

Company Name Renault
Industry Automobiles
Overall Score (*) 18.1 out of 100

Theme Score	Out of	For Theme
2.6	10	A. Governance and Policies
10.0	25	B. Embedding Respect and Human Rights Due Diligence
1.3	15	C. Remedies and Grievance Mechanisms
0.7	20	D. Performance: Company Human Rights Practices
2.5	20	E. Performance: Responses to Serious Allegations
1.1	10	F. Transparency

(*) While other sectors are being measured against a reduced set of CHRB Core UNGP Indicators this year the Automotive Manufacturing sector is being measured against the full CHRB Methodology as it is the first year that the sector has been analysed.

Please note that any small differences between the Overall Score and the added total of Measurement Theme scores are due to rounding the numbers at different stages of the score calculation process.

Please note also that the "Not met" labels in the Explanation boxes below do not necessarily mean that the company does not meet the requirements as they are described in the bullet point short text. Rather, it means that the analysts could not find information *in public sources* that met the requirements *as described in full* in the CHRB 2020 Methodology document. For example, a "Not met" under "General HRs Commitment", which is the first bullet point for indicator A.1.1, does not necessarily mean that the company does not have a general commitment to human rights. Rather, it means that the CHRB could not identify a public statement of policy in which the company commits to respecting human rights.

Detailed assessment

A. Governance and Policies (10% of Total)

A.1 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.1.1	Commitment to respect human rights	2	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Met: UNGC principles 1 & 2: The Company has been a signatory of Global Compact since 2001. [2019 Registration Document, 13/02/2020: group.renault.com & Global Compact website, N/A: unglobalcompact.org] Not met: International Bill of Rights Score 2 <ul style="list-style-type: none"> Not met: UNGPs Met: OECD: The Company indicates that 'Groupe Renault is also committed to complying with the OECD Guidelines for Multinational Companies, adopted on June 27, 2000, and updated in May 2011'. [2019 Registration Document, 13/02/2020: group.renault.com]
A.1.2	Commitment to respect the human rights of workers	1.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Met: UNGC principles 3-6: The Company has been a signatory of Global Compact since 2001 [2019 Registration Document, 13/02/2020: group.renault.com & Global Compact website, N/A: unglobalcompact.org] Met: Explicitly list ALL four ILO for MO suppliers: In its 2013 Global Framework Agreement, the Company indicates that 'It asks them (suppliers) to commit to applying the fundamental social rights stipulated in chapter 1 of this agreement

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			<p>within their own company'. Chapter 1 contains commitments to 'Effective abolition of child labour; Elimination of all forms of forced or compulsory labour; Elimination of discrimination in respect of employment and occupation; Freedom of association and effective recognition of the right to collective bargaining'. Although the Company has a new Global Framework Agreement, the latter states that it 'will complement the Global Framework Agreement signed on 2 July 2013'. [2013 Global Framework Agreement on social, societal and environmental responsibility, 02/07/2013: group.renault.com & 2019 Global Framework Agreement, 09/07/2019: group.renault.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Met: Explicit commitment to All four ILO Core: The Company indicates that 'The Renault Group commits to respect the principles laid down within the framework of the Declaration of the International Labour Organization (ILO) of 1998, relating to the basic principles and rights at work: Effective abolition of child labour; Elimination of all forms of forced or compulsory labour; Elimination of discrimination in respect of employment and occupation; Freedom of association and effective recognition of the right to collective bargaining'. [2013 Global Framework Agreement on social, societal and environmental responsibility, 02/07/2013: group.renault.com] • Met: Respect H&S of workers: In its 2019 Registration Document, the Company indicates that the HR Policy (actual policy document not found) 'is based around high-quality social dialog both locally and globally, and is focused on five priorities: be sustainably competitive, while complying with codes of ethics and regulations to maintain employee health and safety'. Also, its Code of Conduct states that 'the Group undertakes: (...) to take the necessary measures to ensure that working conditions protect the health and safety of employees'. [2015 Code of Conduct, 2015: group.renault.com & 2019 Registration Document, 13/02/2020: group.renault.com] • Not met: H&S applies to MO suppliers: In its Guidelines for Suppliers, the Company states suppliers should: 'Make the health and safety of workers the top priority and make every effort to prevent occupational accidents'. The Guidelines 'aim to encourage our suppliers to review their corporate activities from a CSR perspective and to take clear action to further improve their CSR governance and performance where necessary'. [Guidelines for Suppliers Renault-Nissan, 12/2015: group.renault.com] • Not met: Working hours for workers: The Company indicates that 'Groupe Renault complies with the legal obligations and collective agreements in terms of working hours of the countries where it has operations'. However, no evidence found of a commitment to respecting the ILO conventions on working hours, or the specific commitment contained in collective agreements, including maximum working hours for a regular working week (excluding overtime) and minimum breaks. [2019 Registration Document, 13/02/2020: group.renault.com] • Not met: Working hours for MO suppliers: In its Guidelines for Suppliers, the Company states suppliers should: 'Comply with the laws of each country and region regarding the setting of employees' working hours (including overtime) and the granting of scheduled days off and paid annual vacation time'. However, no evidence found of expectation for suppliers to respect ILO conventions on working hours, or specifying, in addition to days off, amount of hours for regular working week (excluding overtime) . [Guidelines for Suppliers Renault-Nissan, 12/2015: group.renault.com]
A.1.3.MO.a	Commitment to responsible sourcing of minerals	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Responsible mineral sourcing in conflict areas: The Company indicates that 'Groupe Renault conducts its business in compliance with applicable legislation and is strongly committed to respecting human rights and to combatting child labor throughout supply chain. These positions are reflected in its policy related to procurement of cobalt and conflict-affected and high-risk minerals'. However, no publicly available statement of policy committing it to the responsible sourcing of minerals found. [Procurement of Cobalt and Minerals Policy, N/A: group.renault.com] • Not met: Based on OECD Guidance: The Company indicates that 'Upstream in the supply chain and with regard to minerals, we are constantly strengthening our policy of preventing human rights risks. These risks are specific to this area and are based on OECD guidelines'. However, no commitment found to carry out due diligence based on the OECD Guidance at least in respect of 3TG. [Sustainable Purchasing, N/A: group.renault.com] • Met: Requires responsible mineral sourcing from suppliers: The Company indicates that 'Suppliers shall: Comply with applicable laws regarding procurement

