoretical part of the new training program was supplemented by several practical exercises. The new training session integrates more practices with a specific Dojo (safety school) focused on the characterization of hazards and the implementation of safety rules. — The new training program is already implemented in several major sites (Douai, Maubeuge, Cléon, Pitesti ...). The deployment continued in 2021 in all our sites through our Manufacturing Academy and Renault Academy. — In the scope of transportation and concerning the EV battery, guidelines and training sessions on regulatory requirements for suitable packaging, test of battery before transportation, were implemented by the internal Dangerous Goods Safety Advisor.
	Malicious acts on site	<ul style="list-style-type: none"> — The rules on access control were updated in early 2022. The status of persons with the right to access our facilities was reviewed. Regarding cyberrisks, the Security Master Plan was updated and presented to the Audit and Risk Committee (CAR) in 2021.
SECURITY	Digital malicious acts or threats	<ul style="list-style-type: none"> — Training courses in information protection and cyberrisks are provided on several platforms including e-learning (a new e-learning course was introduced in 2021), French Home Office information sessions, and targeted training courses. — In order to raise awareness of personal data protection among all the Group’s employees, an e-learning course was rolled out in 11 languages in 2020 and is mandatory for all new Group employees.

3. Actions to mitigate risks and prevent serious infringements

Cross-risk actions

Beyond action taken to mitigate and prevent specific risks, below is a brief overview of some of the cross-risk levers we are working on.

Training

Health: After introducing eight Health and Industrial Hygiene Mandatory Rules in 2020, the Industrial Health Department trained the entire Health and Safety network (more than 300 people in 2021).

Simultaneously, 50 hours of training on dangerous goods transportation regulations were provided for almost 80 people, mainly to support Li-ion battery projects.

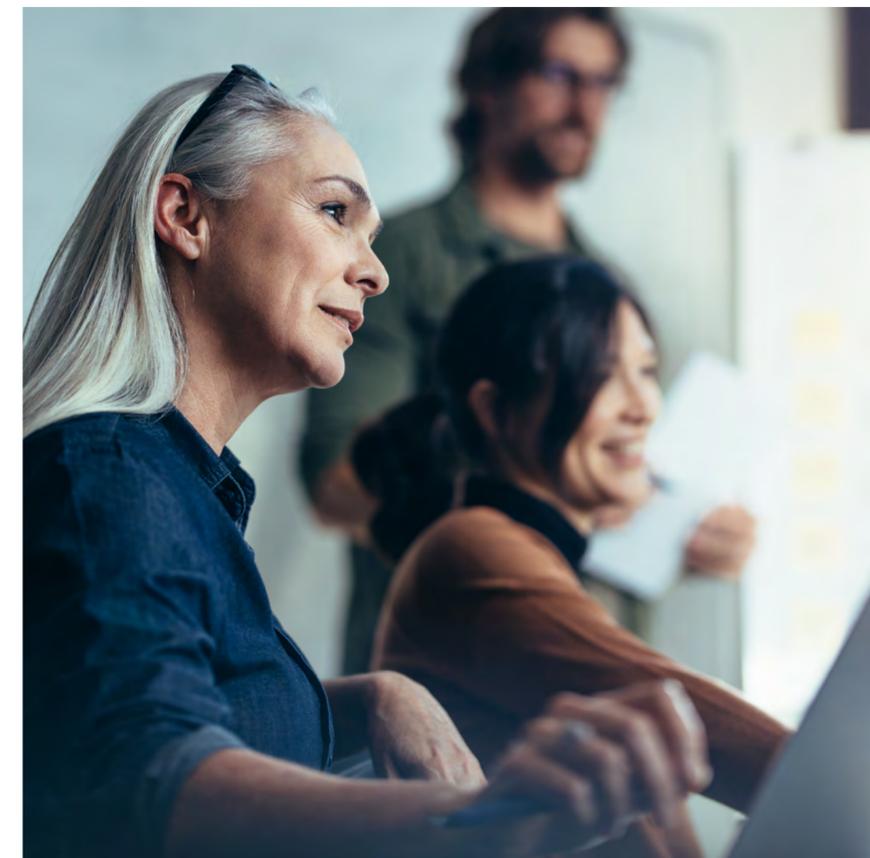
Safety: Employee awareness and skills is one of the key drivers of the HSEE global strategy. A specific in-depth training program has been set up to raise employees' HSEE awareness and ensure they have the necessary skills. The HSEE training program covers three levels:

1st level: HSE basics shared with all staff, which include training such as: SWI (Safety Workstation Induction) training, virtual reality hazard hunt, new hire induction, general introduction to HSEE Ground Rules, safety dojo and accident management.

2nd level: General HSE qualifications for employees working in the HSE field, which mainly include external training courses conducted by recognized training organizations such as: NEBOSH International General Certificate, CMSE[®] -Machine Safety Certification (CMSE), ISO 45001 Occupational Health and Safety Management Standard, Fire Safety - Fire Investigation Methodology (CNPP).

3rd level: Specific thematic and/or technical training for employees performing activities presenting specific risk, e.g. Lock-Out Tag-Out training, electric vehicles, machine safety, chemical safety, ergonomic tools, among others. In addition to training provided at corporate level, sites are also very involved in training processes addressing their specific needs.

Video simulations of the most serious accidents have been created and shared worldwide to raise awareness. Since 2019, 20 of these simulations have been created and they have been viewed by more than 12,800 people in the company. Feedback about this type of communication is very positive, as the simulations show the basic sequence of events leading to the accident. During the analysis of an accident, as soon as the appropriate risk control measures have been identified, they are summarized and circulated worldwide in a transversal memo. In the past two years, 22 transversal memos have been circulated.



3. Actions to mitigate risks and prevent serious infringements

Security: The Prevention and Protection (P&P) Department has a School to train its own as well as other Renault Group employees. Specific courses are available in use of video-surveillance and in the European Agreement concerning the International Carriage of Dangerous Goods by Road (notably the use of dangerous goods to commit malicious acts).

All malicious acts are analyzed by the site teams and P&P experts to provide feedback and, if necessary, training for employees working in security or human resources, communication, general management, etc.

An e-learning course to raise awareness of malicious acts is being prepared in 2022; and is expected to reach all Group employees by the end of the year.

P&P also leads crisis drills to train management committees in methods and best practices to manage this kind of situation.

Project management

Health and Safety: The HSEE Projects team has developed the Mandatory Rules and Key Requirements for projects. The rules have been integrated in the company quality management system.

Trades have been established and training is underway to ensure everybody is aware of the Rules and Key Requirements.

Security: Each project is monitored by the Group's Prevention and Protection Department (P&P). At each project milestone, P&P identifies the risks and determines the measures associated with them, along with adequate budgets.

