

A woman with brown hair, wearing a red jacket, is shown in profile, looking out over a scenic landscape. The background features a body of water, distant mountains, and a clear sky. The image is framed by a white border.

Vigilance Plan

**May
2023**

**Renault
Group**

Contents

Vigilance Plan **May 2023**

A Renault Group's ambitions

B Human rights and fundamental freedoms

C Health, safety and security

D Environment

E Suppliers and subcontractors

F Whistleblowing system and Governance

G Annexes

METHODOLOGY

Section A details Renault Group's Purpose and its policy in terms of Human rights, fundamental freedoms, ethics, working conditions and environment.

Sections B to F are designed to fulfil 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 procedures to assess the situation on a regular basis, the action plans in place to mitigate the risks, and the system for monitoring the measures implemented and assessing their effectiveness.

This due diligence system covers the three areas identified by the law – human rights and fundamental freedoms (**B**), human health and safety (**C**), and the environment (**D**) – resulting from its activity and those of the subsidiaries or companies that it controls, directly or indirectly.

Section (**E**) 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 (**F**) presents the whistleblowing system and Governance, both of which are relevant to the four areas.

*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 2022 Vigilance Plan was published in the Universal Registration Document 2022, issued in March 2023. The present document is an updated version in terms of content and layout.

*The vigilance plan 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".



Editorial

Group overview
Group industrial sites

A Renault Group's ambitions

B Human rights and fundamental freedoms

C Health, safety and security

D Environment

E Suppliers and subcontractors

F Whistleblowing system and Governance

G Annexes

Editorial

In accordance with Renault Group's Purpose, we are caring, believing in responsible progress that respects everyone.

Every year, the Vigilance Plan re-evaluates our levels of control of risks related to our activities and to those of our suppliers, an exercise that is all the more crucial as the group transforms and reorganizes.

Our company, along with its partners, takes responsibility for protecting the world around us from the potential negative impacts of our operations. Our Vigilance Plan details our ambitions in terms of ethics, human rights, health, safety, security and respect for the environment. It aims to detail and map the related risks, the action plans we have implemented to mitigate them and the systems we have in place to make progress.

This year we have made progress in particular by deploying e-learning on Human Rights and Social Dialogue in the workplace and by improving our transparency on the environmental, social and governance performance of our suppliers.

Josep-Maria Recasens
Chief Strategy Officer,
Renault Group

François Roger
Chief People, Workpace,
Organization Officer,
Renault Group

François Provost
Chief Purchasing, Partnerships and
Public Affairs Officer and Alliance Purchasing
Organization Managing Director, Renault Group



Luca de Meo
CEO
Renault Group

« With the strictest respect for human rights and fundamental freedoms, and in line with our Purpose, we act to identify, avoid and mitigate the impacts that the company and its partners have on their environment: employees, communities, territories and ecosystems. »



Editorial

Group overview

Group industrial sites

A

Renault Group's ambitions

B

Human rights and fundamental freedoms

C

Health, safety and security

D

Environment

E

Suppliers and subcontractors

F

Whistleblowing system and Governance

G

Annexes



A presence in

35
countries



105 812
employees

Group revenues
(in billions euros)

46,4

Net profit
(in billions euros)

1,6



2 051 174
vehicles sold

Figures as of December 31, 2022
except Lada/AvtoVAZ

Renault Group

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 2022, the Group sold over **2 million** vehicles on the **5 continents** and employs more than **105,000 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 centered 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

M~~O~~BILIZE
BEYOND AUTOMOTIVE



Editorial

Group overview

Group industrial sites

Group industrial sites

- A Renault Group's ambitions
- B Human rights and fundamental freedoms
- C Health, safety and security
- D Environment
- E Suppliers and subcontractors
- F Whistleblowing system and Governance
- G Annexes

FACTORY ACTIVITY

- ASSEMBLY
- CHASSIS, ENGINES, GEARBOXES
- FOUNDRY
- CIRCULAR ECONOMY
- LOGISTICS PLATFORM

- 1
- France**
- Batilly (Sovab)
 - Cléon
 - Dieppe (Alpine)
 - Douai (ElectriCity)
 - Flins
 - Le Mans
 - Maubeuge (ElectriCity)
 - Meyzieu
 - Ruitz (ElectriCity)
 - St-André de l'Eure (SFKI)
 - Sandouville
- 2
- Spain**
- Palencia
 - Seville
 - Valladolid
- 3
- Portugal**
- Cacia

- 4
- Slovenia**
- Novo mesto (Revoz)
- 5
- Romania**
- Mioveni (Dacia)
- 6
- Turkey**
- Bursa (Oyak Renault)

- 7
- Morocco**
- Casablanca (Somaca)
 - Tangier
- 8
- Algeria**
- Oran (RAP)

- 9
- India**
- Pune
- 10
- China**
- Nanchang (JMEV)
- 11
- South Korea**
- Busan (RSM)

- 12
- Colombia**
- Envigado (Sofasa)
- 13
- Brazil**
- Curitiba
- 14
- Chili**
- Los Andes (Cormecanica)
- 15
- Argentina**
- Cordoba



A Renault Group's ambitions

1. Renault Group's Purpose states our commitments regarding key values
2. Renault Group, committed to respecting human rights and ethical practices
3. Renault Group as an employer
4. Renault Group as a carmaker



A

Renault Group's
ambitions

1. Purpose
2. Human rights
3. Employer
4. Carmaker

B

Human rights and
fundamental freedoms

C

Health, safety
and security

D

Environment

E

Suppliers
and subcontractors

F

Whistleblowing system
and Governance

G

Annexes

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

A

Renault Group's ambitions

1. Purpose
2. Human rights
3. Employer
4. Carmaker

B

Human rights and fundamental freedoms

C

Health, safety and security

D

Environment

E

Suppliers and subcontractors

F

Whistleblowing system and Governance

G

Annexes

Human rights and fundamental freedoms

Renault Group is one of the world's leading carmakers, with over 105,000 employees in 35 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 United Nations Women’s Empowerment Principles (WEP) in 2022, Renault Group is reaffirming that the 1948 Universal Declaration of Human Rights must apply equally to women and men.

Renault Group's ambitions

- 1. Purpose
- 2. Human rights
- 3. Employer**
- 4. Carmaker

Human rights and fundamental freedoms

Health, safety and security

Environment

Suppliers and subcontractors

Whistleblowing system and Governance

Annexes

Health, safety, and working conditions

In accordance with ILO Convention No. 155 on the safety and health of workers of 1981, the 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 commitment to strict compliance with the Group policy set out in the document entitled “Health and Safety at Work Policy” (2021) and with the local agreements signed as part of the implementation of remote working arrangements. Our ambition: zero work-related accidents and illnesses. Our commitment is to provide a safe and healthy workplace for all those involved in our activities. To this end, we proactively apply the principle of continuous improvement with a focus on prevention.

Prohibition of child labor

In accordance with the ILO Minimum Age Convention, 1973 (No. 138), the ILO Worst Forms of Child Labour Convention, 1999 (No. 182), the Renault Group 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 prohibits the use of minors who have not reached the legal minimum age for employment in each country or region and in any case if the minors are under 15 years of age.
- In addition to rejecting child labor, Renault Group is committed to respecting the rights of children everywhere, as set out in the 1989 International Convention on the Rights of the Child.

Prohibition of forced labor

In accordance with the ILO Forced Labour Convention, 1930 (No. 29), the ILO Abolition of Forced Labour Convention, 1957 (No. 105), the Renault Group 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 prohibits the use of forced labor by ensuring that all work is voluntary and that employees are free to leave their jobs at any time.





3. Renault Group as an employer

A

Renault Group's
ambitions

1. Purpose
2. Human rights
3. Employer
4. Carmaker

B

Human rights and
fundamental freedoms

C

Health, safety
and security

D

Environment

E

Suppliers
and subcontractors

F

Whistleblowing system
and Governance

G

Annexes

Harassment and violence

In accordance with Articles L1152-1 to L1152-6 of the French labor laws on psychological harassment, Article 5 of the Declaration of Human Rights, and the 2019 Global Framework Agreement,

- Renault does not tolerate any form of harassment or violence in the workplace. Renault Group is committed to the strict application of the zero-discrimination policy, including its chapter on harassment, and to taking proportionate measures in the event of a proven breach.

- An investigation procedure has been defined for the Group, deployed and adapted in each country.

In accordance with legal and regulatory requirements wherever the Group operates and with the Renault Group Code of Ethics,

- Disciplinary measures are free from all forms of violence, humiliation and treatment contrary to human dignity.

Compensation

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

- Renault Group respects internationally recognized workers' rights and complies with all applicable labor laws, in particular with regard to wages, which must be at least equal to the country's minimum wage for equivalent work, the objective being to promote a decent wage, as envisaged by the ILO.

Working time, holiday entitlement, and the right to disconnect

In accordance with the national laws and practices of the countries where Renault Group operates, the Renault Group Declaration of Fundamental Social 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 grants its employees the right to paid leave,

- Renault Group limits the normal working hours for employees whose working hours are controlled to 48 hours per week (or less than 48 hours if local law, collective agreements or branch agreements so provide).

- Renault Group reaffirms its commitment to strict compliance with policies on the organization of working time, working hours and rest periods, developed within the framework of national legislation and local conditions for social dialogs.

Renault Group is committed to respecting the right of each employee to choose whether to go online outside of their usual working hours and during their holiday periods. During these same periods, they are not obliged to respond to any e-mails or telephone calls they receive and must ensure that they limit their own e-mails and calls to exceptional emergencies, in particular those that have an impact on the safety of employees and/or customers.





3. Renault Group as an employer

A

Renault Group's ambitions

- 1. Purpose
- 2. Human rights
- 3. Employer
- 4. Carmaker

B

Human rights and fundamental freedoms

C

Health, safety and security

D

Environment

E

Suppliers and subcontractors

F

Whistleblowing system and Governance

G

Annexes

Staff representation (Freedom of association / Collective bargaining)

In accordance with ILO Freedom of Association and Protection of the Right to Organise Convention No. 87 of 1948, ILO Right to Organise and Collective Bargaining Convention No. 98 of 1949, ILO Workers' Representatives Convention No. 135 of 1971 to prevent any form of discrimination on the grounds of trade union involvement, the Renault Group 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 commitment to the strict respect of trade union freedom in terms of membership in and taking on trade union responsibilities for all its employees in each country where Renault Group is established.
- Renault Group is committed to respecting the principles set out in the 1998 International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work: freedom of association and effective recognition of the right to negotiate.