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>of responsible minerals and proceed with due diligence for conflict-affected and high risks mineral, such as Tungsten, Tantalum, Tin, and Gold; Verify and inform Groupe Renault whether the minerals included in the materials or component parts are conflict-affected or high-risk minerals; Design and implement a strategy to respond to identified risks; Refrain from sourcing from illegal channels and commit to promoting a responsible supply process'. [Procurement of Cobalt and Minerals Policy, N/A: group.renault.com]</p> <ul style="list-style-type: none"> • Not met: Requires suppliers to follow the OECD Guidance Score 2 • Not met: Responsible conflict mineral sourcing covers all minerals [Procurement of Cobalt and Minerals Policy, N/A: group.renault.com] • Not met: Suppliers expected to make similar requirements of their suppliers: The Company states: 'Based on the guidelines of the OECD, suppliers shall specifically Develop due diligence policies and require tier-one suppliers to (i) adopt corresponding due diligence policies and (ii) request the same from their suppliers down to the level of extraction of cobalt'. However, the statement does not indicate a requirement which covers all minerals. [Procurement of Cobalt and Minerals Policy, N/A: group.renault.com]
A.1.3.MO.b	Commitment to respect human rights particularly relevant to the industry (ICT)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Women's Rights: The Company indicates that 'In 2019, the Company continued its commitment to UN Women (France), a commitment first made in 2016. On International Women's Day on March 8th, Groupe Renault continued to support the HeForShe solidarity initiative'. However, no evidence found of a formal commitment to respecting women's rights found. [2019 Registration Document, 13/02/2020: group.renault.com] • Not met: Children's Rights • Not met: Migrant worker's rights: The Company indicates that, one of its most import SDGs is 'Decent work and economic growth: promote inclusive and sustainable economic growth, employment and decent work for all. Particularly concerning the protection of workers' rights, working conditions and their protection: (...) Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment'. However, no publicly available statement of a policy committing it to respecting migrant workers' rights found. [2019 Registration Document, 13/02/2020: group.renault.com] • Not met: Expecting suppliers to respect these rights <p>Score 2</p> <ul style="list-style-type: none"> • Not met: CEDAW/Women's Empowerment Principles • Not met: Child Rights Convention/Business principles • Not met: Convention on migrant workers • Not met: Respecting the right to water: The Company indicates that 'Preserving water resources is an ongoing concern for Renault, both to ensure long term supply and to reduce its impact on ecosystems'. However, no evidence of a statement of commitment to respect the right to water found. [2019 Registration Document, 13/02/2020: group.renault.com] • Not met: Expecting suppliers to respect these rights
A.1.4	Commitment to engage with stakeholders	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Regular stakeholder engagement: The Company indicates, in its Global Framework Agreement, that 'To better prepare for and adapt to these changes, Renault Group is taking a decisive step by signing a new global framework agreement (...) IndustriALL Global Union, the French trade union federations and the other trade union federations or unions represented within the Renault Group Works Council. (...) This agreement provides a framework for social dialogue between management representatives and representative trade unions and/or employee representatives at both Group and local level'. Also, in its 2019 Registration Document, it discloses a list of stakeholders, key CSR stakes, modes of dialog and communication from most to least direct and highlights of 2018. Among its stakeholders are employees, suppliers, local communities, institutions and associations'. [2019 Registration Document, 13/02/2020: group.renault.com & 2019 Global Framework Agreement, 09/07/2019: group.renault.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Commits to engage stakeholders in design • Not met: Regular stakeholder design engagement: The Company indicates that 'Groupe Renault, jointly with its stakeholders, defined reasonable vigilance measures covering personal health and safety in its Global Framework Agreement of July 2, 2013. This puts in place a preventive policy for health, safety and the work

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			environment, based on nine general risk prevention principles'. However, it is not clear whether there was active involvement with affected stakeholders designing approach beyond health and safety. [2019 Registration Document, 13/02/2020: group.renault.com]
A.1.5	Commitment to remedy	0	The individual elements of the assessment are met or not as follows: Score 1 • Not met: Commits to remedy Score 2 • Not met: Not obstructing access to other remedies • Not met: Collaborating with other remedy initiatives • Not met: Work with MO suppliers to remedy impacts
A.1.6	Commitment to respect the rights of human rights defenders	0	The individual elements of the assessment are met or not as follows: Score 1 • Not met: Zero tolerance attacks on HRs Defenders (HRDs) Score 2 • Not met: Expects MO suppliers to reflect company HRD commitments

A.2 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.2.1	Commitment from the top	0.5	The individual elements of the assessment are met or not as follows: Score 1 • Not met: CEO or Board approves policy: No evidence of a human rights policy commitments that are approved by the Board or the CEO by name found. [2019 Registration Document, 13/02/2020: group.renault.com] • Met: Board level oversight for HRs: The Ethics and CSR Committee is tasked to 'reviewing and assessing procedures for reporting and controlling non-financial indicators (environmental, health and safety indicators and workforce-related reporting)'. This includes human rights. [2019 Registration Document, 13/02/2020: group.renault.com] Score 2 • Not met: Speeches/letters by Board members or CEO
A.2.2	Board discussions	0	The individual elements of the assessment are met or not as follows: Score 1 • Not met: Board/Committee review of salient HRs: Regarding the Board Charter provisions governing the missions of the Board of Directors, 'the Board of Directors shall: (...)discuss each year the strategic orientations of the Company and the Alliance, taking into account social and environmental issues; (...)promote long-term value creation by the Company and the Group, taking into account ethical, social and environmental responsibility issues'. However, it is not clear the process it has in place to discuss and address human rights issues at Board level or how the Board or a Board committee regularly reviews the Company's salient human rights issues. Although the CSR Committee has responsibility allocated, no details found on actual process in place to discuss issues (that include human rights). [2019 Registration Document, 13/02/2020: group.renault.com] • Not met: Examples or trends re HR discussion Score 2 • Not met: Both examples and process
A.2.3	Incentives and performance management	0	The individual elements of the assessment are met or not as follows: Score 1 • Not met: Incentives for at least one board member • Not met: At least one key MO HR risk, beyond employee H&S Score 2 • Not met: Performance criteria made public

B. Embedding Respect and Human Rights Due Diligence (25% of Total)

B.1 Embedding Respect for Human Rights in Company Culture and Management Systems (10% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.1.1	Responsibility and resources for day-to-day human rights functions	0.5	The individual elements of the assessment are met or not as follows: Score 1 • Met: Commits to ILO core conventions: See indicator A.1.2 • Not met: Senior responsibility for HR

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			<p>Score 2</p> <ul style="list-style-type: none"> • Not met: Day-to-day responsibility: The Company indicates that 'Renault establishes and implements a vigilance plan including reasonable vigilance measures enabling identification of risks and prevention of serious harm in respect of human rights and fundamental freedoms, health and safety of persons and the environment. (...) Close collaboration between the Group Human Resources, Corporate Social Responsibility, Group Prevention and Protection, Group Ethics and Compliance, Purchasing, Health, Safety and Environment, Internal Control and Environment Plan departments has enabled the Group vigilance plan to be drawn up'. However, it is not clear how it is articulated the work between these departments to manage issues that include human rights. [2019 Registration Document, 13/02/2020: group.renault.com] • Met: Day-to-day responsibility for MO in supply chain: The Company indicates that 'For over ten years, Groupe Renault has had a dedicated team to prevent serious infringements under the duty of vigilance. The team reports to the Purchasing department and has the following objectives: ensuring that suppliers meet standards and comply with laws, regulations and soft laws in social environmental and ethical areas (e.g. the law on the duty of vigilance, Sapin II, traceability of conflict minerals or cobalt, OECD/UN/ILO Guidelines, etc.); improving the identification and reduction of CSR risks in the supply chain; strengthening the extra-financial assessment of suppliers (through an external provider and its online platform); managing external CSR supplier audits; monitoring the implementation of appropriate corrective actions by both direct and indirect suppliers; coordinating a network of officers within local Purchasing departments'. [2019 Registration Document, 13/02/2020: group.renault.com]
B.1.2	Incentives and performance management	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Senior manager incentives for human rights: Although Health and Safety is an example of an indicator of the Company's qualitative criteria for the FY 2020, it is not clear if the Company has an incentive or performance management scheme linked to aspects of its human rights policy commitment(s) for at least one senior manager. [2019 Registration Document, 13/02/2020: group.renault.com] • Not met: At least one key MO HR risk, beyond employee H&S <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Performance criteria made public
B.1.3	Integration with enterprise risk management	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: HR risks is integrated as part of enterprise risk system: The Company indicates that 'The risks identified by the Group concern the temporarily insufficient compliance by its suppliers with their commitments', such as 'possible manifestations of vulnerabilities related to their operational, financial or social and environmental responsibility performance'. Furthermore, the Company states: 'Group Renault prepares a detailed analysis of the risks to which the Group may be exposed, including the extra-financial risks that may call into question the Company's ability to maintain its overall performance'. The Company discloses its extra-financial risks, which include human rights. However, no further evidence found of how attention to human rights risks are integrated as part of its broader enterprise risk management systems. [2019 Registration Document, 13/02/2020: group.renault.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Audit Ctte or independent risk assessment
B.1.4.a	Communication /dissemination of policy commitment(s) within Company's own operations	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Commits to ILO core conventions • Not met: Communicates its policy to all workers in own operations: The Company indicates that 'In accordance with the Global Compact, the Renault Group opposes, in particular, all forms of corruption. The Renault Group makes employees aware of this issue through the Renault Group's ethical Charter and various communication and/or training materials'. Also, 'This agreement has been translated into the languages of the various countries in which Renault operates'. However, no further details found on how it actively communicates commitments to all workers. [2013 Global Framework Agreement on social, societal and environmental responsibility, 02/07/2013: group.renault.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Commits to all 4 ILO core conventions • Not met: Communication of policy commitments to stakeholder • Not met: How policy commitments are made accessible to audience

