COMMUNICATION ON PROGRESS 2019-2020

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RENAULT TRUCKS

OVERVIEW

01. INTRODUCTION

The President's Message
The 10 main principles of the Global Compact
Renault Trucks
Focus on COVID-19

02. PROGRESS ACHIEVED

Human rights
International labour standards
Environment
Combating corruption

INTRODUCTION

01

THE PRESIDENT'S MESSAGE

By joining the United Nations Global Compact in 2004, Renault Trucks demonstrated its commitment to defending values associated with respecting human rights and labour standards, environmental protection and the environment. Combating corruption stands as the foundations of its corporate responsibility and promoting them within its sphere of influence.

Our responsibilities as a manufacturer towards our customers, partners, team members and fellow citizens are important. **Our ongoing aim is to extend sustainable mobility** by striving to supply vehicles that are constantly improving their efficiency, safety and respect for the environment. We take the greatest care **in designing, producing, distributing and maintaining them with the highest level of integrity, while preserving our teams' health and working environment.**

During 2020, in view of the acute crisis caused by COVID-19, Renault Trucks took every measure to **protect its employees** and respect those involved in maintaining health standards **so that carriers could operate under the best possible conditions**. This has enabled garages to remain open, spare parts to be available, truck maintenance provided, factory supplies delivered and front-line drivers given the support they need.

FOR 2021, I UNDERTAKE TO EXTEND RENAULT TRUCKS' COMMITMENT TO RESPECT, IMPLEMENT AND PROMOTE THE GLOBAL COMPACT'S 10 PRINCIPLES.

BRUNO BLIN
Renault Trucks' President

THE 10 UNIVERSAL PRINCIPLES OF THE GLOBAL COMPACT

01
Support and respect the protection of internationally proclaimed human rights.

02
Make sure the organisation is not complicit in human rights abuses.

03
Uphold freedom of association and the effective recognition of the right to collective bargaining.

04
Eliminate all forms of forced and compulsory labour.

05
Effectively abolish child labour.

06
Eliminate discrimination in respect of employment and occupation.

07
Support a precautionary approach to environmental challenges.

08
Undertake initiatives to promote greater environmental responsibility.

09
Encourage the development and diffusion of environmentally friendly technologies.

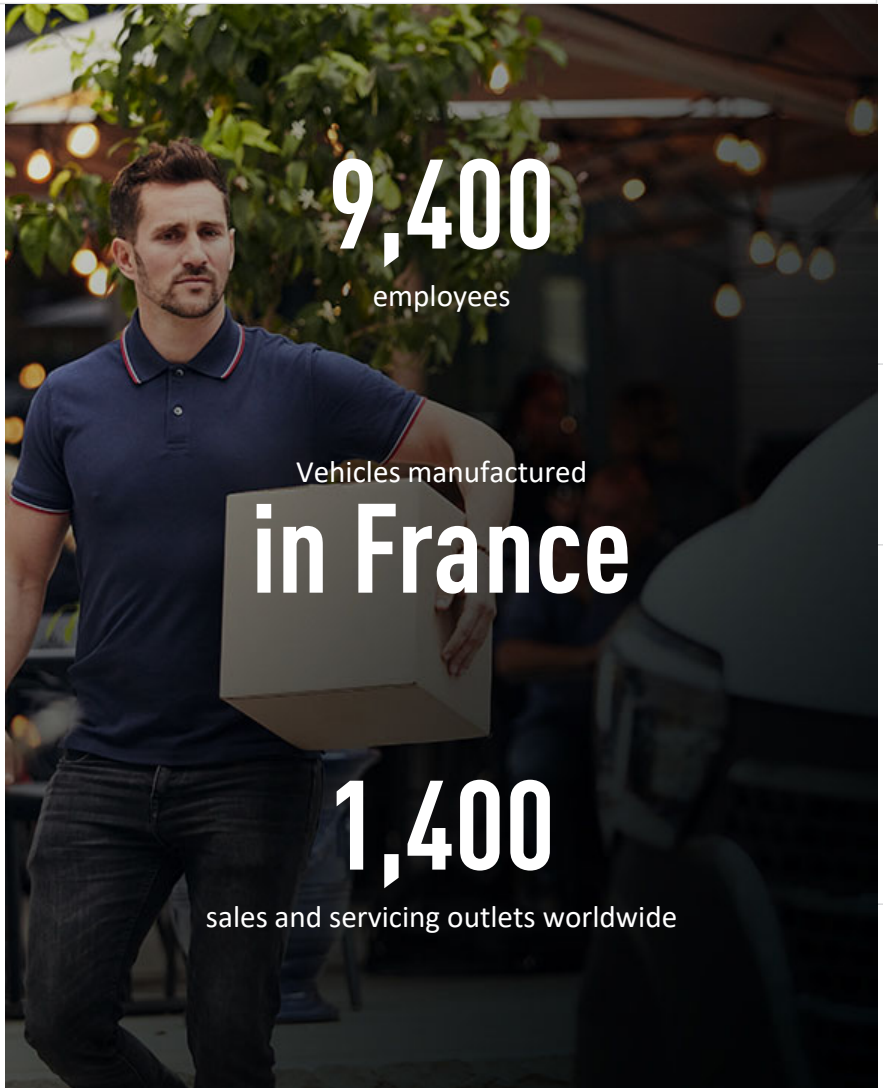
10
Work against corruption in all its forms.

RENAULT TRUCKS

Heir to more than a century of French truck expertise, Renault Trucks provides professionals with the transport solutions they need to carry out their assignments efficiently.