Discrimination

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

- Renault Group prohibits and rejects all forms of discrimination. Renault Group is committed to non-discrimination in working relationships on any grounds whatsoever. Anti-discrimination actions apply to all forms of diversity: age, social origin, family status, gender, sexual orientation, disability, political, trade union and religious opinions, actual or assumed membership or non-membership of an ethnic group, nation or racial origin.
- Renault Group has set itself the goal of having no pay gap between women and men by 2025. In 2022, this indicator was -2.4%

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, and the various external commitments made by the Group,

- Renault Group considers that diversity within a company is an asset, creates an environment favorable to innovation, and is a performance factor.

Renault Group's ambition is to be the best employer for women in the automotive industry with the objectives of:

- neutralizing the gender pay gap by 2025;
- maintaining our leadership in gender diversity among vehicle manufacturers and increase the presence of women in key positions. Renault Group has implemented action plans to promote inclusion: the Renault Group Diversity and Inclusion Plan (see B.3 Human rights and fundamental freedoms, action plans).

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 is committed to promoting the employability of its employees, in particular through ReKnow University, which develops innovative training courses on the skills of tomorrow (electrical, circular economy, data, AI and cybersecurity) in collaboration with industrial and academic partners. Based in France, ReKnow University will develop its activities internationally in the medium term.



4. Renault Group as a vehicle manufacturer

A

Renault Group's ambitions

1. Purpose
2. Human rights
3. Employer
4. Carmaker

B

Human rights and fundamental freedoms

C

Health, safety and security

D

Environment

E

Suppliers and subcontractors

F

Whistleblowing system and Governance

G

Annexes

Value chain and partnerships

In accordance with the Renault-Nissan CSR Purchasing Guidelines of 2015, the Global Framework Agreement of July 2013, the Renault Green Purchasing Guidelines of 2018, and the Renault Group policy on the supply of cobalt and minerals from conflicts or high-risk areas of 2019,

- Renault Group asks its suppliers and subcontractors to commit, in writing, to respecting the Group's expectations of its supply chain in terms of safety and quality, human rights and labor law, the environment, compliance, and non-disclosure of information and to deploy them with their own suppliers.
- Renault Group asks its suppliers and subcontractors to commit to the implementation of employees' fundamental rights in their own companies and encourages them to do the same with their own suppliers. If necessary, corrective action plans are put in place with the support of Renault Group.
- Renault Group has incorporated compliance with social and environmental requirements into its supplier selection and relations standards. ESG (Environment, Social, and 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 CSR performance of its suppliers and has published the performance of the top 200 suppliers (which account for approximately 86% of the total purchasing of parts) for several years.

- In 2022, Renault Group's increased the transparency of reporting on supplier ESG performance, by publishing the performance of the top 500 suppliers. This covers over 95% of the total purchasing of parts.

A clean, safe, accessible mobility offering

Renault Group's ambition is to make clean, safe mobility accessible to as many people as possible in each country where the Group is established:

- Renault Group, an inclusive company, contributes to removing social, physical, cognitive and financial barriers to mobility so that each individual is able to move freely and thus access a job and develop social ties.
- Safe mobility according to Renault: alongside its suppliers, Renault Group is committed to manufacturing and marketing products that meet or exceed the regulations in force in each country of operation.
- Clean mobility according to Renault: Renault Group is committed to offering innovative mobility solutions while preventing and continuously reducing the environmental footprint of activities, services and products throughout their life cycle. The priority areas of Renault Group's environmental policy are climate, resources, ecosystems, biodiversity and health.

Local communities and indigenous peoples

In accordance with the United Nations Declaration on the Rights of Indigenous Peoples 2007 (UNDRIP) and local regulations in terms of property rights,

- Renault Group works to minimize potential negative impacts and encourage positive impacts of its projects on local communities and indigenous peoples. In particular, the safety of its employees and facilities must not be exercised at the expense of respect for the human rights of local communities and indigenous peoples.
- Renault Group develops activities with a positive impact and involving all stakeholders in the territories, and on each site where the Group has a significant weight and influence on its immediate environment, it aims to establish a development plan for local communities and indigenous populations based on a precise analysis of impacts. In addition, in accordance with the 2019 Global Framework Agreement, employees who wish to become involved with solidarity-based associations and enterprises have specific arrangements, in compliance with local laws, for the time spent on these activities.



B

Human rights and fundamental freedoms

1. Risk mapping: identification, analysis and prioritization
2. Procedures for regular assessment of the situation of the Group and its subsidiaries based on the risk mapping
3. Actions to mitigate risks and prevent serious infringements
4. A system to monitor measures taken and assess their effectiveness



1. Risk mapping: identification, analysis and prioritization

Methodology

As part of its duty of vigilance, Renault Group has drawn up a mapping of the risks that its own activity poses to women and men in terms of human rights.

The methodology adopted is part of the same system as the Group's major risk management system. The last update was in 2023.

Ten risks were identified, analyzed and prioritized by specialists from five departments: Human Resources, Ethics & Compliance, Purchasing, Prevention & Protection, Sustainable Development and Risk Management. The Director for Human Resources validated the risk map and the associated action plan.

This mapping is based on:

- a list of risks resulting from a benchmark carried out with industrial companies in the automotive, food processing, luxury goods, energy and transport sectors;
- a process for analyzing alerts (see F1 Whistleblowing mechanism);
- monitoring of the social, economic and regulatory context of the regions in which the sites are located. A watch has been set up on human rights and fundamental freedoms. Any new circumstance (for example new country of operation or new geopolitical situation) will be analysed and may impact the risk mapping;
- reports published by the ILO, which may go beyond just the rights identified in the global framework agreements.

Results

RISKS
Violation to freedom of unions, association & collective bargaining
Harms to persons, including harassment and private life violations
Discrimination in recruitments
Discrimination in employment
Slavery, forced labour and human trafficking
Child labor
Indecent working conditions
Risk related to compensation – living wage
Risk of negative impact on local communities

ANALYSIS AND PRIORITIZATION

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



Editorial

Group overview

Group industrial sites

A

Renault Group's
ambitions

B

**Human rights and
fundamental freedoms**

1. Risk mapping
- 2. Evaluation**
3. Actions
4. Monitoring

C

Health, safety
and security

D

Environment

E

Suppliers
and subcontractors

F

Whistleblowing system
and Governance

G

Annexes

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 in view of the risk mapping is based on two pillars:

- **The monitoring of the implementation of the human rights and fundamental freedoms policies defined in the Global Framework Agreements as well as in section A. of this document.** 89.6% of the Group's employees are covered by a collective agreement at branch and/or company level. In the event of any application difficulties arising, a memorandum concluded in January 2018 with the signatories of the 2013 framework agreement constitutes a genuine action guide for dealing with them under joint responsibility.
- **In the event of an alert, a formalized handling process (see section F1).** Any alerts are the subject of a specific item at the plenary sessions of the Renault Group Committee (RGC). In 2022, this meeting was held on September 30 with all members of the RGC. The RGC has 40 members, representing 26 countries, and is the preferred forum for open and responsible international social dialogue. In 2022, as in 2021, the Group has not received any feedback from the parties to the global framework agreements.





3. Actions to mitigate risks and prevent serious infringements

A

Renault Group's
ambitions

B

**Human rights and
fundamental freedoms**

1. Risk mapping
2. Evaluation
- 3. Actions**
4. Monitoring

C

Health, safety
and security

D

Environment

E

Suppliers
and subcontractors

F

Whistleblowing system
and Governance

G

Annexes

RISK MAPPING	PLANS D'ACTION SPÉCIFIQUES
Risk of slavery, forced labor and human trafficking	■ Implementation of the 2013 Global Framework Agreement (GFA) and ILO Conventions 29 and 105: elimination of all forms of forced and compulsory labor.
Child labor	■ Implementation of the 2013 GFA and ILO Conventions 138 and 182: the minimum age defined by Renault Group is 15 years. Beyond 15 years, the regulations of each country apply.
Indecent working conditions	■ The action plans related to this risk are managed by the HSEE Department and are described in section C3 of this document.
Violation to freedom of unions, association & collective bargaining	■ A Global Group Works Council of 40 members, representing 26 countries, is the special forum for an open and responsible international social dialog. ■ For career management, implementation of a "People Review" process with the involvement of the HR department. One of the aims is to prevent discrimination against unionized employees.
Harms to persons, including harassment and private life violations	■ Implementation of the Telework Addendum 2021 to the 2019 GFA. ■ Implementation of mechanisms for the protection of personal data: see section C3 of this document.
Discrimination in recruitments	■ Implementation of the 2013 GFA and ILO Conventions 100 and 111. ■ Implementation of the Renault Group Diversity and Inclusion Charter (2023).
Discrimination in employment	■ Implementation of the 2013 GFA and ILO Conventions 100 and 111. ■ For career management, implementation of a "People Review" process. ■ Implementation of a "Diversity and Inclusion" Charter (2022) and plan(see Box below).
Risk related to compensation – living wage	■ Implementation of ILO Convention 100 in the 2013 GFA: equal pay for work of equal value. ■ Application of salary scales validated with the staff representative bodies.
Risk of negative impact on local communities or indigenous peoples	■ Prevention: As part of a prevention strategy, wherever the Group is established, it contributes to the revitalization of the employment pool in collaboration with the local authorities. ■ Revitalization: Where there is a significant impact on employment, revitalization plans are implemented to develop employment. ■ Implementation of the GFA 2019: employees who wish to commit themselves to solidarity-based associations and companies have specific arrangements, in compliance with local legislation, as the time spent on these activities can be considered as working time.



3. Actions to mitigate risks and prevent serious infringements

Training

Since the beginning of 2023, we provide an e-learning program to raise employees' awareness about human rights issues in the workplace and about the measures implemented by the Group (available in French and in English).



ZOOM: DIVERSITY AND INCLUSION

In addition to the risk mitigation and prevention measures listed in this table, Renault Group has set itself ambitious targets for diversity and inclusion.