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B.1.4.b	Communication /dissemination of policy commitment(s) to business relationships	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Commits to all 4 ILO core conventions for suppliers • Met: Requiring MO suppliers to communicate policy down the chain: The Company, in its Guidelines for Suppliers, indicates that 'we hope that this booklet will be a practical guide for you, our suppliers, on our approach to CSR and that it will help you to enhance your own CSR management. We also encourage you to disseminate and promote the areas covered in this booklet through your own supply chain'. Same requirement is made at the end of the guidelines, where supplier commitment form states that 'the supplier recognizes that Renault and Nissan encourage dissemination of the principles included in the present guidelines throughout his own supply chain'. Suppliers have to sign the document and return it to Renault. [Guidelines for Suppliers Renault-Nissan, 12/2015: group.renault.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: How HR commitments made binding/contractual: Regarding its 2013 Global Agreement, the Company indicates that 'The Renault Group undertakes to communicate this agreement to its suppliers and sub-contractors. It asks them to commit to applying the fundamental social rights stipulated in chapter 1 of this agreement within their own company'. The agreement contains the Company's human rights commitments and complements the 2019 Global Agreement. The supplier guidelines document includes a form for the supplier to sign: 'Renault and Nissan request that all suppliers who receive the CSR Guidelines submit the "Supplier Commitment" form signed by a legal representative. By signing this form, the supplier acknowledges having read and accepted all the aforementioned terms and conditions as regards all services or parts ordered by or delivered to Renault and/or Nissan'. [2013 Global Framework Agreement on social, societal and environmental responsibility, 02/07/2013: group.renault.com] • Not met: Including on MO suppliers
B.1.5	Training on Human Rights	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Scores at least 1 on A.1.2 [Commitment to Corporate Social Responsibility, N/A: group.renault.com] • Not met: Trains all workers on HR policy commitments: The Company indicates that 'In accordance with the Global Compact, the Renault Group opposes, in particular, all forms of corruption. The Renault Group makes employees aware of this issue through the Renault Group's ethical Charter and various communication and/or training materials'. The Company also indicates that promotes awareness raising activities with its employees against the environment, product safety and risk management, for example. However, it is not clear if all company's workers are trained on the Company's human rights commitments. [2013 Global Framework Agreement on social, societal and environmental responsibility, 02/07/2013: group.renault.com & 2019 Registration Document, 13/02/2020: group.renault.com] • Not met: Trains relevant MO managers including procurement: Renault Sport Racing indicates that 'RSR will arrange internal training for relevant staff to ensure that they are aware of modern slavery issues, how to identify any such issues and the correct procedure to report any concerns an employee may have'. Also, Renault Trucks SAS, in its UK Modern Slavery Statement states that 'During 2018, the Volvo Group launched an e-learning training for all Volvo Group staff working with suppliers, outlining the concept of sustainable purchasing'. However, no details found of training managers involved in procurement for the whole Company, not only to some of its divisions. [2018 MSA - Renault Sport, 15/03/2019: renaultsport.com & 2018 MSA - Renault Trucks, 06/2019: renault-trucks.co.uk] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Score of 2 on A.1.2 • Not met: Both requirements under score 1 met
B.1.6	Monitoring and corrective actions	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Scores at least 1 on A.1.2 • Not met: Monitoring implementation of HR policy commitments • Met: Monitoring MO suppliers: In the context of its supply chain, the Company indicates that 'For those parts production facilities or service provision entities representing the highest potential risks and which have never undergone a CSR assessment, or for which the CSR assessment is not at the required level, external companies carry out audits on the ground. In order to reduce the risks, these sites are audited based on a triennial plan'. [2019 Registration Document, 13/02/2020: group.renault.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> • Not met: Score of 2 on A.1.2 • Not met: Describes corrective action process: The Company indicates that 'In 2019, there was a specific emphasis on the monitoring of corrective action plans put in place by the suppliers with the lowest scores in the 2018 audits, with mandatory re-auditing for these suppliers'. Also, 'In the context of actions to mitigate risks and prevent serious infringements, in 2018, Groupe Renault carried out 45 social audits of supplier sites performed by three external companies in six countries'. However, neither the description of its corrective action plan process nor the numbers of incidence was found. [2019 Registration Document, 13/02/2020: group.renault.com] • Not met: Example of corrective action • Not met: Discloses % of MO supply chain monitored
B.1.7	Engaging business relationships	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: HR affects MO selection of suppliers: The Company indicates that it uses 'purchasing processes which incorporate CSR criteria into selecting suppliers and subcontractors to add to the supplier list, and into awarding new contracts'. The CSR expectations for suppliers include matters of safety and quality, human and labor rights, compliance. [2019 Registration Document, 13/02/2020: group.renault.com & Guidelines for Suppliers Renault-Nissan, 12/2015: group.renault.com] • Met: HR affects on-going MO supplier relationships: In addition to the above, the Company indicates that 'an Internet platform (through an external solution) to assess suppliers' and subcontractors' CSR policies and actions, and to incorporate the CSR performance of suppliers into purchasing decisions. On any topics relating to the content of these documents, any uncorrected non-compliance could result in measures being taken that may include the termination of relations with the Company in question'. The CSR expectations for suppliers include matters of safety and quality, human and labor rights, compliance. [2019 Registration Document, 13/02/2020: group.renault.com & Guidelines for Suppliers Renault-Nissan, 12/2015: group.renault.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Both requirement under score 1 met: See above • Not met: Working with MO suppliers to improve performance
B.1.8	Approach to engagement with potentially affected stakeholders	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Stakeholder process or systems: The Company discloses a list of stakeholders, including employees, suppliers, local communities, institutions and associations. It also discloses the modes of dialog and communication for each group of stakeholders. However, it is not clear how it has identified affected and potentially affected stakeholders and engaged with them in the last two years. [2019 Registration Document, 13/02/2020: group.renault.com] • Not met: Frequency and triggers for engagement • Not met: Workers in MO SC engaged: Although the Company includes suppliers in its list of stakeholders, it is not clear if it has a process that identified suppliers' workers as relevant stakeholder with whom to engage on human rights, including frequency and triggers for engagement. [2019 Registration Document, 13/02/2020: group.renault.com] • Not met: Communities in the MO SC engaged <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Analysis of stakeholder views and company's actions on them