We provide operators and users with a wide range of services and vehicles to meet the needs of many different activities:

- Long distance
- Urban distribution and delivery
- Construction and demanding applications
- Local authorities and emergency services



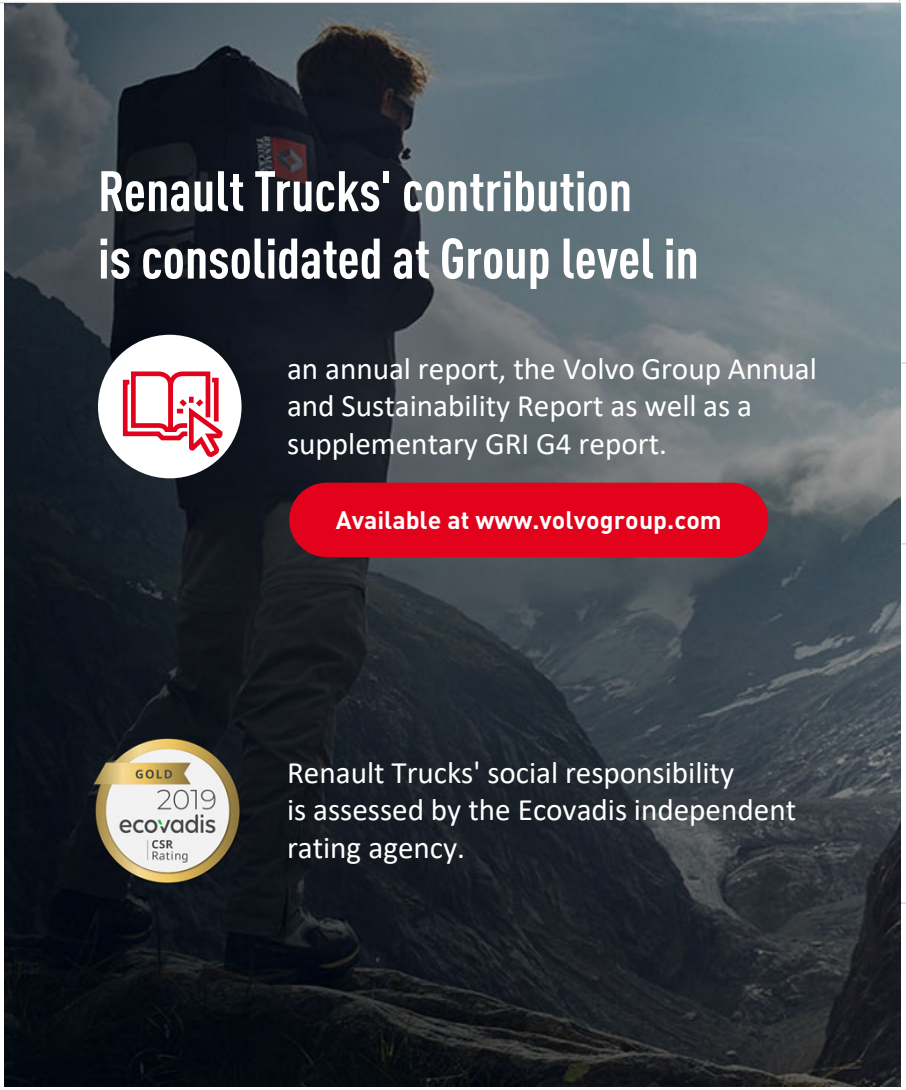
RENAULT TRUCKS' COMMERCIAL VEHICLE MANUFACTURING IS CARRIED OUT WITH INTEGRITY.

It complies with international regulations and the model of responsibility and sustainable development defined by the Volvo Group's responsibility and sustainable development model.
(Renault Trucks is a subsidiary of the Volvo Group).

RENAULT TRUCKS

Volvo Group's sustainable development model, based on the principles of the UN Global Compact,

takes into account the 17 Sustainable Development Goals (SDGs).



FOCUS ON COVID-19

Faced with the unprecedented crisis that affected the whole world in 2020, Renault Trucks increased its initiatives to support drivers, the heroes who stayed at the wheel, travelling thousands of kilometres to keep cities supplied with essential goods throughout the various lockdowns:

Distribution of free meals in concessions or food trucks in France, Switzerland and Spain.

Seat protection provided for Emergency services, firefighting or ambulance vehicles in France.

11,000
bottles of hydroalcoholic gel distributed in the Netherlands.

1,500
fabric masks distributed in Israel.

In Lyon, Renault Trucks' hometown, a working group was set up spontaneously and quickly to meet the needs of protective equipment for hospitals and other medical establishments:

160
volunteer staff members.

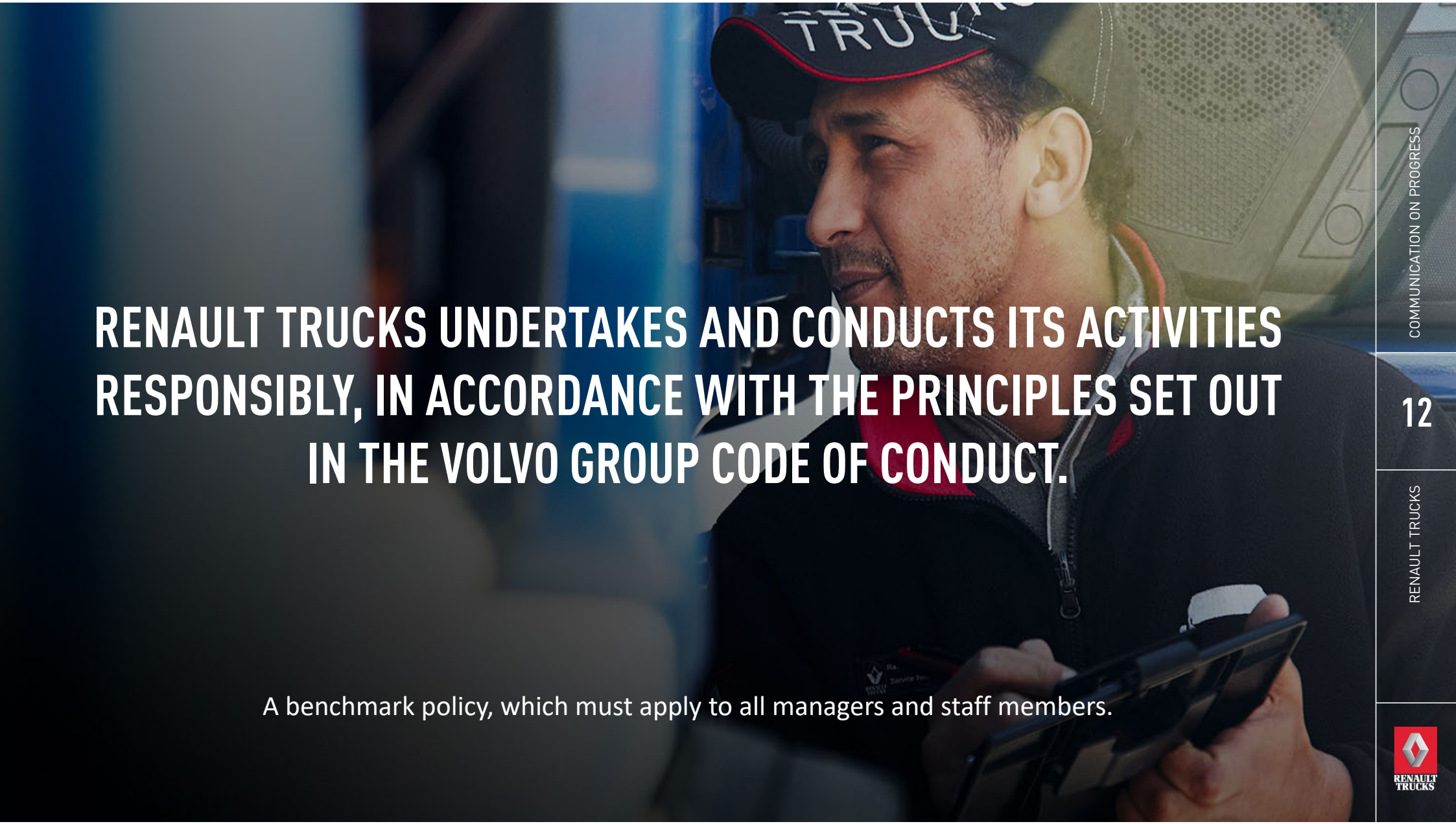
500,000
protective gowns and aprons made of disposable plastic.

