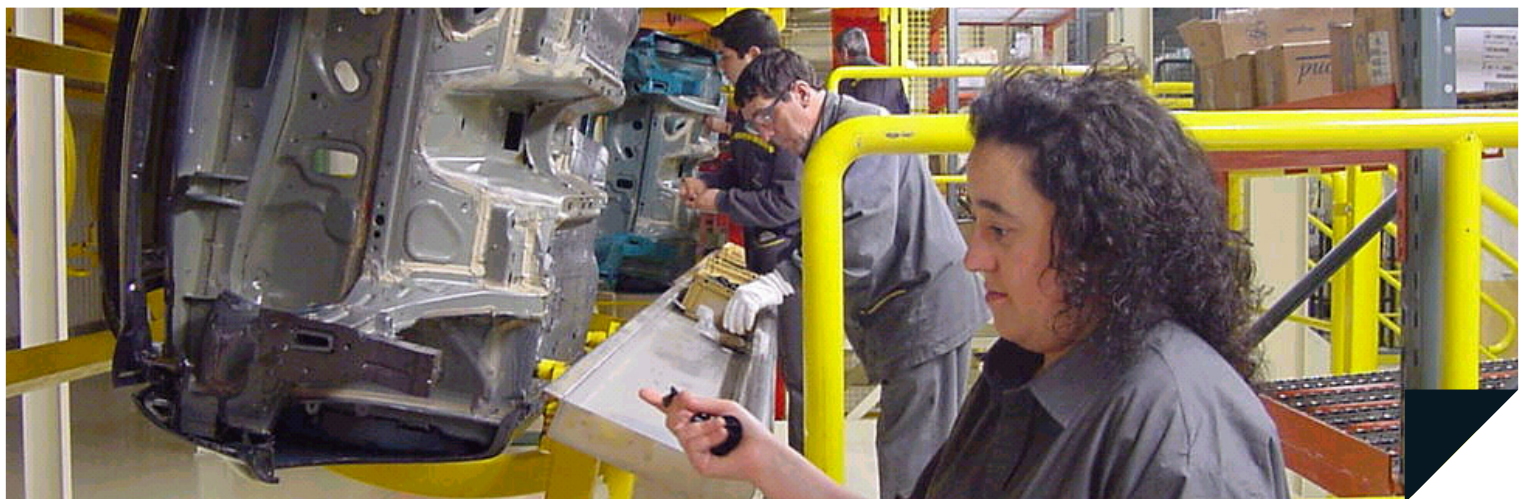


DECLARATION OF THE RENAULT GROUP EMPLOYEES' FUNDAMENTAL RIGHTS

**SPECIFIC ACTIONS
CARRIED OUT IN 2007
IN THE RENAULT GROUP**



FOREWORD

For Renault, social responsibility is a criterion for long-term success. The Group can therefore legitimately present this sense of responsibility as one of the values it practices in all its sites throughout the world. In this spirit, on 12 October 2004, Renault, the International Federation of Metalworkers, the Renault Group Committee (CGR) and trade union organisations who signed the CGR agreement on 4 April 2003 (the FGTB, CFDT, CFTC, CGT, CCOO, CSC, FO, UGT and CFE-CGC) signed the **“Renault group declaration of employees’ fundamental rights”**. This Declaration refers to the standards of the International Labour Organisation (ILO) and the universal principles of human rights that constitute the Global Compact adopted on the initiative of the United Nations and which Renault adhered to on 26 July 2001. It covers Renault group employees throughout the world, and also involves the Group’s suppliers.

By signing this Declaration, Renault undertakes to “respect the women and men who work in the company throughout the world, help them to prosper, promote the spirit of freedom, ensure transparency of information, provide fair treatment and comply with Renault’s Code of Good Conduct”.

This Declaration implements rules and principles with a worldwide value, such as Renault’s commitments in the areas of health, safety and working conditions, as well as its refusal to use child or slave labour. Suppliers’ commitment in these fields constitutes a selection criterion. Similarly, it reasserts equal opportunities in labour relations, employees’ right to training and fair remuneration of labour.

A first assessment of its enforcement was carried out on December 2006, with the Declaration’s signatories. A second assessment took place on 25 June 2007. This was an opportunity to take stock of the actions carried out, the applicable standards in each country and the synergies developed within the Group, including suppliers.

On this basis, every year Renault makes an inventory of the social actions carried out by the group’s various establishments.

These actions are selected taking account of the originality and scale of the action in the local context. They are classified in 5 regions. For each region, Renault has highlighted 2 particularly interesting actions.

To find out more about the Renault group declaration of employees’ fundamental rights, we invite you to log in to www.renault.com, under the Sustainable Development section.

→ **2** **FOCUS ON ACTIONS**

01

GUARANTEEING EQUAL OPPORTUNITIES

RENAULT DO BRASIL S.A.

[BRAZIL / 4526 EMPLOYEES]



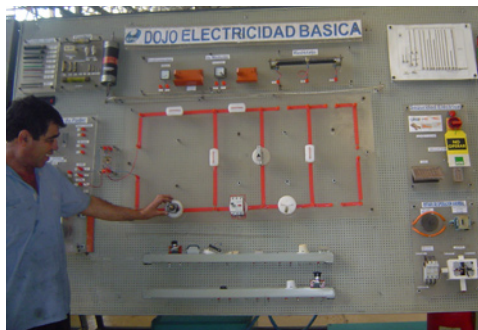
- ▶ Training of 80 disabled persons as operators.
- ▶ Support for service providers to encourage hiring of disabled persons.
- ▶ Conferences and workshops with the participation of the Renault Brazil CEO to train managers in management of disabled persons.

02

DEVELOPING THE RIGHT TO TRAINING

CORMECANICA

[CHILE / 437 EMPLOYEES]



- ▶ Agreement with the local university to set up a course leading to a diploma in "Quality", enabling employees to obtain a university qualification.

SOME ACTIONS CARRIED OUT IN THIS REGION:

PROMOTING HEALTH

CORMECANICA

[CHILE / 437 EMPLOYEES]

- Creation of the “Corporación de Bienestar” (“well-being enterprise”), aiming to pay part of employees' medical costs.