This Renault Group Diversity and Inclusion Plan is based on four pillars, the last one being specific to gender representation:

- Ensure fair and respectful treatment of all;
- Promote an inclusive work environment;
- Facilitate the integration and development of all in the company;
- Increase the representation of women at all levels, in all professions and in all countries where the company operates. By 2030, Renault Group aims to have 30% women in management positions.

In this context, Renault Group is implementing actions in several areas:

- **Gender diversity:** Renault Group is committed to implementing specific measures regarding the position of women in the company, which results in an evolution of its HR processes in terms of recruitment and career management and in the development of an international network of women;
- **Disability:** Renault Group facilitates the integration of the individuals with disabilities within the Group by implementing specific integration measures, installing adapted workstations, and actions for communication and raising awareness among employees. In 2022, the Group signed the ILO Disability Charter;
- **Origin:** Renault Group promotes cultural and social diversity within its teams in all the countries in which it operates;
- **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.

Further detail in section 2.4.2.2 of Renault Group 2022 Universal Registration Document.



Editorial

Group overview

Group industrial sites

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 once a year (see section F2 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. We can note that in 2022, as in 2021, no incident was subject to measurement within the framework of the Renault Group memorandum.

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



7,659
employees trained
in 2022 as part of
ReKnow University

2.4%
pay gap between
women and men
Improvement of 0.7 point
(at equivalent scope
between 2021 and 2022)

**C**

Health, safety and security

I. Health, safety, ergonomics

1. Risk mapping: identification, analysis and prioritization
2. Procedures for regular assessment of the situation of the Group and its subsidiaries based on the risk mapping
3. Actions to mitigate risks and prevent serious infringements
4. A system to monitor measures taken and assess their effectiveness

II. Security

1. Risk mapping: identification, analysis and prioritization
2. Procedures for regular assessment of the situation of the Group and its subsidiaries based on the risk mapping
3. Actions to mitigate risks and prevent serious infringements
4. A system to monitor measures taken and assess their effectiveness



Editorial
Group overview
Group industrial sites

I. Health, safety and ergonomics

1. Risk mapping: identification, analysis and prioritization

Methodology

In fulfilling its duty of vigilance, Renault Group mapping covers the scope of human rights for everyone across all activities.

Key risks have been identified, analyzed and prioritized by specialists from the following Departments: Health, Safety and Ergonomics (HSE), Medical, Sustainable Development and finally Risk Management. The last update was in 2023.

This mapping is based on:

- risk assessment performed by specialists on each identified risk;
- statistical analysis of the accidents, occupational illnesses that occurred over the past 10 years at Group sites and specifically focused on 2018 - 2022 period (see C1.2 and C1.4);
- knowledge of the variety of activities at industrial, tertiary and testing sites.

Results

IDENTIFICATION

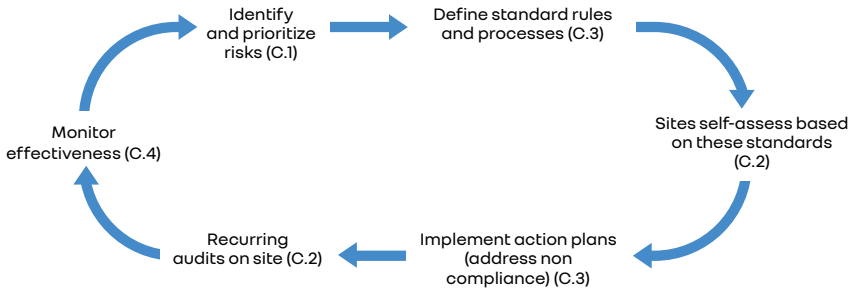
	RISKS
HEALTH	Physical related diseases
	Chemical related diseases
	Psychosocial diseases
SAFETY	Machinery
	Slips, Trip and Falls
	Traffic
	Fall from height
	Thermal
	Lifting equipment
	Electrical
	Manual handling and manipulation (MSD excluded)
ERGONOMICS	Ergonomics (MSD + accidents)

ANALYSIS AND PRIORITIZATION

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

The risk prioritization presented in this matrix is the result of comprehensive analysis of risks assessed at Group level.

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





Editorial

Group overview

Group industrial sites

A

Renault Group's
ambitions

B

Human rights and
fundamental freedoms

C

**Health, safety
and security**

I. Health, safety, ergonomics

1. Risk mapping
- 2. Evaluation**
3. Actions
4. Monitoring

II. Security

1. Risk mapping
2. Evaluation
3. Actions
4. Monitoring

D

Environment

E

Suppliers
and subcontractors

F

Whistleblowing system
and Governance

G

Annexes

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

Each risk's situation is assessed based on four pillars:

- coaching based on the HSEE Mandatory Rules and associated Key Requirements (HSEE in projects, safety, burns and asphyxiation, ergonomics, industrial hygiene, and environment);
- sites self-assessments;
- audits by corporate or by teams composed of members of the HSEE network and members of corporate to align the levels of requirements;
- analyses of the frequency rates of occupational accidents and diseases.

These regular assessments are carried out during field audits and are supplemented by detailed analyses of the results of accidents and occupational illnesses.

They feed into the Group's HSEE strategy and allow it to be adapted if necessary.





3. Actions to mitigate risks and prevent serious infringements

A

Renault Group's ambitions

B

Human rights and fundamental freedoms

C

Health, safety and security

I. Health, safety, ergonomics

1. Risk mapping
2. Evaluation
3. **Actions**
4. Monitoring

II. Security

1. Risk mapping
2. Evaluation
3. Actions
4. Monitoring

D

Environment

E

Suppliers and subcontractors

F

Whistleblowing system and Governance

G

Annexes

	RISK	ACTION PLAN
HEALTH	Physical related diseases	■ Apply Health Mandatory Rule #8, encompassing 12 Key Requirements.
	Chemical related diseases	■ Apply Health 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, 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 diseases	■ Apply Health Mandatory Rule #7, encompassing 6 Key Requirements.
SAFETY	Machinery	■ Apply Safety Mandatory Rules #2 and 3, encompassing the 11 Key Requirements regarding risk prevention for machinery interaction and 12 Key Requirements for the safety of the machine installations. ■ Implement machinery safety inspection checklist approach on all sites, which applies to new and serial life machinery. ■ Provide safety design standards and guidance to drive compliance with the machinery directive (ISO, CCS, etc...).
	Slips, Trip and Falls	■ Apply Safety Mandatory Rule #1, encompassing 4 Key Requirements. ■ Strip, trip and fall prevention guidance.
	Traffic	■ Apply Safety Mandatory Rule #4, encompassing 14 Key Requirements. ■ Traffic memorandum: Safe Site, Safe Vehicle, Safe Driver. ■ Memorandum racks storage.
	Falls from height	■ Apply Safety Mandatory Rule #7, encompassing 4 Key Requirements. ■ Implement appropriate safety EN, ISO standards (e.g. ISO 14122-2 & 14122-3).
	Thermal	■ Apply from 2022, the 6 Mandatory Rules for "Burns and asphyxiation".
	Lifting equipment	■ Apply Safety Mandatory Rule #5, encompassing 6 key requirements and deployment of the standard on the dies storage in stamping. ■ Pre use check by operator and periodical check by competent person.
	Electrical	■ Apply Safety Mandatory Rules #2 (LOTO / Consignation on EV and electrical installation before intervention) and #3 (isolation adequately designed). ■ Implement appropriate safety EN, ISO standards (e.g. EN 50110, NFC 18510, NFC 18550).
	Manual handling and manipulation (MSD excluded)	■ Integrate manual handling and manipulation in Specific Workstation Induction. ■ Supervision during workstation observation.
ERGONOMICS	Ergonomics (MSD + accidents)	■ Apply the Ergonomics Mandatory Rules including 16 dedicated key requirements.



3. Actions to mitigate risks and prevent serious infringements

Group mandatory rules visuals



Policy and Management System

As part of Renault Group's commitment to health and safety, a dedicated department was created in September 2016, reporting directly to the Executive Committee. The commitment of the HSEE Department and Renault Group was reflected in the signing of a Health and Safety policy by the Group HR Director and CEO.

Our objective is "zero accidents and occupational illnesses" by 2030. We have established a strategic roadmap which shows how we will progress to this ambitious objective.

To address risks, the company has established qualitative references namely Mandatory Rules and Key Requirements which cover health, safety, ergonomics, burns and asphyxiation in projects and serial life.

We are in the planning stages of implementing ISO45001 with 25 HSEE managers already trained by AFNOR and 1 site (Bursa in Turkey) already accredited which we will use as a reference.

The internal control department have implemented a dedicated procedure to check the effectiveness of the health, safety and ergonomics management system.

Communication

The HSEE department communicates monthly and widely (to more than 1,000 people of various functions and hierarchical levels) the statistical results and progress of all the approaches within its scope. This communication includes information from the HSEE Department (results, new standards, new technologies, projects, etc.), information from regional HSEE coordinators, and site publications in order to share widely the good practices deployed.

A «club métier» is organized for each of the HSE domain and gathers monthly all the network members to exchange on new initiatives, track their progress, share good practices...

Project Management

The HSEE project team has developed its 5 Mandatory Rules regarding HSEE in projects and 22 associated Key Requirements (5MRs/22KRs), which have been integrated into the company's quality management system. The contributing business lines have been identified, and training has been carried out to ensure that actor implied in projects knows the 5MRs/22KRs.



3. Actions to mitigate risks and prevent serious infringements

Training

Employee awareness and skills are among the main drivers of the overall HSEE strategy.

To raise awareness of health and safety among employees and to ensure the necessary skills, a three-tiered training program has been defined:

Tier 1 – HSE basics with training such as: SWI (Safety Workstation Induction) training, virtual reality hazard hunt, new hire induction, general introduction to HSEE Mandatory Rules, safety dojo, and accident management.

Tier 2 – established qualifications with external training courses conducted by recognized training organizations such as: NEBOSH and ISO 45001 AFNOR (French standardization committee) on management systems, machinery safety (eg internal training or CMSE®).

Tier 3 – specific theme-based and/or technical training covering HSEE specific subjects to certain employees may be exposed based on their activity such as LOTO (Lock-Out Tag-Out – identification and blocking of energy), electric vehicles, machinery safety, chemical safety, operating handling equipment, and ergonomics.

In addition to training provided at corporate level, sites are also very involved in training processes addressing their specific needs (local authorizations: electricians, crane drivers, forklift drivers...).