Plastic visors produced using 3D printing.

Vehicles were made available to associations in France, Romania, Hungary & the Netherlands with the aim of facilitating deliveries of emergency health equipment & aid.

PROGRESS MADE IN 2019 & 2020

02



RENAULT TRUCKS UNDERTAKES AND CONDUCTS ITS ACTIVITIES RESPONSIBLY, IN ACCORDANCE WITH THE PRINCIPLES SET OUT IN THE VOLVO GROUP CODE OF CONDUCT.

A benchmark policy, which must apply to all managers and staff members.

HUMAN RIGHTS

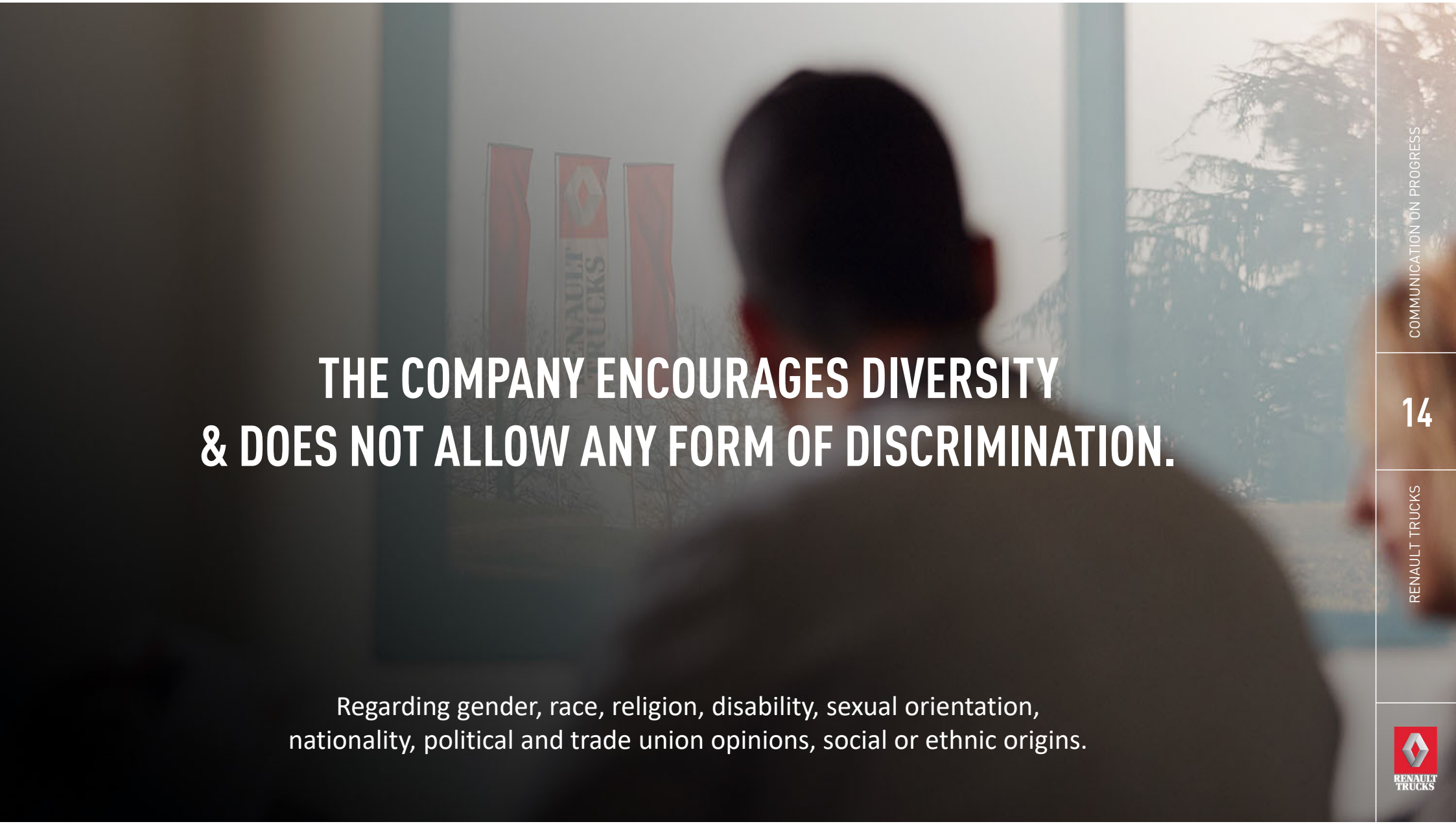
Updated in 2020, the Code of Conduct sets out what is expected of all employees in clear and practical terms. This document covers issues relating to human rights and addresses, particularly:

- Harassment
- Non-discrimination
- Occupational health and safety
- Freedom of association and belonging to a trade union
- Working hours
- Forced labour and child labour

Renault Trucks defends human rights within the framework of its on-site activities, respecting individual rights and providing good working conditions.

