



**Renault
Group**

Renault Group Corporate Social Responsibility Guidelines for Suppliers

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1 Introduction

These “RENAULT Group Corporate Social Responsibility Guidelines for Suppliers” underline the role of suppliers as key partners in our respective Corporate Social Responsibility (CSR) policies.

You are direct contributors to our social and environmental performance, guardians of your own supply chain, but also major players in the transformation of the automobile industry and society.

Over and above compliance with the evolving regulatory and normative framework that is driving contractors to carry out and report on due diligence in their supply chain, this document aims to reinforce our commitment to improve the positive impact that RENAULT Group and our suppliers have on society as well as reducing or limiting the negative impact.

Insofar as we are asking you, our suppliers, to accompany us in this process by committing on these guidelines and relay them in your own business relationships, we are striving for progress beyond our direct sphere of influence.

The diversification of our business and expansion into new territories across the globe, coupled with society’s growing and necessary focus on social and environmental issues have important repercussions on how we operate.

They provide us with both challenges that we must overcome and opportunities that we must seize and then anchor in our processes.

Through these “RENAULT Group CSR Guidelines for Suppliers”, we want to ensure that you, our suppliers, are committing to our basic CSR principles and keep strengthening your CSR management systems.

We also encourage you to cascade and promote the areas covered in these guidelines through your own supply chain to improve the CSR management and performance throughout the entire supply chain.

2 CSR Guidelines For Suppliers

2.1 OVERVIEW AND USE OF THESE GUIDELINES

These Guidelines aim to share with our suppliers the RENAULT Group Corporate Social Responsibility principles and to get their commitment to apply these CSR Guidelines through their own Corporate Social Responsibility governance and management system.

We have selected 25 specific items from five areas where expectations on supplier performance are especially high in the automobile industry.

2.2 CSR AREAS AND ITEMS

2.2.1 Compliance

Compliance with the laws

Comply with the laws in all countries and regions.

Establish and deploy policies, strategies, codes of conduct, reporting systems, training programs and all other means necessary to ensure thorough, companywide compliance.

Compliance with competition laws

Comply with competition laws in all countries and regions.

Do not engage in practices such as illegal monopolies, improper trade restrictions (cartels, bid rigging, etc.), unfair business practices or abuse of dominant positions.

Preventing corruption

Strive to forge transparent and fair relations with your suppliers and make sure political contributions and donations are in accordance with the laws in all countries and regions.

Do not accept from or provide suppliers with gifts, services or hospitality intended to influence a business relationship or induce improper conduct.

Managing and safeguarding personal and confidential information

Obtain personal and/or confidential information about customers, third parties and employees only through legitimate methods.

Rigorously control and protect this information and use it only within the appropriate scope and in accordance with the laws of all countries and regions.

Managing exports

Undertake appropriate procedures and management of exports of technologies and goods restricted by the laws and regulations of all countries and regions.

Protecting intellectual property

Protect intellectual property rights owned by or affiliated with your own company.

Do not obtain third- party intellectual property by unlawful means nor make improper use of it.

Responsible procurement of minerals

Require businesses to comply with laws regarding responsible procurement of minerals and to proceed their due diligence for conflict minerals and for other minerals covered by upcoming regulations, especially on Battery scope (Cobalt / Lithium / Nickel and Natural Graphite as per EU Regulation Battery).

Indicate whether the minerals included in the materials or component parts, have social contagion pertaining to human rights or environment. If contagion is suspected or confirmed, identify, and deploy actions for alternative sourcing or mineral substitution.

2.2.2 Safety and Quality

Providing products and services that meet customer needs

Identify customer needs to develop and provide socially effective products, in particular products that can be easily used by all our customers.

Provide products that save energy, save resources, or limit their environmental impact.

Ensuring safety of products and services

Produce and provide products and services that meet or exceed the safety laws and regulations set by each country and region.

Ensuring quality of products and services

Establish and operate company-wide quality assurance mechanisms.

2.2.3 Human Rights and Labor

Discrimination

Do not discriminate in any aspect of employment (recruitment, employment, promotion, wages, dismissal, retirement, assignment of duties, disciplinary measures, etc.) based on race, nationality, gender, religion, disability, age, background, or any other legally prohibited reason.

Respecting human rights

Do not allow any form of harassment in the workplace based on race, nationality, gender, religion, disability, age, background, position in the company, employment status or any other reason.

Prohibiting child labor

Do not permit the employment of minors who do not meet the legal minimum working age of each country and region and in all cases if minors are below the age of 15, in accordance with RENAULT Group policy.

Prohibiting forced labor

Do not practice forced labor. Guarantee that all labor is voluntary and that employees are free to leave their jobs.

Remuneration

Comply with the laws of each country and region regarding minimum wages, overtime, wage deductions, performance-based pay, and other remuneration.

