

COMMUNICATION ON PROGRESS 2021





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Combating corruption

INTRODUCTION

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RENAULT TRUCKS

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COMMUNICATION ON PROGRESS

MESSAGE DU PRÉSIDENT



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.

In 2021, in the context of the health crisis caused by COVID-19, Renault Trucks has maintained and adapted all the measures necessary **to protect its employees**. This year was also the year of our commitment to achieve **net zero greenhouse gas emissions by 2040** with the establishment of very ambitious targets to combat global warming, based on scientific data as part of the Science Based Target (SBTI) initiative. We have accelerated the **decarbonisation** of our operations and products, notably by developing our electric truck offering and mass production.





**FOR 2022, I UNDERTAKE TO EXTEND RENAULT TRUCKS'
COMMITMENT TO RESPECT, IMPLEMENT AND PROMOTE
THE GLOBAL COMPACT'S 10 PRINCIPLES.**

BRUNO BLIN
President Renault Trucks

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



9,400
employees

Vehicles manufactured
in France

1 400
sales and services outlets worldwide

A close-up, high-angle shot of a truck's headlight, showing the intricate lens and reflector details. The truck's body is painted a vibrant orange color. The lighting is dramatic, highlighting the textures and curves of the headlight assembly.

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).



Renault Trucks' contribution is consolidated at Group level in



an annual report, the Volvo Group Annual and Sustainability Report as well as a supplementary GRI G4 report.

Available at www.volvogroup.com



Renault Trucks' social responsibility is assessed by the Ecovadis independent rating agency.

**PROGRESS MADE
IN 2021**

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

Adopted in July 2021, the Volvo Group **Human Rights Policy** states its commitments respecting internationally recognized human rights and avoiding causing or contributing to adverse human rights impacts, following the UN Guiding Principles on Business and Human Rights (UNGPR) and the UN Global Compact.

The Volvo Group Human Rights Policy recognizes the importance of the transition to a low carbon economy envisaged by the Paris Agreement, and that a safe and clean environment is essential for the full enjoyment of human rights.

