

NEGOTIATIONS ON NEW MULTI-YEAR AGREEMENT FOR RENAULT IN FRANCE

- **On 22 September, Renault will begin a fresh round of negotiations with trade unions representing personnel across the company (CFDT, CFE-CGC, CGT and FO).**
- **The aim is to work jointly on an agreement capable of fulfilling Renault's ambitions in France over the mid-term.**
- **The current agreement, "Contract for a new dynamic of Renault growth and social development in France", comes to a close on 31 December 2016.**

Boulogne Billancourt – Renault announces the opening, on 22 September 2016, of negotiations with trade union organizations representative of personnel across the company (CFDT, CFE-CGC, CGT and FO) with a view to reaching a new multi-year agreement for Renault in France.

This fresh round of negotiations is opening as the current agreement, "Contract for a new dynamic of Renault growth and social development in France", winds to a close on 31 December 2016 after meeting its objectives through the workforce-wide efforts of Renault employees in France.

Tristan Lormeau, Director for RH, Groupe Renault in France: "The 2013-2016 agreement has brought concrete proof of how constructive labour relations dialogue helps advance the company toward its goals. Combined efforts across the Renault workforce have undeniably strengthened the company's position in France. This is the spirit of open-minded interaction that prevails as we open the next round of negotiations, aimed at ensuring that Renault fulfils its ambitions in France for mid-term."

The negotiations, at Boulogne-Billancourt, are expected to run through to the end of 2016.

The 2013-2016 agreement, "Contract for a new dynamic of Renault growth and social development in France", harnessed workforce-wide efforts to accomplish its purpose.

The 2013-2016 agreement signed on 13 March 2013 with representatives of the trade union organizations CFDT, CFE-CGC and FO concluded constructive dialogue to introduce long-run structural solutions that would effectively tackle the crisis situation hitting the European motor market and revive Renault's competitive standing in France.

- **Business: volumes up by close to 50%**

The business continuity commitments made in 2013 have been met or exceeded, in particular for sustained operations at all industrial sites in France and a production increase approaching 50%. Both body assembly and powertrain production sites have benefitted from new vehicle release assignments and the development of new partnerships.

- **Vehicles:** Trafic (2014, Sandouville), Master (2014, Batilly), Espace (2015, Douai), Talisman (2015, Douai), Nissan Micra (2016, Flins), Bolloré Bluecar (2015, Dieppe), Scénic (2016, Douai), FIAT LCV (2016, Sandouville), Nissan NV300 van (2016, Sandouville)

- **Powertrains:** Daimler and Nissan engines (2014, Cléon), R240 electric powertrain (2015, Cléon), Micra chassis (2016, Le Mans)

- **Workforce: more than 2,000 new hires**

In three years, Renault has taken on more than 2,000 new recruits on permanent employment contracts, three times as many as specified in the agreement, and undertaken a wide-reaching youth employment drive, offering 4,000 apprenticeships during the period 2013-2016.

- **Social development: performance-indexed bonus up 50% and health insurance top-up coverage for all**

A new profit-sharing scheme was introduced to increase the extent to which employees share the fruits of business growth. In 2016 Renault s.a.s. employees received an average performance-indexed bonus of €3,600 each, an increase of 50% on 2013.

On 1 January 2015, Renault also bolstered its benefits package with health insurance top-up coverage for all.

Pour Plus D'informations:

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