Working hours

Comply with the laws of each country and region regarding the setting of employees' working hours (including overtime) and the granting of scheduled days off and paid annual vacation time.

Dialogue and consultation with employees

Undertake sincere consultation and dialogue with employees or their representatives.
Recognize employees' right to associate or not associate based on the laws of each country and region of operation.

Ensuring a safe and healthy working environment

Make the health and safety of workers the top priority and make every effort to prevent occupational accidents.

References of RENAULT Group guidelines for human rights and labor

- RENAULT "Global Framework Agreement" on social, societal, and environmental responsibility (2013) : click [here](#)
- Code of ethic and compliance rules: click [here](#)

2.2.4 Environment

Environmental management

Comply with current laws and try to anticipate changes or trends in law in each country or region.
Build and continuously operate and improve companywide management scheme for pursuing a wide range of environmental activities.

Record and report to RENAULT Group, when the information is requested.

Reducing greenhouse gas emissions

Comply with current laws and try to anticipate changes or trends in law in each country or region.
Set up internal GHG targets, based on all scopes 1, 2 & 3 and validate this target via a Science Base Target assessment.

Disclose a yearly CDP (Carbon Disclosure Project) assessment (or equivalent validated by RENAULT).
Communicate detailed emissions of each part or service delivered to RENAULT Group with the "Carbon Footprint Report" template, available in "Supplier Portal".

Manage greenhouse gas emissions from business activities and pursue reduction efforts.
Strive to optimize energy, raw materials, & packaging consumptions.

Preventing air, water, and soil pollution

Comply with current laws and try to anticipate changes or trends in law in each country or region of operation regarding the prevention of air, water, and soil pollution.

Prevent pollution by undertaking continuous monitoring and reduction of pollutants.

Record and report to RENAULT Group when the data is requested.

Saving resources and reducing waste

Comply with the laws of each country and region regarding proper disposal and recycling of waste.
Strive to reduce water consumption as well as the amount of final waste disposal by using resources effectively.

Record and report to RENAULT Group, when the data is requested.

Managing chemical substances

Comply with current laws and try to anticipate changes or trends in law in each country or region.
Specify and safely manage chemical substances that have the potential to pollute the environment, present risks for employees or vehicle occupants.

Do not include chemical substances prohibited by the laws of each country and region in products or use prohibited chemical substances in manufacturing processes.

Record and report to the relevant authorities the amounts of emissions of chemical substances designated by the laws of each country and region.

Record and report to RENAULT Group, when the data is requested.

Ecosystem conservation

Exercise care regarding the impact of corporate activity and parts production, including raw material acquisition on the ecosystem.

References of RENAULT CSR guidelines for environment:

- RENAULT Green Procurement Guidelines: click [here](#)

2.2.5 Information Disclosure

Disclosing information to stakeholders

Disclose information on financial situation, results, and business activities to stakeholders in a timely and appropriate manner.

Strive to maintain and develop mutual understanding and relations of trust with stakeholders through open and fair communication.

3 Our Call To Suppliers

3.1 ENSURE CSR COMPLIANCE

Legal and regulatory compliance

Although, as previously described, societal demand to comply with laws and regulations, conventional wisdom and principles is increasing, certain suppliers are still facing accusations of CSR violations. RENAULT Group requires suppliers to conform to the current CSR guidelines, especially as regards compliance to laws and regulations.

CSR organization and governance

To ensure full compliance with laws and regulations, RENAULT Group requests suppliers to establish robust internal CSR organization and governance, and to raise awareness among internal Governance and Audit.

Supply chain promulgation

RENAULT Group requests suppliers to promote CSR, especially as regards to legal and regulatory compliance, throughout their supply chain and consignment suppliers.

3.2 SUPPLIER CSR COMMITMENTS

To ensure suppliers' compliance with RENAULT Group expectations, and specially as regards of the French Law on Duty of Vigilance 2017, mandatory CSR commitments have been included throughout RENAULT Group Procurement processes, as part of the RENAULT Group Vigilance Plan

3.2.1 *Commitment, contracting and assessment*

ESG Compliance C1: Commitments on CSR GL and GFA

RENAULT Group requests the written commitment of suppliers to the current RENAULT Group Corporate Social Responsibility Guidelines (CSR GL):

- By signing and returning this document to sustainable-procurement@renault.com
- By acknowledging the CSR guidelines in the request for quotation form (§8 of F1 sheet)

RENAULT Group requests the written commitment of supplier to the "Global Framework Agreement" (GFA) on social and environmental responsibility (available [here](#)):

- By signing and returning this document to sustainable-procurement@renault.com
- By acknowledging the GFA in the request for quotation form (§8 of F1 sheet)

ESG Compliance C2: ESG assessment ECOVADIS

RENAULT Group ask supplier to perform an ESG compliance assessment conducted by the third party ECOVADIS, certified organization recognized internationally:

- ECOVADIS evaluation shall be conducted at supplier's group level, to cover all suppliers' activities.
- ESG evaluation is expected to be performed every year (Rating < 1 year).
- Rating is expected at a minimum level of 45.
- In case a rating is below 45, relevant action plans are requested to be presented to RENAULT Group to reach this minimum level of 45.