RENAULT DO BRASIL S.A.

[BRAZIL / 4526 EMPLOYEES]

- Organisation of an AIDS awareness and information campaign: creation of a newsletter aimed at employees, display of newsletters on walls near work positions to draw employees' attention to this risk. Medical consultations for follow-up and psychotherapy are also on offer.
- Organisation of immunisation campaigns: free vaccinations against influenza, tetanus and German measles.

SOFASA

[COLOMBIA / 2114 EMPLOYEES]

- Launch of “occupational health week” and “self-medication week”.

PROMOTING WORKING CONDITIONS AND SAFETY

RENAULT ARGENTINA S.A.

[ARGENTINA / 2398 EMPLOYEES]

- Ergonomics audit carried out.
- Industrial Safety brought into compliance with standards.
- Training of heads of elementary work units to use an ergonomics analysis tool.
- Training of ergonomics correspondents and their network of specific analysis tools.

RENAULT DO BRASIL S.A.

[BRAZIL / 4526 EMPLOYEES]

- Ergonomics audit carried out.
- Training of heads of elementary work units to use an ergonomics analysis tool.

- Updating of work position mapping.
- Hiring of a new ergonomist to improve the ergonomic management system.

GUARANTEEING EQUAL OPPORTUNITIES

RENAULT DO BRASIL S.A.

[BRAZIL / 4526 EMPLOYEES]

See focus on 2 actions.

RENAULT MEXICO CORPORATIVO

[MEXICO / 112 EMPLOYEES]

- Interviews and analyses carried out based solely on the skills of each candidate and employee, without any discrimination. Culture, age, sex, disability, social origin, family status, sexual preference, political opinions, religious beliefs are excluded from the selection process.

DEVELOPING THE RIGHT TO TRAINING

CORMECANICA

[CHILE / 437 EMPLOYEES]

See focus on 2 actions.

RENAULT MEXICO CORPORATIVO

[MEXICO / 112 EMPLOYEES]

- Each employee underwent at least one training course in 2007. These courses focus on personal and professional development, to improve employees' performance and employability.

PRACTISING FAIR REMUNERATION

CORMECANICA

[CHILE / 437 EMPLOYEES]

- Collective wage and benefit negotiation agreement for a 4 year period.

RCI ARGENTINE

[ARGENTINA / 65 EMPLOYEES]

- Local wage survey to ensure employees are paid at least the market rate.

ENSURING PERSONNEL ARE REPRESENTED

RENAULT ARGENTINA S.A.

[ARGENTINA / 2398 EMPLOYEES]

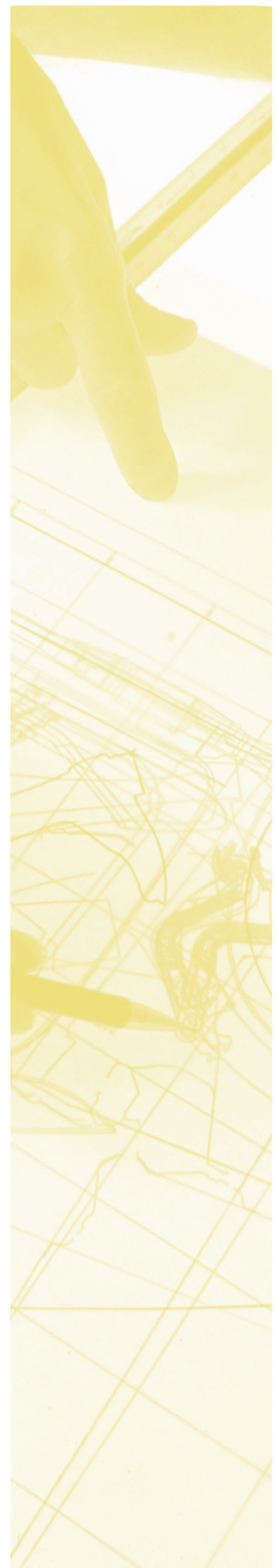
- Weekly meetings of personnel representatives. An internal committee ensures these bodies function properly.

ENCOURAGING SUPPLIERS TO COMPLY WITH THE FUNDAMENTAL PRINCIPLES

RENAULT DO BRASIL S.A.

[BRAZIL / 4526 EMPLOYEES]

- A letter was sent to all suppliers to obtain their commitment to the Declaration of Employees' Fundamental Rights. Most of the replies were positive, representing 75% of the purchasing volume. During visits to suppliers, facilities were verified to ensure they were compliant in terms of health, safety and working conditions.



→ 2 FOCUS ON ACTIONS

01

PROMOTING HEALTH

RENAULT PARS

[IRAN / 345 EMPLOYEES]



- ▶ Set-up of a new mutual sickness insurance programme, and payment of employees' dental costs.

02

PROMOTING HEALTH

RENAULT SOUTH AFRICA

[SOUTH AFRICA / 644 EMPLOYEES]



- ▶ Deployment of the Renault Wellness Program, making a hotline available to personnel, with a counsellor to help solve personal or professional problems.
- ▶ Deployment of the HIV Aid Knowledge and Awareness Survey. Distribution of HIV/AIDS awareness leaflets and posters to all personnel.

SOME ACTIONS

CARRIED OUT IN THIS REGION:

PROMOTING HEALTH

RENAULT SOUTH AFRICA

[SOUTH AFRICA / 644 EMPLOYEES]

See focus on 2 actions.

RENAULT PARS

[IRAN / 345 EMPLOYEES]

See focus on 2 actions.

PROMOTING WORKING CONDITIONS AND SAFETY

RENAULT SAMSUNG MOTORS

[KOREA / 5226 EMPLOYEES]

- Ergonomics audit carried out.
- Training of an ergonomics correspondent.
- Development of new stretching exercises for operators and involvement in a socio-technical project, with introduction of ergonomic research to protect employees' health.
- Verification of facilities' safety and modification of production equipment.
- Creation of the Task Force Team to identify difficult operations and redesign the work positions.

