



2023 Sustainable development



**RENAULT
TRUCKS**

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RENAULT TRUCKS

About us in 2023



About us in over
150 countries

Founded in
1894

4
sites in france

9,400
employees

1,500
distributors & repair shops

70,000
vehicles delivered in 2023

1,100*
electric vehicles on the road
* on 05.01.2024

Head office in
Saint-Priest

a Volvo Group
brand

Editorial

Our company manufactures over 70,000 trucks a year, which are sold all over the world.

This means we have a strong environmental responsibility, coupled with a requirement to offer solutions to create a decarbonised mobility industry. To achieve this, we are harnessing our knowledge, resources and collective intelligence on a daily basis. Taking this a step further, we have also set up an ambassadors' programme to raise employee awareness of our individual and collective role.

Our responsibility is not limited to the environment. I'm convinced that we can build a company that is more socially just. Yet building such a company means changing our habits. That's why we invest in training our employees to enable them to enhance their professional skills and help create a fairer company. Resources have been introduced to combat inequality and promote diversity. Our company is fully committed to this cause and strives to give everyone an equal chance to succeed.

Our commitment to responsible governance is reflected in all our daily actions. We make sure that we conduct our business in an ethical and responsible manner, whether by respecting fundamental rights and the legal framework in force or by fighting corruption and cybercrime. We have also set up a number of whistleblowing and control mechanisms within the company.

Bruno Blin
President of Renault Trucks



Key figures 2023:

Developments and goals

Environment

Electric T up to 90%
lower emissions over its lifecycle compared with a diesel T

Electric retrofits
25 road tractors in 2023
40 scheduled for 2024

> **ISO14001**

> **100%** fossil-free sales by 2040

Water consumption per vehicle produced down from 12 m³ to 6.5 m³ between 2003 and 2023

99,9% of non-hazardous waste is recycled

SBTi
achieve carbon neutrality by 2050

> **REMAN particulate filters**
81% of emissions avoided
80% of energy saved
85% of materials saved

> **Energy use (vs. 2019)**
- 15% use
+ 4,5% vehicles produced

Social

> **Over 500** different occupation in the company

> **89/100** : gender index

Salary increases
+ 5,7% for non-executives
+ 5,4% for executives

2 days homeworking per week

€3.66 milion invested in continuous training

478 disabled employees

Student programmes:
846 students (sandwich courses, interns, VIE)

2 700 employees involved in The Climate Fresk

Governance

728 personnes trained in anticorruption in 2022 and 2023

> **87%** of employees have received training in data protection

> **10 reports** of sexism/harassment

100% of sales representatives to be trained in responsible sales in 2024

700 employees trained in anti-sexism

> **294 partenaires** audited in 2022 & 2023

> **Human Rights assessments:**
Algeria and UAE

ENVIRONMENT





The path ahead for Renault Trucks



Electric mobility, coupled with innovations in urban logistics, is the path that Renault Trucks has chosen to decarbonise the transport of goods and help create a more sustainable society.

We are adopting a circular approach, optimising the energy efficiency of our products and facilities, reducing our waste and minimising our use of natural resources. Our future depends on a radical transformation of traditional models and on the ongoing commitment of each and every one of our employees.

Karine Forien

Senior Vice-President
Strategy, Sustainable development and
Communication



Achieving SBTi objectives

For Renault Trucks, reducing greenhouse gas emissions is aligned with the objectives set by the Science Based Targets initiative (SBTi).

To promote a sustainable transport system, the manufacturer has implemented a strategy that meets ambitious climate targets. The challenge is to help keep global warming to a maximum of 1.5°C (as set by the Paris Agreement) and achieve carbon neutrality by 2050. Interim stages are planned from 2040 onwards.

The environmental impact of our products | pages 07 to 14

Contributing to a sustainable transport system



Decarbonising transport to tackle the climate emergency

Trucks play a crucial role in society, particularly in the food chain and the transport of basic necessities.

However, the global demand for transport must be balanced by sustainable solutions. Indeed, climate disruption is one of the greatest threat we face today, with global consequences in terms of impact and scale. If no immediate action is taken, it will be much more difficult and costly to adapt to the future consequences of these changes. With 70,000 trucks sold each year throughout the world, Renault Trucks is taking its share of responsibility, forging a new path towards low-carbon transport and committing to a transition that should lead to a lasting reduction in the impact of its activities on the environment.

40%
reduction

in Scope 3 CO₂ emissions

100%

of trucks sold will be carbon-free in use from 2040.

As 95% of its CO₂ emissions are concentrated in the use of trucks (Scope 3), Renault Trucks has set out 3 major areas for drastic reduction:

- Provide all-electric solutions for emission-free transport in use
- Offer ever more energy-efficient trucks
- Extend the life of its vehicles using a circular approach.



Renault Trucks, the second largest fleet in Europe of electric vehicles, with over 1,200 trucks over 16 tonnes on the roads.

In April 2024, 17 million km had been driven, saving over 17000 t of CO₂.

The environmental impact of our products | pages 07 to 14

Making electric trucks the new standard

Producing electric trucks for urban distribution

Renault Trucks has been producing electric trucks for its distribution range at its Blainville-sur-Orne site, in Normandy, since March 2020. While the Renault Trucks E-Tech D (16 t) and D Wide (16 and 26 t) versions are made on the same line as their combustion-powered equivalents, the sub-assemblies specific to electric technology are produced by qualified technicians in a dedicated unit.

Offering a comprehensive electric range

Renault Trucks is the only manufacturer to offer electric mobility for every use, eliminating air and noise pollution. The range extends from 650 kg cargo bikes to the 44 t Renault Trucks E-Tech Trafic (3.1 t) and Master (3.5 and 4 t) vans, to the Renault Trucks E-Tech D (16 t) and D Wide (19 or 26 t).

Producing electric trucks for urban construction and regional distribution

Since the end of 2023, the Bourg-en-Bresse plant has been producing 44 t electric trucks, the Renault Trucks E-Tech T (regional distribution) and C (urban construction).

Providing support for customers in their energy transition

This support, which is tailored to the customer's activities, extends from the planned purchase right through to monitoring truck operation. It includes a decision-making phase for the low-carbon project (study, establishing needs), diagnosis (analysis of the fleet, routes and electrical installation), co-construction of the new decarbonised mobility ecosystem, and finally, the setting up facilities and driver training.

The environmental impact of our products | pages 07 to 14

Accelerating the decarbonisation of urban logistics



Preparing the future of urban logistics with Oxygen

To meet the challenge of decarbonising the transport of goods in city centres, Renault Trucks and Geodis have joined forces to develop a new electric truck tailored to urban logistics.

This prototype 16-t electric heavy goods vehicle for urban use, named "Oxygen", has a total cost of ownership (TCO) similar to that of an equivalent diesel model. This is an effective solution that is designed to blend into the urban landscape and better manage cohabitation with other road users, including in pedestrian zones.

"Oxygen" takes into account all the constraints and types of use involved in urban delivery, such as eliminating negative impacts (pollution and noise) and improving active and passive safety. The cab has been lowered, while the wide windscreen and cameras replacing the rear-view mirrors give drivers a 360° view, and the sliding side door on the passenger side ensures a safe exit from the vehicle.

"Oxygen" was built in France at the Renault Trucks plant in Blainville-sur-Orne, which has specialised in the manufacture of electric trucks since 2020.

A workshop in Lyon's Urban Logistics Hotel

In March 2024, Renault Trucks inaugurated an innovative E-Tech workshop concept at the Lyon-Gerland Urban Logistics Hotel, a centre dedicated to last-mile delivery of goods.

This "Renault Trucks City" service outlet provides maintenance and repairs for the electric trucks, commercial vehicles and cargo bikes of customers operating in the hypercentre. Short and medium-term vehicle rentals are also available. Through this pilot project, Renault Trucks is aiming to provide its customers with support at every stage of the logistics chain to optimise their profitability by offering low-carbon vehicles and services tailored to the constraints of emission-free distribution in urban areas.

Producing e-assist cargo bikes: Kleuster cargo bikes are assembled at the Vénissieux plant.

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Reinventing urban logistics: with the Jacky Perrenot group, Renault Trucks has created a truck-integrated carousel system to reshape urban delivery.

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The environmental impact
of our products
pages 07 to 14



Adapting the network to electric mobility



Creating new special-skill positions

To support its customers with their transformation, Renault Trucks dealers are gradually being awarded E-Tech certification. In this context, the certified network is evolving with the creation of four new specialised functions:

Electric charging specialist

In the sales organisation, they are responsible for all aspects of installing electric charging systems at customer sites, from the initial phase (site diagnosis) right through to the commissioning of the infrastructure, working with the partners involved.

Electrical operational efficiency specialist

This role involves monitoring the operational efficiency and management of customers' electric fleets as part of their support package, including vehicle operating times, battery monitoring, advice on energy use and routes, and charge tracking.

Electric mobility project manager

Responsible for managing delivery of customers' turnkey project, working with all the suppliers and stakeholders, once the comprehensive solution offer becomes a firm order.

Energy transition specialist

These specialists are responsible for developing sales of decarbonisation projects, providing support and transferring knowledge within the existing sales organisation (Key Account Managers, dealer sales staff). They help operators to achieve their CO₂ reduction targets by implementing an end-to-end transition plan in four stages: understanding their objectives, constraints and activities, designing the best solution, coordinating the implementation of the solution and monitoring once the fleet is in service.

Appropriate training is also provided for all employees, including training in electrical risks and training for all employees affected by this transformation.



The environmental impact of our products | pages 07 to 14

Boosting the efficiency of diesel trucks



Continuous innovation

To improve the efficiency of its diesel trucks, Renault Trucks is continuing to innovate. Research is focusing in particular on reducing vehicle weight and integrating cutting-edge technologies (Optivision predictive cruise control, low-consumption tyres, etc.).



