

GROUPE RENAULT, ITS GROUP WORKS COUNCIL AND INDUSTRIALL GLOBAL UNION SIGN A GLOBAL AGREEMENT ON QUALITY OF WORK LIFE

Boulogne-Billancourt, July 9th, 2019 - Aware of the evolution of the world of work, from an economic, technological and social point of view, Groupe Renault today signed a new global agreement "Building the world of work together within Groupe Renault". Mr. Thierry Bolloré, Chief Executive Officer of Renault, Mr. Valter Sanches, Secretary General of IndustriALL Global Union, the French trade union federations and the other trade union federations or unions represented within the Group Committee, and Mr. Eric Vidal, Secretary of the Group Committee signed the agreement.

The agreement, signed by the 10 trade union federations or unions represented in the Group Works Council, provides a basis for structuring social dialogue, both at Group and local level. It offers the possibility and encourages the launching of new initiatives, as well as finding relevant pragmatic solutions to improve employees' life at work, through the negotiation of local agreements.

I'm proud that Renault is signing such an innovative agreement, ensuring that our teams around the world will work in a safer, more attractive environment that respects the balance between professional and personal life. - Thierry Bolloré, Chief Executive Officer of Renault

New modes of propulsion and digitisation are massively transforming the working environment and we must prepare for this change in social terms. This agreement allows our unions around the world to deal with these changes in a negotiated way. In particular, it provides for the development of the necessary skills for each employee, thus ensuring that today's workers are still employed tomorrow. - Valter Sanches, Secretary General of IndustriALL Global Union

This new agreement, through a sustainable approach, addresses many aspects of life at work, and more particularly those that enable employees to combine performance and well-being.

This dynamic, which involves all the Group's employees, is based on five fundamental levers:

- **A dialogue on the evolution of the world of work.**
- **A collaborative management system.**
- **A sustainable commitment to inclusion.**
- **Work-life balance.**
- **Adaptation of the working environment.**

This new agreement "Building the world of work together within Groupe Renault" complements the global framework agreement signed on July 2, 2013, "Committing together for sustainable growth and development". It confirms the Group's commitment to respect fundamental social rights and already incorporates the convention adopted this year by the OIT to combat violence and harassment at work.

The agreement puts into practice one of the conclusions of the OIT's centenary: the future of work is not written in advance, it depends on what the labour actors will do with it, particularly through social dialogue. I welcome the signatories of this agreement who are part of this voluntarist and positive perspective with regard to the challenges of labour transformation. - Guy Ryder - Director General of OIT

This new agreement paves the way, within the framework of local social dialogue, for concrete actions on the ground for the daily lives of Groupe Renault employees around the world. Thus, this new agreement makes it possible to reconcile economic performance for the company and social performance for Groupe Renault employees. - Eric Vidal, Group Committee Secretary.

This framework agreement thus confirms the Groupe Renault's social ambition as an integral part of its sustainable development and competitiveness strategy.

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