Video simulations deriving from specific risks identified through some accident investigations are produced to raise awareness.

Since 2019, 21 such simulations have been created and shared at various levels of the company. Once the appropriate risk control measures have been identified, they are summarized and shared in a transversal memo, and the deployment of the associated action plans is monitored monthly. To date, 30 transversal memos have been or are being deployed and progress is tracked on a regular basis.

Detailed risk mitigating initiatives

Psychosocial diseases

Renault Group clearly affirms its commitment to well-being and mental health in the Health and Safety at Work Policy signed in 2021.

A Mandatory Rule is dedicated to mental health. It was defined in partnership between the HSEE Department, the medical coordinators, and the HR function. Its deployment was initiated in 2022 at industrial and commercial sites. More than 20 committees for the promotion of psychological health and well-being at work have been set up. Committee members receive dedicated training to gradually roll out the approach.



A	Renault Group's ambitions
B	Human rights and fundamental freedoms
C	Health, safety and security
I. Health, safety, ergonomics	
1.	Risk mapping
2.	Evaluation
3.	Actions
4.	Monitoring
II. Security	
1.	Risk mapping
2.	Evaluation
3.	Actions
4.	Monitoring
D	Environment
E	Suppliers and subcontractors
F	Whistleblowing system and Governance
G	Annexes



3. Actions to mitigate risks and prevent serious infringements

Chemical-induced accidents and illnesses

- The industrial hygiene team works on a daily basis to control worker exposure to hazardous substances and chemical compliance covering CLP/GHS/REACH regulations and to reduce the number of the most hazardous chemical substances used at Renault Group sites, including products containing carcinogenic, mutagenic, and reprotoxic substances and endocrine disruptors. Since 2010, we have eliminated or avoided the use of approximately 758 chemicals, including 272 in 2022, in particular many paints containing cumene. This reduction made it possible to achieve the Group's objective of -20% between 2016 and 2022. Following on from the measures to replace the most hazardous substances, we have now committed to reducing their number by 50% by 2030 compared to 2021.
- In view of the results of the self-assessments on the 8 Mandatory Rules / 60 associated Key Requirements in Industrial Hygiene of 2021 and the seriousness of the potential consequences for health, a priority action program was established and rolled out incrementally throughout 2022 with a monthly follow-up on their progress and verification of their implementation by the DHSEE, Particular emphasis was placed on the posts where the most toxic substances are handled or emitted with the provision of a training kit to raise the awareness of operators at these workstations both about the risks and about the importance of all the protective measures implemented.

- The first functional audits on these 8 Mandatory Rules were conducted in 2022.
- Training in the regulations on the transport of dangerous goods was also provided, with almost 120 people trained, mainly to support Li-ion battery projects.

Musculoskeletal disorders (MSD): Ergonomics

During 2022, the Ergonomics Department supported 19 new 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.

1. Ergonomics memorandum

The Ergonomic memorandum is a reference guide that encompasses standard ergonomic principles, adapted to all fields of activity. Six specific ergonomics memoranda have been finalized and deployed: bodyshop, assembly shop, paintshop, stamping, logistics, metal bodywork, and sales & aftersales.

2. Ergonomics Evaluation method (M2E)

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 human factors experts has been deployed. A self-assessment of industrial sites is underway: All supervisors were trained by ergonomics experts in the factory, and 21,983 workstations were evaluated.

3. Ergonomics Mandatory Rules

The key criteria and experience gathered from all previous works have been consolidated into six Mandatory Rules. Each industrial site conducted its self-assessment over the first half of 2022. Formal audits began in the second half of the year with 3 audits in France since then.

All these specifications are used upstream in projects to avoid the introduction of new ergonomic strains whilst simultaneously applied in production runs to enhance working conditions.

758
chemicals whose use
has been eliminated
or avoided since 2010
(including 272 in 2022)

A	Renault Group's ambitions
B	Human rights and fundamental freedoms
C	Health, safety and security
I. Health, safety, ergonomics	
1.	Risk mapping
2.	Evaluation
3.	Actions
4.	Monitoring
II. Security	
1.	Risk mapping
2.	Evaluation
3.	Actions
4.	Monitoring

D	Environment
E	Suppliers and subcontractors
F	Whistleblowing system and Governance
G	Annexes



3. Actions to mitigate risks and prevent serious infringements

A

Renault Group's ambitions

B

Human rights and fundamental freedoms

C

Health, safety and security

I. Health, safety, ergonomics

1. Risk mapping
2. Evaluation

3. Actions

4. Monitoring

II. Security

1. Risk mapping
2. Evaluation
3. Actions
4. Monitoring

D

Environment

E

Suppliers and subcontractors

F

Whistleblowing system and Governance

G

Annexes

Traffic (Risks related to logistics and internal traffic activities)

- In 2022, the HSEE department, in collaboration with the site and central logistics departments, continued to improve the tools and standards developed previously, including a memorandum on traffic (compilation of applicable rules), a risk assessment method "Safe Site, Safe Vehicle, Safe Driver" (SSSVSD), a storage rack memorandum and a Safety Compliance Check on forklifts.
- The sites conducted out a "Safe Site, Safe Vehicle, and Safe Driver" (SSSVSD) self-assessment allowing them to evaluate their level of compliance with the rules and prioritize their prevention actions.
- Renault is continuing its collaboration with the Association of European Vehicle Logistics (ECG) to reduce the number of accidents when delivering cars. Renault plays an active role in working groups, specifically on accident analysis, safe loading/unloading processes, and delivery site safety.

Machinery (risks related to accidents with machinery)

- 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 reports, and the safety compliance check for the approval of new facilities. Tools such as the "machine interaction" application help to move towards safe conditions for interaction with machines.
- The production run machine safety inspection process, launched in 2021, has resulted in 4,403 addition inspections in 2022.
- The monthly workshop managers' meeting initiated in 2020 continues and brings together site health and safety managers and machine maintenance experts. Various more or less technical machine safety topics are covered.
- 6 sites received in 2022 coaching for inspections and machinery safety by corporate machine safety specialists.

Thermal (risks of burns and asphyxiation)

- The HSEE Department and the Prevention and Protection Department have introduced a new procedure to ensure the safety of work involving hot spots (fire permits), 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.
- In 2022, the network was trained in the "6 Mandatory Rules for preventing burns and/or asphyxiation" and 57 associated Key Requirements. The sites have started their self-assessments. These enable them to assess their level of compliance with the rules and to prioritize the preventive actions to be implemented.



3. Actions to mitigate risks and prevent serious infringements

A

Renault Group's ambitions

B

Human rights and fundamental freedoms

C

Health, safety and security

I. Health, safety, ergonomics

1. Risk mapping
2. Evaluation
3. Actions
4. Monitoring

II. Security

1. Risk mapping
2. Evaluation
3. Actions
4. Monitoring

D

Environment

E

Suppliers and subcontractors

F

Whistleblowing system and Governance

G

Annexes

Risk associated with electrical vehicles

- The HSEE dimension has been strengthened in new electric and hybrid vehicle projects from the product and process design stage in order to make the work safer in plants and of factory operators and after-sales workshops. technicians safer.
- Safety is integrated upstream in the design of the product by standard solutions like safe design of high voltage batteries, by electrical lockout/tagout procedure for safe assembly and maintenance on each vehicle. All the actors involved in these projects have been trained. The safety training program is updated periodically with the support of certified organizations (e.g. APAVE or Bureau Veritas). The theoretical part of the training program was supplemented by several practical exercises. It incorporates more practice with a specific Dojo (safety school) focused on hazard characterization and the implementation of safety rules.
- The new training program is already implemented at several major sites (Douai, Maubeuge, Cl  on, Pitesti, Valladolid, and Palencia). Deployment has continued through our Manufacturing Academy and Renault Academy. In Manufacturing, more than 3,000 employees have been trained since 2020, including 1400 in 2022.
- 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.

Management of safety for contractors on site

The deployment of a dedicated contractor management tool (CMT) allows us to improve supervision manage of contractors and contractors' activities working at our sites. Six key elements are integrated in the process procedure:

1. Support Renault Business Managers in drafting Prevention Plans;
2. Define a pre-selection process for subcontractors from an HSE perspective;
3. Ensure that the subcontractors involved are trained and competent before they arrive on site and that all the necessary authorizations are available and up to date (administrative, technical, etc.);

4. Assess risks prior to any activity and establish control measures to eliminate or minimize risks;
5. Monitor and supervise the work, report HSE problems that need to be corrected, and evaluate the HSE performance of subcontractors to be included in the pre-selection process (refers to point 3.);
6. Have a constantly updated map of all work for a better view of concurrent activities.

All HSE managers and master-trainers in French sites and their teams (except Renault Retail Group) have been trained to use the platform. They have started to train their business managers.

3,000+
employees have been
trained since 2020





4. System for monitoring the measures implemented and evaluating their effectiveness

The Duty of Vigilance Steering Committee monitors measures on a monthly basis. A summary is presented to the Ethics and Compliance Committee once a year (see section F2 Governance for details).

HSEE is building its digital expertise

The DHSEE is going digital with a variety of applications managing, for example, the reporting of occupational accidents and illnesses, alerts and analysis of root causes, the management of chemical products, the Evaluation of movements and postures, the management of external companies, as well as regulatory monitoring and compliance. Eventually, these tools will cover all aspects of HSEE. Digitalization helps to measure the effectiveness of the measures implemented.

Statistical Evaluation to complement field Evaluation

Health and safety data have been audited by the independent third party at a reasonable level of assurance for the first time for the 2022 financial year (see Renault Group URD 2022 section 2.6.6)

A total of 26 10MR/74KR safety audits (including 11 factory audits) were conducted in 2022, bringing the total number of safety audits conducted since 2017 to 353. In addition, Health department and Ergonomics department have respectively performed 6 audits and 2 audits according to their respective Mandatory rules.

After a significant reduction of the FR15, the Group decided to change the main indicator of accidents at work to FR25 (lost-time accidents) in 2021. The objective is to rapidly reduce the FR2, while maintaining a stable FR1, thanks to all the HSE measures initiated.