Optifleet

Renault Trucks' Optifleet fleet management solution enables hauliers to cut the fuel consumption of their trucks and, as a consequence, their operating costs.



Training customers in eco-driving

Through Optifuel Training, Renault Trucks gives its customers the opportunity to train their drivers in rational driving, which results in significant fuel and CO₂ savings.

Optifleet

The offer comprises five modules:

Check

tracking and optimising consumption

Map

real-time geolocation

Drive

remote monitoring of activity and rest times

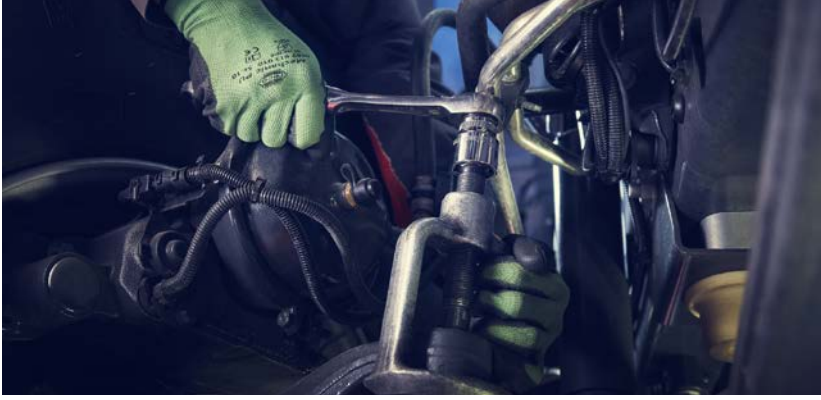
Health

sending warning light reports to better organise maintenance

Safety

analysing driving through the real-time monitoring of events linked to the truck's safety systems





The environmental impact of our products | pages 07 to 14

Introducing a circular economy approach

Eco-design

»»»» Eco-designing trucks

To reduce the environmental footprint of its trucks, Renault Trucks takes into account all the environmental impacts throughout their life cycle, right from the design stage. Eco-design plays a role in choices at every phase, from raw materials to design, assembly, transport, use, remanufacturing and recycling. This method improves product recyclability.



Our truck engines last over a million kilometres, so why stop before?

Here at Renault Trucks, we are fighting obsolescence and extending the first life of our vehicles so that our customers can use them intensively. We then give them a second life, upgrading the trucks through reconditioning or conversion in our factories. We also ensure that parts and components are reused before they are recycled.

We have designed this circular offer by listening to our customers and working with them to develop innovative solutions. And we are constantly striving to improve them.

Florence Simonet

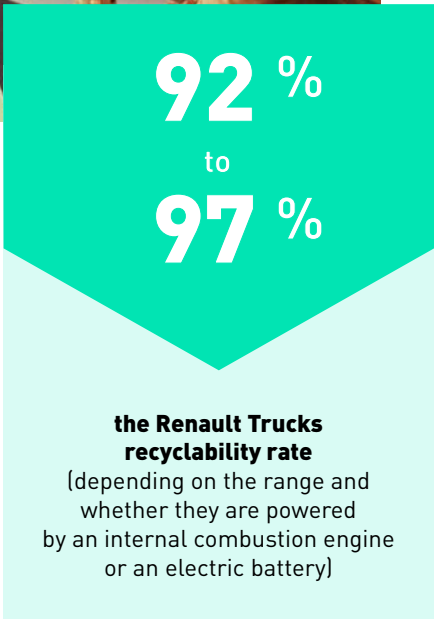
Vice-President Aftersales Services and Circularity



14 optimisation levers have been identified and must be respected for eco-design:

- No hazardous materials
- Reduce the use of rare materials
- Choose materials that facilitate recycling
- Include refurbishment from the design stage
- Improve reparability and durability
- Reduce the weight of components
- Choose processes that use fewer natural resources
- Facilitate dismantling and decontamination
- Limit the number of coupling elements
- Mark parts to facilitate recycling
- Reduce emissions
- Reduce fuel consumption
- Reduce noise
- Improve non-engineering aspects (choice of suppliers; optimisation of packaging)





Managing the end-of-life of trucks under 3.5 t

In partnership with INDRA Automobile Recycling in France, Renault Trucks has set up its own channel for dismantling end-of-life vehicles under 3.5 t in order to reuse the parts. INDRA manages approved centres and collect and processes end-of-life vehicles (depollution, dismantling and destruction).

Recycling electric truck batteries

After an initial life of 8 to 10 years in an electric vehicle, batteries are put to second use in stationary applications (coupled to renewable energy sources or to balance the electricity grid) before being recycled once they are no longer in use in order to recover their raw materials (metals and other chemical elements).

Optimising the life cycle of trucks

Analysing the life cycle

To assess the overall environmental impact of its vehicles, Renault Trucks analyses their life cycle. This covers all the phases of the truck's life, from the production of raw materials to final disposal and recycling. The environmental information documents for each diesel truck (Renault Trucks T High, T, C, K, D, and D Wide) and electric vehicle (Renault Trucks E-Tech T, C, D et D Wide) can be found on www.renault-trucks.com.

Consult the documents

Focus on the Renault Truck E-Tech T

The life cycle of the Renault Trucks E-Tech T was analysed to establish its environmental footprint, based on 700,000 km on the road. This is a 4x2 tractor unit, designed for regional distribution, with a power output of 490 kW. Its recyclability and recoverability rates are 92.5% and 97.6% respectively. In total, this truck will have emitted 93 t CO₂e over its lifetime, taking into account emissions linked to materials, production, use, maintenance and end of life. An equivalent truck with a diesel engine would have emitted 664 t CO₂e, which is nearly seven times more. Powered by low-carbon electricity, the Renault Trucks E-Tech T reduces its lifecycle emissions by up to 90% in CO₂e.

Hazardous substances and chemicals:

Renault Trucks is committed to the European Green Deal and compliance with the European REACH regulation.

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Equipment-as-a-service :

Renault Trucks forges partnerships that provide sustainable solutions.

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Introducing

a circular economy approach

Regenerate, repurpose, reuse



Repurpose: the Used Trucks Factory

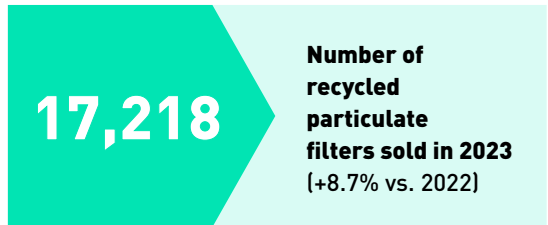
The Bourg-en-Bresse plant is home to a workshop specialising in the conversion of used trucks, called the Used Trucks Factory. Long-haulage tractors are converted into rigid or approach trucks, for example, using strict industrial processes.

Retrofit: combustion engine vehicles are being converted into electric vehicles in partnership with Novum Tech and NeoTrucks.

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Regenerate: the Restart offer of reconditioned trucks

At the reconditioning centre in Lyon, trucks that have been used intensively three or four years are regenerated. This involves 200 checkpoints, the replacement of parts, updating to the latest software and brought up to standard in terms of energy efficiency. Their owners can then use them to the full for a further three years.



Reuse: Reman

In Limoges, Renault Trucks has been giving a second life to specific types of parts for several decades. Engines, gearboxes, injectors and particle filters are recovered from used trucks, refurbished and then reintroduced into the after-sales circuit.

A new lease of life for particulate filters

The Remanufacturing plant in Limoges has acquired a new machine for verifying the effectiveness of the chemical conversion of exhaust gases, and therefore for cleaning particulate filters (DPFs) so that they can be reused several times, while ensuring the same level of quality. The level of chemical conversion of exhaust gases is checked, giving the DPFs a second or even third life. On completion of the process, which guarantees the vehicle's environmental performance, 85% of the materials are reused and up to 80% of the energy is saved. CO₂ emissions are reduced by 81%.



The environmental impact of our activities

pages 15 to 23

»»»» Ambitious global objectives

Renault Trucks has adopted an environmental policy and is committed to a number of key objectives:

1 - Decarbonise all the activity of its sites by 2040, both for the energy use of its buildings and for the development, manufacturing and repair processes.

2 - Reduce the resources used on its sites, in terms of raw materials and water, by including the circularity of uses through reuse, re-employment and recycling, thereby limiting the production of waste.

3 - Minimise the impact of its activities on biodiversity and local environments.

The manufacturer counts on its quality and environmental management system, which involves the distribution network, suppliers and partners. This system enables the Group's objectives to be rolled out throughout the organisation, from the management board right through to the staff in the field.

50 %

Reduction in Scope 1 and 2 emissions by 2030

There are many facets to reducing the environmental impact of our activities, including reducing our consumption of energy, materials and water, and limiting and controlling aqueous and gaseous discharges, greenhouse gas emissions and waste. All the indirect impacts of our activities (travel and behaviour on site) must also be taken into account. In order to be truly effective, this reduction must involve every employee and be supported by all levels of management.

Christophe Voisin
Director of Sustainable Development



»»»» Analysing environmental risks

As part of the ISO 14001 standard, all Renault Trucks entities must analyse and assess their environmental risks. Operational research and production sites use a method called EnvS-Operation to assess the potential impacts of projects. This helps to reduce and control any negative impact of technical or organisational changes.

ISO 14001 certified sites

Renault Trucks' environmental policy is backed by the ISO 14001 certification of all its sites and plants. This international standard enables it to improve its environmental performance, meet its compliance obligations and achieve its environmental and climate targets. The manufacturer has been certified ISO 14001 since 2001.





The environmental impact of our activities | pages 15 to 23

Saving energy

By optimising their use of energy, the company reduces its operating costs while helping to combat global warming and protect the environment.

For Renault Trucks, energy efficiency and sobriety mean introducing measures to reduce electricity, gas and fuel consumption.