COMPLYING WITH WORKING HOURS AND THE RIGHT TO PAID LEAVE

RCI COREE

[KOREA / 84 EMPLOYEES]

- Compliance with the Korean labour legislation, the minimum legal wage, the legal working hours, and all other regulations concerning employees' rights. Surveillance and improvement systems were introduced to ensure this compliance is enforced.

RENAULT PARS

[IRAN / 345 EMPLOYEES]

- Timesheets made available to all directors. These timesheets enable employees to declare their overtime in order to guarantee it is paid. In parallel, Renault Pars ensures its employees benefit from their paid leave.

PRACTISING FAIR REMUNERATION

RCI COREE

[KOREA / 84 EMPLOYEES]

- Application of the principle of performance-based remuneration for fairer remuneration, and a ban on employee discrimination based on criteria such as gender, ethnic group or religion.

RENAULT SOUTH AFRICA

[SOUTH AFRICA / 644 EMPLOYEES]

- A remuneration survey was conducted to ensure the wages paid to Renault South Africa personnel correspond to market rates. Verification that remuneration is in line with regulations of the motor industry negotiation council.



01

PROMOTING WORKING CONDITIONS AND SAFETY

SOMACA

[MOROCCO / 1213 EMPLOYEES]



Several actions were carried out in 2007:

- ▶ Personnel awareness campaign on wearing of Personal Protection Equipment.
- ▶ Creation of a Working Conditions and Ergonomics body.
- ▶ Creation of the Health Safety Working Conditions Committee.
- ▶ Organisation of the first working conditions and safety agreement.
- ▶ Strengthening of safety actions in the training programme.
- ▶ Creation of an evacuation plan.

02

ENCOURAGING SUPPLIERS TO COMPLY WITH THE FUNDAMENTAL PRINCIPLES

RENAULT MECANIQUE ROUMANIE

[ROMANIA / 290 EMPLOYEES]



- ▶ Deployment of an action plan for external contractors to increase compliance with safety requirements (training of experts to supervise worksites, enforcement of Renault standard regulations, deployment of prevention plans, safety agreement, etc.).

SOME ACTIONS CARRIED OUT IN THIS REGION:

PROMOTING HEALTH

DACIA

[ROMANIA / 13939 EMPLOYEES]

- Dacia has implemented several awareness actions for all personnel on the themes of smoking, cardiovascular disease, diet and obesity.

RENAULT ALGERIE

[ALGERIA / 307 EMPLOYEES]

- Free influenza vaccination campaign and organisation of a dental treatment action for employees.

RENAULT MAROC

[MOROCCO / 285 EMPLOYEES]

- Organisation of an awareness campaign concerning contagious diseases and radiological examinations allowing detection of possible pulmonary diseases.
- In addition, a campaign for voluntary blood donation was organised.

RENAULT NISSAN BULGARIE

[BULGARIA / 37 EMPLOYEES]

- Introduction of medical insurance for all employees.

RENAULT UKRAINE

[UKRAINE / 51 EMPLOYEES]

- Strengthening of medical insurance provision.

PROMOTING WORKING CONDITIONS AND SAFETY

ACI ROUMANIE

[ROMANIA / 1485 EMPLOYEES]

- Weekly supervision of the safety action plan at management level (3rd year without accident requiring sick leave).
- Supplier awareness campaign with intervention on site and with daily audit.

AVTOFRAMOS

[RUSSIA / 2383 EMPLOYEES]

- Organisation of an ergonomics and working conditions audit.

- Hiring of an ergonomist:
- identification of work positions at risk on the assembly line;
- support for the project to increase the plant's capacity which will continue in 2008.

OYAK RENAULT

[TURKEY / 6209 EMPLOYEES]

- Awareness campaign for employees and sub-contractors on the theme of occupational safety.
- Training of working conditions technicians.
- Plant audit using the Renault Management System.

RCI ROUMANIE

[ROMANIA / 107 EMPLOYEES]

- Implementation of measures necessary to improve employee protection against possible fires.

RENAULT MECANIQUE ROUMANIE

[ROMANIA / 290 EMPLOYEES]

- Integration of Renault safety principles into the "MT1" mechanical project (ergonomic dimension planning, traffic map validation, compliance with safety requirements in manufacturing processes, etc.).

RENAULT NISSAN ROUMANIE

[ROMANIA / 27 EMPLOYEES]

- Definition of a road safety training course for all personnel required to be mobile which will be deployed in 2008.
- Introduction of obligatory training in occupational safety according to specific features of activities.
- Creation of an entity dedicated to improving working conditions.

SOMACA

[MOROCCO / 1213 EMPLOYEES]

See focus on 2 actions.

DEVELOPING EMPLOYMENT

DACIA

[ROMANIA / 13939 EMPLOYEES]

- In 2007, more than 3,000 people were hired on long and short-term contracts, in all personnel categories.

RENAULT NISSAN ROUMANIE

[ROMANIA / 27 EMPLOYEES]

- Creation of a "Positions vacant" section in the monthly newsletter to facilitate career mobility.
- Anticipation of career mobility three months before the missions start, to prepare employees for the change.

RENAULT TECHNOLOGIE ROMANIA

[ROMANIA / 794 EMPLOYEES]

- Development and consolidation of long-term partnerships with the main technical universities in Romania, to develop employment of young people.

DEVELOPING THE RIGHT TO TRAINING

DACIA

[ROMANIA / 13939 EMPLOYEES]

- More than 90% of Dacia group employees took advantage of training in core functions, languages, management and personal development. All personnel categories were involved.

RENAULT NISSAN ROUMANIE

[ROMANIA / 27 EMPLOYEES]

- Introduction of a minimum number of obligatory hours of training for each employee in the annual training programme.

RENAULT TECHNOLOGIE ROMANIA

[ROMANIA / 794 EMPLOYEES]

- Definition of a training programme designed to meet the needs of core functions.

PRACTISING FAIR REMUNERATION

ACI ROUMANIE

[ROMANIA / 1485 EMPLOYEES]

- Introduction of an individual promotion programme to ensure coherence between sectors and position in relation to the market.