Specifically regarding COVID prevention

Even though the risk of COVID is not intrinsically associated with the Group's activities, the Health, Safety, Ergonomics and Environment (HSEE) Division and the medical teams have set up a COVID risk management system for all Group sites. This system, which was certified by AFNOR in January 2021, has prevented the formation of large clusters since the beginning of the crisis. It is based on rules and instructions (70 HSE operating standards) dealing with topics such as the correct way of wearing a mask, disinfecting shared equipment, aerating rooms, dealing with people presenting symptoms, the psychosocial aspects of COVID, etc. These rules and instructions are circulated to all sites through regular committee meetings. While the trend is heading towards easing restrictions, HSEE is deciding on the pace at which they will be relaxed at each site and in each country in light of the local health situation and regulations.



4. A system to monitor measures taken and assess their effectiveness

The Duty of Vigilance Steering Committee monitors measures monthly. A summary is presented to the Ethics and Compliance Committee twice a year (see section F.2. Governance for details).

HSEE is building its digital expertise

Renault Group is gradually building a comprehensive tool comprising applications managing occupational incidents reporting, alerts and root cause analysis, chemicals management, ergonomics and environment assessments, subcontractor management and the first step in the deployment of a legal watch and compliance tool.

Health

In view of 2021 sites health Mandatory Rules self-assessment results, and of the severity of the consequences on health, a priority action program has been established with milestones throughout 2022 including monthly progress updates and verification of action implementation by HSEE. One of the priorities is to appoint a committee to promote psychological health and well-being at work, by the end of 2022.

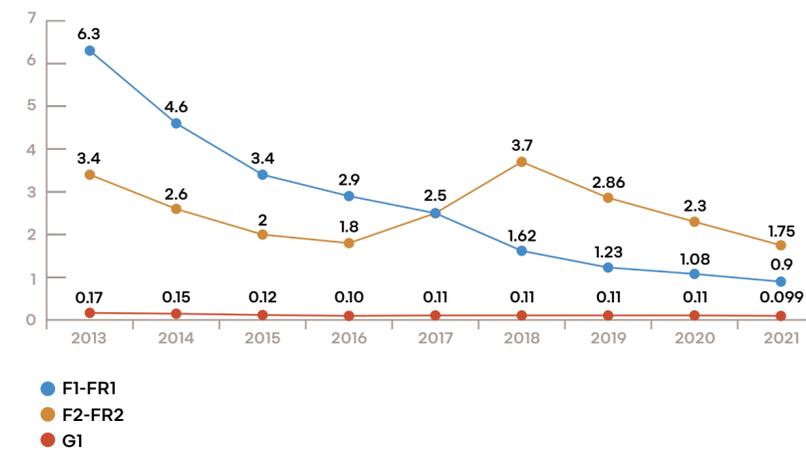
Renault Group had pledged to reduce the number of hazardous chemicals used on Group sites by 20% between 2016 and 2022, and by end-2021 had achieved a 19% reduction. Following on from the measures to replace the most hazardous substances, we have now committed to reducing their number by 50% by 2030. The replacement process will be monitored in our Chemis database, with our network of local managers tasked with overseeing chemical risks and with engineering teams. A monthly report is produced at corporate level and submitted to the company's top management. A report for each site is produced each quarter and sent to each site manager.

Safety

Statistical assessment to supplement field assessment

A dedicated part of the team, working closely with the field experts, continuously analyzes reported accident-related data. This system makes it possible to monitor measures in place and to assess and fine-tune them based on their effectiveness.

OCCUPATIONAL ACCIDENTS: TRENDS

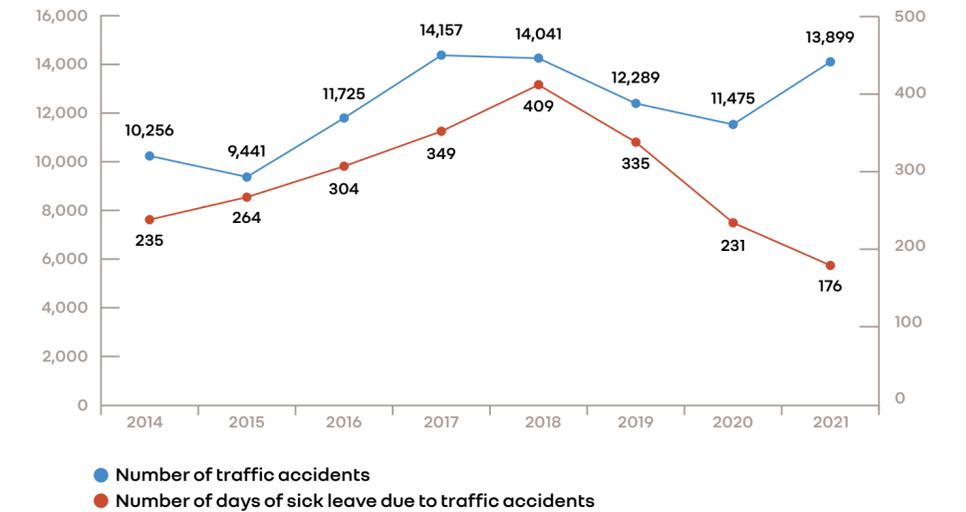


On the back of successful FR1 reduction, Renault Group decided to use FR2 as its principal indicator for occupational accidents in 2021.

The reporting scope is now exhaustive, covering all sites, including the smaller tertiary activity sites, which were not covered until 2020.

Part C.3 of this document presents the action that brought about a drop in FR2 from 3.7, its highest level, in 2018, to 1.75 in 2021.

TRAFFIC ACCIDENTS

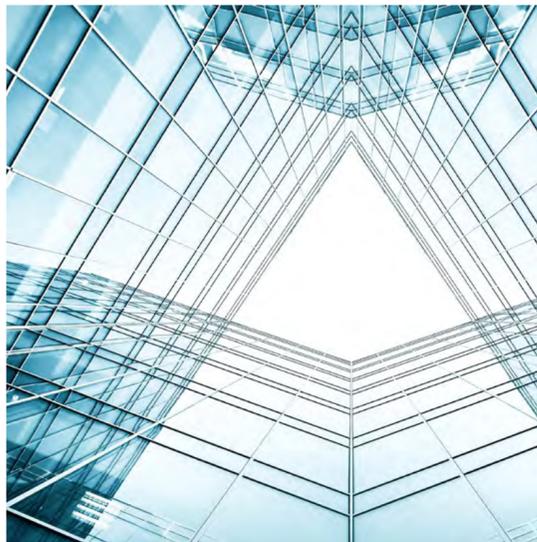


HSEE is heavily involved in road safety. Commuting accidents include any accident occurring on public roads, e.g. between the workplace and home, between the workplace and a supplier's site, between home and a supplier's site, etc. Traffic accidents that occur within Renault sites are factored into the workplace accident frequency rate.

4. A system to monitor measures taken and assess their effectiveness

THERMAL ACCIDENTS: SPECIFIC CASE OF FIRE

Every outbreak of fire is reported within 24 hours to the Group's Prevention and Protection Department and is analyzed using a cause tree approach. A summary is prepared every month and circulated to all field operations teams. Renault Group pays particular attention to training employees in using fire extinguishers and in evacuating buildings if a fire alarm is sounded.



If the incident may be of interest to other sites, a flash alert (warning) requiring particular vigilance and safety measures is sent out within 72 hours.