Julie Thouvenel
Energy Expert



Choosing renewable electricity

Since 2019, all Renault Trucks sites in France have been powered by 100% renewable hydroelectric electricity. Certificates of origin guarantee the source of the energy produced by the Swedish supplier, Vattenfall.

Optimising the use of buildings

To reduce energy consumption, the company is pursuing a policy of rationalising buildings and uses. Some buildings, which were ageing and consuming too much energy, have been closed or demolished. These cover over 70,000 m² in Lyon. Others have been renovated with improved insulation.

During the annual holidays, the company groups its employees in shared areas so that the air conditioning and heating systems in the unoccupied buildings can be shut down. This has enabled the Lyon site to save 24 MWh during the summer period (from mid-July mid-July to mid-August 2023) and 500 MWh during the winter period (from late December to early January 2024).

Investing in energy efficiency and sobriety

At its Saint-Priest site, Renault Trucks is investing in buildings that consume less energy.

The new X-Tech Arena research and development site, opened in 2023, houses over 1,000 employees in an area of 11,000 m². Its energy efficiency is 25% higher than the standards imposed by French regulations. Investment in this project has totalled over €33 million.

In addition, construction of a 46,000 m² positive-energy building will begin at the end of 2024. From 2028, it will accommodate the company's global distribution centre for spare parts. The solar panels fitted to its roof will enable it to produce renewable electricity to cover its own needs and those of neighbouring buildings. This facility represents an investment of €132 million.



- 20,9%

change in the regulatory greenhouse gas footprint between 2018 and 2022

208,7 GWh
of energy consumed
(scope 1 and 2) at
French sites in 2023

15%
reduction in energy
consumption vs. 2019



30%

of renewable electricity
produced on the
Bourg-en-Bresse site
will be for internal use.

Installing photovoltaic systems

The Bourg-en-Bresse manufacturing site is set to be equipped with photovoltaic canopies by 2026.

A surface area of 17 hectares (car and truck parks) will be covered, with a total output of 22 peak megawatts.

The renewable electricity generated by this installation, one of the largest in France, will cover the equivalent consumption of 17,500 people, or 43% of the population of Bourg-en-Bresse. Part of this energy (30%) will be used for on-site consumption.

Auditing energy consumption

In accordance with regulations, energy audits are conducted at Renault Trucks sites every four years. These are supplemented by greenhouse gas emission audits and decarbonisation studies of the various facilities.

The most recent greenhouse gas audit was carried out in 2022. It estimates emissions from scopes 1 and 2 at 30,585 t of CO₂, a reduction of 20.9% compared with the 2018 audit, even though the number of vehicles produced increased by 4.5% between the two audits.

The reduction in emissions can be explained by a range of factors, including the adjustment of equipment, the shutdown of several boiler rooms, the replacement of some heating equipment, air destratification, heat recovery from the process and a reduction in the number of engine tests.

Recovering waste heat

Renault Trucks monitors waste heat in its production processes. This is the case at the stamping plant in Lyon, which has been recovering the heat produced by the presses to heat the building since October 2022. This innovation avoids 800 t/year of CO₂ emissions, namely 80% of the emissions produced by the plant.

Modernising heating systems

To save energy, significant investments have been made to modernise the heating systems at our sites. Some gas-fired boilers have been replaced by more energy-efficient heat pumps.



In 10 years, thanks to many optimisation measures, Renault Trucks has drastically reduced the amount of water needed to produce a vehicle.

It has fallen from 12 m³ in 2013 to 6.5 m³ in 2023. In 20 years, the reduction has been even more marked, as water consumption has been divided by over 7 per vehicle (from 50 m³ to 6.5 m³ between 2003 and 2023).

The environmental impact of our activities | pages 15 to 23

Preserving water

To preserve water resources, Renault Trucks is committed to a continuous improvement approach for its facilities. Specific reduction measures have been taken at each site.

Recycling water from industrial processes

When it was relocated in 2001, the Limoges plant was designed as a “zero liquid waste” site. A physico-chemical station was set up to recycle and reuse all the water used in processes.

Modernising sewer networks

In Blainville-sur-Orne, to control discharge into the national environment, the sewer networks (rainwater, process water and wastewater) have been transformed and a physico-chemical industrial water treatment plant has also been installed.

Changing specific processes to reduce consumption

In 2023, replacing certain chemical products for the anti-corrosion treatment of cabs reduced the temperature of the treatment baths and water consumption by almost 8,000 m³/year.

Replacing the cooling towers

At the Lyon and Limoges sites, to reduce the use of water, cooling towers used to cool processes have been replaced by closed-circuit water systems or dry coolers.

Monitoring the network and detecting water leaks

In Lyon, acoustic loggers have been fitted on underground pipes to detect water leaks. This network monitoring, which was launched in 2022, has proved to be an effective lever for optimising consumption.

At Blainville-sur-Orne, daily monitoring of the site’s water consumption ensures that any leaks are quickly repaired.

3,400 m³

Water consumption at the Limoges plant vs. 450,000 m³ before 2001.

58 %

Reduction in water consumption at the Blainville-sur-Orne site over 20 years



The environmental impact of our activities | pages 15 to 23

Managing waste

Our waste is a resource!

Renault Trucks has been working for many years to reduce and recycle waste. We can take this a step further by systematically adopting a circular approach.

Marc-Henri Feÿs

Environment Expert



“Zero landfill”

Renault Trucks has drawn up a waste reduction strategy with a clear goal: no more waste is to be sent to landfill.

It is therefore a priority to drastically reduce the volume of waste produced by our activities, from design to sales, in order to avoid landfill, the last stage in the hierarchy of waste treatment methods. The Blainville-sur-Orne sites and the logistics and engine manufacturing units in Lyon are already certified “Landfill free”.

This certification is based on precise criteria, including compliance with regulations, employee involvement and a regularly monitored improvement action plan.

The process is currently underway at all facilities, which are due to be certified by 2025.

Landfill free

Sorting waste

Turning our waste into a resource is a priority. Adopting the principles of the circular economy is an effective lever for reducing the quantities of waste produced by our manufacturing activities.

Some waste is used as raw material (stamping offcuts) or reused by setting up closed loops (packaging, component supports). To further extend this approach, a range of waste re-use projects are currently under study.

As for bio-waste, this is sorted and recycled, whether it comes from the company canteens or the break rooms spread throughout the offices and workshops. Sort stations have also been set up in offices for staff to separate recyclable packaging and paper. To accompany these changes, awareness training in correct sorting procedures has been organised for employees.



Hazardous substances and chemicals

Under the European Green Deal, Renault Trucks is committed to eliminating certain hazardous chemical substances from its industrial processes, in compliance with REACH regulations. Two internal standards, the Black List and the Grey List, cover banned substances and those to be replaced in the short term. The approval procedure for new chemicals is applied at each site to control the risk and limit the impact on health and the environment. All chemicals are tracked and managed using e-CRIPS software.

As far as vehicle parts are concerned, there is an internal red list of substances banned in parts, including those prohibited under the REACH regulation, as well as future regulated substances. Suppliers must declare each part in the International Material Data System (IMDS) in order to track the composition of vehicles.



99,9%

of non-hazardous waste is recycled or recovered in the form of energy at Renault Trucks sites.

60,000 tons
of waste produced in 2023.

20,000 tons
of metal offcuts

reused in the foundry at the Lyon site to manufacture vehicle decks.

26,000 tons
of construction and demolition waste

under the programme to improve the energy efficiency of buildings and adopt low-carbon heating systems.

14,000 tons
of operational waste

of which 71% is recycled and 18% recovered as energy.



The environmental impact of our activities | pages 15 to 23

Protecting biodiversity

With over 350 hectares of natural areas on its sites, Renault Trucks is striving to protect biodiversity by introducing tangible measures to preserve their fauna, flora and ecosystems.



Eliminating plant protection products

The Lyon sites have banned the use of plant protection products for the upkeep of their green spaces. Only products based on natural ingredients will now be used, thus encouraging the development of the six beehives at the Vénissieux and Saint-Priest sites.



Preserving ecosystems

In Bourg-en-Bresse, Renault Trucks is helping to preserve the biodiversity of the Dévorah stream, which is home to a protected dragonfly and other species. Work has been carried out to rehabilitate this tributary of the Reyssouze River. In 2018, a partnership was signed between Renault Trucks and the Reyssouze Catchment Area Association until December 2028 to improve water quality, preserve the natural heritage and optimise its ecological value.



Promoting eco-grazing

At the Bourg-en-Bresse site, the upkeep of 14 hectares of green areas is being managed by some fifty sheep. This virtuous eco-grazing help stimulate local biodiversity, while meeting the "zero plant protection product" target. The Lyon site also uses this method for the upkeep of certain green areas.



Planting on sites

130 trees were planted in 2023 to make the Vénissieux and Saint-Priest sites greener and improve soil permeability. In Bourg-en-Bresse, 118 new trees have been planted in front of facades, acting as natural sunbreakers in summer and reducing use of air conditioning.

Other measures include the creation of drainage channels, the planting of shrubs and trees to combat urban heat islands, eco-friendly mowing, the development of fallow land and flower meadows, and the installation of nesting boxes.

Biodiversity is an essential pillar of our ecosystem, and preserving it is of crucial importance. By promoting the diversity of plant and animal species, we are preserving the fragile balance of our environment. Taking biodiversity into account in a company means investing in ecological resilience and ensuring harmonious coexistence between human activity and nature.

Sandrine Thomas,
Renault Trucks Environment Manager





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Green IT



Promoting sustainable digital technologies

In 2022, the IT Department (Digital & IT) launched its transition by measuring the environmental impact of the computer system. A special tool, named G4IT, was developed in partnership with Sopra Steria.



Green IT week

over 300 people trained

The IT Department's project team receives a day's training in eco-design and Green IT.



Reducing the IT footprint

The IT Department has set quantified reduction targets and practical improvement initiatives have been drawn up for five categories of action, namely responsible governance, employees and users, software, hardware and infrastructure.