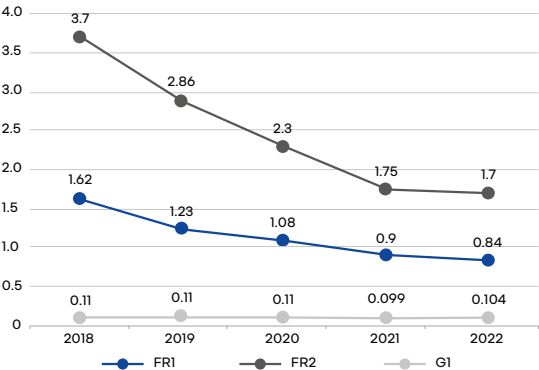
The Group also promotes the reporting of low-severity (first aid) accidents and continues to improve the reporting process, even in countries where reporting is not mandatory. No targets are set to encourage their reporting. They do not appear in the graph below.

The combination of preventive and corrective actions described above has resulted in a reduction of the FR2 from a high of 3.7 in 2018 to 1.70 in 2022. It should be noted that the Group's performance in 2022 was maintained despite the exit of the Russian sites, which significantly affected the FR1 and FR2 statistical results. Their results were significantly weaker than the Group's results.

At the same time, the percentage of compliance with the 10 Mandatory Rules on safety/74 Key Requirements of factories (biggest contributors to accidents and occupational diseases) increased from 57.4% in 2018 to 65.2% at end-2022. These developments demonstrate the effectiveness of the strategy implemented.

Occupational accidents: Trends

CHANGES IN THE FREQUENCY AND SEVERITY OF ACCIDENTS AT WORK





4. System for monitoring the measures implemented and evaluating their effectiveness

A

Renault Group's ambitions

B

Human rights and fundamental freedoms

C

Health, safety and security

I. Health, safety, ergonomics

1. Risk mapping
 2. Evaluation
 3. Actions
 4. Monitoring
- II. Security
1. Risk mapping
 2. Evaluation
 3. Actions
 4. Monitoring

D

Environment

E

Suppliers and subcontractors

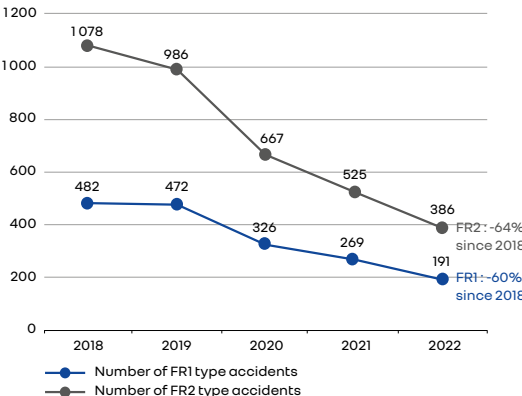
F

Whistleblowing system and Governance

G

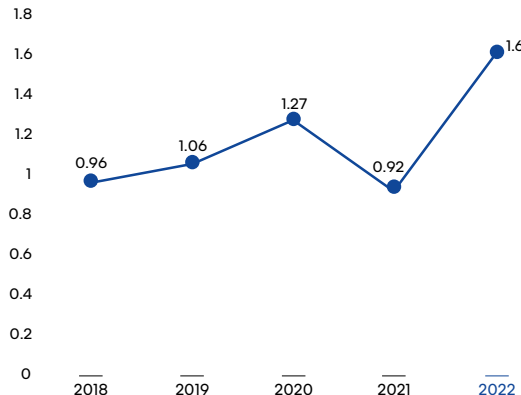
Annexes

EVOLUTION OF THE NUMBER OF WORKPLACE ACCIDENTS PER YEAR



The trend is therefore encouraging and is moving towards the Group's goal of zero lost-time accidents by 2030, with an intermediate step of 1.0 expected in 2025. It should also be noted that there have been no death caused by a workplace accident on Renault sites in 2022.

OCCUPATIONAL ILLNESSES: TRENDS



The graph above shows the data on occupational illnesses reported for Renault employees only. After investigation by the authorities, some of these illnesses are not attributed to Renault, but they are not subtracted from the reported data.

The process of reporting occupational diseases in Romania, simplified at the end of 2019 and therefore in place throughout 2020, explains the increase in 2020. Romania also impacted the Group's results in 2022, as COVID-related hospital access restrictions in 2021 led employees to delay reporting in 2022.

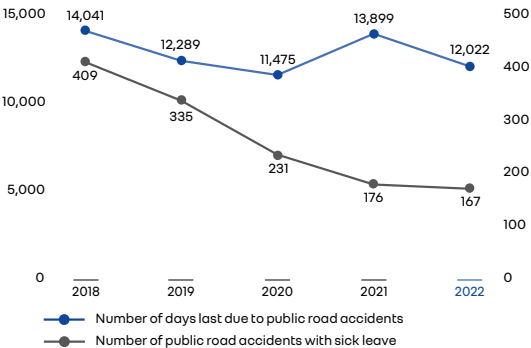
Furthermore, the removal of the Russian sites from the Renault Group scope also negatively affected the indicator because these sites had few occupational illnesses but represented many hours.

About 80% of occupational illnesses are musculoskeletal disorders, and 20% are related to historical exposures. In order to meet the Group's ambition of Zero Occupational Illnesses, a selection of Key Requirements among the Mandatory Rules in ergonomics and health have been prioritized and are subject to reinforced monitoring. These essential key requirements focus on preventive actions to reduce employee exposure and thus ultimately the number of occupational diseases. These requirements include detailed and systematic risk assessments of workplaces, implementation of risk control measures and employee training. An ambitious target for compliance with these requirements has been set for each site.



4. System for monitoring the measures implemented and evaluating their effectiveness

TRAFFIC ACCIDENTS



The DHSEE includes in this category of events any lost-time accident occurring on the public highway, for example, between the workplace and home, between the workplace and a supplier's site, or between home and a supplier's site.

Traffic accidents occurring within the geographical coverage of Renault sites are monitored as part of the workplace accident frequency rate.

In countries where information on traffic accidents is passed on to the employer, Renault Group uses such data to draw up action plans, awareness-raising initiatives, training, etc.

These actions include awareness-raising, specific communications, and employee training to reduce the number and severity of commuting accidents, regardless of the means of transport used (car, motorized two-wheelers, bicycle, scooter, pedestrian).

326 traffic accidents were reported in Renault Group in 2022, 167 of which resulted in lost time. Car accidents are in the majority and account for (40%) and two-wheelers (motorized + non-motorized) 29%.

Of the 12,022 days lost due to traffic accidents in 2022, 6907 were due to accidents that occurred in 2022, and the remaining 5,115 were due to accidents that occurred before 2022.



A

Renault Group's ambitions

B

Human rights and fundamental freedoms

C

Health, safety and security

I. Health, safety, ergonomics

1. Risk mapping
2. Evaluation
3. Actions

4. Monitoring

II. Security

1. Risk mapping
2. Evaluation
3. Actions
4. Monitoring

D

Environment

E

Suppliers and subcontractors

F

Whistleblowing system and Governance

G

Annexes



Editorial
Group overview
Group industrial sites

II. Security

1. Risk mapping: identification, analysis and prioritization

Methodology

Key risks have been identified, analyzed and prioritized by specialists from the Group Prevention and Protection Department (d2P), in collaboration with Corporate Sustainability Department and Risk Management Department. The last update occurred in 2023.

This mapping is based on:

- external benchmarks;
- monitoring of the social, economic, environmental and safety situation in the Group sites' host regions;
- risk assessment performed by specialists on each identified risk;
- analysis of the malicious acts which occurred over the past 10 years at Group sites.

Results

IDENTIFICATION

	RISKS
SECURITY	Malicious acts on site
	Malicious acts off site
	Digital malicious acts or threats

ANALYSIS AND PRIORITIZATION

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

This mapping is updated at least once a year and any new circumstance (for example new country of operation or new geopolitical situation) will be analyzed and may impact the risk mapping.





Editorial

Group overview

Group industrial sites

A

Renault Group's
ambitions

B

Human rights and
fundamental freedoms

C

Health, safety
and security

I. Health, safety, ergonomics

1. Risk mapping
2. Evaluation
3. Actions
4. Monitoring

II. Security

1. Risk mapping
2. Evaluation
3. Actions
4. Monitoring

D

Environment

E

Suppliers
and subcontractors

F

Whistleblowing system
and Governance

G

Annexes

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

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.





3. Actions to mitigate risks and prevent serious infringements

A

Renault Group's
ambitions

B

Human rights and
fundamental freedoms

C

Health, safety
and security

I. Health, safety, ergonomics

1. Risk mapping
2. Evaluation
3. Actions
4. Monitoring

II. Security

1. Risk mapping
2. Evaluation
3. Actions
4. Monitoring

D

Environment

E

Suppliers
and subcontractors

F

Whistleblowing system
and Governance

G

Annexes

	RISK	ACTION PLAN
SAFETY	Malicious acts on site	<p>Apply the rules and processes that make up the security management system. Notably:</p> <ul style="list-style-type: none"> ■ The rules on access control. The rules on access control were updated in early 2022. The status of persons with the right to access our facilities was reviewed; ■ The evacuation security plans; ■ The technical measures relating to site security and protection; ■ The behavior in the event of a risk of terrorism; ■ The 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 mapping.
	Malicious acts off site	<p>Maintain an up-to-date map of risks by country and by zone;</p> <ul style="list-style-type: none"> ■ 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 acts or threats	<ul style="list-style-type: none"> ■ A "Charter for the use of resources and digital tools of the Renault Group" has been available in France since 2019. The international deployment started in January 2023. 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. <p>Security Master Plan for Cyber risks was updated and presented to the Audit and Risk Committee (CAR) in 2021.</p> <ul style="list-style-type: none"> ■ Training courses in information protection and cyber risks 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.

Policy and Management System

Regarding the risks of malicious acts, the Group's Prevention and Protection Department (D2P) has built the "SMS" (Security 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.

Project Management

Each project is monitored by the Group's Prevention and Protection Department (D2P). At each project milestone, D2P identifies the risks and determines the measures associated with them, along with adequate budgets.

Training

The Group's Prevention and Protection (D2P) Department has a Safety School providing training to Prevention and Protection (D2P) employees and all 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 D2P 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 will be rolled out to all Group employees in 2023.