B.2 Human Rights Due Diligence (15% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.1	Identifying: Processes and triggers for identifying human rights risks and impacts	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Identifying risks in own operations: The Company indicates that 'Groupe Renault establishes and implements a vigilance plan including reasonable vigilance measures enabling identification of risks and prevention of serious harm in respect of human rights and fundamental freedoms, health and safety of persons and the environment, resulting from its activity'. The Group has identified several macro-risks concerning the activities that are specific to it: 'human rights and fundamental freedoms: discrimination in employment and occupation, infringements of freedom of association and non-recognition of the right to collective bargaining'. Also, 'health and safety of people: workplace accidents (frequency and gravity), occupational illnesses'. However, no description found in relation to the process carried out that led to the identification of those issues. [2019 Registration Document, 13/02/2020: group.renault.com] • Not met: Identifying risks in MO suppliers: The Company instates that actions within the vigilance plan cover supply chain: 'These measures also cover the activities of subcontractors or suppliers with whom an established commercial relationship is in place, when these activities are related to this relationship'. No details found, however, on the process followed to identify which are the potential human rights risks and impacts in the supply chain. [2019 Registration Document, 13/02/2020: group.renault.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Ongoing global risk identification: The Company indicates that 'Groupe Renault establishes and implements a vigilance plan including reasonable vigilance measures enabling identification of risks and prevention of serious harm in respect of human rights and fundamental freedoms, health and safety of persons and the environment, resulting from its activity'. [2019 Registration Document, 13/02/2020: group.renault.com] • Not met: In consultation with stakeholders • Not met: In consultation with HR experts • Not met: Triggered by new circumstances
B.2.2	Assessing: Assessment of risks and impacts identified (salient risks and key industry risks)	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Salient risk assessment (and context): The Company indicates that, in accordance with the law on the duty of vigilance, 'the law no. 2017-399 dated March 27, 2017 on the duty of vigilance, the Group Human Resources, Corporate Social Responsibility, Group Prevention and Protection, Group Ethics and Compliance, Purchasing and Health, Safety and Environment departments have continued their work, supported by regular talks with the Worldwide Group Works Council secretary. Pursuant to the ILO Application of International Labor Standards, additional vigilance was put in place, with feedback from the countries, from either the CSR department, local HR directors, social partners or Ethics officers. Based on this mapping and the location of the Group's sites worldwide', the group decided to pay attention to issues described below. [2019 Registration Document, 13/02/2020: group.renault.com] • Met: Public disclosure of salient risks: The Company indicates 'within the tree major categories of risks laid down by the law (duty of vigilance), the Group has identified several macro-risks concerning the activities that are specific to it: Human rights and fundamental freedoms: discrimination in employment and occupation, infringements of freedom of association and non-recognition of the right to collective bargaining. It also adds (different part of the report) that 'based on this mapping (see evidence above) and the location of the Group's sites worldwide, Renault decided to pay even greater attention to the application of ILO convention no. 100 (equal remuneration) and ILO convention no. 111 (Discrimination, employment and occupation)'. [2019 Registration Document, 13/02/2020: group.renault.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Both requirements under score 1 met
B.2.3	Integrating and Acting: Integrating assessment findings internally and taking	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Action Plans to mitigate risks: The Company indicates its actions to mitigate risks 'The Audit department now includes in its local audits, Human Resources practices on the knowledge of and compliance with Global Framework Agreements. In addition, training and outreach to local Ethics Committees is being studied. They are designed to enable, through an examination of risks at the level closest to the operations, better identification of at-risk situations in matters of

Indicator Code	Indicator name	Score (out of 2)	Explanation
	appropriate action		human rights and provide appropriate solutions'. However, this indicator looks for evidence of how they Company has a system to prevent or mitigate the different human rights risks and impacts to which it is exposed. [2019 Registration Document, 13/02/2020: group.renault.com] <ul style="list-style-type: none"> • Not met: Including in MO supply chain • Not met: Example of Actions decided Score 2 <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met
B.2.4	Tracking: Monitoring and evaluating the effectiveness of actions to respond to human rights risks and impacts	1	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: System to check if Actions are effective: The Company indicates that 'the results of this additional vigilance are regularly assessed and monitored as part of annual follow-up meetings between the Groupe Renault Works Council and the Worldwide Group Works Council'. It also indicates 'The effectiveness of the measures put in place is measured, notably through the number of incidents that may be reported both by the internal professional whistle-blowing system and by the various stakeholders'. [2019 Registration Document, 13/02/2020: group.renault.com] Score 2 <ul style="list-style-type: none"> • Not met: Lessons learnt from checking effectiveness • Not met: Both requirement under score 1 met
B.2.5	Communicating : Accounting for how human rights impacts are addressed	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Comms plan re identifying risks: As disclosed in indicator B.2.1, the Company does not provide further description on the process of human rights risk identification. [2019 Registration Document, 13/02/2020: group.renault.com] • Met: Comms plan re assessing risks: As disclosed in indicator B.2.2, the Company indicates its human rights salient risks and its assessment. [2019 Registration Document, 13/02/2020: group.renault.com] • Not met: Comms plan re action plans for risks: As disclosed in indicator B.2.3, no evidence of a system to mitigate or prevent the risks faced by the Company. [2019 Registration Document, 13/02/2020: group.renault.com] • Not met: Comms plan re reviewing action plans: See indicator B.2.4 • Not met: Including MO suppliers Score 2 <ul style="list-style-type: none"> • Not met: Responding to affected stakeholders concerns • Not met: Ensuring affected stakeholders can access communications

C. Remedies and Grievance Mechanisms (15% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.1	Grievance channel(s)/mechanism(s) to receive complaints or concerns from workers	1.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Channel accessible to all workers: The Company indicates that 'The vigilance plan includes setting up a whistle-blowing mechanism and collecting alerts relating to the existence or realization of risks, established in consultation with the representative unions of the company. In this context, the Group has introduced a professional whistle-blowing system open to employees'. [2019 Registration Document, 13/02/2020: group.renault.com] Score 2 <ul style="list-style-type: none"> • Not met: Number grievances filed, addressed or resolved • Not met: Channel is available in all appropriate languages: The Company indicates that the whistle-blowing system 'is managed by an external service provider and is accessible using the Internet or by multilingual telephone line'. However, it is not clear it is available in all appropriate languages. [2019 Registration Document, 13/02/2020: group.renault.com] • Met: Opens own system to MO supplier workers: The Company indicates that 'The Group has also chosen to open the whistle-blowing system to external and occasional employees, as well as to suppliers and subcontractors with which an established commercial relationship exists, when these activities are related to this relationship. The system enables suppliers and sub-contractors to raise an alert in the event of risks concerning serious infringements to human rights, fundamental freedoms, health and safety of persons or the environment, in accordance with the laws and regulations in force'. [2019 Registration Document, 13/02/2020: group.renault.com]
C.2	Grievance channel(s)/mechanism(s) to	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Grievance mechanism for community: The Company indicates that it has 'Procedures for handling complaints from local residents' as a model of