Changing behaviour

By promoting Green IT within the company, Renault Trucks is seeking to encourage the emergence of more virtuous behaviours and usage for a more reasoned use of the information system. As part of this, best practices have been developed to guide employees (making equipment last, one cell phone, one screen, reducing email use, unplugging equipment, etc.).



The environmental impact of our activities | pages 15 to 23

Encouraging low-carbon mobility for employees

The measures taken on the sites to optimize the efficiency of employee travel have three main objectives:

- 1 - Reduce greenhouse gas emissions.
- 2 - Decrease infrastructure congestion.
- 3 - Promote the use of alternative modes of transportation to individual cars.

Encouraging the use of bicycles

To make cycling easier, 700 dedicated parking spaces are available at the Lyon sites, marked on an interactive map, as well as three bike repair stations.

Experimenting with service bicycles

The use of service bicycles is currently being trialled. Twenty regular bicycles and two three-wheeled cargo bikes are available for use by employees at the Vénissieux and Saint-Priest sites.

Creating dedicated access for bicycles

To make cycling safer, cycle lanes have been introduced both to enter the Vénissieux and Saint-Priest sites and to ride inside. Special access lanes have also been created.

Providing electric shuttles

Electric shuttles are used to transport employees around the Lyon site, in the mornings and evenings, to go to the company restaurant or on request, to go from one building to another.

Promoting carpooling

To extend the use of carpooling among staff at the Lyon sites, a specific Renault Trucks community has been created on the Greater Lyon carpooling website. Information is available for all employees on the site's intranet.

Encouraging car sharing

To facilitate inter-site travel, car sharing is being encouraged in Lyon and Bourg-en-Bresse. In Lyon, there are three dedicated fleets (two in Saint-Priest and one in Vénissieux), with 35 vehicles, 10 of which are electric. Reservations can be made using a mobile application.

Providing recharging stations

Employees driving electric vehicles can now recharge them at their workplace. Ten charging points have been installed at the Saint- Priest site at eight at Vénissieux.

80%

of the cost of Lyon public transport season tickets is subsidised



Sustainable purchasing



Ensuring responsible purchasing

To achieve its sustainable development goals, Renault Trucks is looking to its suppliers and adopting a stringent responsible purchasing policy.

To ensure that suppliers respect the company's expectations and values, specific due diligence and risk assessment procedures have been introduced.

To this effect, a code of conduct has been drawn up and shared with all suppliers to guide them.

Assessing Suppliers

Risk assessment covers human and labour rights, the environment and business ethics. Focusing on Tier 1 suppliers, these assessments use two methods, namely self-assessment and on-site audits.

Reinforcing self-assessments

In order to select the right suppliers, they are sent a self-assessment questionnaire and depending on the results, a corrective action plan can be implemented. To encourage continuous improvement, the classification is valid for three years, after which, a further assessment is required. In 2023, the self-assessment requirements were raised.

Conducting on-site audits

During the selection phase, Renault Trucks may also carry out additional analyses of material suppliers in high-risk countries via on-site audits. An identical procedure is followed for existing suppliers. In the event of non-compliance with the rules, a potential supplier may not be selected and an approved supplier's contract may be terminated.



* Volvo Group figures

PARTNERSHIPS





Cooperate, co-construct

The ecological transition is a systemic challenge to which no company can respond alone.

In order to have a real impact, Renault Trucks, which operates in a complex environment, needs to develop cooperation and partnerships to co-construct solutions in an industry that is being reinvented.

Christophe Martin
Managing Director,
Renault Trucks France



Urban mobility

Producing Kleuster e-assist cargo bikes

Since 2022, the Vénissieux plant has been assembling Kleuster cargo bikes in a dedicated 2,100 m² building. These electrically-assisted three wheelers are sold in the constructor's European network and have a range of 80 km, making them ideal for city centre deliveries, especially in LEZ and pedestrian zones. This range, dedicated to last-mile urban logistics, is the latest addition to Renault Trucks' carbon-free mobility offering, ranging from 650 kg to 44 tonnes gross vehicle weight (GVWR). It is the only offer of its kind in Europe.



AUTOMATED MOBILE CONTAINER SYSTEM

30%

reduction in loading and unloading

thanks to a system integrated into the truck.

Reinventing urban logistics with Jacky Perrenot

Renault Trucks and the Jacky Perrenot Group are reshaping urban delivery with an automated, computerised truck-integrated carousel system, which holds mobile containers instead of traditional pallets. The benefits include container traceability, optimised routes, improved safety and working comfort for drivers, a 30% reduction in loading and unloading time for increased productivity, and shorter parking times on the street leading to reduced urban congestion. The first truck to be equipped is a 26-tonne Renault Trucks E-Tech D Wide refrigerator, which will be tested in Paris from June 2024.

Preparing the future of urban logistics with Geodis, thanks to Oxygen

» Page 09



Equipment as-a-Service



**Clovis and Vertellus,
partners for sustainable solutions**

Driving the circular economy forward with Equipment-as-a-Service

To accelerate its transition to a circular economy, Renault Trucks has adopted the concept of Equipment-as-a-Service (EaaS). This approach involves selling performance rather than products and abandoning the traditional ownership model. The concept is at the core of the "Rethinking the use of our trucks" initiative.

L'EaaS, a catalyst for electrification

Switching from a fleet of diesel vehicles to a fleet of electric vehicles as part of the energy transition gives rise to a range of questions and uncertainties. The EaaS solution mitigates the risks and ensures a smooth transition to sustainable transport solutions. It encompasses services such as fleet management, maintenance and vehicle replacement, while at the same time guaranteeing an ongoing analysis of fleet usage data.



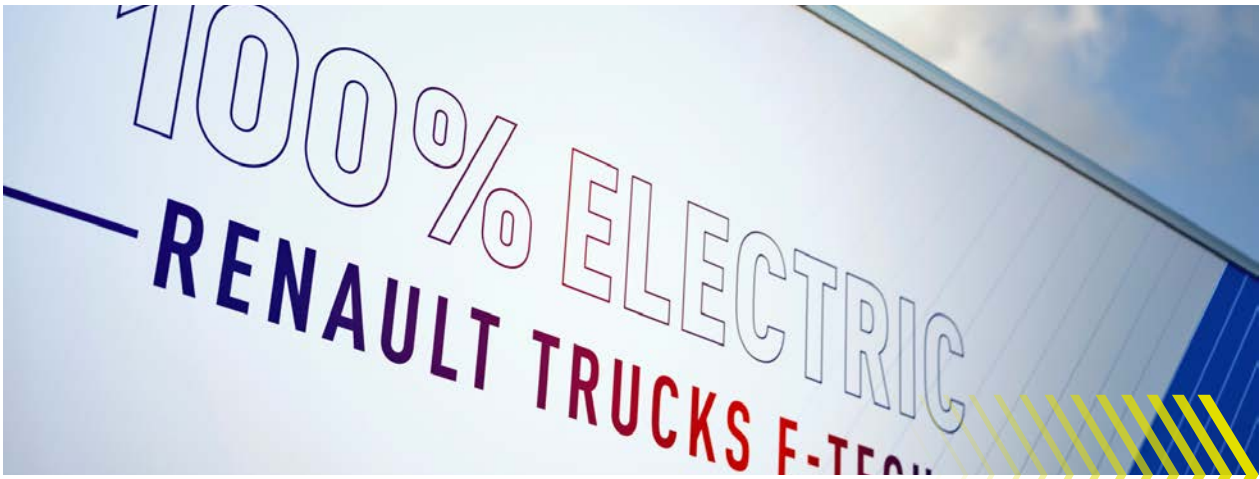
A more sustainable consumption model

EaaS, which is based on vehicle use, places the emphasis on longevity, resource efficiency and multiple life cycles. This is an important lever for reducing pressure on raw materials, energy use and greenhouse gas emissions.

This simple solution means that responsibility for product maintenance rests exclusively with the manufacturer's distribution and repair network. It thereby guarantees optimum performance throughout the life cycle, without the need for any substantial investment in ownership. At the end of their life, parts are remanufactured, refurbished, reused or recycled by Renault Trucks.

RETHINK

The 10 'REs' of the circular economy set out strategies for creating a more sustainable and resource-efficient system. The second RE, Rethink, encourages reinvent traditional business models and methods of consumption. Renault Trucks embodies this principle by adopting the concept of Equipment as a Service (EaaS), moving towards a circular economic model that promotes performance rather than the mere possession of products.



Two major EaaS partnerships

To develop its EaaS offering, Renault Trucks, in partnership with its network of private dealers, has created two brands dedicated to truck leasing, namely Clovis, for France, and Vertellus, for Europe and the UK.

EaaS



Clovis Location

The company specialises in short- and long-term leasing of industrial and commercial vehicles.

In 2023, Clovis Location's fleet comprised 23,000 leased vehicles and 42,000 vehicles under fleet management agreements. Through its 200 sites in France, the brand offers solutions for long-distance transport, courier services, construction and public works, food processing, the environment and local authorities. Battery-electric, biofuel and natural gas options are also available.

Vertellus

The brand offers its customers a smooth transition to electric vehicles through its commercial vehicle leasing agreements.

Vertellus has teamed up with Zenobé (temporary charging facilities) to offer a three-month EV discovery programme, enabling businesses to test "zero-emission" transport before adopting it. Operating at more than 60 sites in the UK, Vertellus has a fleet of 3,500 trucks.



Generating innovative partnerships

Innovation and collaboration are the key drivers of our business.

Bringing our experts and start-up partners together enables us to accelerate innovation, creating new solutions that will benefit not only our customers, but also industry and society in general.

Marc Bourgeois,
Head of CampX France



CampX By Volvo Group

To accelerate innovation and sustainable mobility projects, Renault Trucks has been capitalising on CampX France since 2023.