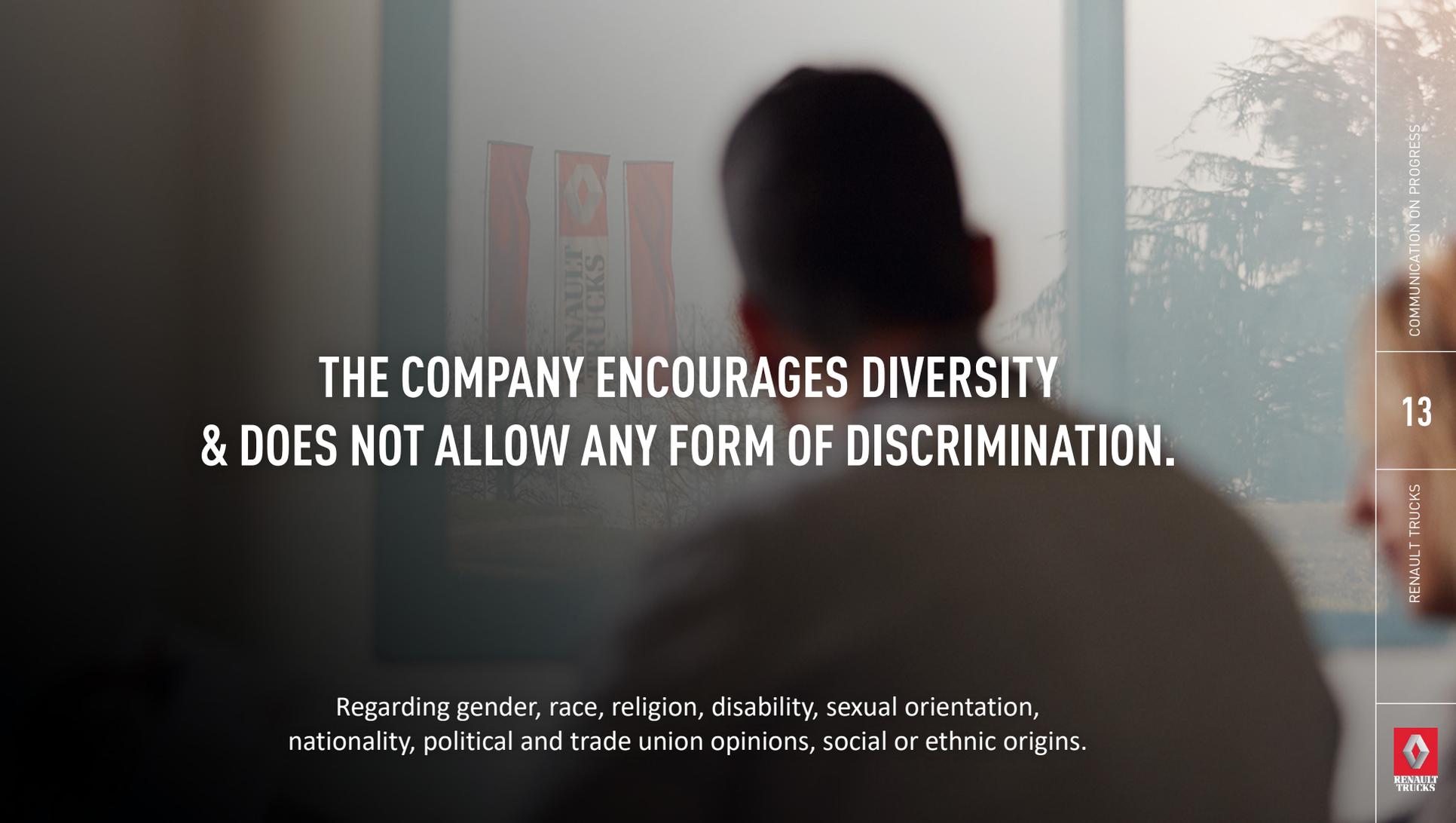


The Company Code of Conduct reflects the Volvo Group's full support for the United Nations Declaration of Human Rights.



CLOSE TO
90%

OF RENAULT TRUCKS' MANAGERS
FOLLOWED THE CODE OF CONDUCT TRAINING
PROGRAMME IN 2021.



**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.**



In addition to its programme concerning the conflicts generated by mineral sources and the struggle against risks associated with human rights at the source of relevant supply chains, in 2019 the Volvo Group joined the "Responsible Minerals Initiative". This aims to achieve transparency and reveal the mineral supply lines responsible for leading to conflict.