Indicator Code	Indicator name	Score (out of 2)	Explanation
	receive complaints or concerns from external individuals and communities		engagement with local communities . However, no further details found on how communities can access this system. [2019 Registration Document, 13/02/2020: group.renault.com] Score 2 <ul style="list-style-type: none"> • Not met: Describes accessibility and local languages • Not met: Expects MO supplier to have community grievance systems • Not met: MO supplier communities use global system
C.3	Users are involved in the design and performance of the channel(s)/mechanism(s)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Engages users to create or assess system • Not met: Example of how they do this Score 2 <ul style="list-style-type: none"> • Not met: Engages with users on system performance • Not met: Provides user engagement example on performance • Not met: MO suppliers consult users in creation or assessment
C.4	Procedures related to the mechanism(s)/channel(s) are publicly available and explained	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Response timescales • Not met: How complainants will be informed • Not met: Who is handling the complaint Score 2 <ul style="list-style-type: none"> • Not met: Escalation to senior/independent level: The Company indicates that 'Each alert is studied, as appropriate, by the director responsible for professional whistle-blowing or the Ethics Contact or the Whistle-blowing Officer. Every year, the Group Ethics and Compliance department presents the Group Ethics and Compliance Committee (CECG) and the Audit, Risks and Compliance Committee (CARC) with a detailed report containing statistics relative to professional whistle-blowing'. However, it is not clear if escalation to more senior levels or independent parties is an option of the complainant and open to all stakeholders. [2019 Registration Document, 13/02/2020: group.renault.com]
C.5	Commitment to non-retaliation over complaints or concerns made	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Public statement prohibiting retaliation • Not met: Practical measures to prevent retaliation: The Company indicates that 'It guarantees confidentiality of communication and enables the whistle-blower to remain anonymous subject to local law'. However, it is not clear how practical measures are implemented to prevent retaliation in cases where anonymity is not covered by the law. [2019 Registration Document, 13/02/2020: group.renault.com] Score 2 <ul style="list-style-type: none"> • Not met: Has not retaliated in practice • Not met: Expects MO suppliers to prohibit retaliation
C.6	Company involvement with State-based judicial and non-judicial grievance mechanisms	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Won't impede state based mechanisms • Not met: Complainants not asked to waive rights Score 2 <ul style="list-style-type: none"> • Not met: Will work with state based or non judicial mechanisms • Not met: Example of issue resolved (if applicable)
C.7	Remedying adverse impacts and incorporating lessons learned	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Describes how remedy has been provided • Not met: Says how it would remedy key sector risks Score 2 <ul style="list-style-type: none"> • Not met: Changes introduced to stop repetition • Not met: Approach to learning from incident to prevent future impacts • Not met: Evaluation of the channel/mechanism

D. Performance: Company Human Rights Practices (20% of Total)

D.5 Automotive Manufacturing

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.5.1.a	Living wage (in own production or manufacturing operations)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Living wage target timeframe: The Company indicates that ‘The Business Pledge Against Inequalities commits Groupe Renault to advance human rights throughout their production chains, fight child and forced labour and respect freedom of association. Signatories agree to build equitable and inclusive working environments, including by providing decent wages’. However, it is not clear its target timeframe for paying all workers a living wage. [Tackling Inequality, 23/08/2019: javascript:void(0)] • Not met: Describes how living wage determined <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Achieved payment of living wage • Not met: Regularly review definition of living wage with unions
D.5.1.b	Living wage (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Living wage in supplier code or contracts: In its Guidelines for Suppliers, the Company encourages suppliers to ‘Comply with the laws of each country and region regarding minimum wages, overtime, wage deductions, performance-based pay and other remuneration’. However, no evidence found in relation to living wage, a wage that covers basic needs for the employee and his/her family/dependents and provides for some discretionary income. [Guidelines for Suppliers Renault-Nissan, 12/2015: group.renault.com] • Not met: Improving living wage practices of suppliers <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met • Not met: Provide analysis of trends demonstrating progress
D.5.2	Aligning purchasing decisions with human rights	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Avoids business model pressure on HRs: The Company states that ‘We apply the Renault-Nissan Purchasing Way to maintain the highest standards of impartiality and fairness in all our business transactions’. However, it is not clear the practices it adopts to avoid price or short notice requirements or other business considerations undermining human rights. [Guidelines for Suppliers Renault-Nissan, 12/2015: group.renault.com] • Not met: Positive incentives to respect human rights: The Company indicates that ‘in 2019, extra-financial performance has been granted a greater weighting in the Purchasing department’s decision-making processes, for all Group suppliers, based on three ESG (Environmental, Social and Governance) focus areas’. However, it is not clear how specific positive incentives are put into place via its purchasing practices to encourage its business relationships to act with respect for human rights. [2019 Registration Document, 13/02/2020: group.renault.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met
D.5.3	Mapping and disclosing the supply chain	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Identifies suppliers back to product source <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Discloses significant parts of supply chain and why: The Company discloses the complete suppliers list of EV battery supply chain, with name of the suppliers and country of origin. However, no evidence found regarding the mapping for the most significant parts of its supply chain and an explanation of how it has defined the most significant parts of its supply chain. [Supplier list EV Battery, 31/01/2018: group.renault.com]
D.5.4.a	Prohibition on child labour: Age verification and corrective actions (in own production or manufacturing operations)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Does not use child labour: The Company is committed to the abolition of child labour. [2013 Global Framework Agreement on social, societal and environmental responsibility, 02/07/2013: group.renault.com] • Not met: Age verification of job applicants and workers <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Remediation if children identified

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.5.4.b	Prohibition on child labour: Age verification and corrective actions (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not met: Child Labour rules in codes or contracts: In its Guidelines for Suppliers, it is stated: 'Do not permit the employment of minors who do not meet the legal minimum working age of each country and region and in all cases if minors are below the age of 15, in accordance with Renault-Nissan policy'. However, no details found regarding age verification requirements and remediation programmes. [Guidelines for Suppliers Renault-Nissan, 12/2015: group.renault.com] Not met: How working with suppliers on child labour Score 2 <ul style="list-style-type: none"> Not met: Both requirements under score 1 met Not met: Provide analysis of trends demonstrating progress
D.5.5.a	Prohibition on forced labour: Debt bondage and other unacceptable financial costs (in own production or manufacturing operations)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not met: Pays workers in full and on time: Although the Company is committed to the elimination of all forms of forced or compulsory labour and 'the Renault Group recognises the principle of fair remuneration and complies with the regulations of convention no. 100 of the ILO on equal pay for work of equal value', no evidence found indicating that it pays workers regularly, in full and on time and does not require workers to pay work related fees or costs. [2013 Global Framework Agreement on social, societal and environmental responsibility, 02/07/2013: group.renault.com] Not met: Payslips show any legitimate deductions Score 2 <ul style="list-style-type: none"> Not met: How these practices are implemented and monitored for agencies, labour brokers or recruiters
D.5.5.b	Prohibition on forced labour: Debt bondage and other unacceptable financial costs (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not met: Debt and fees rules in codes or contracts: In the 2018 MSA Renault Trucks, it is stated that 'The Supplier Code of Conduct sets out that the Volvo Group has zero tolerance for all forms of modern slavery in its supply chain, including but not limited to forced, bonded or compulsory labor and human trafficking and that suppliers and their recruitment agencies may not engage in or tolerate restrictions of movement, excessive recruitment fees, confiscation of identity documents and/or passports, withholding of wages, abusive working conditions, debt bondage, violence or any other kind of exploitation or abuse. Suppliers are required by the Supplier Code of Conduct to ensure that their sub-suppliers make corresponding commitments'. Moreover, in its document Purchasing Way, it indicates that 'Renault and Nissan forbid the use of child and/or forced labor, and will not work with suppliers that do'. However, it is not clear the Company, as a whole, includes debt bondage requirements, including refraining from imposing any financial burdens on workers by withholding wages or expenses including recruitment fees and related recruitment costs, in its contractual arrangements with its suppliers or supplier code of conduct. [2018 MSA - Renault Trucks, 06/2019: renault-trucks.co.uk & Purchasing Way Renault-Nissan, N/A: group.renault.com] Not met: How working with suppliers on debt & fees Score 2 <ul style="list-style-type: none"> Not met: Both requirements under score 1 met Not met: Provide analysis of trends in progress made
D.5.5.c	Prohibition on forced labour: Restrictions on workers (in own production or manufacturing operations)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not met: Does not retain documents or restrict movement: Although the Company is committed to the elimination of all forms of forced or compulsory labour, no evidence found indicating that it does not retain the workers' personal documents or restrict workers' freedom of movement outside of work hours or require workers to stay at and pay for accommodation by the Company. [2013 Global Framework Agreement on social, societal and environmental responsibility, 02/07/2013: group.renault.com & 2019 Registration Document, 13/02/2020: group.renault.com] Score 2 <ul style="list-style-type: none"> Not met: How sure about agencies or brokers

