



RENAULT

RENAULT GROUP EMPLOYEES' FUNDAMENTAL RIGHTS DECLARATION

Renault is implementing a strategy of growth and competitiveness based on the excellence of its business, the quality and attractiveness of its products, the international development of its operations, employee commitment, customer satisfaction and the involvement of its partners.

Renault undertakes to respect its employees and to enable them to prosper wherever they are in the world, to foster freedom, to ensure transparency, to practise fairness and to follow the rules laid down in its code of good conduct. These principles are in line with overall sustainable development, the standards of the International Labour Organization and the universal principles relating more specifically to human rights that make up the Global Compact adopted by the United Nations that was signed by Renault on July 26, 2001.

Against this background, Renault, the Renault Group Works Council and the International Metalworkers' Federation jointly present the following fundamental principles, in the belief that social responsibility is the key to long-term success.

Health, safety and working conditions

Improvements in the health, safety and working conditions of its employees are a priority for the Renault group.

Renault considers EU standards as the benchmark for the prevention of occupational accidents. Following this lead it has drafted a document entitled Group Working Conditions Policy that contains the group-wide policy. Renault has made a commitment to implement this policy by carrying out the relevant audits and producing action plans.

One of the selection criteria for suppliers is to have a policy of occupational risks prevention that complies with the principles set out by Renault.

Renault has qualified doctors monitor the health of its employees on a regular basis and is developing an active prevention policy. As part of this scheme, Renault pays particular attention to HIV/AIDS prevention, STDs and drug abuse in countries where these are a problem.

No child labour

As provided by ILO convention No. 138 on the minimum working age, Renault agrees not to employ people younger than the mandatory school-leaving age in the relevant country or, in any event, below the age of fifteen. Suppliers and service providers must comply with this policy in order to work with Renault.

No forced labour

Renault condemns the use of all forms of forced or mandatory labour and agrees not to make use of such labour in accordance with ILO conventions 29 and 105 on forced labour.

Suppliers and service providers must comply with this policy in order to work with Renault.

Equal opportunities

Renault does not discriminate for any reason whatsoever in the workplace. It recruits its employees by reference to their qualities and skills and treats them with dignity. It does not discriminate on the basis of age, social origin, family situation, gender, sexual orientation, handicap, political, trade union or religious opinions, ethnic origin, country, or race in compliance with ILO Convention No. 111.

This policy must foster diversity, in terms of the individuals employed and cultures present, in the various group companies.

Renault also strives to help persons in difficulty, because of a physical handicap or otherwise, in order to integrate them into the company and the local community.

Jobs

Renault has a commitment to protect jobs. In the event of reorganizations or restructurings, it makes a commitment to train workers for other jobs or, wherever possible, to find other jobs for them within the Group.

Right to training

Renault undertakes to provide every one of its workers, worldwide, throughout their entire career, regardless of their age and position, with the training necessary to properly perform their job and build a career.

Working hours and right to paid holidays

Working within local legislation and with the relevant labour organizations, Renault is adjusting working hours in line with the needs of the company's various sectors whenever possible, and taking into account employees' wishes. In compliance with local legislation and business practices of the country in which Renault operates, employees are entitled to paid holidays.

Salaries and wages

Renault recognizes the principle of fair compensation for work and complies with the provisions of ILO convention No. 100 on equal pay for equal work.

Employee representation

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

Renault has the strictest respect for freedom of association, regarding the freedom to join a trade union and hold office in a trade union, in compliance with the principles set out by ILO convention No. 87 of 1948 on the freedom of association and the protection of the right to organize. Recognition of the freedom of association means that each employee has the right to join a trade union or decline

and for the trade unions that signed the agreement of April 4, 2003 on the Renault group works council authorized by their trade union federation.

F.G.T.B represented by Mr Raymond Smeulders

C.F.D.T. represented by Mr Fred Dijoux

C.F.T.C. represented by Mr Lionel Hein

C.G.T. represented by Mr Philippe Noel

CC.OO. represented by Mr Joaquim Arias Gallego

C.S.C. represented by Mr Jean Pas

F.O. represented by Mr Laurent Smolnik

U.G.T. represented by Mr Alejandro Duran Moreno

C.F.E./C.G.C. represented by Mr Gérard Blondel