The Company Code of Conduct reflects the Volvo Group's full support for the United Nations Declaration of Human Rights.

Furthermore, the Volvo Group is committed to implementing the UN Guiding Principles on Business and Human Rights.



THE COMPANY ENCOURAGES DIVERSITY & DOES NOT ALLOW ANY FORM OF DISCRIMINATION.

Regarding gender, race, religion, disability, sexual orientation, nationality, political and trade union opinions, social or ethnic origins.

HUMAN RIGHTS

Defined and implemented in 2019, the Supplier Code of Conduct requires confirmation of suppliers' respect for human rights in all their activities as well as their own supply chains.

As part of the efforts to defend the rights of those working in the supply chain, suppliers' performance in terms of social and ethical responsibility is also assessed.

These initiatives are implemented by the Volvo group's centralised bodies and commented in the Volvo Group annual and sustainability report.

INTERNATIONAL LABOUR STANDARDS

NON-DISCRIMINATION

Renault Trucks recruits and treats its workforce without discrimination based on sex, race, religion, age, disability, sexual orientation, nationality, political opinion, trade union affiliation, social or ethnic origins. Diversity in the workplace is encouraged at all levels.

LABOUR LAW

Renault Trucks does not tolerate any form of forced labour, compulsory labour or child labour. The minimum employment age corresponds to the age at which compulsory education ends. Freedom of association, as well as collective bargaining as a means of reaching agreements, are respected at all its sites.

WORKING ENVIRONMENT

All Renault Trucks employees are guaranteed to work in an environment offering all the health and safety conditions required.

RENAULT TRUCKS ACTIVELY PROMOTES
ITS WORKFORCE'S HEALTH & SAFETY AT WORK.
Physically, psychologically & socially.

SOCIAL DIALOGUE

Renault Trucks respects freedom of association and recognises the right to collective bargaining.

The company undertakes to promote social dialogue at all hierarchical levels and favour relationships of trust with its social partners. These are based on consultation and dialogue in the interest of developing economic performance and employees' well-being.

2020: a year focused on the health crisis

- Negotiation of a support agreement concerning short-time working
- Negotiation of a support agreement to underpin changes at Renault Trucks

HEALTH AND SAFETY AT WORK

Renault Trucks implements a Health and Safety policy for the ongoing benefit of its entire workforce,

including temporary workers and service providers, monitored by results and resource indicators.

The company implements preventive initiatives concerning

- Physical health (physical, chemical and biological exposures)
- Mental health (psycho-social risk)
- Safety

The Health and Safety expertise team steers several thematic in-house networks

Safety
40 people

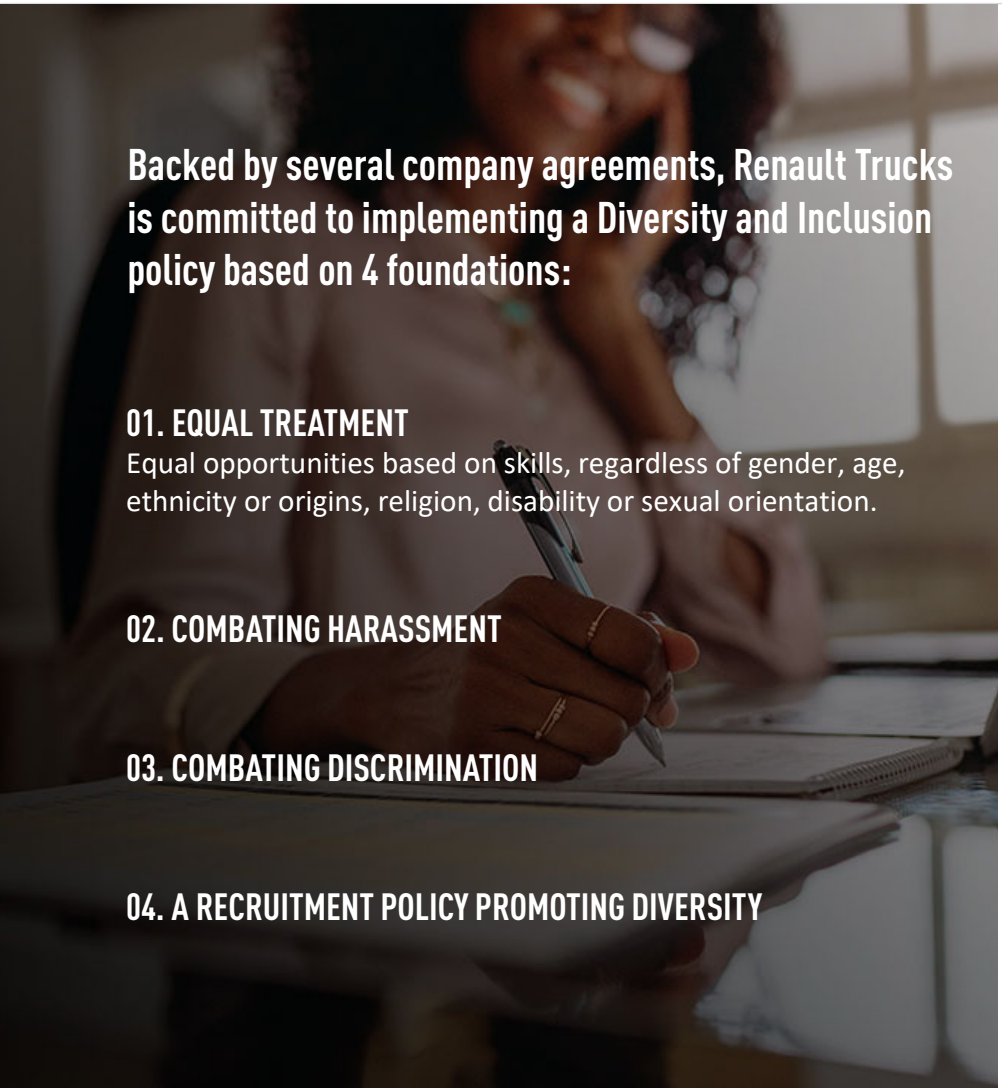
Ergonomics
6 people

Chemical risks
40 people

Occupational medicine
8 doctors

The health crisis galvanised the Health and Safety department to introduce the protocols and measures required to maintain ongoing activity at Renault Trucks sites: setting up collective and individual areas, distribution of masks and hydroalcoholic gel to all employees, supply of disinfectant sprays and bins exclusively for masks, installing partitions between people when distancing is impossible, distribution of instructions and best practices standards to all employees.