AVTOFRAMOS

[RUSSIA / 2383 EMPLOYEES]

- Application of the Renault system for managing qualifications by skills to ensure fair treatment.

SOMACA

[MOROCCO / 1213 EMPLOYEES]

- Creation of a new system for classifying and positioning structural personnel in this structure.
- Adjustment of wages not aligned with the minimum wage at the different levels (62 cases in September 2007).

ENSURING PERSONNEL ARE REPRESENTED

RENAULT ALGERIE

[ALGERIA / 307 EMPLOYEES]

- Creation of a representation committee.

ENCOURAGING SUPPLIERS TO COMPLY WITH THE FUNDAMENTAL PRINCIPLES

RENAULT MECANIQUE ROUMANIE

[ROMANIA / 290 EMPLOYEES]

See focus on 2 actions.

01

PROMOTING HEALTH

RENAULT ESPAÑA SA

[SPAIN / 1103 EMPLOYEES]



- ▶ Organisation of the annual communication campaign aimed at all the Renault España S.A. personnel: promotion of health through posters, books, leaflets and intranet. Information and awareness actions to improve health and quality of life, with advice to:
 - Prevent cholesterol, diabetes, stress, influenza and respiratory diseases;
 - Avoid accidents;
 - Reduce consumption of tobacco and alcohol.

02

GUARANTEEING EQUAL OPPORTUNITIES

REA TCHEQUIE

[CZECH REPUBLIC / 85 EMPLOYEES]



- ▶ Contacts were made with the most active institutions in the country in the field of disabled persons, in order to target them more effectively when offering employment in our company. REA Tchèque then publicised all its positions vacant on the employment sites dedicated to disabled persons. All this was achieved in the framework of the establishment's equal opportunities policy.

SOME ACTIONS CARRIED OUT IN THIS REGION:

PROMOTING HEALTH

C.A.C.I.A.

[PORTUGAL / 996 EMPLOYEES]

- Internal communications campaign on tobacco: bi-monthly journal, weekly newsletter. Medical and psychological consultations to help employees stop smoking. Subsidies to acquire nicotine substitutes and for follow-up of treatment.

RCI ALLEMAGNE

[GERMANY / 495 EMPLOYEES]

- Employee awareness campaign during a “health week”.

RCI ESPAGNE

[SPAIN / 248 EMPLOYEES]

- Launch of 4 campaigns intended to improve employees' health: annual medical visit, influenza vaccination, prevention of cardio-vascular risks, tobacco control.

RRG UK

[GREAT BRITAIN / 1265 EMPLOYEES]

- Implementation of an anti-tobacco and anti-smoking policy. Smoking ban in all premises and vehicles, in order to protect all employees, service users, customers and visitors against being exposed to smoke. Premises were made available to employees to smoke without harming anybody.

RENAULT CEZKA REPUBLICA

[CZECH REPUBLIC / 83 EMPLOYEES]

- Launch of a campaign on employees' physical health through sport: access to fitness club, badminton, and organisation of a sports day for any team. A tender was also issued to find a medical centre that will provide all the employees' annual preventive medical visits.

RENAULT ESPAGNE RECSA

[SPAIN / 468 EMPLOYEES]

- Campaign to prevent cardio-vascular risks: intensive follow-up and pharmacological treatment for persons at risk.

RENAULT ESPAÑA SA

[SPAIN / 1103 EMPLOYEES]

See focus on 2 actions.

RENAULT ESPAÑA SA PALENCIA

[SPAIN / 2370 EMPLOYEES]

- Organisation of campaigns for vaccination against influenza, to stop smoking, and providing information about what to do in the event of epidemics.

RENAULT ESPAÑA SA SÉVILLE

[SPAIN / 1257 EMPLOYEES]

- On World Health and Safety Day (28 April), organisation of a gathering to reward employees who had made suggestions in this field. During the meeting, at which all employees were present, Renault España SA Sevilla presented risks in the plant, and then gave prizes to people who had made the best suggestions.

RENAULT ESPAÑA SA VALLADOLID CARROCERÍA-MONTAJE

[SPAIN / 2693 EMPLOYEES]

- Organisation of 5 campaigns intended to improve employees' health: influenza vaccination, anti-tetanus vaccination, prevention of cardio-vascular risks, protection of hearing, cancer prevention.

PROMOTING WORKING CONDITIONS AND SAFETY

C.A.C.I.A.

[PORTUGAL / 996 EMPLOYEES]

Campaigns promoting safety and working conditions.

- Weekly competition between elementary work units (UETs): random audit of work positions in four UETs selected at random, with a score based on a baseline. The UET with the best score receives a prize.
- Weekly Personal Protection Equipment competition: random audit of 10 workers.

- Renewal of the “Health, Safety, Ergonomics and Working Conditions” label after an external audit.

NISSAN FINANCE LIMITED

[GREAT BRITAIN / 260 EMPLOYEES]

- A complete safety audit was carried out on the sites.

RCI ESPAGNE

[SPAIN / 248 EMPLOYEES]

- Specific training in risk prevention at the workplace for new recruits, as well as emergency teams.

RCI PAYS-BAS

[NETHERLANDS / 52 EMPLOYEES]

- Training of 4 first-aiders (higher figure than recommended) to ensure safety in the event someone is absent or has resigned.

RRG ALLEMAGNE

[GERMANY / 732 EMPLOYEES]

- “Safety at work” advisers are responsible for observation and protection against occupational diseases and accidents.

RRG BELGIQUE

[BELGIUM / 298 EMPLOYEES]

- Following the accreditation of establishments in Brussels and Berg in 2006, preparation of the accreditation label in Liège. Introduction of a procedure for safety, fire, prevention of chemical risks, and on supplier access to our establishments. An overall 5 year plan has been defined for each establishment.

RRG ESPAGNE

[SPAIN / 909 EMPLOYEES]

- Organisation of specific campaigns on occupational risks in all centres.

