

RENAULT
TRUCKS
DELIVER

PUBLIC
AFFAIRS
DEPARTMENT

COMMUNICATION
ON PROGRESS

2010 PROGRESS REPORT

Message from the CEO

Renault Trucks signed the Global Compact in 2005. This reflects the company's commitment to fundamental values such as human rights, the right to work, environmental protection and the fight against corruption. It involves ensuring that the Compact's 10 principles are adhered to and respected in all our manufacturing and commercial activities. For we believe that the Global Compact establishes a blueprint for progress and that its philosophy is in line with Renault Trucks' determination to satisfy the expectations of society as well as it possibly can.

As a manufacturer, we have major responsibilities from both an economic point of view towards our customers and partners and from a moral standpoint towards our workforce and fellow citizens. The key values upheld by the Volvo Group, to which we belong, and the principles that Renault Trucks has defined for itself, make up an overall framework that makes sure our policies and attitudes are in line with these responsibilities.

We are particularly keen to implement all our expertise, dedication and determination to design high-performance vehicles that are also safe and ecologically friendly while at the same time producing them in a way that respects our environment.

By allowing us to broadly state our actions, the Global Compact gives us the opportunity of highlighting this responsibility and making it even more widely shared among all members of the Renault Trucks workforce throughout the world. We see it as an additional means of raising awareness of what we do and even further improving it. I encourage the company as a whole and its partners to keep in line with this commitment and make the principles underpinning the Global Compact into a new source of further achievement.

Renault Trucks therefore reasserts its commitment to respect and implement the Global Compact's principles in 2011.

Stefano Chmielewski

CEO of Renault Trucks

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In 2010, Renault Trucks continued to suffer the consequences of the economic and financial crisis without its commitment to the principles of the Global Compact being called into question. Indeed, during this period the company worked hard to preserve jobs and the quality of social relations. It also maintained its efforts in favour of well-being in the workplace and pursued its commitment to combating any discrimination in professional advancement. As far as its broader responsibility is concerned, Renault Trucks maintained its efforts and continued working towards limiting the impact its sites' activities and products have on the environment.

Well-being in the workplace

In the context of a downturn which remained acute in its sector during 2010, in the first six months of the year, Renault Trucks used all the legal means at its disposal to preserve workforce jobs. Despite the unfavourable circumstances, the company finished the year with a total headcount of 100 more people than at the beginning of the year.

During this delicate period, the training programme for all managerial staff, begun in 2009, designed to detect and manage stressful situations was completed, after having involved almost 900 people. In 2010, five 4 hour sessions were provided, in which a specialised consultant, the Human Resources Director and Stress Prevention manager took part. Webpages dedicated to this subject were created and posted on the company intranet and an Internet site, for all members of staff to consult.

Under the auspices of the French government, Renault Trucks signed a parenthood charter, under the terms of which the company undertakes to implement measures designed to improve the balance between its staff's personal and professional lives. Having already introduced several of these ('back-to-school' and Christmas gift vouchers for employees' children, assistance with CESUs [Universal Employment Cheques for Services] and annual sporting events, holiday vouchers, financial contributions to family holidays, etc.), Renault Trucks has been particularly noted for the concierge desk set up at its Lyon site, which served 25% of the workforce in 2010 and its company crèches (one in Lyon, and the other in Caen) which have benefited 65 of its staff's children. In 2010, Renault Trucks joined the Company Crèche Club set up by the Ministry for Work, which undertakes to sponsor one or several companies during the year which have not yet created or financed places in crèches.

Finally, Renault Trucks gave the staff at its Lyon site the possibility of voluntarily organising various activities over a 4 month period aimed at collecting funds for the Lyon-based Doctor Clown Association, whose actors and actresses use laughter to relieve the suffering of seriously ill children. With the support of the site and the company, a group of volunteer staff members, organised as a project team, offered their colleagues the opportunity to vote (electronically) for one of 3 humanitarian associations. Once the choice had been made, the team used the site newsletter to launch an appeal for suggested ways of raising money. When the suggestions had been approved, it helped put them into practice. This resulted in staff members from various teams organising a whole series of activities during lunch breaks (sale of cakes, second-hand books, several different chess games played against a master simultaneously, a poker tournament, stage plays, knitting workshops, a giant paella, etc.), with participants invited to contribute whatever they could. When the campaign was over, the funds collected, together with an additional donation from the site, enabled a cheque for €30,000 to be presented to the Doctor Clown Association at the end of the year.