Designed as a partnership factory, this innovation centre draws on the vast resources of the sustainable mobility ecosystem. By working with start-ups, the aim is to harness technological intelligence at the cutting edge of innovation to facilitate the emergence of high-impact solutions (techniques, products and services). Three key areas are targeted, namely decarbonisation, urban logistics and vehicle uptime.

This innovation model is designed in a spirit of sharing, open source and promoting collaborative partnerships, with the manufacturer inviting start-ups to contribute to solving some of its challenges. They benefit from mentoring, cooperation with R&D teams, connections within the transport world, access to the company's infrastructure and more. More than 15 start-ups have already joined CampX France.



BringBack

In order to manage batteries at the end of their life, Renault Trucks is trialling an innovative solution from BringBack to regenerate batteries by desulphatisation.

This technology returns batteries to their original energy storage capacity. Upstream, a series of innovations are used to analyse batteries and identify those that can be regenerated. These processes help to significantly reduce energy consumption and greenhouse gas emissions linked to the battery crushing and melting process.





NeoEco

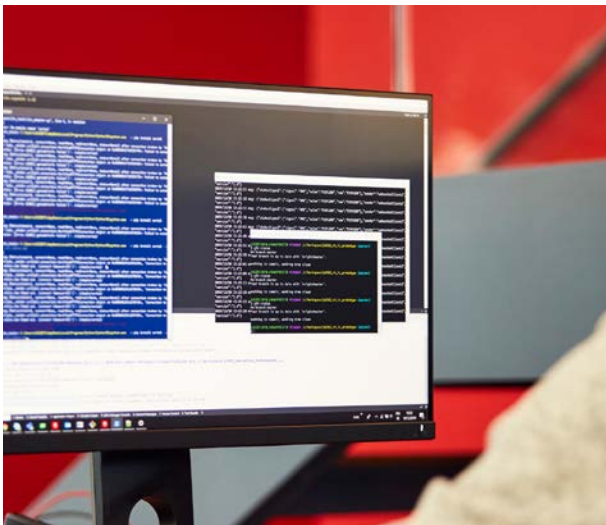
Renault Trucks uses NeoEco's circular solutions to recycle waste from its industrial processes and give used materials a new lease of life.

Their innovative processes involve reworking and preparing the waste locally to turn it into new eco-materials. They then replace the extractive raw materials used initially. This recycling helps to establish virtuous, value-creating processes over the long term.

IDEC Ez-Wheel: speeding up industrial logistics

Renault Trucks is working with IDEC Ez-Wheel, a start-up that markets complete automation kits for mobile robots (AGVs, AMRs, etc.).

This cutting-edge motorised assistance technology is set to speed up the automation of logistics processes in the group's plants. The standardised solutions will be assembled locally, close to the Renault Trucks plants. This will create short circuits around each site and make it easier to tailor them to individual needs, while guaranteeing the availability of a range of automation solutions for the entire group.



Trialling electric retrofitting with French start-up Novum Tech

» Page 32



Electric retrofitting



Trialling electric retrofitting

Another way for Renault Trucks to decarbonise transport is to carry out electric retrofitting. An initial test was performed in 2023 to assess its suitability, which involved converting a 12-tonne diesel truck into a battery-powered electric truck, in collaboration with the French start-up Novum Tech and with the support of the French Environment and Energy Management Agency (Ademe).

The aim is to preserve natural resources by reducing the environmental impact of replacing a diesel truck with an electric truck

The next stage will be to have real-life tests in 2024, following the recent approval of the converted vehicles.

Start up CampX France

» Page 30



Stimulating circular reindustrialisation

In a bid to decarbonise the supply chain, Renault Trucks has joined NeoTrucks' circular re-industrialisation initiative.

This company recycles, adapts and retrofits internal combustion engine trucks into special vehicles that are not road-accredited, but instead used solely for private-site logistics.

The first model designed by NeoTrucks, called Elyt, is an all-electric site tractor derived from the circular economy. Limited to 25 km/h, they do not require an HGV licence and can be used to move semi-trailers around an industrial or logistics site. This is a virtuous, economical, reliable and high-performance solution with a controlled total cost of ownership.

Since 2023, the Renault Trucks Used Trucks Factory at the Bourg-en-Bresse site has been home to the electric retrofit activity for Neo Trucks logistics tractors. A total of 25 road tractors were retrofitted in 2023, and 40 units are planned for 2024.

SOCIAL





Work-life balance, well-being and safety



Here at Renault Trucks, we work in a spirit of inclusion and collaboration. Our culture is marked by a concern for well-being at work in a friendly, human environment.

We're attentive to everyone's needs. We work hard every day to ensure safety in the workplace, and our systems and tools have been chosen to promote a healthy lifestyle and help improve work/life balance.

This is why we're recognised as a welcoming company by students and employees alike.

Marion Keller,
Senior Vice-President,
People & Culture



The company's employees are its most important assets

Renault Trucks has over 500 job functions, spread over the company's nine main divisions: management and support functions, procurement, design and development, IT & data, manufacturing, logistics, sales and dealerships. Employees thrive in an international group that values progress, innovation and mobility. The company has a rich culture, with both French and Swedish influences.

Working at Renault Trucks



Advancing careers with the Mobility committees

Mobility committee meetings are held regularly within the company. Their role is to match the wishes of employees with the needs of entities. This mobility can range from an increase in the scope of responsibilities to a career change, or a change of department, or short or long-term assignments abroad or in other entities.



Supporting intrapreneurial initiatives

To meet the challenges it faces, in particular as regards the energy transition, the company encourages intrapreneurial initiatives by its employees, with a view to harnessing all energies and all relevant ideas. This involves promoting and supporting internal employee networks.





Setting fair remuneration

Renault Trucks' remuneration policy sets out to reward employees as fairly as possible, in accordance with their responsibilities and proven performance, and to share the overall value created.

The company needs to ensure appropriate salaries, as these contribute to employees' financial security, as well as loyalty, career fulfilment and a work/life balance.

Structuring remuneration

There are several components to the remuneration package

- **The fixed component**, which includes the basic salary as well as other elements such as the seniority bonus, 13th month and the basic 35-hour supplements. For executive staff, remuneration is paid over 12 months.

- **The variable component**, which is linked to collective performance and position-related payments (on-call duty, bonuses, etc.).

- **Social benefits**, such as employee saving schemes (profit-sharing, incentive schemes, PEE, PERECO, matching contributions) mutual insurance and provident schemes, supplementary pensions and the Time Savings Account.

Raising salaries

In 2023, the total budget for salary increases was 5.7% for non-executives and 5.4% for executives. The value-sharing bonus stood at €2,500 net and the profit-sharing bonus at €2,200 net. In 2024, the budget for salary increases is 4.5%. And the profit-sharing bonus is €5,000 net.

Offering an attractive minimum wage

The guaranteed minimum annual income for 2023 is €27,040 gross (€2,253 per month), 31.8% above the national minimum wage. For executives, the minimum annual salary is €40,800 gross (€3,400 per month).





For Renault Trucks, well-being at work means employees should feel personal fulfilment.

Constructive ongoing dialogue is making work organisation more flexible, helping to improve the work/life balance.

Promoting well-being at work

Complying with the right to disconnect

Renault Trucks attaches particular importance to its employees' right to disconnect. The terms are set out in a charter, aimed at ensuring respect for rest periods, for personal and family life and, more generally, to protect employees' health. Outside working hours, employees are under no obligation to check or reply to business messages, or to make telephone calls. Managers have taken this right into account.

Assessing psycho-social risks

The same assessment is carried out simultaneously for all employees at the Lyon site, with a view to harmonising practices on the basis of a single process and tool for all the Truck and Sales divisions, based on a survey recognised and endorsed by the Volvo Group. The aim is to facilitate discussions on psychosocial risks, and then to draw up progress plans designed to improve the mental health of our employees, with the potential of introducing initiatives across the whole of the Lyon site.

Encouraging social dialogue

The company uses ongoing social dialogue to take better account of employees' aspirations and encourage open and trusting communication. The annual anonymous "Harmonie au travail" surveys measure employees' workload and autonomy, while the Pulse survey measures their engagement. These are supplemented by regular feedback meetings using the *Touchpoint* tool.

Developing the Social and Economic Committee (CSE)

The activities of this committee, which are crucial to the well-being of employees, cover 11 areas, namely children, holidays, leisure, culture, sport, DIY, mutual aid, travel, a media library, the environment and solidarity. The CSE is funded by a company subsidiary (1.13% of the gross payroll). While some activities are funded in full by the CSE, others require a financial contribution from employees. In the interest of fairness, the family quotient is used for the basis of this calculation.

Organising flexible working hours

Working from home is regulated within the company: employees whose work does not require a permanent presence on site may work from home for two days a week. They receive a flat-rate allowance of €2.5 for each day worked from home. Renault Trucks values flexible working as a way of strengthening social ties and the work/life balance, optimising travel time and reducing CO₂ emissions.



Employee engagement on the rise



The Pulse survey

The latest Volvo Group Pulse employee survey, carried out in 2023, shows a high level of engagement.

The trend continues to grow each year. Engagement rose from 72% in September 2021 to 77% in September 2022 and then to 79% in August 2023.

This increase reflects the efforts made by the company to further improve working conditions. In this respect, three areas were surveyed during the course of the survey, and progress has been made in each of them. Health and safety, for example, reached 79% in 2023 (vs. 76% in 2021), while work-life balance stood at 77% in 2023 (vs. 73% in 2021). Last but not least, the level of attention perceived by each employee is 73%, compared with 67% in 2021. These highly encouraging results confirm the company's determination to pursue its efforts.





Health & safety

»»»» A people-focused culture

Health and safety at work are at the heart of Renault Trucks' activities and represent an absolute priority. This is reflected in an approach to human resources that focuses on preserving the company's human capital, namely its employees, as part of an "active care" ethos: I take care of myself, I take care of others and I accept that others take care of me.