It contains 6 boxes: circumstances of the fire, damage and losses, causes, corrective/ preventive actions plan, reminder about ATEX risk and finally rerecommendations for all sites.

EXAMPLE OF MONTHLY SUMMARY

MONTH SYNTHESIS

XX fires, including:

XXX
fires due to lack of maintenance

XXX
fires due to lack of real estate maintenance

XXX
fires during engineering tests

KEY NUMBERS OF THE MONTH



XX

Fire

cumul: xx



XX

Hot work permit

cumul: xx



XX

Fire flash alert

cumul: xx

A2P INTERVENTION TO HSE INCIDENTS



XX

Personal assists

cumul: xx



XX

Environment, natural & other events

cumul: xx

FIRE EMERGENCY DRILL FOR INTERVENTION TEAMS

In accordance with the emergency organization plan, regular exercises must be carried out to maintain the know-how of the teams. During this emergency response drill, pay attention to:

- The relevance of reflex sheets;
- The response time;
- The organization of the intervention means on the field;
- The intervention tactics adopted with the priority given to rescue and then to fire fighting;
- The intervention in optimal safety conditions.

The PRI 023 guide about the emergency response organization, recommends drill once a month for all fire intervention agents and at least once a year with external firefighter.

4. A system to monitor measures taken and assess their effectiveness

Security: risks associated with malicious acts

Risk of a malicious act on site

The Group's Prevention and Protection Department relies on a system to report alerts. Site security managers around the world are required to forward an analysis of each malicious act occurring in their scope, within 24 hours, via a formal tool. Each act is analyzed with P&P and a corrective action plan is implemented when and as required.

P&P produces a monthly summary in particular to analyze impacts on people, and to update the risk mapping, rules and processes accordingly. The monthly report is presented to the P&P Director. Specific instructions may be provided, depending on the events, in order to better protect our employees.

In the event of a particular risk, a flash alert prescribing particular prevention and protection measures may be sent to the relevant sites.

Risk of a malicious act off site

P&P has digital tools to track travelers and expatriates and send them information in real time. It carries out a thorough analysis of incidents each year, with our medical assistance and international security service provider.

No significant incidents affecting people was reported in the past three years.

Digital malicious act or threat

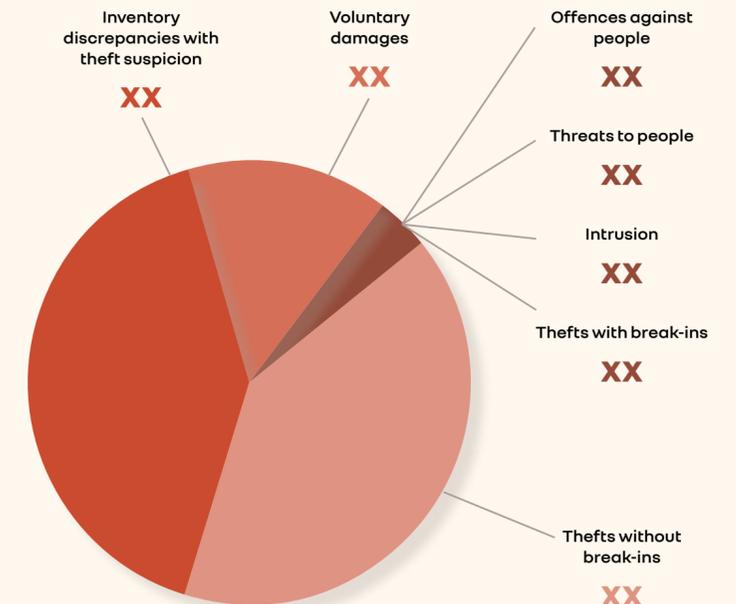
To monitor Renault Group's compliance with regulation on personal data, performance indicators are generated on a monthly basis and on request.

EXAMPLE OF MONTHLY SUMMARY

SECURITY HIGHLIGHTS

- Theft/diversion of waste are increasingly with the rise in the price of raw materials (carbide inserts/copper wafers);
- Theft of parts before or during transport (catalysts, injectors);
- Stolen parts in vehicles that are finished (ZE cords, electric inflators);
- Illegal occupation on a new site.

SECURITY INCIDENTS PER TYPOLOGY - WORLD



KEY NUMBERS OF THE MONTH


XX
Security incidents
cumul: xx


XX
Financial harm
cumul: xx


XX
Filing of complaints
cumul: xx


XX
Security flash alert
cumul: xx

D

Environment



1. Risk mapping: identification, analysis and prioritization

The main environmental risks that may impact ecosystems or human health, and that may result from the Group's operating sites, are listed below:

1 Soil and groundwater pollution: the use of chemical products in processes entails the risk of accidental spillage if the products are not handled properly. Furthermore, at the oldest sites, which were built before environmental regulations and best practices appeared, legacy pollution resulting exclusively from past operations is currently being treated.

2 Air pollution: bodywork painting in particular releases of Volatile Organic Compounds (VOC) that may impact health if not controlled.

3 Greenhouse gas emissions: these are principally associated with energy consumption at sites and encompass direct emissions from internal facilities that consume gas and indirect emissions from the production of the electricity used. These air emissions have an impact on climate change.

4 Waste, and in particular hazardous waste, can have an impact if storage and transportation are inadequate and if it is not recycled and processed in specialist facilities.