4. System for monitoring the measures implemented and evaluating their effectiveness

A

Renault Group's ambitions

B

Human rights and fundamental freedoms

C

Health, safety and security

I. Health, safety, ergonomics

- 1. Risk mapping
- 2. Evaluation
- 3. Actions
- 4. Monitoring

II. Security

- 1. Risk mapping
- 2. Evaluation
- 3. Actions
- 4. Monitoring

D

Environment

E

Suppliers and subcontractors

F

Whistleblowing system and Governance

G

Annexes

The Duty of Vigilance Steering Committee monitors measures on a monthly basis. A summary is presented to the Ethics and Compliance Committee once a year (see section F2 Governance for details).

Risk of a malicious act on site

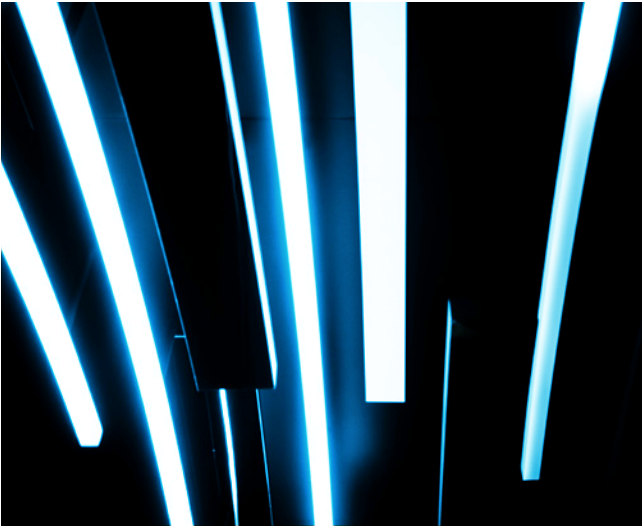
The Group's Prevention and Protection Department relies on a system to report alerts. Site security managers around the world are required to forward an analysis of each malicious act occurring in their scope, within 24 hours, via a formal tool. Each act is analyzed with D2P and a corrective action plan is implemented when and as required. D2P 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 D2P 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

D2P 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.





D

Environment

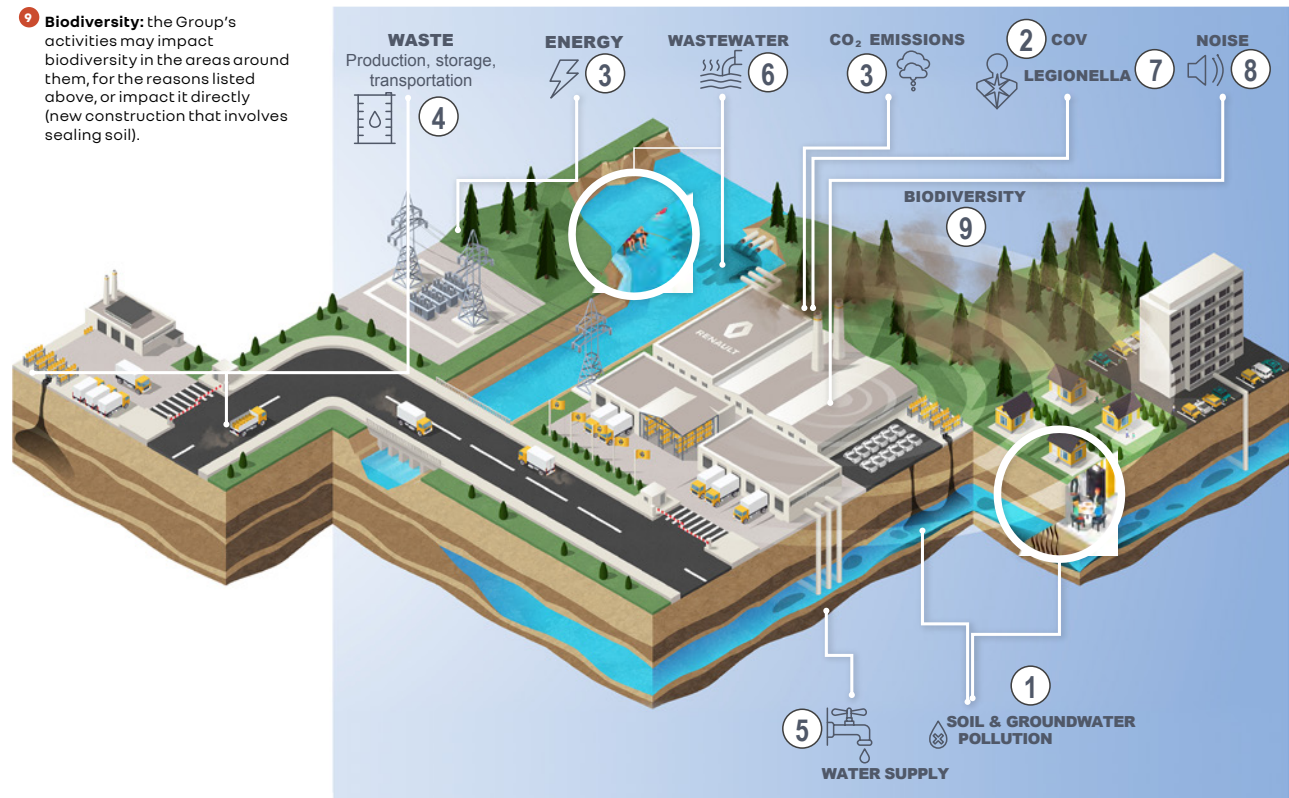
1. Risk mapping: identification, analysis and prioritization
2. Procedures for regular assessment of the situation of the Group and its subsidiaries based on the risk mapping
3. Actions to mitigate risks and prevent serious infringements
4. A system to monitor measures taken and assess their effectiveness



1. Risk mapping: identification, analysis and prioritization

The main environmental risks that may impact ecosystems or human health and that may result from Renault Group's operating sites are shown the graphic 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 2022, Renault Group consumed 4.7 m³ 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:** this may be generated by logistics and site processes, with a potential impact on the health of the surrounding population if they are excessively exposed.
- 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 risks

The main environmental risks listed above have been prioritized on a Group-wide scale. The last update was in 2023:

IDENTIFICATION

RISKS	
Soil & groundwater	
Air pollution	
Greenhouse effect gases	
Waste	
Use of water resources	
Wastewater	
Legionella	
Noises	
Impacts on biodiversity	

ANALYSIS AND PRIORITIZATION

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

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 and dealerships): the Mandatory Rules (MR) and the associated Key Requirements.

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 52 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 organize into a hierarchy the risks and possible impacts arising from the site's activities with a view to taking remedial measures.

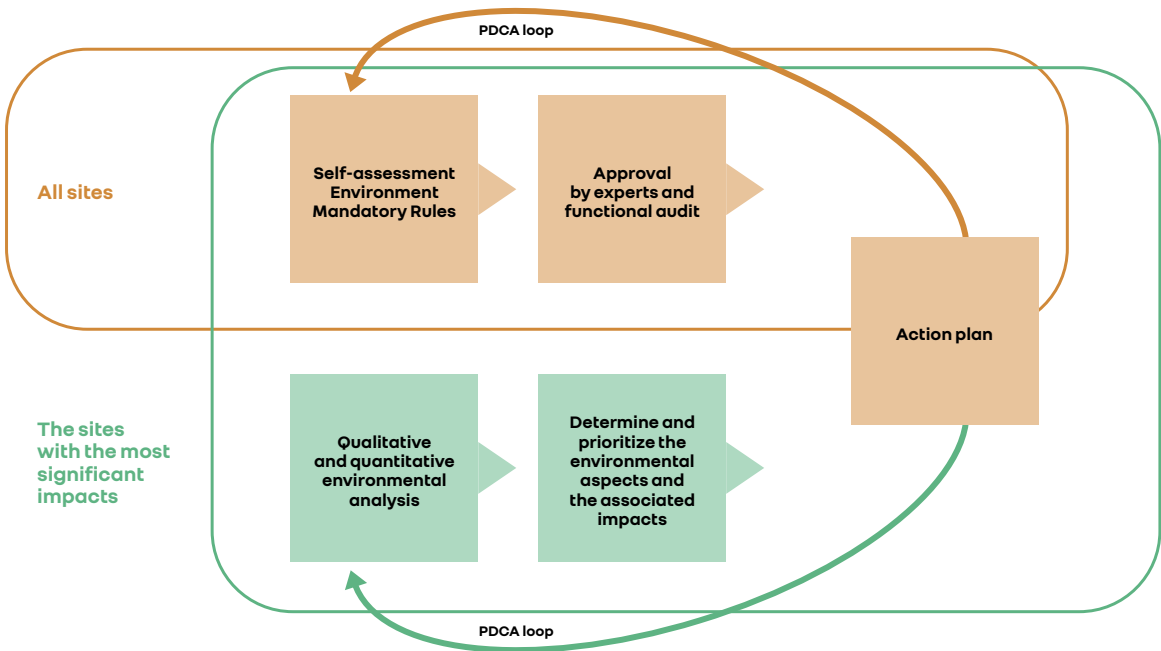




2. Procedures for regular assessment of the situation of the Group and its subsidiaries based on the risk mapping

The process to assess the situation of sites on a regular basis in light of the risk mapping discussed in chapter 1 relies on self-Evaluations 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 functional audits at 100% of sites over a 3-year rotating schedule (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 reinforced in 2021 for all sites by the mapping of major risks developed through the rating of environmental fundamentals or “Mandatory Rules,” which makes it possible to classify each site according to its level of deployment of these fundamentals and good practices in terms of environmental protection (A, B, C, D, or E and overall % per site). For each of the 52 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 listed in the summary table below:

RISK	ACTION PLANS FOR ALL SITES	ACTION PLANS FOR SITES WITH 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	■ Action plans included in the ISO 14001 certified environmental management system - Roadmap to assess and decontaminate 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 preliminary 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 3 years (except during COVID) makes it possible to ensure the cross-functional integration of best practices.





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 once a year (see section F.2 Governance for details).