COMBATING DISCRIMINATION & PROMOTING EQUAL OPPORTUNITIES



Backed by several company agreements, Renault Trucks is committed to implementing a Diversity and Inclusion policy based on 4 foundations:

01. EQUAL TREATMENT
Equal opportunities based on skills, regardless of gender, age, ethnicity or origins, religion, disability or sexual orientation.

02. COMBATING HARASSMENT

03. COMBATING DISCRIMINATION

04. A RECRUITMENT POLICY PROMOTING DIVERSITY

Employment and disability

Renault Trucks and its social partners created an appropriate environment for a tenth Handi'Accord concluded for the 2019-2021 period. They oversee initiatives in favour of recruitment, reception, training, integration, job retention and support for people with disabilities.

The agreement provides for initiatives in favour of the adapted & protected sector. (Work-based support establishments or services - ESAT; adapted companies - EA).

The agreement includes measures for team members with spouses or children with disabilities.

Applicable at the five Renault Trucks sites in France, this initiative is managed by the company's Human Resources Expertise Centre and coordinated by a network of correspondents.

IN 2019 RENAULT TRUCKS PROVIDED ITS FINANCIAL SUPPORT TO ASSOCIATIONS WHICH HAVE ALSO BENEFITED FROM ITS WORKFORCE'S VOLUNTARY COMMITMENT.

The company also conducted an internal awareness campaign
and took part in initiatives to promote the employment of people with disabilities.

GENDER EQUALITY

A new company agreement promoting professional equality between women and men was concluded in 2019 for a period of three years, signed by 4 representative trade unions.

Under the terms of this agreement, commitments were made in the following areas:

- Hiring
- Professional advancement
- Work life balancing
- Remuneration
- Working conditions

The company encourages development of the Women Inclusive Network (WIN), created to foster the personal and professional development of women and promote gender diversity.

GENDER EQUALITY

GENDER EQUALITY INDEX **88/100**

Renault Trucks implements specific gender equality plans, particularly in industrial operations.
The company and its temporary staff partner agencies focus on increasing diversity in recruitments.

24% OF WOMEN ON FACTORY MANAGEMENT COMMITTEES IN 2019

DIVERSITY AND INCLUSION

Renault Trucks, a signatory to the LGBTQ charter since 2013 (concerning lesbians, gays, bisexuals and transgenders) as well as members of the "L'autre cercle" association, is committed to:

- Creating an inclusive environment for the team members concerned
- Ensuring equal rights and treatment for all
- Supporting victims of discriminatory comments or initiatives

THIS COMMITMENT IS IN PERFECT AGREEMENT WITH THE VOLVO GROUP POLICIES WHICH SUPPORT A GLOBAL INTERNAL LGBTQ + NETWORK, V-EAGLE.

In 2019 and 2020, Renault Trucks continued to support initiatives in favour of equal opportunities, led by associations in the Lyon region:
Tutoring of students from disadvantaged backgrounds with Article 1; sponsorship of college students for setting up mini-businesses with Entreprendre pour apprendre.

RENAULT TRUCKS CONSTANTLY STRIVES TO REDUCE
THE EFFECTS ITS ACTIVITIES HAVE ON THE ENVIRONMENT.
And contribute to developing sustainable road freight transport.
Optimised diesel engines
All-electric vehicles
Natural gas or biofuel vehicles
Eco-driving training
Fleet management monitoring tool
Connected services

ENVIRONMENT

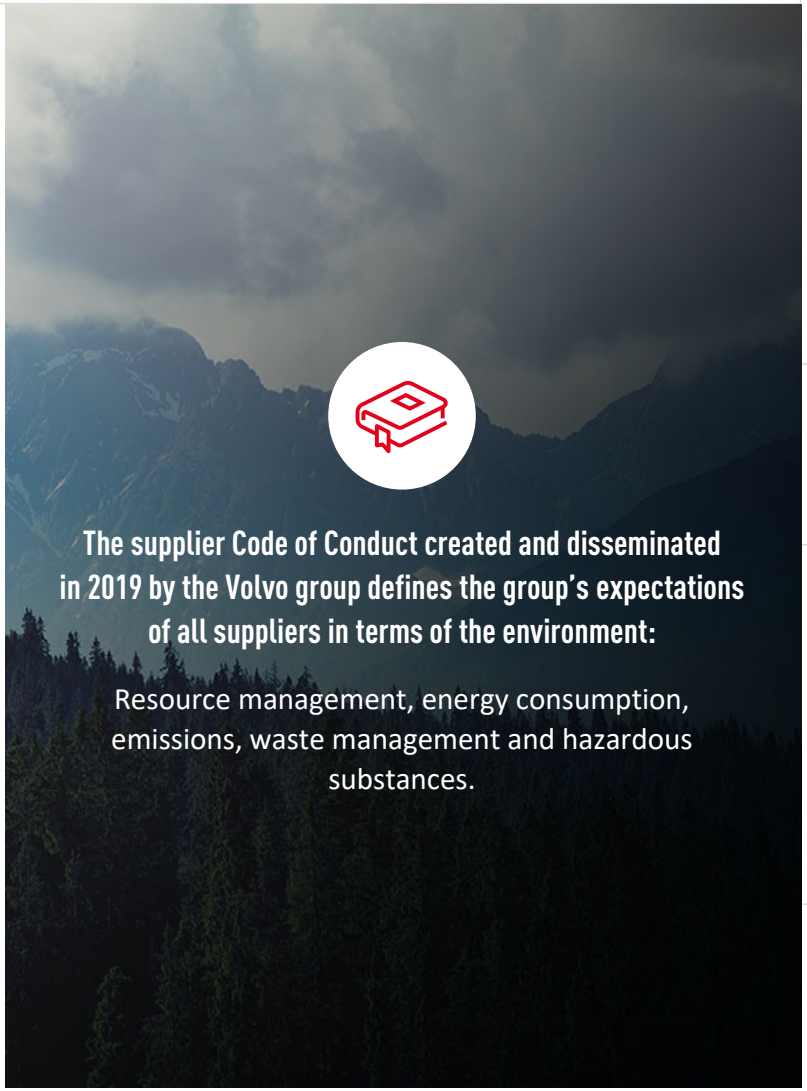
Renault Trucks applies an environmental policy based on a management system designed to bring its distribution network, suppliers and partners together.