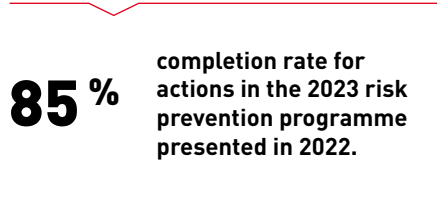
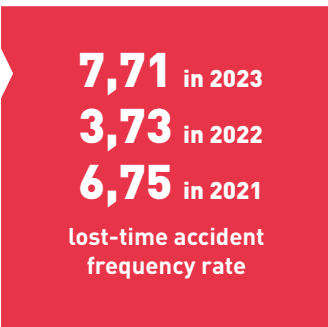
To this end, Renault Trucks has set out a new vision of its health and safety culture, called H&S (Health & Safety) 2030, with the aim of achieving and promoting a safe and healthy workplace. This is a crucial cultural change, now focused on people and on mitigating and controlling exposure to risks.

A number of indicators have been put in place to track the progress of this proactive policy, including the Pulse survey, moni-



ring of the overall lost-time accident rate (LTAR), prevention of serious injuries and fatalities (SIF), internal self-assessment audits, guidelines and checklists.

Preventing serious work-related risks is seen as a day-to-day commitment by all employees, who need to be constantly vigilant: when moving around, working in confined spaces, working at heights or in isolation, standing under elevated equipment, etc.





Training

Developing skills



Training in e-mobility

E-mobility is a challenge in terms of skills development. In response, Renault Trucks has chosen to train its employees as knowledge evolves.

A coordinated, collaborative and iterative approach has replaced a sequential working method, resulting in the rapid development of several training courses. Teams expanding their skills and experience in e-mobility on a daily basis regularly share their knowledge with all those interested via workshops and talks available in replay.



Learning a new skill set

The companies training offering has grown and diversified considerably over the years under a continuous learning approach.

The courses on offer through the in-house university and partner schools/universities have been supplemented by new learning methods: peer groups, mentoring and “100% Learning” to learn from each other. These include co-construction workshops, interactive virtual classes, innovation labs in the plants and virtual and augmented reality.

€3.66 million

dedicated to
continuous training

121,213

hours of training provided by the
in-house university
in 2023

5,577

employees followed a
training course in 2023



5th place in the ChooseMyCompany HappyIndex® Trainees / CSR Focus 2024 ranking

In 2024, ChooseMyCompany has chosen to highlight the companies and schools that stand out for their CSR commitment.

The HappyIndex® Trainees/CSR Focus 2024 ranking highlights the companies that best met students' expectations in terms of environmental protection and social justice during the previous campaign.

Their position in the ranking is decided by the number of favourable opinions they received on the CSR questions in the reference guide.

Renault Trucks came 5th in the France CSR Focus 2024 in the 200-499 students category.



Hosting students

In 2023, the company hosted 498 work-study students, 305 interns, 43 VIE volunteering students and three PhD students. Of these, 50% were women and 19% were foreign students. Work-study agreements are signed for either three years (3%), two years (46%), or one year (51%). 67% of students hold a BAC+4/5 degree, 30% a BAC+2/3, 2% a BAC Pro and 1% a BAC+6.

Recommending young talent

Renault Trucks has been awarded the "Commitment to young people" label and is ranked as one of the top youth-friendly companies. This means that the young talent it has trained, without permanently hiring, can join a pool from which major companies can select their future recruits. This creates a virtuous and effective recommendation system for their future.

Developing partnerships with schools

Renault Trucks has signed 27 partnerships in France to contribute to the learning experiences of pupils in technical schools. The aim is to support relations between its distribution and repair network and schools by providing news about the brand, supplying diagnostic kits and free training for teachers twice a year, together with donations of equipment (mechanical components, vehicles, etc.).

Sharing knowledge

100% Learning @Renault Trucks is a bi-monthly webinar event that enables employees to pass on their skills in a particular field to the rest of the company. It is open to everyone and aims to facilitate the dissemination of knowledge between all employees on a variety of themes, such as the world of fintech, transactional analysis and artificial intelligence.

Welcoming priority education pupils

In January 2023, the company signed a partnership with the Lyon-based association "Viens voir mon taf" (Come and see my job) to participate in the week-long work placements for teenage pupils from priority education districts. These introductory placements on the Lyon site help to counter social discrimination, as well as providing a rewarding experience for employees and raising awareness of the transport industry among the younger generation.



Formation

Raising employees' environmental awareness



“Planet Champions”

To establish a corporate culture that is more strongly focused on sustainable development, 78 volunteer Planet Champions have been trained to promote a better understanding among all employees of the climate emergency, the role and responsibility that our company can and must play in slowing global warming, and the solutions we are proposing to decarbonise road transport.

More generally, this network of ambassadors acts as a channel for internal communication and training on all environmental issues.

It also facilitates local initiatives and establishes a dialogue with management on employees' expectations in relation to the environment.

The Decarbonisation Academy

Renault Trucks has been an expert in electric mobility for nearly 15 years and in 2023, launched a free online educational platform, open to everyone, called the Decarbonisation Academy.

This has been designed to provide those working in transport and logistics with answers to their questions about the challenges and practicalities of decarbonisation, in order to support their strategic thinking and facilitate their energy transition. They can access training courses featuring educational videos, advice from experts and the sharing of professional experience.





Learning with the Climate Fresk

Over 2,700 employees took part in the Climate Fresk and 40 in-house staff were trained to lead the event.

Using explanatory maps, this societal initiative helps people to understand the causes and impacts of climate change and the links between the environment, health, the economy, society and geopolitics.



Communicating

Employees are kept regularly informed of the latest news and progress made on environmental issues using internal communication tools such as the intranet, newsletters for each business unit, and exhibitions in company restaurants.



Environmental e-learning

An on-line course focusing on the environment has been created and deployed on all sites.

It has raised awareness among all employees of the issues involved in sustainable development, the impact of human activity on the climate and the solutions proposed by Renault Trucks.



Environmental podcasts

A series of podcasts entitled “On the right track” is being broadcast to employees.

Focusing on decarbonisation, the topics covered so far include alternative energies, the circular economy and electric mobility. Presented from a highly accessible educational angle, each podcast features expert testimonials and provides key figures.



Legacy and transmission

I joined Renault Trucks in 2022 and I'm very proud to contribute to its corporate social responsibility.

What really stands out for me is the increasing effort we're making to have a positive impact on those who are influenced by our business. For example, the support provided for the UN World Food Programme, helping to keep trucks in operation to deliver food to vulnerable people. Our world is looking for fairer and more inclusive models. I'm convinced that Renault Trucks is on the right road.

Thiago Araujo,
Head of CSR and Partnerships



Supporting the World Food Programme (WFP)

Renault Trucks has been working with the UN World Food Programme for over 10 years to improve its distribution and logistics activities.

This aid focuses on three main areas, namely training (250 agents in 18 countries over five years), providing additional resources for mechanics and drivers, and supporting the construction of the international transport training centre in Accra, Ghana. This partnership helps reduce truck maintenance costs by 40%, as well as increasing truck availability. With the new training centre, Renault Trucks is also helping to pass on new skills to local transport markets and strengthen logistics capacity in West Africa.

Securing the future of the Marius Berliet Foundation

Through the Marius Berliet Automobile Foundation, of which it is a founding member and patron, Renault Trucks helps both to safeguard and promote France's technical and industrial heritage and culture.

The Foundation has an archive and documentation centre, as well as a collection of 280 vehicles.

Making roads safer

The British NGO TransAid sets out to transform the lives of people in Africa by creating training courses to ensure that transport is safe and sustainable.

Under the road safety component of this programme, truck drivers benefit from the support of Renault Trucks in the form of special training.

Promoting mechanics

In February 2023, Renault Trucks signed a two-year partnership with WorldSkills France, the organiser of the world's largest competition for technical professions.

The aim is to raise the profile of mechanics and attract new enthusiasts. Equipment and trucks were provided for the organiser. This year, Lucas Ianni, a technician at Trucks Solutions Chambéry, was crowned Euroskills European Champion in the Commercial Vehicle Technology category.

Inspiring tomorrow's women

As long-standing partners, the Association "Entreprendre pour Apprendre" and Renault Trucks have set up a mentoring project for 2022-2023 to inspire around a hundred girls.

These pupils are aged between 10 and 14 and will be developing their skills through meetings with female experts. The aim is to help them build their own mini-company project and raise awareness of jobs where women are often absent.



Encouraging gender diversity

Equal opportunities and fair treatment for women and men at all stages of their working lives are fundamental and constitutional rights.

As such, Renault Trucks strives to ensure equality in terms of training, career opportunities and remuneration.

Since 2011, a company agreement has provided a framework for initiatives to promote gender equality in the workplace. The fourth agreement was renegotiated in 2022.



Three women on the Management Board

Three of the 14 Renault Trucks Board members are women.

They all enjoy challenges and have a keen desire to change the way the world of transport is seen, while encouraging team spirit and career mobility.



Karine Forien • Senior Vice-President, Strategy, Sustainable Development & Communication

An engineer by training, has never been afraid of confronting a male-dominated environment. Having held a number of positions in the company and working on the e-mobility launch, she now manages a team of some 25 people, 50% of whom are women.

Marion Keller • Senior Vice-President, People & Culture

Joined the Volvo Group 18 years ago. After working in the purchasing department, she was appointed Director of Human Resources in 2020. Since March 2023, she is responsible for developing the skills of Renault Trucks' 10,000 employees worldwide.

Yaël Ginzburg • Senior Vice-President, Legal & Compliance

A lawyer specialising in competition law, she has helped international companies manage their legal issues.



There were two reasons why I decided to get involved in managing the Women Inclusion Network (WIN). I wanted to play a role in encouraging diversity and support women in their career paths at Renault Trucks.