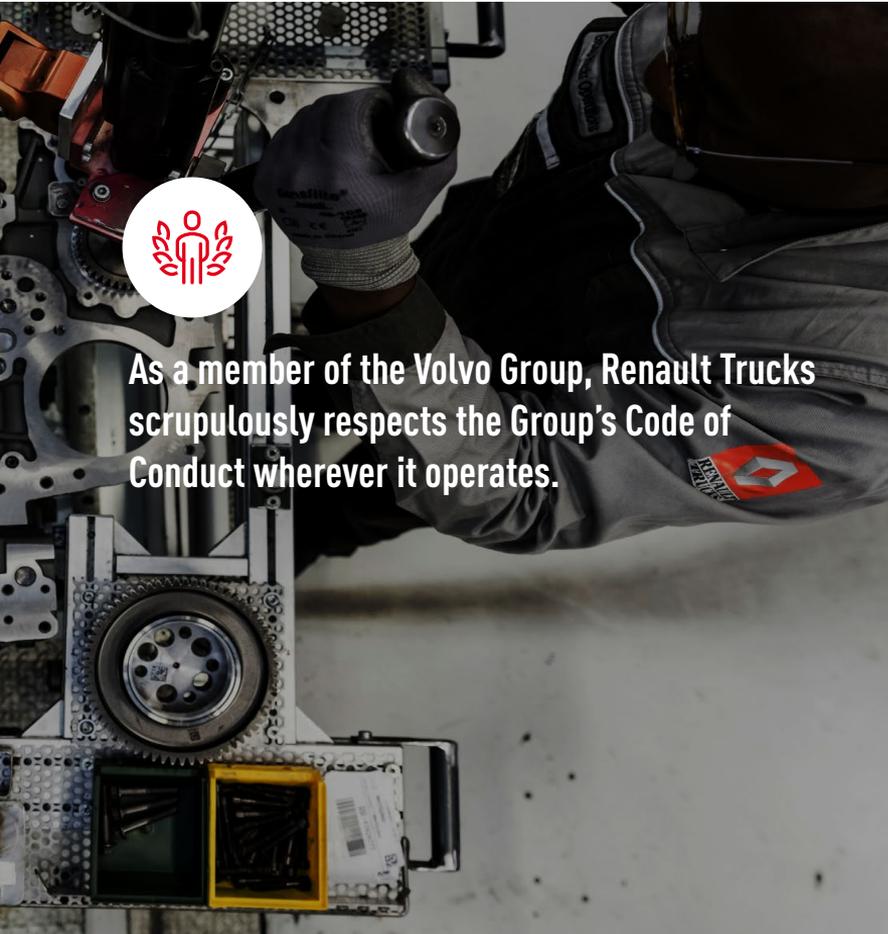
PARTICULARLY

Tin, tungsten, tantalum, gold and cobalt.



The Volvo Group is a member of "Drive Sustainability", a global network devoted to ensuring the supply chain's sustainable development in the automotive industry.

INTERNATIONAL LABOUR STANDARDS



As a member of the Volvo Group, Renault Trucks scrupulously respects the Group's Code of Conduct wherever it operates.

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.



2021: a year focused on negotiating agreements

- Jobs and skills management agreement
- Profit sharing agreement

16

Central Social and Economic Committees (C.S.E.C).

6

Health, safety and working conditions committees.

20

Agreement monitoring commissions.

2

Meetings with governing bodies
(meetings with the President).

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.

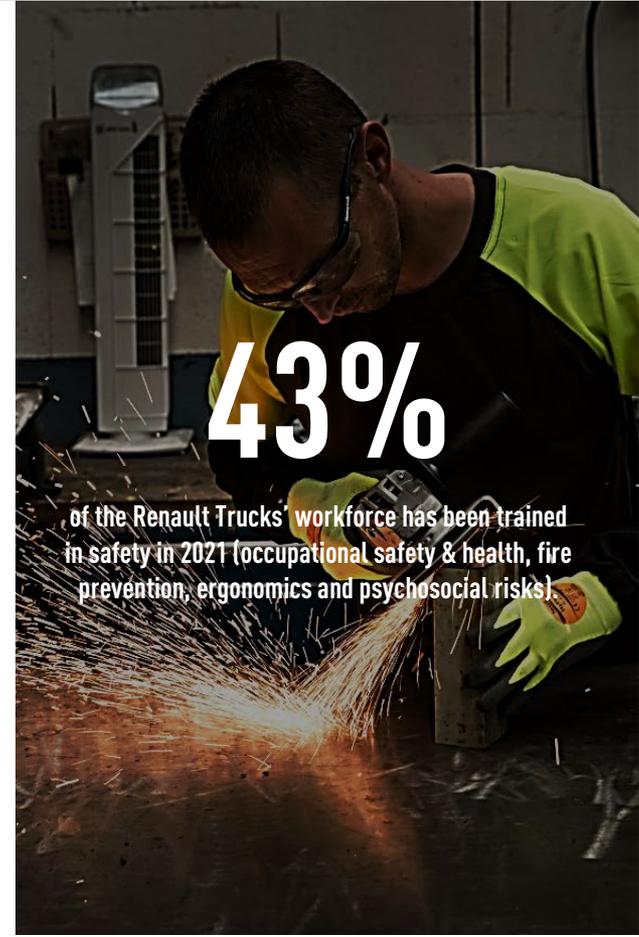
The company implements preventive initiatives concerning

- 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 7 doctors
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The health crisis galvanised the Health and Safety department to introduce the protocols and measures required to maintain ongoing activity at Renault Trucks sites, management of infected cases and vaccination for 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 2021 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.