RRG ITALIE

[ITALY / 289 EMPLOYEES]

- Employee training on safety and working conditions, fires and first-aid.

RRG LUXEMBOURG

[LUXEMBOURG / 272 EMPLOYEES]

- Introduction of a new system for evacuating the workshops.

RRG POLOGNE

[POLAND / 217 EMPLOYEES]

- Personnel training on safety at work.

RRG UK

[GREAT BRITAIN / 1265 EMPLOYEES]

- Renault Retail Group UK Ltd is committed to protection of health, safety and working conditions of its employees, and recognises that stress at work is a health and safety issue. Employees seeking more responsibilities are encouraged, but it is also accepted that certain employees prefer to remain in their present position.

RENAULT ESPAÑA SA VALLADOLID CARROCERÍA-MONTAJE

[SPAIN / 2693 EMPLOYEES]

- Organisation of a “Safety at the work position and maintenance” campaign.
- Renewal of the “Health, Safety, Ergonomics and Working Conditions” label after an external audit.

RENAULT ESPAÑA SA VALLADOLID MOTORES

[SPAIN / 1962 EMPLOYEES]

Several technical actions to improve safety were carried out in 2007:

- Improvement of the smoke extraction system;
 - Installation of equipment to ensure maintenance work at a height is completely safe;
 - Improvement of engine assembly position ergonomics;
 - Improvement of the heating system;
 - Improvement of fire-fighting resources. 1,500 hours of training have been provided in this field.
 - Plant audit using the Renault Management System.
- #### RENAULT ITALIA
- [ITALY / 375 EMPLOYEES]
- Restructuring of the establishment's premises to improve safety of working conditions.

SOME ACTIONS CARRIED OUT IN THIS REGION: (CONT.)

RENAULT NORDIC

[SCANDINAVIA / 118 EMPLOYEES]

- Definition of rules for operations and safety at work in the 4 countries where Renault Nordic is present.
- Creation of a health and safety committee.

RENAULT POLSKA

[POLAND / 156 EMPLOYEES]

- Organisation of 6 road safety training sessions for Renault Polska and Sodicam field sales force, i.e. roughly 70 people trained at the Renault driving school.

GUARANTEEING EQUAL OPPORTUNITIES

NISSAN FINANCE LIMITED

[GREAT BRITAIN / 260 EMPLOYEES]

- Work in the framework of rules imposing strict equality between all employees. These rules are continuously evaluated and updated according to European legislation.

RCI ALLEMAGNE

[GERMANY / 495 EMPLOYEES]

- Training on the German "AGG" equal opportunities law.

RRG ESPAGNE

[SPAIN / 909 EMPLOYEES]

- Definition of a Gender Equality Plan, with the collaboration of personnel representatives.

RRG TCHÉQUIE

[CZECH REPUBLIC / 85 EMPLOYEES]

See focus on 2 actions.

RRG UK

[GREAT BRITAIN / 1265 EMPLOYEES]

- Distribution of "creche vouchers" to employees to facilitate child-minding.

RENAULT ESPAGNE RECSA

[SPAIN / 468 EMPLOYEES]

- Employment of two mentally

handicapped people as store managers.

RENAULT NISSAN DEUTSCHLAND

[GERMANY / 556 EMPLOYEES]

- Obligatory training for all employees to make personnel aware of equal opportunities for men and women, religions, cultures, etc.

REVOZ NOVO MESTO

- Nearly 400 people were hired in 2007. 30% are women and 25% are aged over 40.

DEVELOPING EMPLOYMENT

RENAULT NISSAN CROATIE

[CROATIA / 86 EMPLOYEES]

- In the context of the Sypco reorganisation, Renault Nissan Hrvatska was obliged to eliminate 4 work positions. Specific training was then offered to the affected employees in order to redeploy them. To date only one person has refused this offer and will be made redundant.

RENAULT ESPAÑA SA VALLADOLID MOTORES

[SPAIN / 1962 EMPLOYEES]

- Activity at the Engine plant in 2007 focused mainly on reducing the average age of the workforce and on the capacity to meet the needs brought about by development of the activity. To deal with this, nearly 250 young people were hired, and more than 130 seniors were gradually prepared for retirement.
- Agreements have also been signed with the regional authorities to collaborate on recruitment and selection of candidates.

RENAULT NISSAN NEDERLAND

[NETHERLANDS / 153 EMPLOYEES]

Creation of a flexible working project with the following objectives:

- Reinforce communication and interaction between the departments and divisions;

- Facilitate working at home;
- Make working hours and positions more flexible;
- Increase the company's attractiveness.

DEVELOPING THE RIGHT TO TRAINING

HAL (PR)

[HUNGARY / 86 EMPLOYEES]

- Linguistic training made available to all employees to help them progress in their career within the company. Employee training suggestions are taken into account when developing the training programme.

RCI BELGIQUE

[BELGIUM / 13 EMPLOYEES]

AND RENAULT BELGIQUE LUXEMBOURG

[BELGIUM / 241 EMPLOYEES]

- Definition of the annual training programme by the Human Resources Division, and implementation of more than 90%.

RENAULT ESPAÑA SA

[SPAIN / 1103 EMPLOYEES]

- Quarterly communication about the training programme to workers' representatives and the Central Training Committee.

RENAULT ESPAÑA SA VALLADOLID CARROCERÍA-MONTAJE

[SPAIN / 2693 EMPLOYEES]

- 2007 training programme: the rate of access to training was 96.5%, at a rate of 65 hours per person per annum.

RENAULT HUNGARIA

[HONGRIE / 84 EMPLOYEES]

- A specific Renault training school opened in 2007, providing training for all personnel.

RENAULT NISSAN PORTUGUESA

[PORTUGAL / 160 EMPLOYEES]

- Renault Nissan Portuguesa identified employees who had not

SOME ACTIONS CARRIED OUT IN THIS REGION: (CONT. AND END)

had training for more than 2 years, to provide them with mandatory training in 2008.

COMPLYING WITH WORKING HOURS AND THE RIGHT TO PAID LEAVE

RRG AUTRICHE

[AUSTRIA / 182 EMPLOYEES]

- Regular information about compliance with legal working hours and paid leave.