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.5.5.d	Prohibition on forced labour: Restrictions on workers (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Free movement rules in codes or contracts: In the 2018 MSA Renault Trucks, it is stated that 'The Supplier Code of Conduct sets out that the Volvo Group has zero tolerance for all forms of modern slavery in its supply chain, including but not limited to forced, bonded or compulsory labor and human trafficking and that suppliers and their recruitment agencies may not engage in or tolerate restrictions of movement, excessive recruitment fees, confiscation of identity documents and/or passports, withholding of wages, abusive working conditions, debt bondage, violence or any other kind of exploitation or abuse. Suppliers are required by the Supplier Code of Conduct to ensure that their sub-suppliers make corresponding commitments'. Moreover, in its Guidelines for Suppliers, it indicates: 'Do not practice forced labor. Guarantee that all labor is voluntary and that employees are free to leave their jobs'. However, no evidence found of requirements on workers' freedom of movement, including refraining from restricting workers' movement through the retention of passports or other personal identification or travel documents or bank payment cards or similar arrangements for accessing wages or other measures to physically restrict movement, in its contractual arrangements with its suppliers or supplier code of conduct that covers the entire Company. [2018 MSA - Renault Trucks, 06/2019: renault-trucks.co.uk & Guidelines for Suppliers Renault-Nissan, 12/2015: group.renault.com] • Not met: How these practices are implemented and monitored for agencies, labour brokers or recruiters <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met • Not met: Provide analysis of trends in progress made
D.5.6.a	Freedom of association and collective bargaining (in own production or manufacturing operations)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Commits not to interfere with union rights and collective bargaining and prohibits intimidation and retaliation: The Company indicates that 'Groupe Renault ensures that employees are represented across all Group entities by elected employees representative or labor union members. It reaffirms its commitment to respect the right of freedom of association, in terms of the freedom to join and hold office in a labor union'. In addition, the Company has a Global Framework Agreement in place. [2019 Registration Document, 13/02/2020: group.renault.com] • Not met: Discloses % covered by collective bargaining <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirement under score 1 met
D.5.6.b	Freedom of association and collective bargaining (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: FoA & CB rules in codes or contracts: In its Guidelines for Suppliers, it is stated: 'Undertake sincere consultation and dialogue with employees or their representatives. Recognize employees' right to associate or not associate based on the laws of each country and region of operation'. However, no description found including the prohibition of intimidation, harassment, retaliation and violence against union members and union representatives. [Guidelines for Suppliers Renault-Nissan, 12/2015: group.renault.com] • Not met: How working with suppliers on FoA and CB <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met • Not met: Provide analysis of trends in progress made
D.5.7.a	Health and safety: Fatalities, lost days, injury rates (in own production of manufacturing operations)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Injury Rate disclosures: The Injury rate in 2019 was 1.23. [2019 Registration Document, 13/02/2020: group.renault.com] • Not met: Lost days or near miss disclosure • Not met: Fatalities disclosures <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Set targets for H&S performance • Not met: Met targets or explains why not

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.5.7.b	Health and safety: Fatalities, lost days, injury rates (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Sets out clear Health and Safety requirements: In its Guidelines for Suppliers, the Company calls its suppliers to 'Make the health and safety of workers the top priority and make every effort to prevent occupational accidents'. However, no description of health & safety requirements in its contractual arrangements with its suppliers or supplier code of conduct was found. [Guidelines for Suppliers Renault-Nissan, 12/2015: group.renault.com] • Not met: Injury rate disclosures • Not met: Lost days or near miss disclosures • Not met: Fatalities disclosures <p>Score 2</p> <ul style="list-style-type: none"> • Not met: How working with suppliers on H&S: The Company indicates that 'The audits showed that in 2018, for all reports produced by external auditors, of non-compliance was identified in the areas of health and safety and working conditions. The main areas of non-compliance were fire detection systems, electrical installations, lack of access to certain emergency exits and non-compliance with minimum wage legislation'. However, it is not clear how it engages with suppliers to improve their practices in relation to health and safety. [2019 Registration Document, 13/02/2020: group.renault.com] • Not met: Provide analysis of trends in progress made
D.5.8.a	Women's rights (in own production or manufacturing operations)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Process to stop harassment and violence: The Company indicates that it 'disavow any form of violence at work, harassment in all its forms, in particular sexual or moral, or discrimination with regard to employees. Renault Group commits to taking suitable actions as quickly as possible, in particular via the Ethics Committee and the Human Resources function, to prevent, stop and sanction any unacceptable conduct. All employees of Renault Group have access to a professional alert system that guarantees the confidentiality and the protection of whistleblowers acting in good faith and selflessly'. However, it is not clear its processes to prohibit harassment, intimidation and violence against women specifically. [2013 Global Framework Agreement on social, societal and environmental responsibility, 02/07/2013: group.renault.com] • Not met: Working conditions take account of gender: The Company indicates that 'The Renault Group has implemented specific measures regarding the position of women in the company, which has resulted in changes to its HR processes in terms of recruitment and career management and in the development of an international network of women'. However, it is not clear how it takes into account differential impacts on women and men of working conditions, including to reproductive health. [2013 Global Framework Agreement on social, societal and environmental responsibility, 02/07/2013: group.renault.com] • Not met: Equality of opportunity at all levels: The Company indicates, in its 2013 Global Agreement, that 'The Renault Group recognises the principle of fair remuneration and complies with the regulations of convention no. 100 of the ILO on equal pay for work of equal value'. Also, 'In accordance with ILO convention n°111, the Renault Group does not discriminate on any grounds whatsoever in its employment relations. In particular, it recruits women and men according to their specific qualities and treats all its employees with dignity, and does not discriminate on the grounds of gender, age, (...) sexual orientation'. However, it is not clear how it provides equality of opportunity for women in the workforce that are monitored and maintained throughout all levels of employment. [2013 Global Framework Agreement on social, societal and environmental responsibility, 02/07/2013: group.renault.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Meets all of the requirements under score 1
D.5.8.b	Women's rights (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Women's rights in codes or contracts: In its Guidelines for Suppliers, the Company calls its suppliers to 'Do not discriminate in any aspect of employment (recruitment, employment, promotion, wages, dismissal, retirement, assignment of duties, disciplinary measures, etc.) on the basis of (...) gender'. Also, 'Do not allow any form of harassment in the workplace on the basis of (...) gender'. However, description found including the provision of equal pay for equal work, and to eliminate health and safety concerns that are particularly prevalent among women workers'. [2013 Global Framework Agreement on social, societal and environmental responsibility, 02/07/2013: group.renault.com] • Not met: How working with suppliers on women's rights