34%

of employees recruited in 2021 were women
On fixed-term contracts, permanent contracts and work-study contracts (excl. temporary staff)

They have a 21.4%
share in the workforce
(+0,3 pts)

They represent 27.7%
of the management
(+0,6 pts)

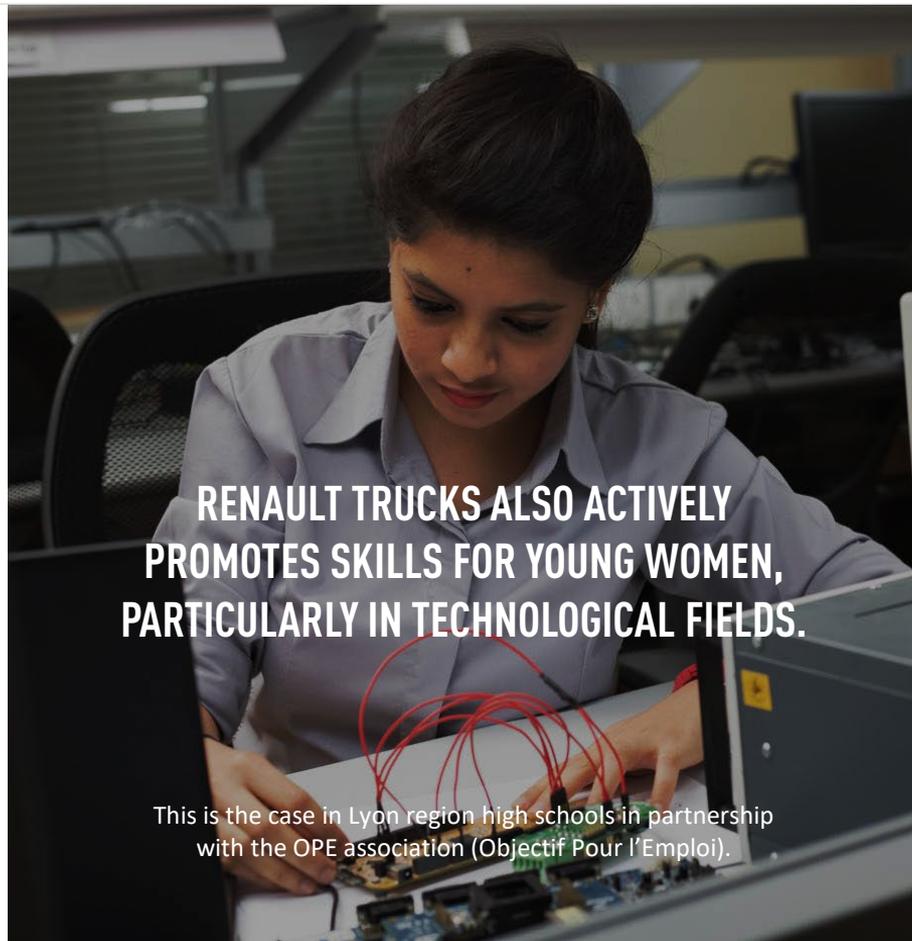
GENDER EQUALITY

GENDER EQUALITY
INDEX 2021

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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.



**RENAULT TRUCKS ALSO ACTIVELY
PROMOTES SKILLS FOR YOUNG WOMEN,
PARTICULARLY IN TECHNOLOGICAL FIELDS.**

This is the case in Lyon region high schools in partnership with the OPE association (Objectif Pour l'Emploi).

DIVERSITÉ ET INCLUSION

Renault Trucks strives to create an inclusive workplace and does not tolerate inappropriate behaviour that makes it intimidating, offensive or hostile. We encourage and expect everyone to mutual respect.



2021, RENAULT TRUCKS HAS IMPLEMENTED A PROTOCOL FOR REPORTING SEXIST BEHAVIOUR AND HAS UNDERTAKEN THE DEPLOYMENT OF A SET OF TRAINING PROGRAMMES THAT AFFECT ALL ITS EMPLOYEES.