This is a very effective tool and through WIN Écoute, we ensure that women experiencing difficulties get the right help.

Sandra Mizzi,

Legal Advisor, Head of Insurance



Taking action from the recruitment phase

Without calling into question the principle of equal treatment and the objectivity of recruitment methods, the company has undertaken to integrate at least 35% of women into all positions by 2030, including at senior management level.

To increase the gender mix in specific jobs, recruitment will be rebalanced in areas where women are under-represented, the gender mix of applicant pools will be consolidated and the recruitment rate for women will be increased to a minimum of 45% over the duration of the gender equality agreement.

Last but not least, training resources will be increased to accelerate career development.

Achieving gender equality

The gender equality index measures pay gaps with a view to eliminating them.

Four indicators are tracked each year, namely pay gaps, individual pay rises and promotions, the rates of female employees receiving a pay rise on return from maternity leave, and the number of female employees among the 10 highest paid positions. Renault Trucks achieved a score of 89/100 in 2023.

Networking

In order to create a working environment that encourages women to thrive, the company encourages the development of internal networks, such as WIN (Women Inclusive Network).

This network was launched in 2012, in an aim to improve gender diversity and advance gender equality in the workplace, in particular through mentoring. Its 520 members, 22% of which are men, hold regular meetings, organise talks and communicate through a newsletter and podcasts.





Stimulating diversity

Integrating disability into the workplace

For over 30 years, Renault Trucks has been committed to equal opportunities and integrating people with disabilities into the workplace.

Renault Trucks and its social partners apply the Handi'Accord on a daily basis and this agreement was renewed for the period 2022-2024. Its aim is to provide a framework for the recruitment, integration, training, adaptation and continued employment of people with disabilities. It also includes initiatives to promote adapted and protected workplaces (ESAT companies employing people with disabilities) and assistance for employees whose spouse or children are disabled. The company currently employs a higher number of disabled people than that required through its legal obligation.

Diversity and inclusion at Renault Trucks means ensuring that differences are respected and valued.

Indeed, respecting the plurality of experiences and opinions is invaluable and enables each person to contribute to the company's overall vision. This multiplicity is a major asset for continuing to evolve and overcoming the major changes in the transport industry. The diversity of Renault Trucks teams is a reality, as 79 nationalities are represented.

Supporting intergenerational links

Encouraging the transfer of experience and know-how between young people and seniors is one of the pillars of Renault Trucks' initiatives to help its employees progress and manage their careers.

The company strives to keep senior employees in work through a dynamic social policy and quality working conditions. At the end of 2023, 3.4% of company employees were aged over 60 (3.9% of executives, 2.3% of supervisory staff and 3.6% of manual workers). At the other end of the spectrum, Renault Trucks is working to attract young talent (see page 34).

478
employees

Recognised as disabled in 2023.



Encouraging social dialogue



Dialogue with social partners (employee representatives and trade unions) is encouraged by the company.

This dialogue is essential, since it helps strengthen labour relations and promote prosperity for all employees, while instilling a culture of collaboration and mutual respect. Social dialogue also enables a number of company agreements to be updated:

1 • Social Dialogue Agreement

Revised in December 2018, this provides a framework for the role of the trade union bodies and the operating resources allocated by the company (for example, each organisation is given €7,825 per year and can employ a part-time or full-time secretary paid for by the company), as well as that of the Central Works Council (CWC) and the Social and Economic Committee. It also sets out the rules for social dialogue within Renault Trucks. The number of delegation hours and mandates is well in excess of that required by law.

2 • Gender Equality Agreement

Revised in June 2022, this agreement covers equality in the workplace between women and men and work/life balance. To help achieve gender equality, it sets goals for progress in targeted areas, such as recruitment and work with schools, career advancement, pay and working conditions. The agreement also addresses the issue of work/life balance, in particular by allowing employees to take four days leave per year to care for a sick child and by covering paternity leave.

3 • Company Agreement

This notably provides for a number of days' leave for family events that is generally higher than the number required by law, as well as a number of other attractive measures for employees.

4 • GPEC Agreement

This strategic workforce planning agreement enables jobs and skills to be adapted to the changing requirements of the industry. It also provides for annual conferences with social partners.



As its main activity is manufacturing trucks, Renault Trucks is covered by the collective agreement for the metallurgy industry.

The provisions of this agreement cover wages, working conditions, working hours, holiday pay, benefits and safety at work.

5 • Provident Health Insurance Agreement

Renault Trucks signed a company agreement in 2001 to cover employee healthcare costs, introducing a collective and compulsory scheme covering all staff. An amendment signed in December 2023 changed the monthly contributions (€84.96 for non-executive staff and €94.56 for executives) based on a new scale of benefits. The company contributes €55.56 per employee to the scheme.

6 • Profit-sharing Agreement

This was drawn up in 2008 and introduced a system of profit-sharing within the company. The share can be accessed immediately or placed in the company savings plan. All Renault Trucks employees with over three months' seniority benefit from the agreement.

7 • Incentive Agreement

In May 2021, a new employee incentive agreement was signed, aimed at strengthening employees' sense of belonging and involving them in Renault Trucks' economic performance. The incentive payment, which is proportional to the length of time employees have been with the company (with no seniority requirement) and which varies from one financial year to the next, can be paid immediately to employees or transferred in whole or in part to the Group Savings Plan and the PERECO.

8 • PERECO Agreement

This governs the collective company pension savings plan, which is available to all employees with more than three months' seniority. They can build up retirement savings with the help of the company in the form of a collective portfolio of securities. The PERECO can be funded by voluntary contributions and by all or part of the profit-sharing and incentive scheme bonuses. The company covers the annual account maintenance costs and can top up the PERECO.



GOVERNANCE





A question of integrity and transparency



Our governance structures our processes and our way of working.

We operate in accordance with our Code of Conduct and international legal and ethical standards, fostering a culture of integrity and transparency. As Head of the Legal department, I'm proud to manage a team that is committed to maintaining this framework, honing our strategies to navigate an ever-changing world.

Yaël Ginzburg,
Senior Vice-President,
Legal and Compliance

Respecting fundamental rights



Renault Trucks conducts its business responsibly and with integrity, in accordance with its Code of Conduct and the Guiding Principles on Business and Human Rights.

Combating child labour and modern slavery

The Renault Trucks Code of Conduct, drawn up in 2003, introduced zero tolerance of forced labour (including debt bondage, human trafficking and modern slavery) and child labour.

It covers the company's activities, as well as its supply chain. Within this framework, Renault Trucks has signed the UK Modern Slavery Act. In 2023, no cases were reported subsequent to audits carried out on this subject.

Strengthening whistleblowing schemes

Renault Trucks conducts its business ethically and in compliance with the laws and regulations in force.

This commitment includes a wide-ranging whistleblowing scheme covering violations of local or international laws, human rights, safety and environmental compliance requirements, internal Volvo Group policies and procedures, fair labour principles and labour law. Employees are encouraged to report any problems relating to the Group's Code of Conduct. Dedicated reporting channels being available for this purpose. Similarly, suppliers are required to conduct their business with the highest level of integrity and in an honest and fair manner.

[Submit a report](#)

Combating harassment and sexism

As a responsible employer, Renault Trucks is committed to combating harassment and sexism, including by appointing a harassment and sexism referral officer, involving the legal department and the Human Resources and Communication communities (for training and teaching aids, respectively), and the signing of the "#StOpE" charter aimed at combating "everyday sexism" in the workplace.

To help create a respectful working environment, in line with its values and the Code of Conduct, Renault Trucks applies a principle of "zero tolerance". In 2023, 10 reports were filed, resulting in 3 warnings and 3 dismissals, as well as actions to raise awareness and support teams.

Several dozen dialogue workshops were organised for management committees and teams at the Lyon, Bourg-en-Bresse and Blainville-sur-Orne sites.

Five training sessions were offered to new managers, targeted messages were included in the induction day for all new recruits and a 20-minute e-learning session was taken by 700 employees.

A Sexism Fresco was launched in 2023 with a pilot session followed by two monthly sessions which were rated 4.8/5 by those attending.

Regular events focusing on unconscious bias, gender-based stereotypes and feminism are organised within the teams.

"Advancing the world of transport - 4 inspiring female leaders" on 8 March 2023 (7,500 participants in Renault Trucks Square and online)

"From words to action: the power of employee networks for diversity and inclusion" in November 2023, (over 1,000 participants on-site in Caen and online).



Sexism is a discriminatory attitude based on a person's sex or, by extension, their gender. It is linked to prejudice and stereotypes based on the belief that one sex or gender is superior to the other.

As a responsible employer, we are taking actions to meet our legal obligations in terms of resources and results in this area. This combat is also in line with our values and the company's Code of Conduct.

Céline Greuzard,

Harassment and sexism referral officer



Assessing human rights in activities

The human rights assessment procedure analyses a range of data, involving the workforce, local policies, discussions with internal experts, responses to employee surveys and legislation on human and labour rights.

In addition to self-assessments carried out by country management teams and Human Resources, site visits are also conducted. Each assessment results in corrective actions. In 2022, Renault Trucks launched these procedures in Algeria and the United Arab Emirates. The goal is to cover all countries with significant human rights risks by 2050.



Getting employees on board

To raise employees' awareness of fundamental rights issues, various cycles of training have been provided for members of the Board, as well as for legal and sales teams.

The main themes covered were the Code of Conduct, responsible purchasing, sexism and harassment, responsible trade, health and safety, diversity and inclusion. By encouraging dialogue, the sessions also helped to identify risks and adapt ongoing commitments.

Renault Trucks is committed to respecting the United Nations Guiding Principles on Business and Human Rights (UNGPS), both within the company and in its commercial relations with suppliers.

In 2023, two scopes were prioritised, namely raising awareness and controlling our activities.



Trust is at the heart of our business. Renault Trucks has developed and integrated a comprehensive compliance program to ensure that its activities are conducted in accordance with our code of conduct and the applicable legal framework.