Indicator Code	Indicator name	Score (out of 2)	Explanation
			Score 2 <ul style="list-style-type: none"> • Not met: Both requirement under score 1 met • Not met: Provide analysis of trends in progress made
D.5.9.a	Working hours (in own production or manufacturing operations)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Respects max hours, min breaks and rest periods in its own operations: The Company indicates that 'The Renault Group agrees that the duration of work should not exceed that laid down in national legislation or the collective agreements of the country concerned'. However, no evidence found indicating that it respects the ILO conventions on working hours, or specific indication of maximum hours for a regular working week (excluding overtime) and minimum breaks. [2013 Global Framework Agreement on social, societal and environmental responsibility, 02/07/2013: group.renault.com] Score 2 <ul style="list-style-type: none"> • Not met: How it implements and checks this
D.5.9.b	Working hours (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Working hours in codes or contracts: In its Guidelines for Suppliers, the Company calls its suppliers to Comply with the laws of each country and region regarding the setting of employees' working hours (including overtime) and the granting of scheduled days off and paid annual vacation time'. However, no evidence found of these requirement to respect the ILO conventions on working hours' or, in addition to days off, indicating maximum hour for a regular working week (excluding overtime). [Guidelines for Suppliers Renault-Nissan, 12/2015: group.renault.com] Score 2 <ul style="list-style-type: none"> • Not met: How working with suppliers on working hours • Not met: Both requirements under score 1 met • Not met: Provide analysis of trends in progress made
D.5.10.a	Responsible Mineral Sourcing: Arrangements with Suppliers and Smelters/Refiners in the Mineral Resource Supply Chains	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Due diligence in accordance with OECD Guidance in supplier contracts: In its Guidelines for Suppliers, the Company calls its suppliers to 'Require businesses to comply with laws regarding responsible procurement of minerals and to proceed their due diligence for conflict minerals. Indicate whether the minerals included in the materials or component parts, have social contagion pertaining to human rights or environment'. Additionally, in its 'Procurement of cobalt and minerals from conflict affected and high risks areas' the Company states that 'Based on the guidelines of the OECD, suppliers shall specifically Develop an appropriate management system to conduct due diligence in the supply-chain to determine whether cobalt originates from conflict affected or high-risk areas'. However, the statement does not apply to all conflict minerals and also does not indicate whether the Company incorporates this requirement in its contractual agreements with suppliers. [Guidelines for Suppliers Renault-Nissan, 12/2015: group.renault.com & Procurement of Cobalt and Minerals Policy, N/A: group.renault.com] Score 2 <ul style="list-style-type: none"> • Not met: Works with smelters/refiners and suppliers to build capacity • Not met: Contractual requirement to disclosure smelter/refiner information • Not met: Contractual requirement covers all minerals
D.5.10.b	Responsible Mineral Sourcing: Risk Identification in Mineral Supply Chain	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Risk identification and disclosure in line with OECD Guidance: The Company indicates that 'Groupe Renault is particularly vigilant as regards the origin of certain minerals and materials, for which risk mapping is also carried out. In the light of Groupe Renault's commitment to human rights and fundamental freedoms, and particularly the fight against child labor in its supply chains of minerals and materials from high-risk countries, since 2017 it has prioritized its work with the cobalt sector, as this mineral is used in electric batteries. In 2018, the Group selected a specialist audit firm in this sector to fully map its supply chain and perform on-site audits for the relevant stakeholders'. However, no further details found including risks identified. [2019 Registration Document, 13/02/2020: group.renault.com] <ul style="list-style-type: none"> • Not met: Identification of smelter/refiners and OECD Guidance

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> Not met: Discloses smelters/refiners judged in line with OECD Guidance: The company discloses its list of EV battery suppliers. Regarding cobalt, it discloses the countries of origin of it. However, no list of all qualified smelters/refiners in its supply chain that it has independently judged to conform to the due diligence processes covered by the OECD Guidance found. [Supplier list EV Battery, 31/01/2018: group.renault.com & Cobalt supply chain mapping, N/A: group.renault.com] Not met: Risk identification and disclosure covers all minerals
D.5.10.c	Responsible Mineral Sourcing: Risk Management in the Mineral Supply Chain	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> Not met: Describes mineral risk management plan for supply chain: The Company indicates that 'In 2019 this specialist firm carried out 17 site audits for certain suppliers and subcontractors in the cobalt supply chain. Audits were conducted at each level of the supply chain, starting with cathode suppliers and even down to some small-scale mines in the Democratic Republic of the Congo (DRC). No critical cases of non-compliance were identified, and corrective action plans are being implemented. Renault is a member of the Responsible Mineral Initiative (RMI)'. However, it is not clear its steps taken to manage and respond to risks in its mineral supply chain with respect to at least 3TG. [2019 Registration Document, 13/02/2020: group.renault.com] Not met: Monitoring, tracking and whether better risk prevention/mitigation over time <p>Score 2</p> <ul style="list-style-type: none"> Not met: Disclose better risk prevention/mitigation over time Not met: Suppliers and stakeholders engaged in risk management strategy Not met: Risk management and response processes cover all minerals
D.5.11	Responsible Materials Sourcing	[SD.5.10]	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> Not met: Due diligence for raw materials in supplier code/contracts: In its Guidelines for Suppliers, the Company calls its suppliers to 'Exercise care regarding the impact of corporate activity and parts production, including raw material acquisition on the ecosystem'. However, it is not clear it incorporates requirements to conduct due diligence for raw materials in its contractual arrangements with suppliers or within its supplier code of conduct. [Guidelines for Suppliers Renault-Nissan, 12/2015: group.renault.com] Not met: Works with suppliers to build capacity in risk assessment and due diligence <p>Score 2</p> <ul style="list-style-type: none"> Not met: Meets all requirements under score 1 Not met: Identify the sources of high-risk raw materials in its supply chain

E. Performance: Responses to Serious Allegations (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
E(1).0	Serious allegation No 1		<ul style="list-style-type: none"> Headline: BMW, Renault, and other companies criticized for potential ties to farms linked to slave labor in Paraguay Area: forced labour Story: In November 2016 on a farm called Estância Ruroka run by Mennonite cooperatives, Paraguayan government inspectors found 35 people working and living in inhumane conditions. The workers were given inadequate living arrangements, did not have enough drinking water and were indebted to recruiters due to paying for food. An investigation found potential links between this farm and large automobile firms, BMW, Citroën, Peugeot, Renault and Nissan. The investigation reports that Cencoprod, a company in the Chaco region that is run by three Mennonite cooperatives, has supplied leather either directly or indirectly to all five companies. Sources: [The Guardian - 18/09/18: theguardian.com][BHRC - 18/09/18: business-humanrights.org]
E(1).1	The Company has responded publicly to the allegation	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> Met: Public response available: The company responded to the allegations stating that their leather supplier, Italhierry Auto Leather SpA, stopped purchasing from Cencoprod in 2016. [Forced labour in Paraguay, 18/09/2018: theguardian.com] <p>Score 2</p> <ul style="list-style-type: none"> Not met: Response goes into detail: There is no evidence that the company has provided a detailed response to the allegation.