RENAULT NORDIC

[SCANDINAVIA / 118 EMPLOYEES]

- Introduction of new rules concerning working hours and paid leave in 4 countries with 4 different legislations, thanks to the employee's manual drawn up by Renault Nordic.

ENSURING PERSONNEL ARE REPRESENTED

HAL (PR)

[HUNGARY / 86 EMPLOYEES]

- Introduction of a monthly meeting with personnel representatives to inform them about actions taken by the Group. The establishment also benefits from this opportunity to have feedback about working conditions, problems raised by and requests from employees. The minutes of the meetings are displayed in order to inform all personnel.

NISSAN FINANCE LIMITED

[GREAT BRITAIN / 260 EMPLOYEES]

- Creation of a consultative committee for employees.

RENAULT ESPAÑA SA

[SPAIN / 1103 EMPLOYEES]

- Negotiation of the 2007-2009 collective agreement, with the personnel representatives following the trade union elections in October 2007, and maintenance of a constant dialogue.

RRG LUXEMBOURG

[LUXEMBOURG / 272 EMPLOYEES]

- Broad consultation of personnel representatives with a view to introducing a change in performance-linked remuneration.

RRG POLOGNE

[POLAND / 217 EMPLOYEES]

- Creation of the Works Council.

RENAULT UK LIMITED

[GREAT BRITAIN / 359 EMPLOYEES]

- Creation of a committee with one personnel representative for each department. The committee meets once every two months to discuss questions and problems raised by employees. The Human Resources Director and Company Director attend each meeting.

ENCOURAGING SUPPLIERS TO COMPLY WITH THE FUNDAMENTAL PRINCIPLES

RENAULT ESPAÑA SA SÉVILLE

[SPAIN / 1257 EMPLOYEES]

- Introduction of an agreement on working conditions with the contractors who provided their services during the summer work (manufacturing). A Guide to Health and Safety at Work and the Environment was published and distributed to these companies' employees (500 copies). It presents the company's general policy and gives precise instructions to ensure the work performed is not harmful to the environment or operators' physical integrity. Daily verification of compliance with safety legislation.



01

PROMOTING HEALTH

RENAULT SAS FLINS

[FRANCE / 4118 EMPLOYEES]



- ▶ To perform its duty as an employer to combat alcoholism, creation of a “turnkey” network combining the plant's occupational health department, an “Alcohol” mediator (employee detached part-time), social worker, attending physicians, psychiatrist, rehabilitation centres and associations of former drinkers. Result: less relapses after one year than in national statistics.

02

DEVELOPING EMPLOYMENT

RENAULT SAS RUEIL

[FRANCE / 3937 EMPLOYEES]



- ▶ On December 4th, 2007 as part of international Disability day and centred on the theme of “Living Together”, the employees were made aware of the ways of looking at disabilities or their own disability. With the Renault agreement on disability as a backdrop, these actions reasserted the company's determination to encourage and support disabled workers on a daily basis in their jobs.

SOME ACTIONS CARRIED OUT IN THIS REGION:

PROMOTING HEALTH

FRANCAISE DES MECANIQUES

[FRANCE / 1906 EMPLOYEES]

- Individualised assistance to stop smoking. Moulded auditory protection devices are made available and personnel are encouraged to wear them in machining areas.

I-D.V.U.

[FRANCE / 1090 EMPLOYEES]

Stress management:

- Creation of a body for medical monitoring of stress, anxiety and depression;
- Organisation of training sessions on stress management, stress identification, etc.
- Plant audit using the Renault Management System.

MCA

[FRANCE / 2525 EMPLOYEES]

- Launch of an anti-smoking campaign, anticipating and supporting implementation of legislation banning smoking in the company. It consisted of 300 medical visits carried out by a specialist in tobacco addiction from the Pasteur Institute and 1,000 follow-up visits performed by the MCA nursing staff. Result: 20% success rate (stopped smoking completely). A committee of personnel representatives supervised this campaign. Outdoor shelters were built.

RENAULT MERCHANDISING

[FRANCE / 44 EMPLOYEES]

- An information meeting was held to inform employees about the harmful effects of smoking.

RENAULT SAS CLEON

[FRANCE / 4761 EMPLOYEES]

Since 2006, the Régal action (French abbreviation for dietary rules) has been attempting to reduce cases of obesity on the Cléon site. Two types of action are proposed.

- The first is to propose new products:
 - In the workshops with more fruit, vegetables, dairy products in the

dispensers, "regal" sandwiches with less fat and more fibre.

- In the canteen with "balanced" menus available every day.

- The second approach consists in disseminating information with articles in the site newsletter, events in the workshops, canteen, creation of brochures giving advice about the contents of meals eaten at work.
- A "Regal" charter (currently being compiled) will commit the catering company to active participation in this action.

RENAULT SAS DOUAI

[FRANCE / 5670 EMPLOYEES]

- Introduction by the Medical service of smoking cessation consultations. These consultations are voluntary and their purpose is to help employees who wish to stop smoking. This opportunity combined with the ban on smoking in the plant's premises has motivated more than 170 employees to take part.

RENAULT SAS FLINS

[FRANCE / 4118 EMPLOYEES]

See focus on 2 actions.

RENAULT SAS LE MANS

[FRANCE / 2816 EMPLOYEES]

- Introduction of the OMSAD test (a body for medical monitoring of stress, anxiety and depression). This tool is used to talk about stress in the company, to identify preventive measures and to guide individuals who are at risk.

RENAULT SAS RUEIL

[FRANCE / 3937 EMPLOYEES]

- The occupational health services donate influenza vaccines remaining after the vaccination campaign to the solidarity correspondent responsible for the homeless at the Paris municipal authorities. The furniture from the Rueil first aid post, which has been renovated, was donated to a charity working in Mali.

STA

[FRANCE / 819 EMPLOYEES]

- Continuation of the anti-smoking programme and distribution of documents about diet in

partnership with the mutual insurance company.