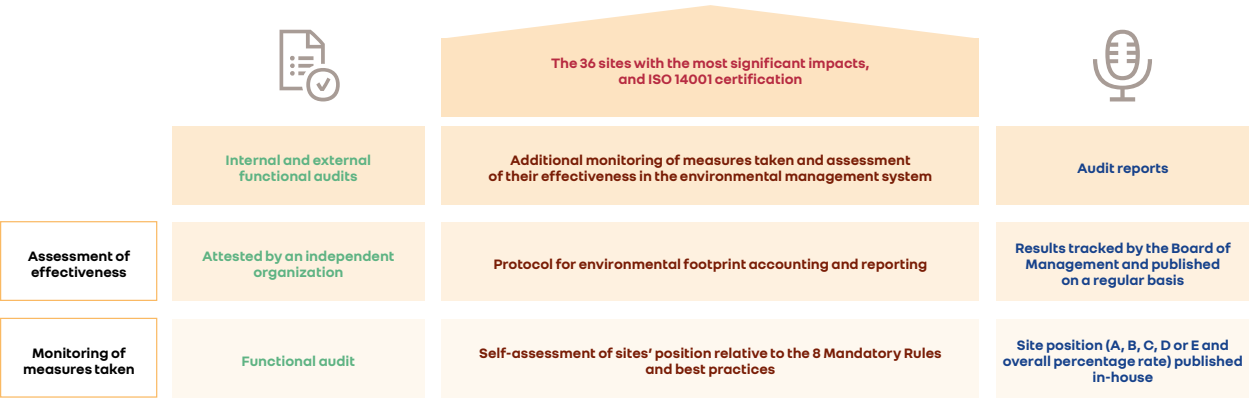
Several systems are in place to monitor measures taken and ensure they are effective. They are summarized in the table below.

Each site regularly assesses the progress it has made in deploying the “8 Mandatory Rules” on the environment. The resulting score changes in sync with the progress that the site makes in implementing these environmental fundamentals and best practices. The sites’ scores are verified in the course of functional audit, 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 Leadership Team (formerly BoM) 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 ISO 14001 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. Risk mapping: identification, analysis and prioritization
2. Procedures for regular assessment of the situation of the Group and its subsidiaries based on the risk mapping
3. Actions to mitigate risks and prevent serious infringements
4. A system to monitor measures taken and assess their effectiveness



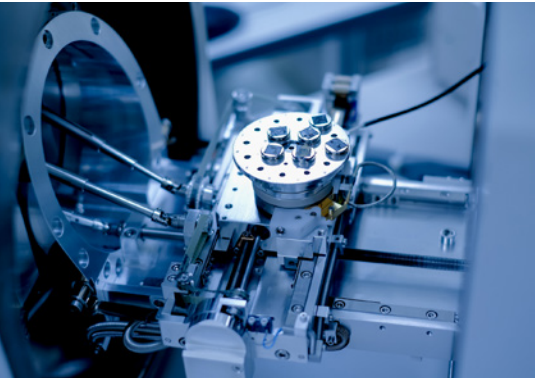
1. Risk mapping: identification, analysis and prioritization

Methodology

Renault Group considers that the risks presented above in sections B to D of the Vigilance Plan are applicable to our suppliers and subcontractors. These risks are therefore addressed¹ as part of the responsible purchasing approach.

- Human rights and fundamental freedoms: 10 risks
- Health and safety: 12 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.



1. Detail on coverage in section E.3.a

ILLUSTRATION OF A COUNTRY-RISK MAPPING

	Human rights	Human health and 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 trois levels of criticality: “low”, “medium” and “high”.

SPECIFIC RISKS LINKED TO RAW MATERIALS

Since 2021, Renault Group has been forging strategic partnerships with suppliers to secure the supply of certain raw materials in the electric battery supply chain and build a more sustainable and transparent battery value chain. Renault Group has signed agreements in 2021 with Vulcan Energy for a decarbonized, European supply of lithium and with Terrafame for a sustainable supply of nickel. In 2022, Renault Group has signed an agreement with Managem Group for a sustainable supply of Moroccan cobalt.

To improve the identification and prioritization of risks, the group relies on:

- An internal methodology crossing price, volume and ESG risks
- Collective initiatives measuring ESG risks. For example, within ERMA (detailed in E3) or alongside other companies in the RECORD association, through which Renault Group co-sponsored a study in 2022 on “Environmental, social and societal risks related to transition minerals”.
- Bilateral work with our suppliers.



Editorial
Group overview
Group industrial sites

A

Renault Group's ambitions

B

Human rights and fundamental freedoms

C

Health, safety and security

D

Environment

E

Suppliers and subcontractors

1. Risk mapping
- 2. Evaluation**
3. Actions
4. Monitoring

F

Whistleblowing system and Governance

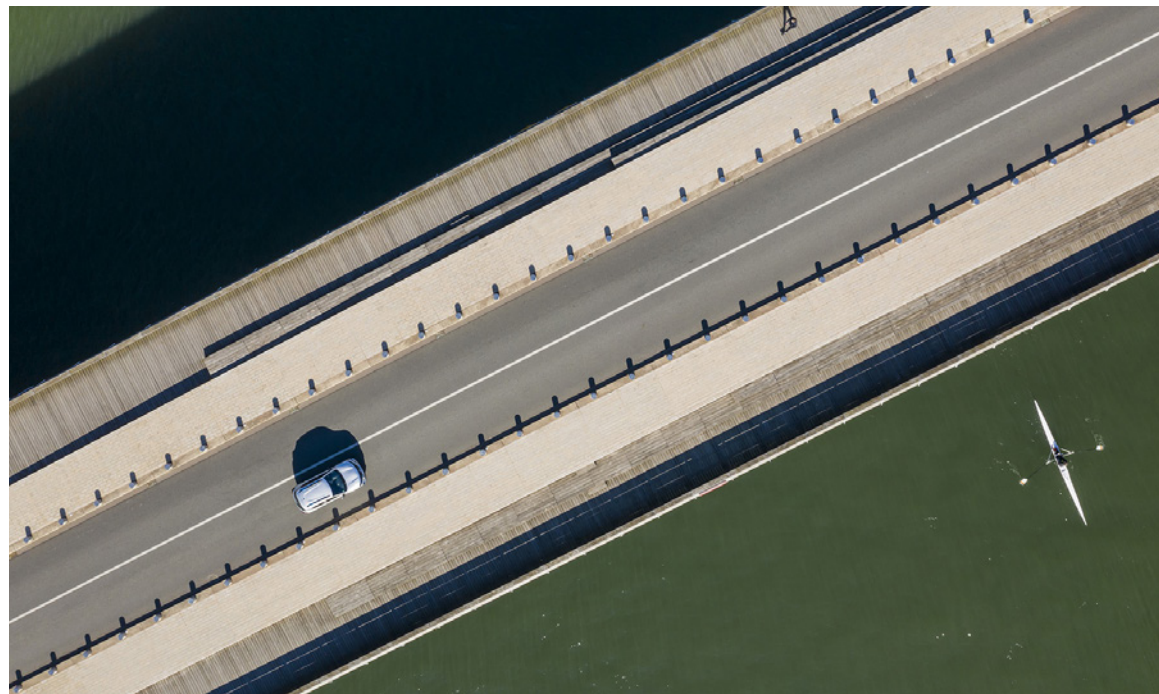
G

Annexes

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 2022, the Group commissioned 122 social, safety, health, environmental and ethics audits of supplier sites, performed by outside companies in six countries: Algeria, China, India, Romania, Russia and Turkey.



122

**social, safety, health,
environmental and
ethics supplier site
audits between 2018
and 2022**



3. Actions to mitigate risks and prevent serious infringements

A

Renault Group's ambitions

B

Human rights and fundamental freedoms

C

Health, safety and security

D

Environment

E

Suppliers and subcontractors

1. Risk mapping
2. Evaluation
3. Actions
4. Monitoring

F

Whistleblowing system and Governance

G

Annexes

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

- applies its responsible purchasing policy, a set of requirements with respect to 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 with respect to our suppliers and subcontractors (see table next page). Renault Group relies on documents that set out principles of responsible contractual relationships with suppliers:

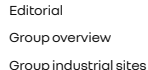
- Renault-Nissan Corporate Social Responsibility Guidelines for Suppliers (2015). Distributed to all Renault Group suppliers and subcontractors, this document summarizes the Group's ESG expectations of suppliers and subcontractors in matters of safety and quality, human and labor rights, environment, 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 employees' fundamental 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 aimed at all managers and employees in the Purchasing Department and the Alliance Purchasing Organization (APO) and at 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.



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

HUMAN RIGHTS	COVERAGE BY THE RESPONSIBLE PURCHASING POLICY
Risk of slavery, including forced labour and human trafficking	
Child labor	
Forced labor	
Indecent working conditions	
Violation to freedom of unions, association & collective bargaining	
Private life violations	
Discrimination in recruitments	
Discrimination in employment	
Risk of negative impact on local communities	

HEALTH, SAFETY, AND SECURITY	COVERAGE BY THE RESPONSIBLE PURCHASING POLICY
Ergonomics : Musculoskeletal disorders (MSD) + accidents	
Physical related disease	
Psychosocial disorders	
Chemical related diseases	
Traffic	
Machinery	
Thermic	
Lifting equipment	
Fall from height	
Slips, trips and falls	
Electric	
Manual handling and manipulation (MSD excluded)	

ENVIRONMENT	COVERAGE BY THE RESPONSIBLE PURCHASING POLICY
Soil & groundwater	
Air pollution	
Greenhouse effect gases	
Waste	
Use of water resources	
Wastewater	
Legionella	
Noise	
Impacts on biodiversity	

Opportunity for improvement: the risks that suppliers' activities entail for local communities are not explicitly 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 (see section F2).

KEY	
	Well covered: explicit requirements
	Covered: existence of implicit requirements
	Not covered



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.