The company also contributes to the Volvo group's long-term environmental plan. The industrial facilities, located in France, are geared to:

- Limit the consumption of energy, water and raw materials
- Reduce waste generation
- Maintain ongoing improvement of environmental performance

To this end, a French environmental network consisting of some twenty members meets every 2 months, together with a dedicated monitoring committee every quarter.

Renault Trucks has assembled its vehicles in factories with ISO 14001 certification since 2001. It asks its suppliers and partners to do the same or make a commitment to implementing ongoing improvement initiatives.



The supplier Code of Conduct created and disseminated in 2019 by the Volvo group defines the group's expectations of all suppliers in terms of the environment:

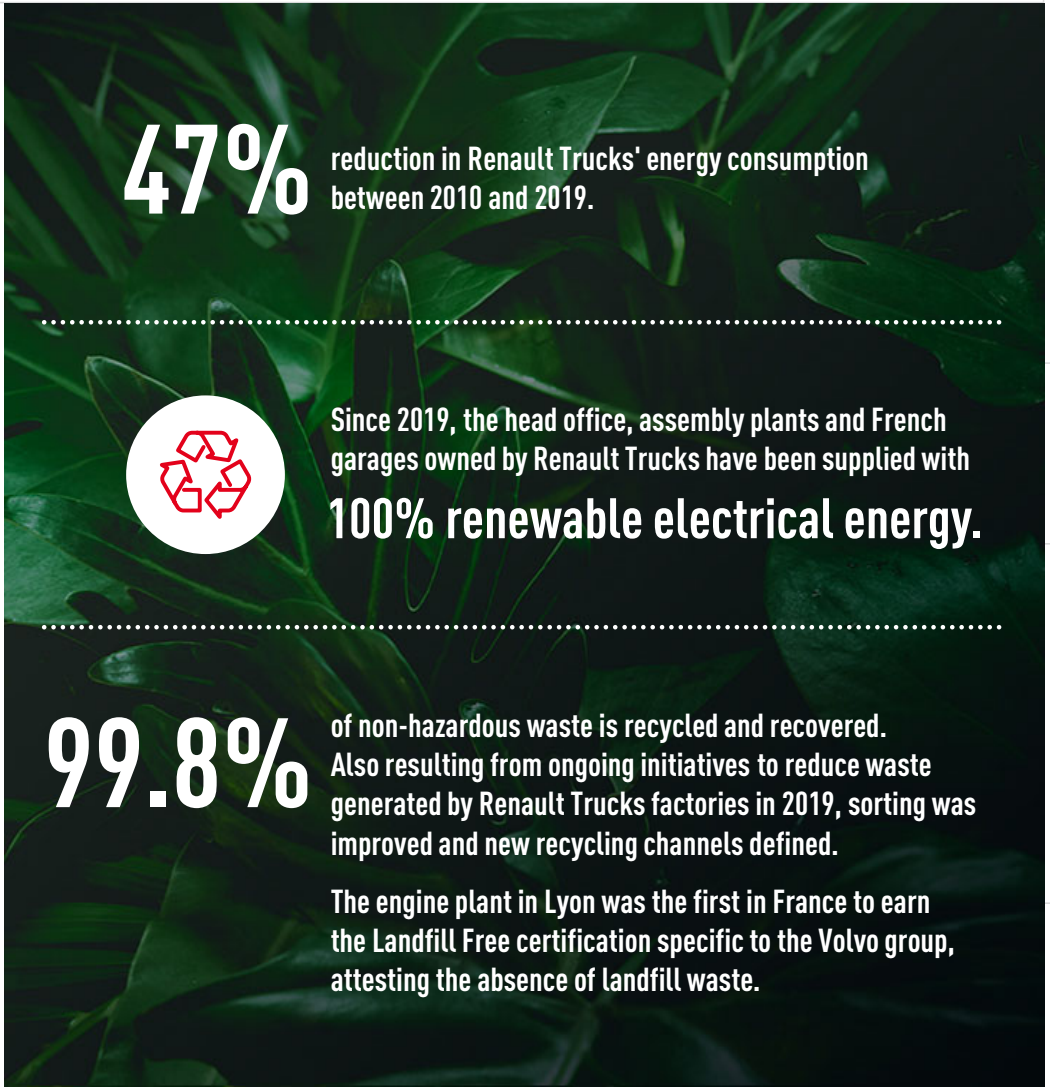
Resource management, energy consumption, emissions, waste management and hazardous substances.

ENVIRONMENT

Renault Trucks continued its emission reduction and energy saving plan following its greenhouse gas assessment, updated in 2019, and energy audits carried out the same year.

These initiatives contribute directly to the environmental cooperation initiative aimed at reducing the carbon footprint. They were implemented in 2010 between the Volvo Group and the Worldwide Fund for Nature (WWF) within the context of the “Climate Savers” programme.

