RENAULT UK LIMITED: SLAVERY AND HUMAN TRAFFICKING STATEMENT
This statement has been produced in compliance with the Modern Slavery Act 2015. The Act places an obligation on UK businesses with an annual turnover of £36m or above to produce a slavery and human trafficking statement that details the steps that have been taken to ensure that slavery and human trafficking is not taking place in the business and supply chain. At Renault UK Limited (“Renault”) we are proud of the steps we have taken to combat slavery and human trafficking to date and we remain committed to improving our practices in this regard.

Our business
Renault is dedicated to providing its employees with a positive working environment which complies or exceeds the requirements of all applicable legislation. This is reflected in the Renault Group Employees’ Fundamental Rights Declaration policy which reiterates Renault’s commitment to ensuring fundamental rights at work are protected including health and safety, working conditions, prevention of child labour and forced labour.

Our suppliers and policies on slavery and human trafficking
Renault requires its key suppliers to comply with the Renault-Nissan Corporate Social Responsibility Guideline and adopt similar policies and practices in their own respective businesses and supply chains. The guideline addresses issues including:

1. Prevention of discrimination
2. Respecting human rights
3. Prohibiting child labour
4. Prohibiting forced labour
5. Ensuring fair and legal remuneration
6. Ensuring fair and legal working hours
7. Ensuring a safe and healthy working environment
In addition, the Renault-Nissan Purchasing Way guide applies to all purchasing activities at Renault. It emphasises the importance of doing business in an honest, open and ethical way. It requires all suppliers to be compliant with all applicable laws and regulations and forbids Renault from working with those suppliers who use or condone the use of child and/or forced labour or whom do not have policies for occupational risks prevention. Suppliers are reviewed and audited to ensure that adequate policies have been adopted which meet the Renault-Nissan Purchasing Way guide.

Global Framework Agreement (“GFA”)
Renault has entered two framework agreements to reinforce our commitment to:

1. The effective abolition of child labour for minors below the legal minimum working age in each country or region, and in any case for all minors under the age of 15.
2. The elimination of all forms of forced or compulsory labour.
4. A prohibition on the manifestation of violence at work, harassment in any form and, in particular, sexual or moral harassment or discrimination against employees.
5. Freedom of association and protection of the right to organise and bargain collectively, and of workers' representatives in order to prevent any form of discrimination on the grounds of trade union involvement.
6. Equal pay for work of equal value.
7. Respect for working hours, the right to paid leave, the right to disconnect. Renault also makes these commitments a criterion for the selection of its suppliers and requires a written commitment from them to respect these obligations.

Renault Whistleblowing Policy
Renault is dedicated to providing its employees and suppliers with a platform to report misconduct including the existence of potential or actual risks involving violations of human rights or fundamental freedoms such as slavery and human trafficking. The online whistleblowing alert system, provided by an external and independent supplier WhistleB, is accessed via a web-based platform and telephone line and enables employees and suppliers to issue alerts anonymously. Overall, this offers further assistance in combating slavery and human trafficking, as it enables employees and suppliers to bring such issues to Renault’s immediate attention.

Further steps
As a business, Renault has a zero-tolerance approach to any form of slavery and human trafficking. We will always work to the highest professional standards and shall continue to develop and improve our efforts in eliminating acts of modern slavery within our business and supply chain.
Guillaume Sicard, Managing Director, Renault UK Limited

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https://www.renault.co.uk/modern-slavery-act.html