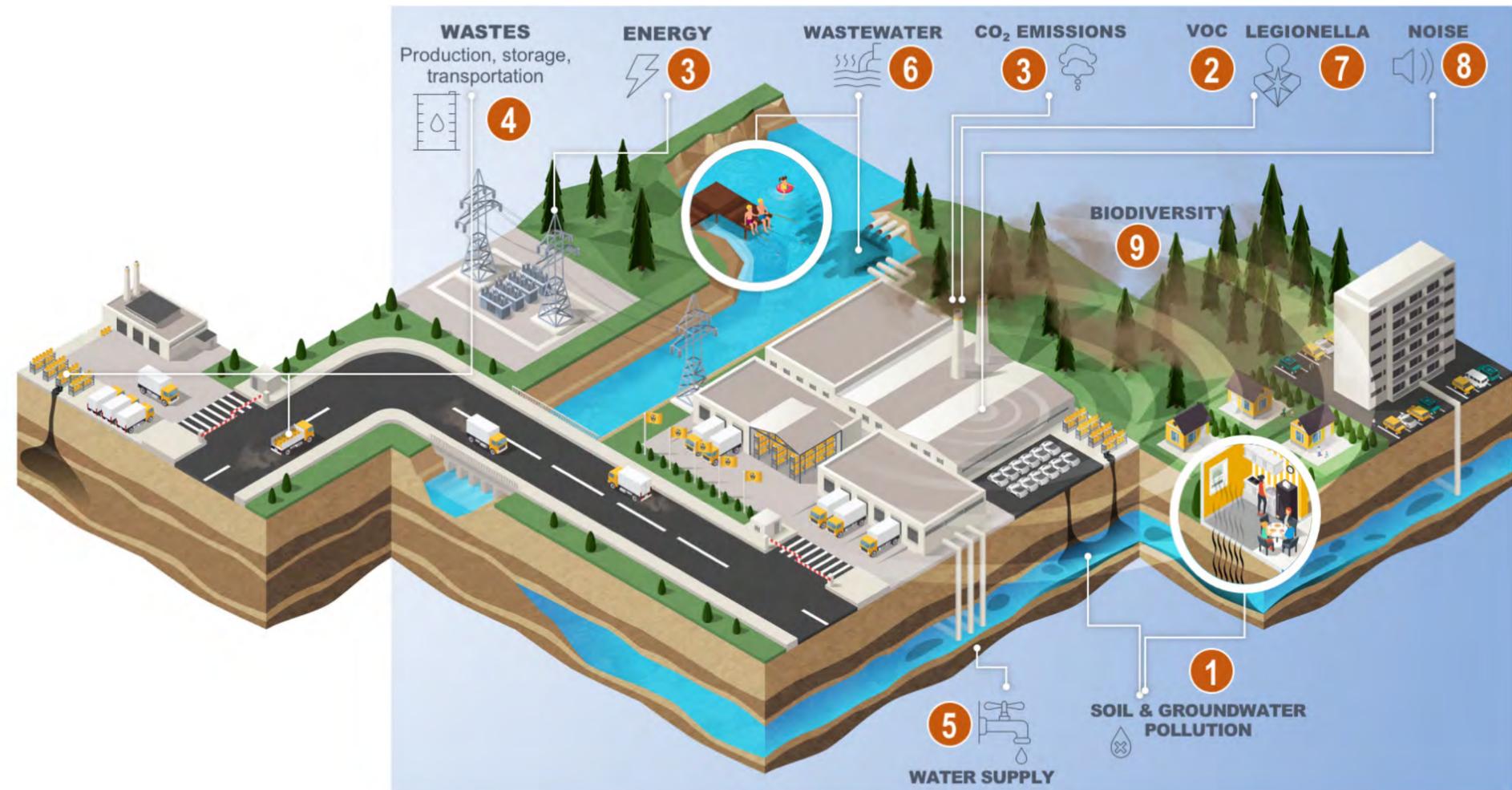
5 Use of water resources: in 2021, Renault Group consumed 4.8 cubic meters of water per vehicle produced. The impacts of water abstraction can be very different from one site to another: in some areas enduring water stress, the impact can be very significant and possibly cause conflicts between users. Pressure on water resources will moreover increase, notably due to climate change.

6 Wastewater in natural environments: the water used in production processes and sanitation facilities is treated internally and externally before it is released into natural environments. It may impact the receiving environment in the event of a failure in the water treatment system.

7 Legionella: some industrial processes, in particular in cooling towers, may, if operating conditions are not controlled properly, encourage the proliferation of Legionella bacteria, which may then be dispersed in the environment via the released water particles and potentially impact the health of the more vulnerable people living in the surrounding area.

8 Noise is principally generated by logistics and processes at sites, entailing a potential health impact on the people living in the surrounding areas if exposure is excessive.

9 Biodiversity: the Group's activities may impact biodiversity in the areas around them, for the reasons listed above, or impact it directly (new construction that involves sealing soil).



1. Risk mapping: identification, analysis and prioritization

Simplified mapping of environmental risks on Renault Group sites

The main environmental risks listed above have been prioritized on a Groupwide scale:

IDENTIFICATION

RISKS
Soil & groundwater pollution
Air pollution
Greenhouse effect gases
Waste
Water resources
Wastewater
Legionella
Noise
Impacts on biodiversity

ANALYSIS AND PRIORITIZATION

PROBABILITY

Very likely					
Likely					
Unlikely					
Very unlikely					
	Minor	Important	Major	Disaster	IMPACT

Since 2021, a new in-house tool for mapping major risks has reinforced this approach at all of the Group's sites (industrial, logistics, engineering or dealerships): the Environment Mandatory Rules (MR) or Environment Fundamentals. This is a reference system containing all the identified critical risks and providing a key to score each site in relation to these risks, in a prioritized and systematic manner. This in-house reference system developed in 2020 draws on more than 20 years of feedback from experience from experts at the Corporate Environment Department. It covers the main families of risks discussed above and the 50 key risks, providing a precise description of the various levels of criticality associated with each risk, which serve as a basis for each site's self-assessment.

The resulting mapping undergoes a shared approval process and conclusions are shared among Corporate and site management.

Detailed method for mapping environmental risks on sites

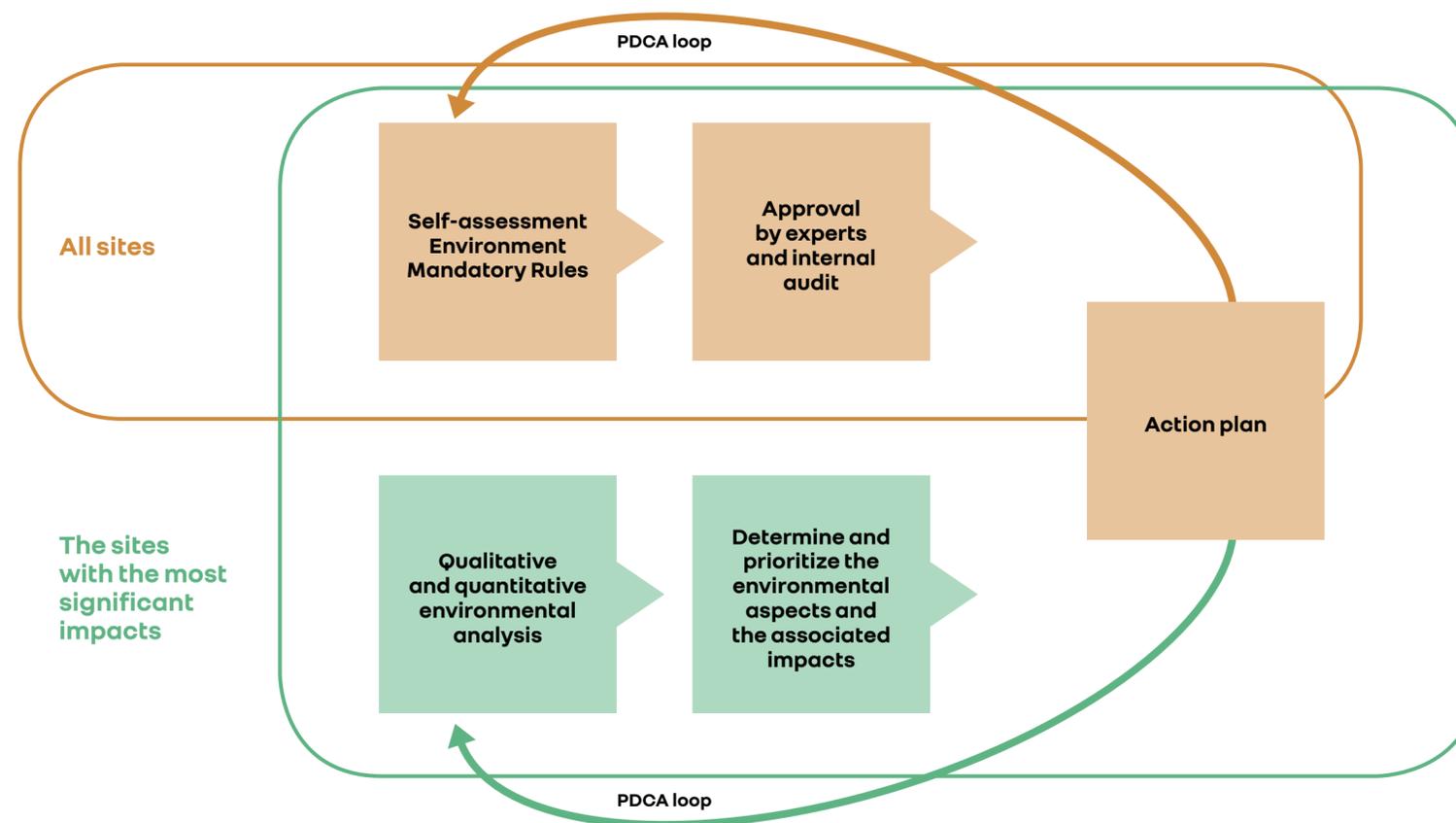
The sites with the most significant environmental impacts have an ISO 14001 certified environmental management system. In this case, the previous assessment is completed with in-depth environmental analysis carried out using Ecorisques, an IT tool. This tool uses a qualitative approach (context, risk potential, level of control over it) and a quantitative approach (noise, natural resources, waste, emissions, wastewater, chemical risks) to assess and prioritize the risks and possible impacts arising from the site's activities with a view to taking corrective measures.