Indicator Code	Indicator name	Score (out of 2)	Explanation
E(1).2	The Company has appropriate policies in place	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Company policies address the general issues raised: The company states that it is “committed to complying with the principles set forth in the 1998 Declaration on Fundamental Principles and Rights at Work” and enumerates “elimination of all forms of forced or compulsory labor,” including forced labor conventions numbers 29 and 105. [2019 Registration Document, 13/02/2020: group.renault.com] • Met: Policies apply to the type of business relationships involved: The company asks suppliers to commit to applying the fundamental social rights stipulated in chapter 1 of the Global Framework Agreement within the supplier’s own company. Chapter 1 contains commitments to ‘Elimination of all forms of forced or compulsory labour.’ [2013 Global Framework Agreement on social, societal and environmental responsibility, 02/07/2013: group.renault.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Policies address the specific rights in question: There is no evidence to suggest the company has addressed the specific rights in question.
E(1).3	The Company has taken appropriate action	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Engages with affected stakeholders: There is no evidence to suggest that the company has engaged with affected stakeholders. • Not met: Encourages linked business to engage affected stakeholders: There is no evidence to suggest that the company has encouraged its suppliers to engage with affected stakeholders. • Not met: Provides remedies to affected stakeholders: There is no evidence to suggest that the company has provided remedies to affected stakeholders. • Not met: Has reviewed management systems to prevent recurrence: There is no evidence to suggest that the company has reviewed management systems to prevent recurrence. <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Remedies are satisfactory to the victims: There is no evidence to suggest that the company has provided remedies that are satisfactory to the victims. • Not met: Has improved systems and engaged affected stakeholders: There is no evidence to suggest that the company has improved systems and engaged affected stakeholders.
E(2).0	Serious allegation No 2		<ul style="list-style-type: none"> • Headline: Nissan among companies blamed by NGOs for the murder of activist in Morelos, Mexico • Area: cruel, inhumane treatment, indigenous rights, environmental damage • Story: On March 20, 2019, the press reported that more than 50 international organisations blamed Nissan and other companies involved in the Thermoelectric project in Morelos, for the death of indigenous activist and community organizer Samir Flores, who was opposed to the project and was shot on February 20, 2019, days before the consultation vote. <p>Local communities reportedly raised concerns about consequences of pollution and over-exploitation of water resources. The project is allegedly carried out by several multinationals, including Nissan, Saint-Gobain, Elecnor, Abengoa, Enagas and Bonatti. The Proyecto Integral Morelos (PIM) included the construction of two thermoelectric plants, and the installation of a 160km gas pipeline, which would pass by an active volcano as well as over 60 villages in Tlaxcala, Puebla and Morelos, that were reportedly opposed to the project because of worries that the plant would pollute the water and fears over the pipeline being too close to the volcano. Nissan allegedly funded the construction of the pipeline, in order to use the gas at its own plants nearby. The organisations reportedly stated that they hold the companies involved in the project accountable and ask them to leave the project immediately until the investigation is done. Nissan is partially owned by Renault.</p> <ul style="list-style-type: none"> • Sources: [Des Informémons -28/03/2019: desinformemonos.org][BHRC - 20/03/2019: business-humanrights.org][l’ Observatoire des multinationales - 04/03/2019: multinationales.org][Tercera Información - 20/03/2019: tercerainformacion.es]
E(2).1	The Company has responded publicly to the allegation	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Public response available <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Response goes into detail

Indicator Code	Indicator name	Score (out of 2)	Explanation
E(2).2	The Company has appropriate policies in place	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Company policies address the general issues raised • Not met: Policies apply to the type of business relationships involved Score 2 <ul style="list-style-type: none"> • Not met: Policies address the specific rights in question
E(2).3	The Company has taken appropriate action	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Engages with affected stakeholders • Not met: Provides remedies to affected stakeholders • Not met: Has reviewed management systems to prevent recurrence Score 2 <ul style="list-style-type: none"> • Not met: Remedies are satisfactory to the victims • Not met: Has improved systems and engaged affected stakeholders

F. Transparency (10% of Total)

Indicator Code	Indicator name	Score	Explanation
F.1	Company willingness to publish information	1.07 out of 4	Out of a total of 60 indicators assessed under sections A-D of the benchmark, Renault made data public that met one or more elements of the methodology in 16 cases, leading to a disclosure score of 1.07 out of 4 points.
F.2	Recognised Reporting Initiatives	0 out of 2	The individual elements of the assessment are met or not as follows: Score 2 <ul style="list-style-type: none"> • Not met: Company reports on GRI: The Company indicates that 'Since 2001, Renault has been using the GRI (Global Reporting Initiative) as a means to report on its sustainable development performance'. However, no specific GRI index found. [Ratings and references, N/A: group.renault.com & 2019 Registration Document, 13/02/2020: group.renault.com] • Not met: Company reports on SASB • Not met: Company reports on UNGPRF
F.3	Key, High Quality Disclosures	0 out of 4	Renault met 0 of the 10 thresholds listed below and therefore gets 0 out of 4 points for the high quality disclosure indicator. Specificity and use of concrete examples <ul style="list-style-type: none"> • Not met: Score 2 for A.2.2 : Board discussions • Not met: Score 2 for B.1.6 : Monitoring and corrective actions • Not met: Score 2 for C.1 : Grievance channel(s)/mechanism(s) to receive complaints or concerns from workers • Not met: Score 2 for C.3 : Users are involved in the design and performance of the channel(s)/mechanism(s) Discussing challenges openly <ul style="list-style-type: none"> • Not met: Score 2 for B.2.4 : Tracking: Monitoring and evaluating the effectiveness of actions to respond to human rights risks and impacts • Not met: Score 2 for C.7 : Remedying adverse impacts and incorporating lessons learned Demonstrating a forward focus <ul style="list-style-type: none"> • Not met: Score 2 for A.2.3 : Incentives and performance management • Not met: Score 2 for B.1.2 : Incentives and performance management • Not met: Score 1 for D.5.1.a: Living wage (in own production or manufacturing operations) • Not met: Score 2 for D.5.7.a: Health and safety: Fatalities, lost days, injury rates (in own production of manufacturing operations)

Disclaimer

A score of zero for a particular indicator does not mean that bad practices are present. Rather it means that we have been unable to identify the required information in public documentation.

See the 2020 Key Findings report and the 2019 technical annex for more details of the research process.

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As WBA, we want to emphasise that the results will always be a proxy for good human rights management, and not an absolute measure of performance. This is because there are no fundamental units of measurement for human rights. Human rights assessments are therefore necessarily more subjective than objective. The Benchmark also captures only a snap shot in time. We therefore want to encourage companies, investors, civil society and governments to look at the broad performance bands that companies are ranked within rather than their precise score because, as with all measurements, there is a reasonably wide margin of error possible in interpretation. We also want to encourage a greater analytical focus on how scores improve over time rather than upon how a company compares to other companies in the same industry today. The spirit of the exercise is to promote continual improvement via an open assessment process and a common understanding of the importance of the UN Guiding Principles on Business and Human Rights.

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