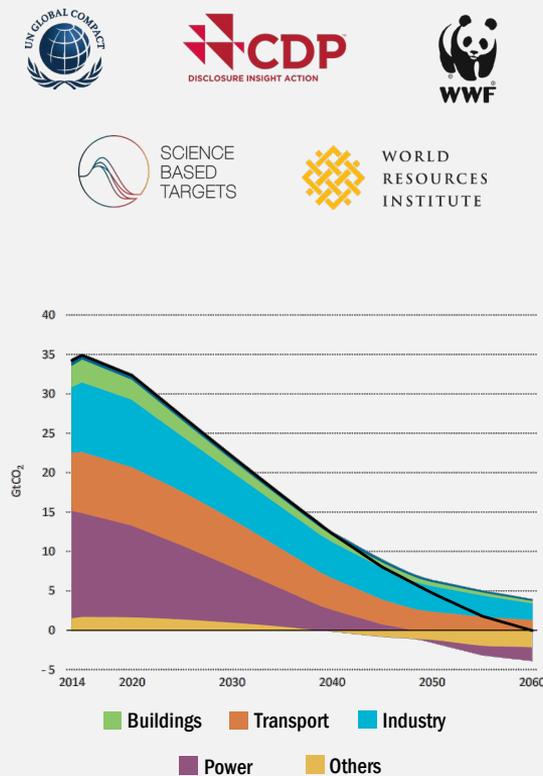
Renault Trucks, a signatory to the LGBTQ charter since 2013 (concerning lesbians, gays, bisexuals and transgenders) as well as members of the "L'autre cercle" association, is committed to creating an inclusive environment for the team members concerned, ensuring equal rights and treatment for all, supporting victims of discriminatory comments or initiatives



IN 2021, 66 NATIONALITIES WERE REPRESENTED WITHIN RENAULT TRUCKS SAS.

SCIENCE BASED TARGET INITIATIVE

In 2021, Renault Trucks has committed through the Volvo Group to the Science Based Target Initiative, to comply with the '1.5°C scenario', aiming to reach net-zero value chain emissions by 2040 at the latest - ten years earlier than the SBTi commitment.



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



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

To help achieve the SBTi objectives, Renault Trucks' sites and sales and service network are strengthening their initiatives in favour of energy sobriety and efficiency and the development of renewable energy projects.

- Eliminating waste in energy consumption outside of production time
- Energy savings in buildings, processes and internal transport
- Decarbonisation studies at all sites

42%

reduction in Renault Trucks' energy consumption between 2012 and 2021.



Since 2019, the head office, assembly plants and French garages owned by Renault Trucks have been supplied with

100% renewable electrical energy.

99.9%

of non-hazardous waste is recycled and recovered. Also resulting from ongoing initiatives to reduce waste generated by Renault Trucks factories in 2021, sorting was improved and new recycling channels defined.

ENVIRONMENT



Renovation or reorganisation* programmes carried out at manufacturing sites as tertiary initiatives always take the environment into account.