2. Procedures for regular assessment of the situation of the Group and its subsidiaries based on the risk mapping

The process to assess the situation of sites on a regular basis in light of the risk mapping discussed in chapter 1 relies on autoevaluations and on-site audits. It is depicted in the flowchart below. The assessment of the situation of all the sites (industrial, logistics, engineering or dealerships) is updated on a regular basis. The objective is to update assessments every year and conduct internal audits at all sites over a 3 year cycle (the cycle started at end-2021). At the sites with the most significant environmental impacts, the in-depth environmental analysis completing this assessment is updated whenever a project that may entail environmental impacts or risks is undertaken, and at least every 3 years.

THE MECHANISM TO ASSESS ENVIRONMENTAL IMPACTS AND RISKS



3. Actions to mitigate risks and prevent serious infringements

At large sites potentially involving more significant environmental impacts, the action plan is a key component of the Environmental Management System and an organization endowed with specific resources is tasked with running and updating the system on a regular basis. Once the impacts and risks are known, these sites roll out an action plan aimed at preventing and reducing the identified potential harm to the environment.

This approach was stepped up in 2021 for all sites with the mapping of major risks prepared based on the scoring in light of the Environment Mandatory Rules. This system makes it possible to rank each site based on the extent to which it has implemented these fundamentals and best practices for environmental protection (on a scale from A to E and an overall percentage rate per site). For each of the 50 identified risks, the system provides a detailed presentation of the actions required to reduce criticality and achieve adequate or optimum status. When building action plans, the priority is to address any critical situations with a view to mitigating the most significant risks and preventing serious infringements.

In addition, specific Group-level action plans are being rolled out across the main families of risks. They are summarized in the table below:

RISKS	ACTION PLAN (ALL SITES)	ACTION PLAN (SITES WITH THE MOST SIGNIFICANT IMPACT)	SPECIFIC ACTION PLANS
1. Soil and groundwater pollution	Apply specific fundamental technical rules "Mandatory Rules"	Action plans included in the ISO 14001 certified environmental management system	— Roadmap to assess and clean contaminated soil in legacy sites. — Standard for risk mapping and preventing soil pollution.
2. Air pollution			— Roadmap to treat VOC emissions. — Kaizen plan to reduce VOC emissions.
3. Greenhouse gas emissions			— Group decarbonization plan.
4. Waste			— Objectives to reduce amounts of non-recycled waste (2023) and associated action plans.
5. Use of water resources			— Objectives to reduce water abstraction (2023) and associated action plans.
6. Wastewater			— Objectives to reduce wastewater (2023) and associated action plans. — Shift to nickel-free surface treatment.
7. Legionella			— Policy and standards to prevent the risk of legionella.
8. Noise			— Monitoring of noise.
9. Biodiversity			— Act4Nature commitments, in particular systematically conducting on-site biodiversity pre-assessments.

Lastly, a networked organization bringing together in-house environmental protection experts in every country (some 200 people), with Club Métier meetings on a regular basis, internal cross audits (one site audits another and vice-versa) and in-person forums every three years (except during Covid) makes it possible to spread best practices Groupwide.

4. A system to monitor measures taken and assess their effectiveness

The Duty of Vigilance Steering Committee monitors measures taken on a monthly basis. A summary is presented twice a year to Ethics and Compliance Committee (see F.2. Governance for details).

Several systems are in place to monitor measures taken and ensure they are effective. They are summarized in the table below:

Each site assesses on a regular basis the progress it has made in deploying the 8 Environment Mandatory Rules. This assessment yields a score. This score evolves in synch with the progress that the site makes in implementing these environmental fundamentals and best practices. The sites' scores are verified in the course of internal audits, updated and published several times a year at every level in the company. Suitable implementation of the action plans specifically targeting each of the risks listed in section D.3 is also assessed through this process.

To measure the effectiveness of the action plans on environmental performance results, the Group has set up a very precise accounting process for its environmental performance. Each site reports its environmental data (quantities of waste, wastewater and air emissions, consumption of water and energy) in a shared system. These statistics are consolidated at Group level and verified once a year by an independent organization. The results are monitored by the company's top management at Board of Management meetings.

Lastly, the sites that have the most significant environmental impacts apply a tighter control mechanism based on their certified environmental management system. This adds two layers of control, with internal and external audits:



- Internal audits in an environmental management system cover the requirements of the ISO 14001 standard on various topics (soil, water, air, waste, energy, chemicals, legionella, noise and risk prevention) in order to ascertain that the system is effectively dealing with the possible impacts resulting from activities. These internal audits are carried out by teams of two to four Renault auditors from other sites. When it receives the audit report, the audited site maps out its action plan to address each point of non-compliance. The execution and effectiveness of the action plan are verified during the next annual audit.
- The last level is an external annual audit carried out by an independent accredited body with a view to obtaining ISO 14001 certification.

E

Suppliers and subcontractors

1.

1. Risk mapping: identification, analysis and prioritization

Methodology

Renault Group considers that the risks presented in parts B to D of the vigilance plan apply to our suppliers and our subcontractors. These risks are therefore addressed¹ in the responsible purchasing process (see E.3).

- Human rights and fundamental freedoms: 10 risks
- Health and safety: 10 risks
- Environment: 9 risks

To prioritize them, Renault Group relies on an external database, the experience of in-house specialists, and analysis of audit reports over the years. As the nature of the most critical risks hinges heavily on the geographic area, the Group maps risks by country.