碳减排先锋
Defensores do Clima
クライメート・セイバーズ
WWF Climate Savers



ENVIRONMENT

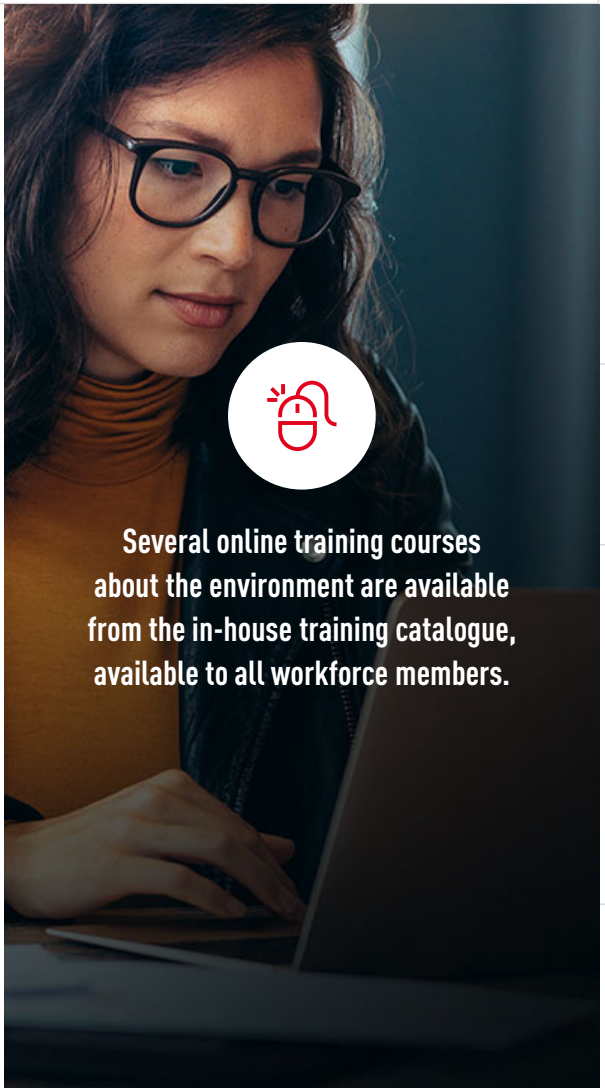
Renovation or reorganisation* programmes carried out at manufacturing sites as tertiary initiatives always take the environment into account.
In 2019, an energy optimisation engineer joined the premises management team in Lyon.

Renault Trucks signed the Greater Lyon Territorial Air Energy Climate Plan aimed at reducing the ecological footprint of human activities in the region.

Information and awareness campaigns focused on environmental issues are organised throughout the year for all company personnel, including management committee members.

FOR EXAMPLE
To mark the 2019 European Sustainable Development Week, Renault Trucks sent a daily e-mail to all employees and organised a conference on the theme of plasticised oceans, hosted by the association Expédition MED.

*Changes of processes or equipment, more economical lighting, new boilers, improved insulation, double glazing, etc.



IN 2019 AND 2020, RENAULT TRUCKS CONTINUED TO EXPAND ITS RANGE OF VEHICLES WITH STEADILY DIMINISHING FUEL CONSUMPTION AND CO_2 EMISSIONS.

Renault Trucks also maintained its steady transition to electric power.

ENVIRONMENT

For Renault Trucks, electric trucks have now become a commercial and industrial reality at its Blainville-sur-Orne plant with the mass production of its Renault Trucks D and D Wide Z.E. vehicles.

With this initiative, the brand marks a decisive turning point towards transforming urban mobility. Furthermore, this all-electric truck offering is continuing to evolve and expand.

THE RENAULT TRUCKS Z.E. FROM 3.1 TO 26 T

Renault Trucks D & D Wide Z.E.

5 battery configurations, up to 6 battery packs of 66 kWh for a range of up to 400 km.

Renault Trucks Renault Master

Available in 3.1 and 3.5 T.

ENVIRONMENT

Renault Trucks has begun marketing the 2020 range of its Renault Trucks T and T High long distance trucks.

These vehicles feature DTI 11 engines and DTI 13 Euro 6 step D, delivering fuel savings of **3%** **COMPARED WITH THE PREVIOUS GENERATION*.**

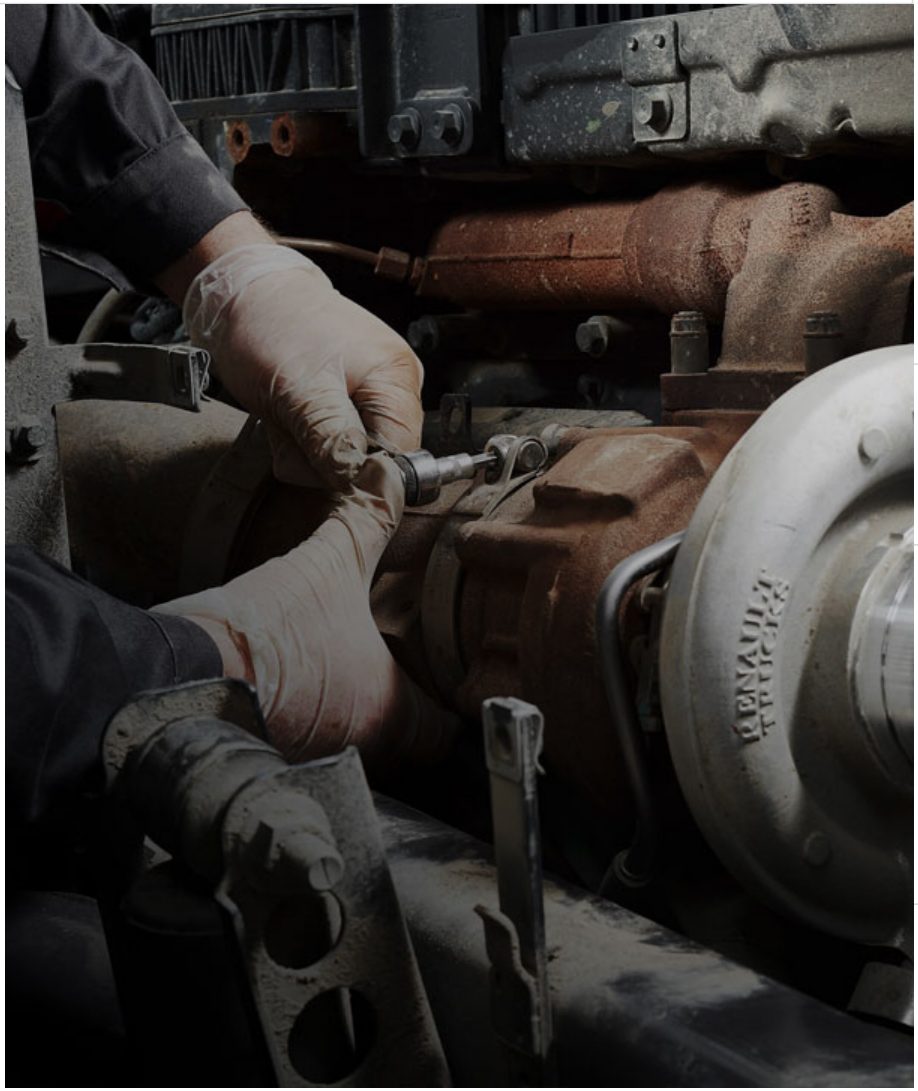
*Amount saved can be doubled by introducing additional settings.