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

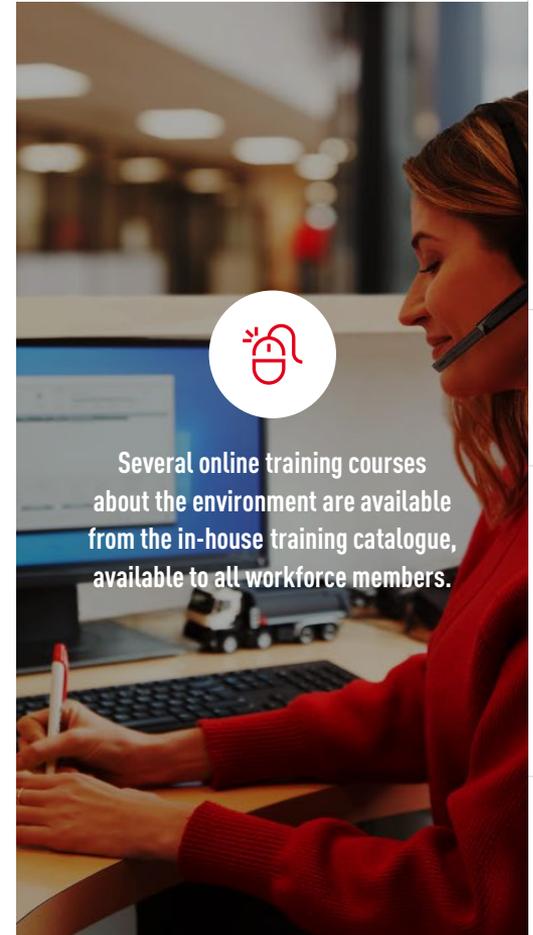


Information and awareness campaigns focused on environmental issues are organised throughout the year for all company personnel, including management committee members.

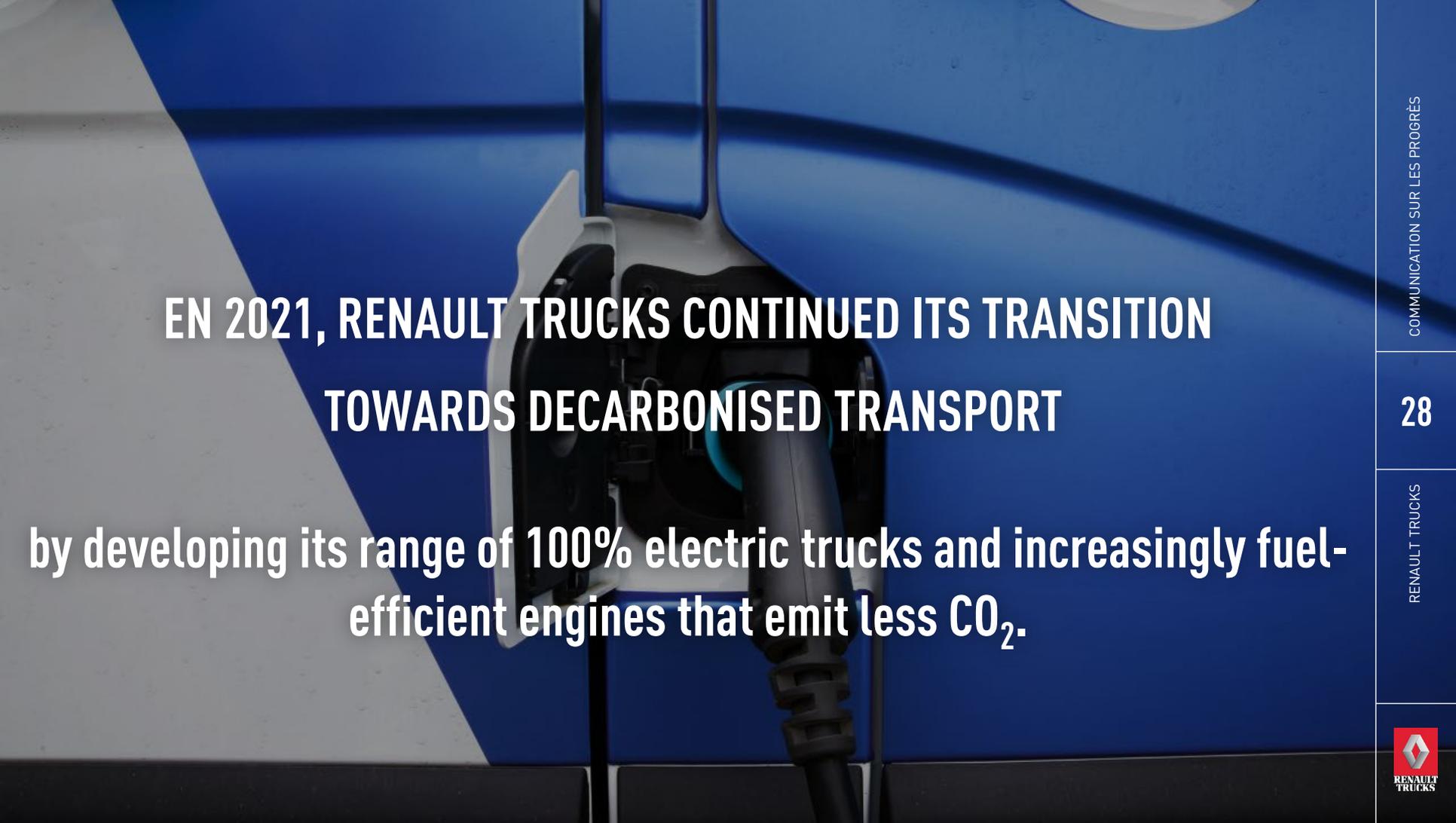
In 2021, Renault Trucks has started to roll out the Climate Fresk, a training workshop to understand climate change, to its employees.