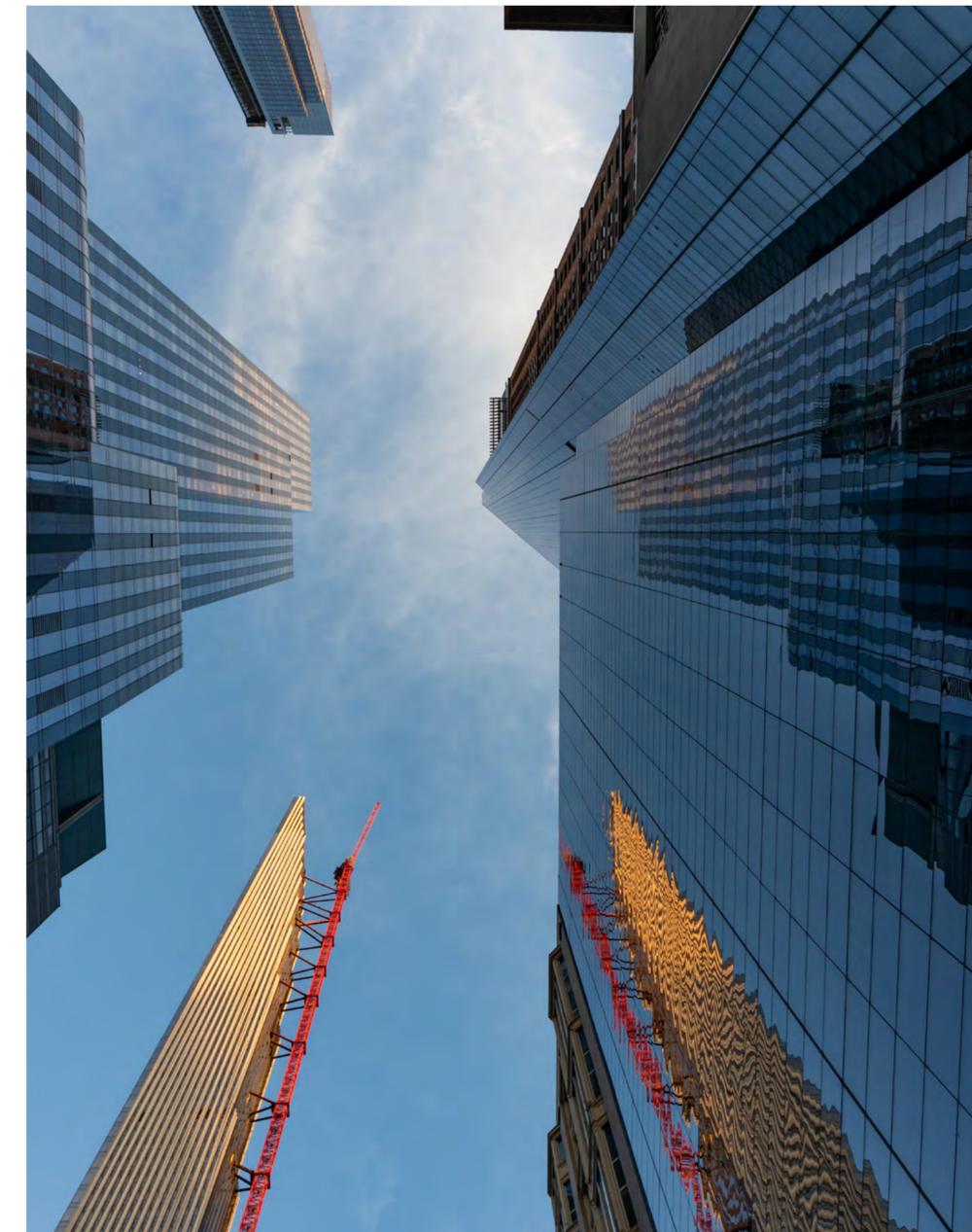
ILLUSTRATION OF A COUNTRY-RISK MAPPING

	Human rights	Health & safety	Environment	Governance
Country 1	High	Very high	High	Low
Country 2	Very high	Medium	Very high	Medium
...				
Country n	High	Low	Medium	Medium

■ Low
■ Medium
■ High
■ Very high

This illustrates the mapping of risks associated with suppliers and subcontractors. In addition to the three categories in the vigilance plan (i.e. risks of impacts on human rights, human health and safety, and the environment), this mapping includes criteria relating to governance.

This analysis, which is being continuously improved, has made it possible to classify supplier and subcontractor sites based on four levels of criticality: Low, Medium, High and Very high.



¹. See E.3.a for details on coverage

2. Procedures for regular assessment of the suppliers' and subcontractors' situation with which the Group has an established business relationship, in light of the risk mapping

The assessment of suppliers' situation in light of the risk mapping is based on two pillars:

- Assessments *via* an Internet platform (principally EcoVadis) to assess suppliers' and subcontractors' policies and actions relating to environmental, social and corporate governance.
- On-site audits of suppliers and subcontractors. From 2018 to 2021, the Group commissioned 102 social, safety, health, environmental and ethics audits of supplier sites, performed by outside companies in six countries: Algeria, China, India, Romania, Russia and Turkey.



3. Actions to mitigate risks and prevent serious infringements

In order to prevent serious infringements, under the duty of vigilance, Renault Group:

- Applies its responsible purchasing policy, a set of requirements *vis-à-vis* its suppliers and subcontractors (a.);
- Regards the commitment to comply with its responsible purchasing policy as a decisive criterion when choosing suppliers and subcontractors (b.);
- Monitors implementation of corrective action plans prepared following supplier site audits (c.);
- Relies on a dedicated team, reporting to the Purchasing Department (d.).

This action plan includes constant progress updates, which will be reported on at a later date.

a. A responsible purchasing policy, the cornerstone of the supplier relationship

The risks identified in the mapping are addressed in a requirement *vis-à-vis* our suppliers and subcontractors (see table next page). Renault Group relies on documents that set out principles of responsible contractual relationships with suppliers:

- Renault-Nissan Corporate Social Responsibility Guidelines for Suppliers (2015). Distributed to all Renault Group suppliers and subcontractors, this document summarizes the Group's ESG expectations of suppliers and subcontractors in matters of safety and quality, human and labor rights, environment, compliance and non-disclosure of information. The Group asks its suppliers and subcontractors to commit in writing to comply with these guidelines. They are also requested to use them with their own suppliers;

- Global Framework Agreement on social, societal and environmental responsibility, signed in 2013, with the IndustriALL Global Union and the Group Works Council. In this document, Renault Group undertakes to communicate the Framework Agreement to its suppliers and subcontractors. It asks them to commit to implementing the fundamental social rights mentioned in chapter 1 of the Framework Agreement in their own companies and encourages them to do likewise with their own suppliers. If necessary, corrective action plans are put in place with the support of Renault Group;
- Renault Group Green Purchasing Guidelines (2018): this document is distributed to all Group suppliers and describes requirements in matters of environmental management, policies on chemicals and recycling;
- Renault Group policy on the supply of cobalt and minerals from conflict-affected and high-risk areas (2019). This policy provides suppliers and their subcontractors with details of products that may contain such minerals, and the Group's expectations as regards human rights and child labor in the supply chain;
- Renault Group commitments regarding sourcing of sustainable natural rubber (2022).