The fight against discrimination

By signing a seventh agreement with the unions, the company has given new impetus to its initiatives in the fields of integration, training, career path management and maintaining jobs for people with disabilities. In 2010, an important awareness raising campaign, in the form of a quiz-draw, took place at each site for all staff members. Solutions for keeping those with disabilities in employment following a change in their degree of disability or in their working environment were implemented, allowing them to benefit from optimal working conditions. The percentage of people with a disability significantly rose in 2010, both in terms of direct employment and the volume of turnover awarded to "protected" sectors (ESAT/EA).

An action plan was launched in favour of senior staff members to prepare the second half of their career path and preserve their aptitudes and skills. In 2010, Renault Trucks achieved the aim of its 3 year plan designed to ensure that women accounted for 20% of the total workforce and held 20% of all managerial positions. At the same time, the implementation of a plan to reduce the difference in salaries between men and women benefited 35% of the female workforce. The company also made efforts to help young people enter the workplace by taking on 400 apprentices and students on sandwich courses, which was 42% up on the figures for 2009.

Environmental protection at the sites

A "Hybrid, alternative energy & Development Line" (H&DL) was inaugurated at the Renault Trucks Bourg-en-Bresse plant with the aim of developing and manufacturing future ranges of vehicles. The new building was designed to take into account issues relating to energy. It is equipped with heat pumps, photovoltaic panels and "intelligent" natural lighting. Since the beginning of 2010, the Bourg-en-Bresse site has been supplied by 100% certified renewable electricity (hydraulically generated), as opposed to 9.3% previously. The proportion of such energy used by the sites at Lyon, Limoges and Blainville has also been increased to 25% (as opposed to 9.3% in the past).

Furthermore, all the manufacturing plants have made a commitment to making an analysis of their spending on energy and implementing savings plans. In 2010, an awareness-raising poster campaign aimed at the entire workforce was launched, focusing on the right attitude to adopt towards saving energy on a day-to-day basis (turning off computer equipment and lighting when not needed, reducing heating and air conditioning, reporting losses of air or water, etc.). A presentation highlighting best practices in this area was also posted on the intranet site's Environment pages.

Renault Trucks has been continuing its carbon appraisal programme at its various sites. After the stamping plant at Vénissieux in 2009, in 2010 - without any compulsory requirement - it carried out such an appraisal at one of the dealership network garages in eastern France.

Improved waste sorting at source was encouraged on all sites (training of new arrivals, posters and an information campaign). At the engine assembly plant in Lyon, an on-site waste management facility was opened in 2010, with fixed opening hours, specially labelled bins and a person in charge to help users sort correctly.

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In 2010, within the context of the European regulatory framework for managing chemical substances (REACH), Renault Trucks introduced a software tool to systematically gather information on the presence of highly dangerous substances in its vehicles' parts.

Sustainable mobility

Renault Trucks has been doing more to promote its technical solutions and efforts designed to improve commercial vehicles' energy efficiency. This has been achieved by deploying a whole range of products and services designed to reduce fuel consumption and, as a result, carbon dioxide emissions (Optifuel Solutions). In addition, it has been preparing the commercial launch of a comprehensive range of vehicles using energies capable of replacing Diesel (Clean Tech).

Renault Trucks took the initiative to go out and meet players in the road transport sector throughout 2010 to present its Optifuel programme, a comprehensive service offering which features training in rational driving (Optifuel Training) and a software programme for measuring consumption (Optifuel Infomax). To date, 300 companies of all sizes, using these solutions to their advantage, are able to save as much as 15% in fuel consumption for their entire fleet.

2010 was also the year in which the Renault Premium Long Distance tractor was identified as the vehicle with the lowest operating costs and fuel consumption available, following an independent comparative test carried out over three years by a German haulier.