An environment module has been added to the standard training for managers newly hired in the company.

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



Several online training courses about the environment are available from the in-house training catalogue, available to all workforce members.



**EN 2021, RENAULT TRUCKS CONTINUED ITS TRANSITION
TOWARDS DECARBONISED TRANSPORT**

by developing its range of 100% electric trucks and increasingly fuel-efficient engines that emit less CO₂.

ENVIRONNEMENT

In 2021, Renault Trucks has accelerated the deployment of its strategy with increased ambitions: 50% of its sales volumes in 2030 will be made up of electric vehicles and 100% of the vehicles it markets will be carbon neutral by 2040.

LA GAMME RENAULT TRUCKS E-TECH de 3,11 À 26 T

Renault Trucks E-Tech D et D Wide



The Renault Trucks E-Tech D and D Wide models of 16 and 26 tonnes, which are produced in series, have been joined by an E-Tech D Wide adapted to temperature-controlled distribution missions.



Renault trucks produced its first fully-electric worksite supply truck

ENVIRONNEMENT

In 2021, Renault Trucks introduced its heavy-duty trucks models fitted with new engines providing fuel savings of up to

10%

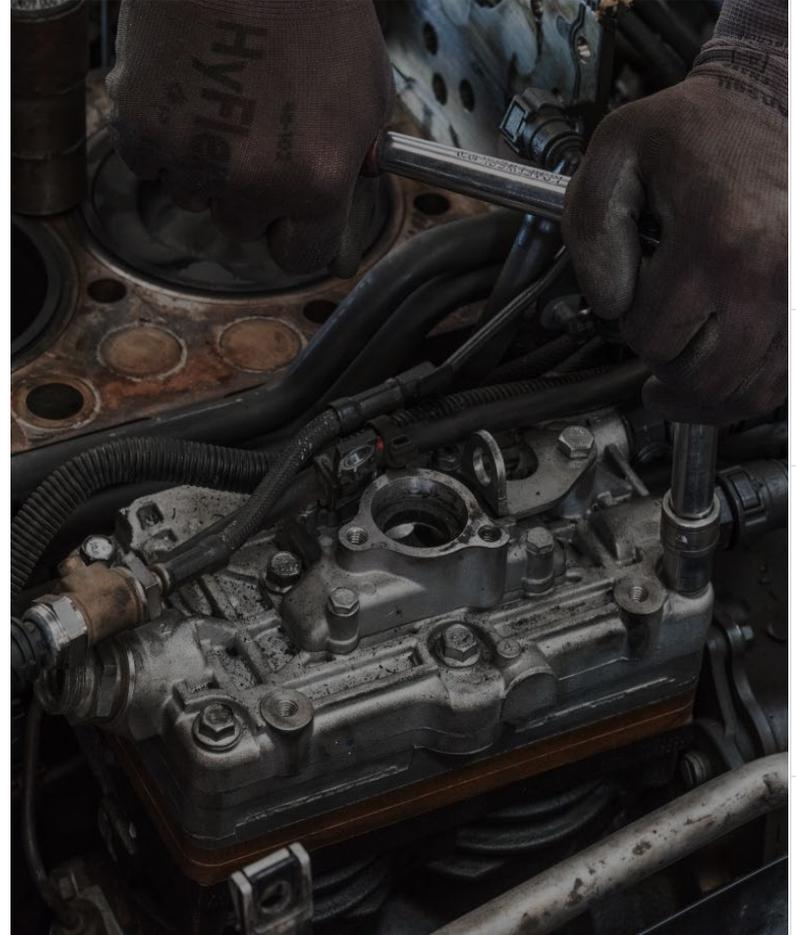
COMPARED TO THE PREVIOUS GENERATION.