The purchasing function also has a dedicated code of practice that complements the Code of Ethics. This document is available on the Group's intranet site. It is for use by all managers and employees in the Purchasing Department and the Alliance Purchasing Organization (APO) and by anyone who is in contact with suppliers and/or who has an influence on purchasing activities within Renault Group and/or for Renault Group. The Code applies to all Renault Group purchasing processes and, in particular, to compliance with Renault's strategy, to selecting suppliers, reviewing performance and, more generally speaking, to any contact or communication with suppliers.



3. Actions to mitigate risks and prevent serious infringements

The risks identified in the Vigilance Plan are to a large extent covered by the requirements in the responsible purchasing policy:

HUMAN RIGHTS	COVERAGE IN RESPONSIBLE PURCHASING POLICY
Slavery & human trafficking	xx
Child labor	xx
Forced labor	xx
Indecent working conditions	xx
Violation to freedom of unions, association & collective bargaining	xx
Private life violations	xx
Discrimination in recruitments	xx
Discrimination at working place	xx
Risk on wages & benefits – decent salary	xx
Risk of negative impact on local communities	0

KEY	
xx	Well covered (explicit requirements)
x	Covered (implicit requirements)
0	Not covered
N/A	Not applicable: security at supplier sites is considered to be outside the scope of responsible purchasing

Opportunity for improvement: the risks that suppliers' activities entail for local communities are not yet covered by the requirements in the Group's responsible purchasing policy. This could be addressed in future action plans, monitored by the Duty of Vigilance Steering Committee, which was recently created (see section F. Governance).

HEALTH & SAFETY	COVERAGE IN RESPONSIBLE PURCHASING POLICY
SAFETY	
Machinery	xx
Slips, trips and fall	xx
Traffic	xx
Thermal & electrical hazard	xx
Handling of parts, falling objects	xx
HEALTH	
TMS problems	x
Physical related disease (excl. TMS)	x
Chemical related disease	xx
Psychosocial disease	x
SECURITY	
Malicious act on site	N/A
Malicious act during travel	N/A
Cyber malevolence (reputation, data)	N/A

ENVIRONMENT	COVERAGE IN RESPONSIBLE PURCHASING POLICY
Soil & groundwater pollution	xx
Air pollution	xx
Greenhouse effect gases	xx
Waste	xx
Water resources	xx
Wastewater	xx
Legionella	x
Noise	x
Impacts on biodiversity	x

3. Actions to mitigate risks and prevent serious infringements

b. A decisive criterion when choosing suppliers and subcontractors

Renault Group has committed, through its 2013 Global Framework Agreement, to ensuring that respect for fundamental rights is a decisive criterion in the selection of suppliers and subcontractors. This applies to inclusion in the Group of eligible suppliers and subcontractors but also to award of new contracts.

c. Monitoring of corrective action plans following audits at supplier and subcontractor sites

Identified non-compliance is addressed in corrective action plans, which are put in place with the support of the Group. The Responsible Purchasing Department monitors implementation of these plans with the suppliers with the lowest scores, with mandatory re-auditing for these suppliers. Any uncorrected non-compliance could result in measures being taken that may include the termination of relations with the Company in question.

d. An ESG-focused purchasing team

For over 10 years, Renault Group has had a dedicated team to prevent serious infringements under the duty of vigilance law. The team reports to the Purchasing Department and has the following objectives:

- Ensuring that suppliers meet standards and comply with laws, regulations and soft laws relating to employment, health, safety, the environment and ethics (e.g. the French law on the duty of vigilance, Sapin II, traceability of conflict minerals or cobalt, OECD/UN/ILO Guidelines, etc.);
- Improving the identification and reduction of ESG risks in the supply chain;
- Strengthening the ESG assessment of suppliers (through an external provider and its online platform);
- Managing external ESG supplier audits, based on requirements set by the Group;
- Monitoring the implementation of appropriate corrective actions by suppliers;
- Coordinating a network of officers within local Purchasing Departments;
- Working on key collaborations and partnerships, e.g. RMI (Responsible Minerals Initiative), GPSNR (Global Platform for Sustainable Natural Rubber) and ERMA (European Raw Materials Alliance).



4. A system to monitor measures taken and assess their effectiveness

The Duty of Vigilance Steering Committee monitors the measures implemented on a monthly basis. A summary is presented to the Ethics and Compliance Committee twice a year (see section F.2. Governance for details).

As discussed in section E.2. of this document, Renault Group uses audits and assessments to track its suppliers' and subcontractors' ESG performance. The Group measures its suppliers' compliance with its ESG criteria through four main topics:

- percentage of direct purchase volume of automotive parts covered by a ESG assessment;
- percentage of total purchase volume of automotive parts covered by a high or very high grade ESG assessment;
- number of parts suppliers subject to a ESG assessment;
- number of parts suppliers whose ESG score reflects high or very high performance.

In 2021, the ESG performance (Group level) of Renault Group's suppliers of the Top 200 parts (representing approximately 86% of the total purchasing) was as follows:

PARTS (TOP 200)	TOTAL 2021
Percentage of direct purchase volume covered by a ESG assessment ¹	98%
Percentage of total purchase volume by a high or very high grade ESG assessment (3 years) ²	92%
Number of direct supplier groups covered by a ESG assessment.	190/200
Number of ESG supplier groups covered by a high or very high grade ESG assessment.	167/200

1. Percentage of direct supplier volume covered by a ESG assessment on the Top 200 parts: the indicator represents the percentage of direct purchase volume on the Top 200 parts for which a valid ESG assessment (EcoVadis assessment or equivalent, less than 3 years) of the supplier is identified. The "Top 200 parts" refers to the Top 200 suppliers calculated on the basis of 2020 revenue.

2. Percentage of total purchase volume covered by a high grade ESG assessment (3 years) on the Top 200 parts: the indicator represents the percentage of direct purchase volume on the Top 200 parts for which a valid ESG assessment of the supplier (EcoVadis assessment or equivalent, less than 3 years) with more than 45 points out of 100 is identified (EcoVadis considers that suppliers with 45 or more points are not at risk). The "Top 200 parts" refers to the Top 200 suppliers calculated on the basis of 2020 revenue.

Note: in 2021, the indicators were the subject of a new methodology with reporting on the Top 200. Consequently, Renault Group does not present historical data.

The average performance in 2021 of the 190 suppliers Groups covered by an assessment follows:

- "Environment": 61.8/100;
- "Social & Human Rights": 55.0/100;
- "Ethics": 51.0/100;
- "Responsible purchasing" (by our suppliers): 48.7/100;
- Overall average: 51.6/100.

Starting in 2023, Renault Group intends to publish the performance of its top 500 suppliers of parts, covering more than 95% of the total purchase volume of automotive parts.



F

Whistleblowing mechanism and Governance

1. Whistleblowing mechanism

The vigilance plan includes a whistleblowing mechanism and system to collect reports relating to risks or events involving serious infringements of human rights, fundamental freedoms, health, safety and the environment.