Link to ECOVADIS website: click [here](#)

ESG Compliance C3: On-site ESG Audits

In the framework of its Due Diligence Management System, RENAULT Group may ask supplier to host an on-site ESG semi-announced audit.

This audit shall be conducted by a third party - certified recognized company – mandated by RENAULT Group for that purpose.

This audit is designed to check on site the compliance with the ESG and Corporate Social Responsibility principles listed in these RENAULT Group CSR Guidelines (Environment, Health & Safety, Social and Governance).

In case of low performance or Major Non-Conformity, a Corrective Action Plan (CAP) must be put in place by the supplier.

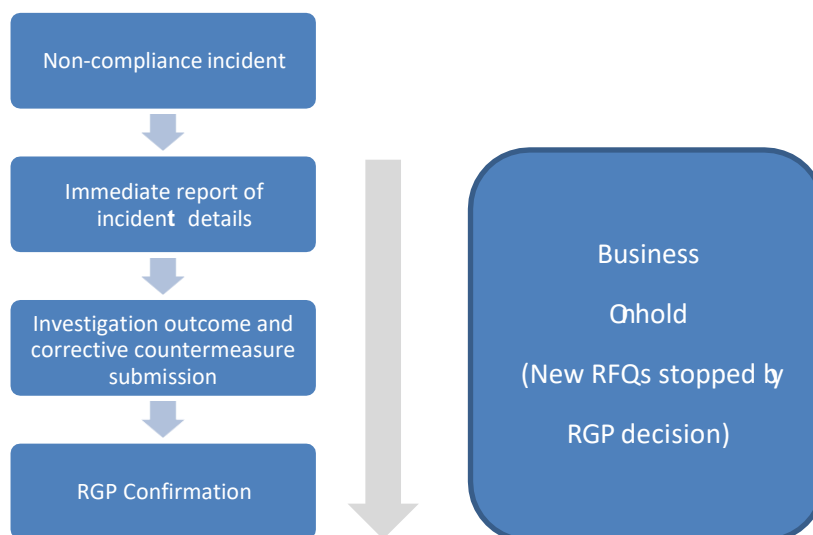
A follow-up audit must be organized to confirm the closure of CAP – at the cost of the supplier.

In case of “Zero Tolerance Non-Conformity”, the supplier has to put in place an immediate countermeasure action plan and send to RENAULT Group Sustainable Procurement team (sustainable-procurement@renault.com) and daily business Procurement contacts a report with full details of the non-compliant incident investigation outcome and corrective countermeasures deployed to prevent reoccurrence.

3.2.2 Actions in the event of non-compliance

If supplier’s activities do not conform to CSR guidelines, RENAULT Group requests the supplier to immediately report full details of the non-compliant incident investigation outcome and corrective countermeasures deployed to prevent reoccurrence.

Until corrective countermeasures are implemented, RENAULT Group may temporarily suspend new RFQs to the supplier within RENAULT Group procurement activities or take other action, as appropriate.



In case economic damage is recognized by RENAULT Group because of the event of non-compliance, suppliers may be requested to pay reparations

More information on RENAULT policies and activities available [here](#)

4 Supplier Commitment

RENAULT Group requests that all suppliers, receiving the CSR Guidelines, submit the “Supplier Commitment” form signed by a legal representative.

Please return the signed form and scanned copy to RENAULT Group Procurement as following:

	RENAULT Group Procurement
Hard copy	AUTOMOBILE DACIA Str.Uzinei Nr.1 MIO 616 210 115400 Mioveni Arges ROMANIA
email	sustainable-procurement@renault.com

By signing this form, the supplier acknowledges having read and accepted all the terms and conditions as regards all services or parts ordered by or delivered to RENAULT Group. The supplier recognizes that RENAULT encourages dissemination of the principles included in the present guidelines throughout his own supply chain.

<p>COMPANY NAME:</p> <p>SUPPLIER ACCOUNT NUMBER(S) (COFOR OR SIFOR):</p> <p>ADDRESS:</p> <p>SIGNATORY’S NAME:</p> <p>SIGNATORY’S FUNCTION:</p> <p>SIGNATORY’S EMAIL ADDRESS:</p> <p>DATE:</p>	<p>SIGNATURE:</p>
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