ENVIRONNEMENT

Renault Trucks is stepping up the pace in the field of the circular economy and has based its new policy on three pillars: regenerating, repurposing and recycling vehicles from its fleet and second-hand vehicles in its network and specialised centres.

In 2021, the rate of regenerated or reconverted trucks reached 6% of used trucks sold by the brand.



COMBATING CORRUPTION

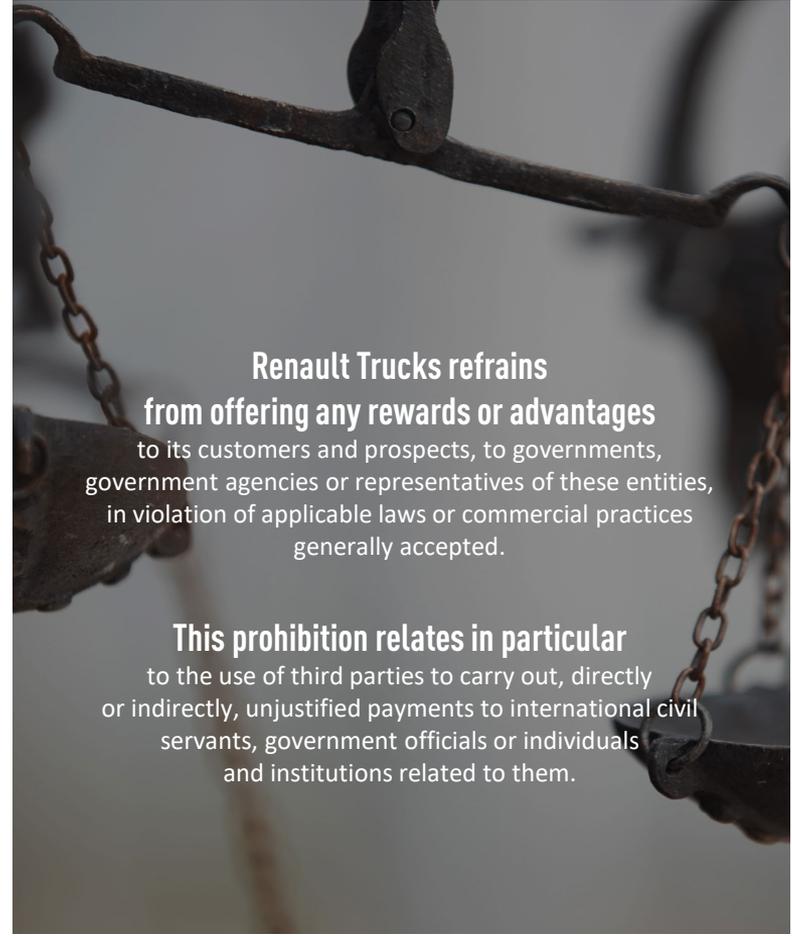
Renault Trucks applies the Volvo Group's anti-corruption programme with the aim of achieving ongoing improvement.

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.



Renault Trucks refrains from offering any rewards or advantages

to its customers and prospects, to governments, government agencies or representatives of these entities, in violation of applicable laws or commercial practices generally accepted.

This prohibition relates in particular

to the use of third parties to carry out, directly or indirectly, unjustified payments to international civil servants, government officials or individuals and institutions related to them.

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.

87% OF RENAULT TRUCKS EMPLOYEES SUSCEPTIBLE TO FACING CORRUPTION SITUATIONS HAVE UNDERGONE ANTICORRUPTION TRAINING IN 2021



COMMUNICATION ON PROGRESS 2021