331

reports received
via the whistleblowing
mechanism worldwide

In accordance with the requirements of the 2016 French “Sapin II” Law on transparency, the fight against corruption and the modernization of economic life, Renault Group very early on set up a whistleblowing mechanism, WhistleB, which is accessible to Group employees, external or occasional employees and suppliers with which the Group has an established business relationship.

WhistleB covers the topics required by the 2017 French law on the duty of vigilance.

This platform is managed by an external service provider and can be accessed at any time, any day of the week, on a professional or personal computer, tablet or smartphone, via the Internet at <https://renault.whistleb.com>. A telephone line managed by this service provider is also available. This global system is available in 14 languages. It ensures confidentiality of communication and therefore allows the whistleblower to remain anonymous subject to local law. Renault Group prohibits and does not practice any form of retaliation against whistleblowers.

During 2021, new awareness-raising initiatives were carried out, notably on the Group’s intranet, to remind people how the system works. This campaign in France, for instance, involved communication on the Group intranet and through management lines. Renault Group has also reminded all its suppliers and subcontractors of the possibilities available on WhistleB and circulated a detailed user guide. Renault Group has committed to providing this type of reminder every two years.

In 2021, 331 reports were received via the whistleblowing mechanism worldwide¹. All reports are examined. Most of the cases are dealt with locally, by the country or subsidiary Ethics and Compliance Correspondent. Reports relating to France and Corporate departments are handled by the Deputy Director for Whistleblowing and the Whistleblowing Committee (CTA), which is made up of seven members and three experts and is chaired by Renault Group’s SVP, Audit, Risk, Ethics and Compliance. In other countries, the reports are handled by the Country Ethics and Compliance Committee (CECP), chaired by the Country Director. A detailed report containing statistics on whistleblowing worldwide is presented annually to the Group Ethics and Compliance Committee (CECG) and the Audit and Risk Committee (CAR), a specialist committee of Renault Group’s Board of Directors.

In 2022, we are working on upgrading the mechanism to integrate the requirements in the new EU Whistleblowing Directive².

The corporate whistleblowing mechanism presented here is intended to complement other channels to report whistleblowing alerts, namely trade unions, management lines, human resources teams, the Ethics and Compliance Department.

1. These reports exceed the scope of the French law on the duty of vigilance; through this whistleblowing mechanism, Renault Group is also fulfilling the requirements in the 2016 French “Sapin II” Law on transparency, the fight against corruption and the modernization of economic life.

2. French Law No. 2022-401 of March 21, 2022, on improving whistleblower protection, transposing Directive (EU) 2019/1937 of October 23, 2019.

2. Governance

Renault Group set up specific governance arrangements for the Vigilance Plan in 2022. This new governance better defines the various levels in the company that are involved in preparing, approving and effectively implementing the Vigilance Plan.

Strategy is coordinated and monitored by the Sustainability Department *via* a Steering Committee.

At the Board of Management level, the Director of Strategy and Business Development, who reports directly to the CEO, is the sponsor of the Vigilance Plan.



Duty of Vigilance Steering Committee

COMPOSITION

CHAIR (1)	HEAD OF SUSTAINABLE DEVELOPMENT
Permanent members	1 representant from each of the following departments: — Sustainable Development Department; — Environmental Planning Department; — Human Resources Department; — Health, Safety, Environment, Ergonomics Department; — Prevention and Protection Department; — Responsible Purchasing Department; — Legal Department; — Ethics Department; — Risk Management Department.
+ Specialists as required	

This list is open-ended.

PLANNING AND COORDINATION

The Duty of Vigilance Steering Committee meets once a month in normal circumstances. In view of the creation of this instance, a restricted committee met 9 times so far:
 — 2021: 4
 — 2022: 5

RESPONSIBILITIES

DUTIES	DETAILS
Strategy	— Definition of the strategic guidelines for the Vigilance Plan. — Monitor indicators, including, monthly, the IMCR (an internal indicator tracking maturity with regard to regulatory compliance, released once a year).
Priorities	— Roadmap decision, direction and progress monitoring. — Prepare interventions in Ethics and Compliance Committee meetings.
Oversight	— Examine action underway and results to date. — Define the next steps.

The results of the Vigilance Plan are presented twice a year to the Ethics and Compliance Committee. Salient issues may be referred to the Board of Management (Group Executive Committee) for information or for decision.



Annexes



1. Reference texts

Renault Group adheres to the principles enshrined in the:

- Universal Declaration of Human Rights;
- United Nations Global Compact;
- OECD Guidelines for Multinational Enterprises;
- ILO Fundamental Conventions;
- UN Declaration on the Rights of Indigenous Peoples (2007).

This Vigilance Plan complements the commitments that Renault Group has made previously in the following documents:

Public documents:

- [Renault Group's Declaration of Employees' Fundamental Rights of October 12, 2004](#);
- [Global Framework Agreement of July 2, 2013](#);
- [Global Framework Agreement of July 9, 2019 and its Addendum of April 26, 2021](#);
- [Renault Group Code of Ethics \(2019\)](#);
- [Renault-Nissan ESG Guidelines for Suppliers \(2017\)](#);
- [Green Purchasing Guidelines \(2018\)](#);
- Charter for the employability of people over 50 years-old (2022).

In-house document:

- Occupational Health and Safety Policy (2021);
- Purchasing function's Code of Practice;
- Safety function's Code of Practice on overall safety;
- Prevention and Protection Management within a Renault Site;
- Renault Group Charter for the use of information technology resources and digital tools.



2. Cross-reference table

	2021-2022 VIGILANCE PLAN	2022 UNIVERSAL REGISTRATION DOCUMENT
1. Risk mapping for identification, analysis and prioritization	Sections B.1, C.1, D.1, E.1	DV1a: Sections 2.1.5, 2.1.7.1, 2.3.2.4.E and 2.3.2.1.1 DV1b: Sections 2.1.5, 2.1.7.1 and 2.4.2.3
2. Procedures for regular assessment of the situation of the Group and its subsidiaries, or suppliers and subcontractors with which the Group has an established business relationship, in light of the risk mapping	Sections B.2, C.2, D.2, E.2	DV2a: Sections 2.2.3, 2.3.2.4.E and 2.3.2.1.2 DV2b: Section 2.4.2.4
3. Actions to mitigate risks and prevent serious infringements	Sections B.3, C.3, D.3, E.3	DV3a: Sections 2.2.3, 2.4.1.4.A and 2.3.2.1.3 DV3b: Sections 2.3.2.4.E, 2.4.2.1, 2.4.2.2 and 2.4.2.5
4. A whistleblowing mechanism and channel to gather reports relating to the existence or materialization of risks, designed in consultation with the representative unions in the company	Section F.1	DV4: Section 2.1.5
5. A system to monitor measures taken and assess their effectiveness	Sections B.4, C.4, D.4, E.4	DV5a: Sections 2.2.2, 2.3.2.4.E, 2.3.2.1.4 DV5b: Section 2.4.2.7



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