ENVIRONMENT

By contributing to the circular economy and extending its products' lifespan, in July 2020, Renault Trucks set up its own heavy vehicle parts recycling and reuse channel in France with Indra Automobile Recycling.

After dismantling and referencing

- The parts will be offered to customers via repairers and the Renault Trucks dealer network.
- The remainder of the material resulting from the dismantling process will be recycled.



RENAULT TRUCKS CONDUCTS ITS ACTIVITIES ETHICALLY AND IN ACCORDANCE WITH THE LAWS AND REGULATIONS APPLYING TO ITS SECTOR.

COMBATING CORRUPTION

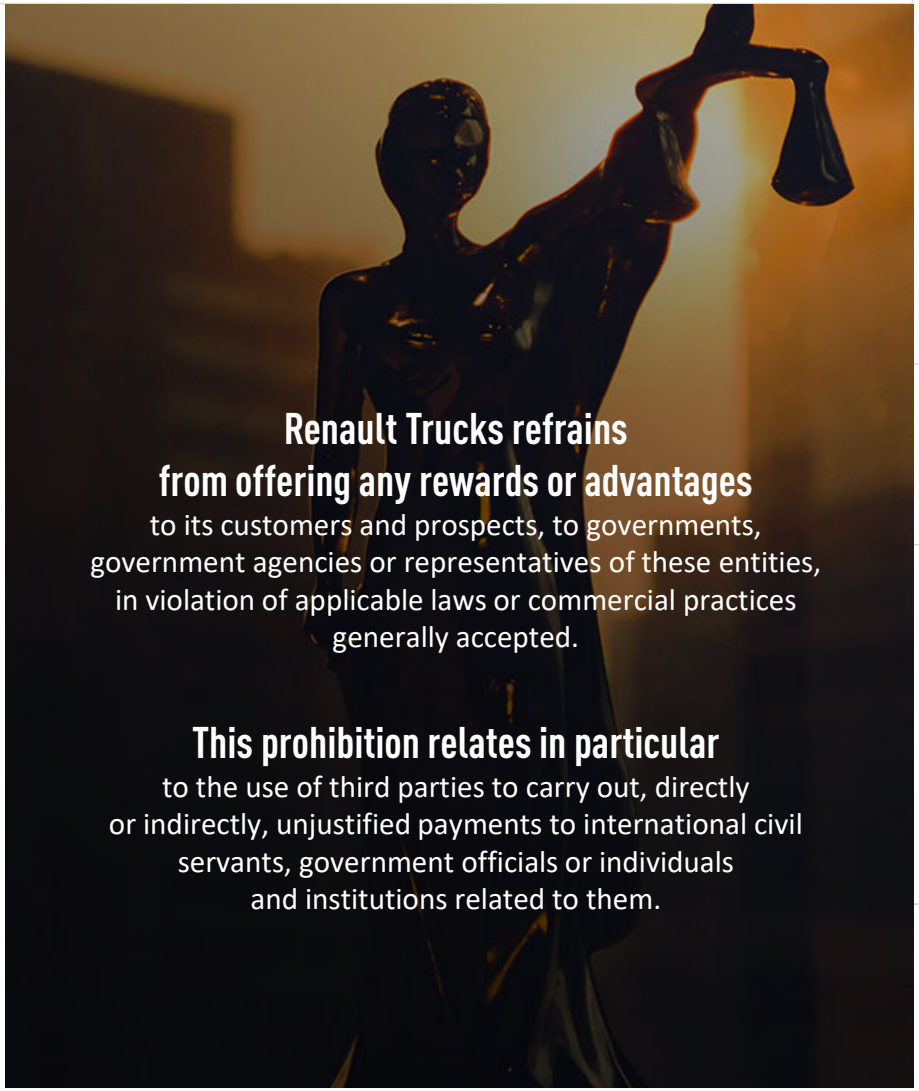
Renault Trucks applies the Volvo Group's anti-corruption programme with the aim of achieving ongoing improvement.

This consists of various practical documents such as the Code of Conduct and Anti-Corruption Charter, as well as a wide range of training, dialogue, advice, assistance and audit tools.

The anti-corruption programme

- Build on the identification of risks and implementation of concrete measures (suitable processes and training) to enable all members of the Renault Trucks' workforce to continue operating in a safe environment. These risks are assessed regularly, based on commercial distribution models, customers' nature and countries. Due diligence regarding business partners is an essential factor in reducing risks.
- Detail specific procedures for conducting operations in accordance with its commitment to anti-corruption.

Furthermore, the Supplier Code of Conduct introduced by the Volvo Group in 2019 and distributed to all suppliers require that they conduct their business with the highest level of integrity, honesty and fairness.



COMBATING CORRUPTION

Any suspicion of corruption should be reported to the management, superior or via the Volvo Group whistle blowing procedure.

- This information should be passed on to the Volvo Group Anti-Corruption Programme Manager.
- If required, this manager must report wrongdoing to the authorities concerned.
- The manager is also available to answer any questions regarding implementation of the Anti-corruption programme.

Employees unable to report any suspicious practice to their management can do so by submitting a report via the dedicated page on the Volvo Group website.

In the event of conflict between the provisions of the Code of Conduct and applicable local law, the latter prevails.

Most commercial contract models binding Renault Trucks to its distributors and importers around the world contain specific provisions regarding the combat against corruption. In accordance with French law on transparency, anti-corruption and the modernisation of economic life, Renault Trucks has mapped out the risks of corruption and is implementing an action plan to reduce these risks.

The anti-corruption programme

- Applies to all Renault Trucks employees, as well as to its agents and commercial partners in all geographic areas where Renault Trucks operates.
- Employees can access comprehensive documentation relating to these issues on the Volvo Group intranet site.
- Those working in commercial, financial and legal areas are required to be trained in these fields and are given priority for this training.

MORE THAN 90% OF RENAULT TRUCKS'WORKFORCE BENEFITTED FROM THIS TRAINING ON THE GROUP'S CODE OF CONDUCT IN 2020.

COMMUNICATION ON PROGRESS 2019-2020

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RENAULT TRUCKS