PROMOTING WORKING CONDITIONS AND SAFETY

I-D.V.U.

[FRANCE / 1090 EMPLOYEES]

Renewal of the "Health, Safety, Ergonomics and Working Conditions" label:

- Communication actions (environment/safety letter, exposure), awareness, safety and environment training, etc.;
- Update of the establishment's Health, Safety and Working conditions policy;
- Distribution of a charter for travel and missions;
- Reorganisation of management of chemical products, through the introduction of the Chimrisk tool in particular.

MCA

[FRANCE / 2525 EMPLOYEES]

- Approach adopted to improve matching of people to their work position. Improvement in placing employees in a position corresponding to their capacities, taking account of known medical restrictions and work position evaluations.

RRG FRANCE / R-A-P / ARKNEO

[FRANCE / 9387 EMPLOYEES]

- Investment policy focused on risk prevention and improvement of working conditions.
- Renewal of the "Health, Safety, Ergonomics and Working Conditions" label after an external audit.

RENAULT SAS CHOISY-LE-ROI

[FRANCE / 442 EMPLOYEES]

- At the end of December 2007, the plant had gone for 1242 days without an industrial accident requiring sick leave. This good result is explained by rigorous application of the system for management of health, safety

and working conditions. Progress of the action plans in each of the areas selected for the year 2007 is monitored on a monthly basis by the management committee. The points to underline are audits, a single problem list, an ergonomics plan and strong involvement of all players. The "Health, Safety, Ergonomics and Working Conditions" label was also renewed after an external audit.

RENAULT SAS CLEON

[FRANCE / 4761 EMPLOYEES]

The health and safety of each employee is the top priority for the site. Several actions were carried out in 2007:

- Deployment of two projects:
 - Presqu'accident: action to ensure the members of the elementary work unit comply with safety procedures and contribute to their own safety and that of others.
 - Observe: standard structured method to improve safety behaviour.
- Line management audit programme;
- Compliance with working conditions objectives in project milestones and consideration of associated risks by a socio-technical unit within the gearbox and engine engineering departments;
- The site ergonomist runs a monitoring unit on aches and pains with the company doctors;
- Continuation of long-term process of eliminating "hard" work positions, and continuation of work position evaluation with the simplified ergonomics safety data sheet;
- Improvement of reliability of work on machines (improvement in safety of maintenance work).

RENAULT SAS FLINS

[FRANCE / 4118 EMPLOYEES]

- In 2007, strengthening of safety training actions for Renault personnel, temporary personnel and personnel from external contractors by working on safety behaviours in practical sessions devoted to this subject. In addition, in partnership with the national police force and the road safety

SOME ACTIONS CARRIED OUT IN THIS REGION: (CONT.)

authority, Renault sas Flins has trained personnel to prevent risks associated with travel by motorbike, to reduce accidents on the journey to work.

RENAULT SAS GUYANCOURT

[FRANCE / 9553 EMPLOYEES]

- On 8 and 9 November 2007 the various sites experienced their first "Journée de l'équipe ©" (Team Day). The aim of this event was to take time to think about collective functioning and everybody's capacity to work better together, and also to improve cohesion and the quality of human relationships within the team. Nearly 1,400 group leaders and more than 12,000 employees were involved over these two days.
- Training of supervisory staff in a context where new management tools are being deployed.
- Strengthening of the entity dedicated to improving working conditions.

RENAULT SAS LE MANS

[FRANCE / 2816 EMPLOYEES]

- Awareness-raising for all personnel about behaviour that can help prevent accidents: deployment of a suggestions challenge lasting 10 weeks, backed up by dissemination to each employee of documents explaining these types of behaviour, their advantages and their preconditions in the context of accident prevention methods.
- Training of working conditions technicians.

RENAULT SAS RUEIL

[FRANCE / 3937 EMPLOYEES]

- In 2007 the establishment opened access to a car pool website. This tool enables each employee to register free of charge, and look for and offer car pool journeys. By the end of the year, nearly 300 employers had registered for nearly 500 recorded journeys. Since it was put online, the site has registered more than 16800 logins.

RENAULT SAS HQ

[FRANCE / 4764 EMPLOYEES]

- Renewal of the Health, Safety,

Ergonomics and Working Conditions label in October, demonstrating the establishment's commitment and the deployment in all Departments located on the site.

SODICAM 2

[FRANCE / 439 EMPLOYEES]

- An action to bring road transport of substances into conformity was deployed. Accordingly, the relevant sales force employees were given equipment complying with the requirements stipulated by the European Agreement on road transport of hazardous goods (containers, drums, anti-slip mats, etc.). Support was also provided in the field.
- At the Saint-Ouen distribution centre, tools were installed to help with handling of products weighing more than 15 kg. This made it possible to increase versatility, and also to improve the employability of persons with limited physical capacities.
- Land was bought adjoining the Saint-Ouen distribution centre, in order to build an external car park for the personnel's vehicles. This has contributed to reducing risks caused by traffic within the site.

SOVAB

[FRANCE / 2518 EMPLOYEES]

- Two important actions were undertaken: the first was to reduce the Pedestrian-Truck Operator risk, the second was to evaluate the chemical risk in paints.

REJECTING CHILD LABOUR

RENAULT MERCHANDISING

[FRANCE / 44 EMPLOYEES]

- Each new supplier signed a document in which it undertakes not to make use of child labour.

GUARANTEEING EQUAL OPPORTUNITIES

I-D.V.U.

[FRANCE / 1090 EMPLOYEES]

- An agreement on gender equality

and the balance between family and professional life was signed in June 2006. The first concrete actions have been implemented: paternity leave has been introduced, the equality committee met twice to examine statistical data in order to envisage areas of improvement.

RRG FRANCE / R-A-P / ARKANE0

[FRANCE / 9387 EMPLOYEES]

- Signature of an agreement with ADIE, a micro-finance operator, to help 20 young people experiencing difficulties to find employment through training and a 2,000 euro aid package, on the basis of dossiers selected by Business creators.
- In addition, a disability agreement was signed in January 2007 envisaging better personnel redeployment conditions.