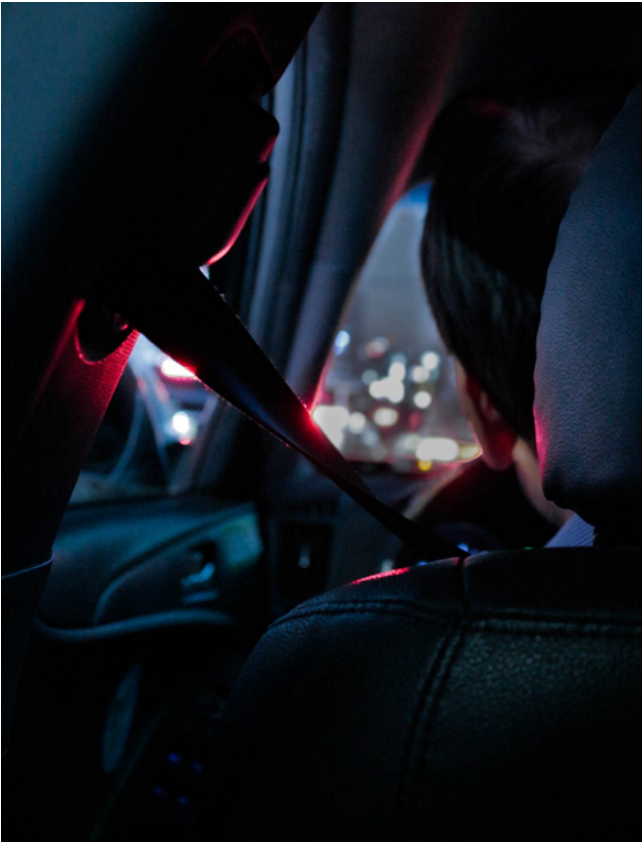
c. Monitoring of corrective action plans following audits at supplier and subcontractor sites

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. Once identified, any uncorrected failure leads to various measures, including Renault Group terminating relations with the company concerned.

d. An ESG-focused purchasing team

Renault Group has 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).



A

Renault Group's ambitions

B

Human rights and fundamental freedoms

C

Health, safety and security

D

Environment

E

Suppliers and subcontractors

1. Risk mapping
2. Evaluation
3. Actions
4. Monitoring

F

Whistleblowing system and Governance

G

Annexes



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 once a year (see section F2 Governance for details).

As discussed in section F2 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 2022, the ESG performance (Group level) of the Top 200 and the Top 500 parts suppliers (representing approximately 87% and 97% respectively of total parts purchases) of Renault Group was as follows:

PARTS (TOP 200)	TOTAL 2021 (TOP200)	TOTAL 2022 (TOP200)	TOTAL 2022 (TOP500)
Percentage of direct purchase volume covered by a CSR assessment. ¹	98%	98%	97%
Percentage of high or very high CSR performance in 3 years (% of total purchases). ²	92%	94%	91%
Number of direct supplier groups covered by a CSR assessment.	190/200	193/200	431/500
Number of supplier groups with a CSR level high or very high and dated less than 3 years (number of supplier groups).	167/200	175/200	353/500

(1) Percentage of direct supplier volume covered by a CSR assessment on the TOP 200/500 parts: the indicator represents the percentage of direct purchase volume on the TOP 200/500 parts for which a valid CSR assessment (EcoVadis assessment or equivalent, less than 3 years) of the supplier is identified. The TOP 200/500 parts suppliers are calculated on the basis of 2021 revenue.

(2) Percentage of total purchase volume covered by a high or very high grade CSR assessment (3 years) on the TOP 200/500 parts suppliers: the indicator represents the percentages of direct purchase volume for which a valid CSR assessment of the supplier (EcoVadis assessment or equivalent, less than three 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 200/500 parts are calculated on the basis of 2021 turnover.

Below is the average performance in 2022 of the 193 parts suppliers of Renault Group's Top 200 and of the 429 parts suppliers of Renault Group Top 500:

"Environment"	— Top 200: 63.2/100 (61.8 in 2021)	— Top 500: 59.7/100
"Social & Human Rights"	— Top 200: 55.9/100 (55.0/100 in 2021)	— Top 500: 54.4/100
"Ethics"	— Top 200: 52.7/100 (51.0/100 in 2021)	— Top 500: 50.6/100
"Responsible purchasing" (from our suppliers)	— Top 200: 50.3/100 (48.7/100 in 2021)	— Top 500: 47.1/100
Overall average of	— Top 200: 56.7/100 (51.6/100 in 2021)	— Top 500: 54.3/100



F

Whistleblowing system and Governance

1. Whistleblowing system
2. Governance



1. Whistleblowing system

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

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 set up a whistleblowing system, relying inter alia on a confidential and secure platform for collecting reports (WhistleB), which is accessible to Group employees, external or occasional employees and suppliers with which the Group has an established business relationship. Note that the law of March 21, 2022, on the protection of whistleblowers¹, in addition to confirming the parties mentioned above, added shareholders, job applicants and former employees.

The whistleblowing system covers the topics required by the 2017 French law on the duty of vigilance. It is accessible on renaultgroup.com.

WhistleB, managed by an external service provider, 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>. The global whistleblowing system is available in 15 languages. The platform 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 2022, new awareness-raising initiatives were carried out, notably on the Group’s intranet, to remind people how the system works internally. In France, for example: communications on the Group’s intranet and at the industrial and tertiary sites. Renault Group has also reminded all its suppliers and subcontractors of the possibilities available though WhistleB and circulated a detailed user guide. Renault Group provides this type of reminder every year.

In 2022, **460 reports** were received via the whistleblowing tool worldwide². 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 Whistleblowing Department and the Whistleblowing Committee (CTA), which is made up of seven members and three experts and is chaired by Renault Group’s SVP, Ethics and Compliance. In other countries, alerts 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 worked on upgrading the mechanism to integrate the requirements in the new EU Whistleblowing Directive³.

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

1. French Law No. 2022-401 of March 21, 2022, aimed at improving the protection of whistleblowers transposed Directive (EU) 2019/1937 of October 23, 2019.
2. These reports go beyond the scope of the French duty of vigilance law. The deployment of this whistleblowing system also allows Renault Group to comply with the French law of 2016, known as “Sapin 2,” on transparency, the fight against corruption and the modernization of economic life.
3. French Law No. 2022-401 of March 21, 2022, aimed at improving the protection of whistleblowers transposed Directive (EU) 2019/1937 of October 23, 2019.

A

Renault Group’s ambitions

B

Human rights and fundamental freedoms

C

Health, safety and security

D

Environment

E

Suppliers and subcontractors

F

Whistleblowing system and Governance

- 1. Whistleblowing
- 2. Governance

G

Annexes



2. Vigilance plan governance

Since 2021, Renault Group set up specific governance arrangements for the duty of vigilance. This governance better defines the various levels in the company that are involved in preparing, approving and effectively implementing the Vigilance Plan:



The Duty of Vigilance Steering Committee.

The action plan is coordinated and monitored by the Corporate Sustainability Department within the framework of a Steering Committee.

The Strategy Director, who reports directly to the CEO, is the sponsor of the Vigilance Plan.

The results of the Vigilance Plan are presented once a year to the Group Ethics and Compliance Committee (GECC).

The GECC is composed of 29 members representing all Group functions. This committee is responsible for validating, evaluating and improving the effectiveness of the ethics and regulatory compliance systems in place. The CECG reviews the Human Rights risk map during the yearly review of the Vigilance Plan.

The members of the Restricted Group Works Council who signed the 2013 Global Framework Agreement were informed before the publication of the Vigilance Plan.

The Select Group Works Council, a body representing employees, is composed of a secretary and ten deputy secretaries. It plays a decisive role in the respect and quality of social dialogue.

Leadership committee (Group Executive Committee).

Salient issues may be referred to the Leadership committee for information or for decision.

Board of Directors.

The Strategy and Sustainable Development Committee reviews the key points of the Vigilance Plan, including the mapping of human rights risks (details in section 3.1.6.3 of the Renault Group 2022 Universal Registration Document).

Duty of Vigilance Steering Committee

COMPOSITION

CHAIR	HEAD OF SUSTAINABLE DEVELOPMENT
Permanent members	1 representative from each of the following departments: <ul style="list-style-type: none">– Sustainable Development Department;– Human Resources Department;– HSEE Department (Health, Safety, Environment, Ergonomics);– Prevention and Protection Department;– Ethics Department;– Risk Management Department;– Responsible Purchasing Department;– Public Affairs Department;– Legal Department.
Specialists as required	

PLANNING AND COORDINATION

The Duty of Vigilance Steering Committee meets once a month in normal circumstances. Before September 2022, a select committee met 9 times for the creation of the body: 4 times in 2021 and 5 times in 2022. Between September 2022 and April 2023, the Duty of Vigilance steering committee met in plenary 7 times.

RESPONSIBILITIES

MISSIONS	DETAILS OF DUTIES
Strategy	– Definition of the strategic priorities for the Vigilance Plan.
Priorities	– Roadmap decision, direction and progress monitoring. – Prepare interventions in Ethics and Compliance Committee meetings.
Oversight	– Monitor indicators, including the IMCR (indicator tracking maturity with regard to regulatory compliance) and the CHRB (Corporate Human Rights Benchmark by the WBA). – Examine action underway and results to date. – Define the next steps.



G

Annexes

1. Reference texts
2. Cross-reference table



1. Reference texts

A

Renault Group's
ambitions

B

Human rights and
fundamental freedoms

C

Health, safety
and security

D

Environment

E

Suppliers
and subcontractors

F

Whistleblowing system
and Governance

G

Annexes

1. Reference texts

2. Cross-reference
table

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);
- GHG Protocol.

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](#) (2022);
- [Diversity & inclusion charter](#) (2022) ;
- [Renault-Nissan ESG Guidelines for Suppliers](#) (2017);
- [Green Purchasing Guidelines](#) (2018);
- Charter for the employability of people over 50 years-old (2022).

In-house documents:

- 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

		MAY 2023 VIGILANCE PLAN	2022 UNIVERSAL REGISTRATION DOCUMENT
A	Renault Group's ambitions		
B	Human rights and fundamental freedoms		
C	Health, safety and security		
D	Environment		
E	Suppliers and subcontractors		
F	Whistleblowing system and Governance		
G	Annexes		
	1. Reference texts		
	2. Cross-reference table		

	1. Risk mapping for identification, analysis and prioritization	Sections B1, C1, D1 and E1	Sections 2.2.2.1, 2.2.3.1, 2.2.4.1 and 2.2.5.1
	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 B2, C2, D2 and E2	Sections 2.2.2.2, 2.2.3.2, 2.2.4.2 and 2.2.5.2
	3. Actions to mitigate risks and prevent serious infringements	Sections B3, C3, D3 and E3	Sections 2.2.2.3, 2.2.3.3, 2.2.4.3 and 2.2.5.3
	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 FI	Section FI
	5. A system to monitor measures taken and assess their effectiveness	Sections B4, C4, D4 and E4	Sections 2.2.2.4, 2.2.3.4, 2.2.4.4 and 2.2.5.4



Photo credits: Getty Images – Kehan Chen, Léa Crespi, Staub, PeopleImages.com,
Adobe Stock, Shutterstock, Unsplash.

renaultgroup.com