RENAULT SAS GUYANCOURT

[FRANCE / 9553 EMPLOYEES]

- Implementation of the "Course en Cours" project, aiming to attract young people to technological professions. At the national level, it is an implementation of the charter for equal opportunities at university. On 20 June 2007, this challenge directed by the University of Mantes (Yvelines) brought together 43 teams made up of 190 secondary school pupils, participating in a vast multi-disciplinary project incorporating 3D digital design, manufacturing and a "mini F1" competition.

RENAULT SAS RUEIL

[FRANCE / 3937 EMPLOYEES]

See focus on 2 actions.

DEVELOPING EMPLOYMENT

ALPINE

[FRANCE / 350 EMPLOYEES]

- Redeployment of employees with very considerable aptitude restrictions.

SOME ACTIONS CARRIED OUT IN THIS REGION: (CONT. AND END)

RENAULT SAS CERGY

[FRANCE / 1261 EMPLOYEES]

- As part of the creation of a new Parts & Accessories store at Villeroy (Yonne), 130 people were hired on long-term contracts, almost all job-seekers from the local employment market. In 2006 and 2007, 240 job-seekers have been able to obtain a long-term contract in this new store and benefit from the relevant training.

RENAULT SAS CHOISY-LE-ROI

[FRANCE / 442 EMPLOYEES]

- Creation of a Reduced Aptitude Personnel committee headed by a company doctor and including managers as well as Human Resources representatives. The committee meets every two weeks to offer any staff member encountering aptitude problems a position suited to their profile.

RENAULT SAS DOUAI

[FRANCE / 5670 EMPLOYEES]

- As part of the adjustment of plant activity, Renault sas Douai deployed a system aiming to transfer its personnel to other sites on a voluntary basis. In this way the establishment was able to manage its workforce while maintaining employment. At the end of 2007, 542 people from the Douai plant were working on other sites. 360 of them were at the Maubeuge plant, which enables them to be transferred but still live at home with their family.

RENAULT SAS FLINS

[FRANCE / 4118 EMPLOYEES]

- Context: end of manufacture of Twingo 1 and end of Clio 3 night shift, in June and July 2007 respectively. Following termination of the contracts for temporary personnel, a system facilitating their redeployment was set up. Roughly 1,000 temporary personnel have been invited to information sessions. Objective: offer them jobs, training or assignments, as part of a personalised assistance programme.

RENAULT SAS LE MANS

[FRANCE / 2816 EMPLOYEES]

- Reception of 9 people in a study-

work programme in the framework of the professional integration mechanism for a 12 month period. This programme will enable these participants to obtain a qualification recognised in the industry and will facilitate their employment.

STA

[FRANCE / 819 EMPLOYEES]

- Recruitment of 9 apprentices preparing a diploma (6 BEPs - vocational training certificate, 2 Baccalaureates and 1 BTS - higher technical certificate).
- Recruitment of 12 professionals, 6 technicians and 4 managers with long-term contracts.
- Contacts were made with a group of employers to encourage them to limit unstable employment.

DEVELOPING THE RIGHT TO TRAINING

RENAULT SAS CHOISY-LE-ROI

[FRANCE / 442 EMPLOYEES]

- To satisfy all training needs, while remaining within the budgetary limits necessary to ensure the site remains competitive, 90% of the 2007 programme was run by internal knowledge transfer instructors.

COMPLYING WITH WORKING HOURS AND THE RIGHT TO PAID LEAVE

RENAULT SAS GUYANCOURT

[FRANCE / 9553 EMPLOYEES]

- In October 2007, 8 measures to control working hours were applied to all employees. Apart from the tightening in the range of opening hours at the sites and creation of a new schedule of working hours, this plan emphasizes several practical concrete points: compliance with lunch break times, reminder of procedures for declaring overtime, recommendations on the use of e-mail and new means of communication, planning and efficiency of meetings.

STA

[FRANCE / 819 EMPLOYEES]

- Application of the agreement on working hours reduction and organisation, which grants rest days in order to comply with the average of 35 working hours per week over the year.

ENSURING PERSONNEL ARE REPRESENTED

DIAC / RCI BANQUE

[FRANCE / 1375 EMPLOYEES]

- Signature of an agreement on access to a Trade Union intranet.

MCA

[FRANCE / 2525 EMPLOYEES]

- Involvement of personnel representatives in the new Kangoo project. The Works Council was kept informed throughout the project and visited the Prototype Development Centre to see for themselves the work carried out by the employees there.

RENAULT SAS CERGY

[FRANCE / 1261 EMPLOYEES]

- An agreement on the exercise of trade union rights and personnel representation, given the numerous sites included in the establishment, was signed by all representative trade union organisations. As part of integration of the St Ouen site (60 people, formerly a Renault subsidiary) into the Cergy store, personnel representation bodies specific to the site were created.

RENAULT SAS HQ

[FRANCE / 4764 EMPLOYEES]

- Determination was shown to maintain labour relations dialogue in the establishment through the various meetings of personnel representation bodies: Works Council = 12 meetings, Personnel Department = 11 meetings, Health, Safety and Working Conditions Committee = 40 meetings, 22 of which were devoted to deployment of projects in shared offices.



ILLUSTRATION CREDITS

COVER PICTURE

© RENAULT COMMUNICATION / STUDIO PONS

RENAULT DO BRAZIL

© FOTOLIA

CORMECANICA

© CORMECANICA / ALL RIGHTS RESERVED

RENAULT PARS

© FOTOLIA

RENAULT SOUTH AFRICA

© RENAULT COMMUNICATION / STUDIO PONS

SOMACA

© SOMACA / ALL RIGHTS RESERVED

RENAULT MECANIQUE ROUMANIE

© FOTOLIA

RENAULT ESPAÑA SA

© RENAULT ESPAÑA SA / ALL RIGHTS RESERVED

REA TCHEQUIE

© FOTOLIA

RENAULT SAS RUEIL

© FOTOLIA

RENAULT SAS FLINS

© FOTOLIA

(www.renault.com)