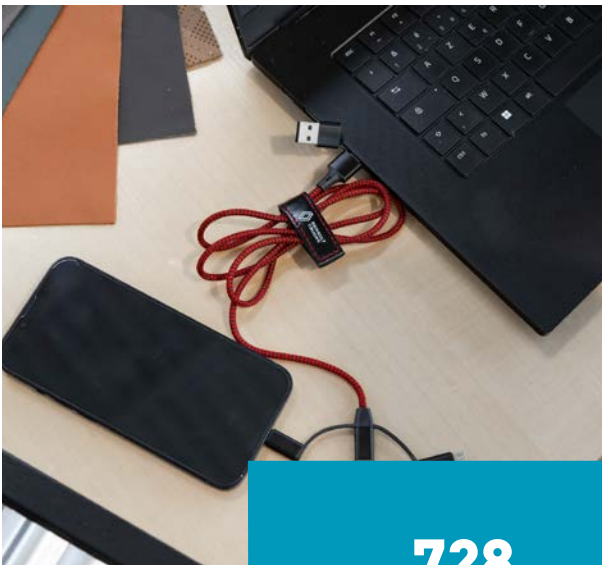
Our goal is to ensure that the company meets the highest standards in governance, anti-corruption efforts, compliance with competition laws, data protection, export controls, and adherence to applicable sanctions. The trust of our partners, suppliers, customers, and employees is key to ensuring strong and lasting relationships.

Emmanuel de Maillard,

Director of Business Ethics



Eradicating Corruption



**728
people**

**trained in 2022
and 2023.**



The fight against corruption is a priority for Renault Trucks.

In this context, the company has established a corruption prevention program in its business activities that includes three levels of control. To prevent risky situations, employees are regularly trained to identify, understand, and mitigate the risks of corruption.

The same requirement applies to all stakeholders: partners, suppliers, customers, and intermediaries are subject to anti-corruption measures to ensure lasting and trustworthy relationships. Compliance with anti-corruption legislation is assessed before the commercial relationship begins and monitored throughout operations.



Protecting data

Protecting personal data

Renault Trucks considers data protection to be essential in the face of cybersecurity threats. This commitment, particularly within the framework of the GDPR, is at the heart of its business.

Renault Trucks is committed to communicating clearly and transparently about the gathering and use of the personal data of customers, employees and business partners. Employees are trained in the GDPR principles and given practical advice on data protection. The training programme is based on three compulsory courses, depending on each person's role. Employees are also encouraged to use Volvo Group tools in such a way as to avoid external data leaks and are trained in good security practice. This approach also helps to safeguard the company's physical and financial assets.

2024

In January 2024, all Renault Trucks employees will be classified in the "engagement zone" in the face of cybersecurity threats.

The month of March 2024 was devoted to increasing security within Renault Trucks (training, games, awareness-raising sessions, etc.).

Raising awareness of cybersecurity

To ensure the security of its activities, Renault Trucks is engaging with its employees through the Be Aware programme.

By participating in training courses, Serious Games, phishing simulations or by managing personal dashboards, employees are reinforcing their cybersecurity skills. In this way, they help to prevent attacks and protect the company's assets.

87% of Renault Trucks employees followed the online data protection.



Ensuring responsible sales



Renault Trucks' commercial actions respect the legal framework in force, with specific procedures in place to ensure this is the case.

Acting in accordance with laws and regulations

In order to ensure that its business practices comply with international standards, Renault Trucks has introduced sales analysis processes and specific policies that include sanctions and export control regimes.



2024

100%

of sales staff will be trained in responsible sales by 2024, through online courses.

Assessing risks

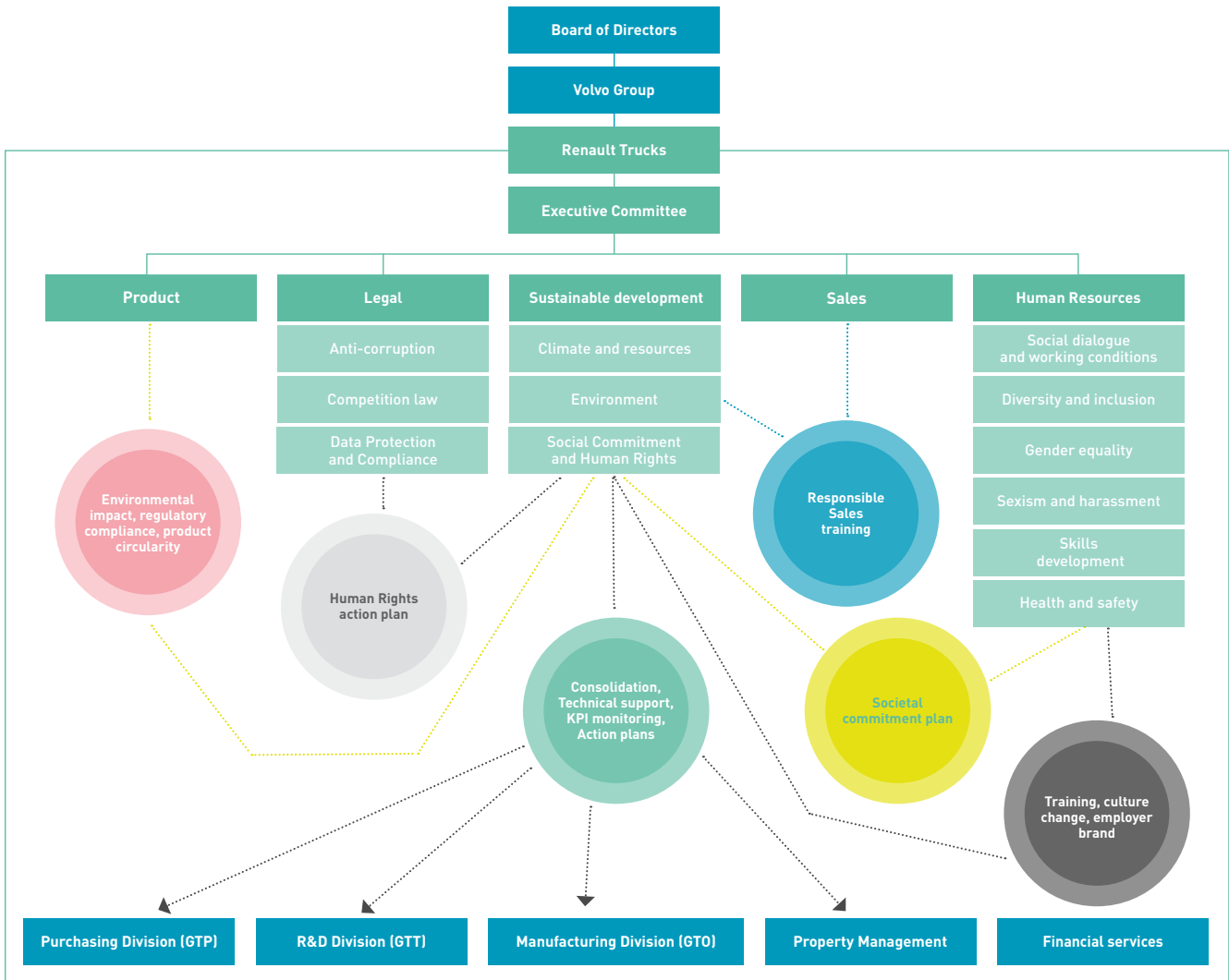
Sales contracts are assessed by taking into account the risks related to human rights, the environment and business ethics. This assessment covers direct sales with customer financing, export credit guarantees, sales to high-risk end-users and conflict zones, using specialised databases and tools.

Assessing sales to the armed forces

Before submitting a bid to sell to the armed forces, the Group's management takes into account arms embargoes, armed conflicts, political instability and human rights risks.



Sustainable development governance





Goals



Targets

3.4 By 2030, reduce by one-third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being.

3.8 Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all.

3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination.

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3.4
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3.8
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19-20

Goals



Targets

4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university.

4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.

4.7 By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development.

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4.3
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Goals



Targets

5.1 End all forms of discrimination against all females everywhere.

5.2 Eliminate all forms of violence against all females in the public and private spheres including trafficking, sexual and other types of exploitation.

5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.

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5.5
44-46-48-49



Goals



Targets

6.3 By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally.

6.4 By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity.

6.6 By 2020, protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers and lakes.

6.3
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Goals



Targets

7.2 By 2030, increase substantially the share of renewable energy in the global energy mix.

7.3 By 2030, double the global rate of improvement in energy efficiency.

7.2
Pages
16-17

7.3
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16-17

Goals



Targets

8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors.

8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

8.6 By 2020, substantially reduce the proportion of youth not in employment, education or training.

8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.

8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

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Goals



Targets

9.1 Develop quality, reliable, sustainable and resilient infrastructure, including regional and trans-border infrastructure, to support economic development and human well-being, with a focus on affordable and fair access for all.

9.4 By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.

9.5 Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending.

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Goals



Targets

10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.

10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.

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Goals



Targets

11.6 By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management.

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Goals



Targets

12.2 By 2030, achieve the sustainable management and efficient use of natural resources.

12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment.

12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.

12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.

12.8 By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature.

12.2

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Goals



Targets

13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.

13.2 Integrate climate change measures into national policies, strategies and planning.

13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.

13.1

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Goals



Targets

15.1 By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligation under international agreements.

15.5 Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species.

15.1	15.5
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Goals



Targets

16.1 Significantly reduce all forms of violence and related death rates everywhere.

16.2 End abuse, exploitation, trafficking and all forms of violence against and torture of children.

16.5 Substantially reduce corruption and bribery in all their forms.

16.6 Develop effective, accountable and transparent institutions at all levels.

16.10 Ensure public access to information and protect fundamental freedoms, in accordance with national legislation and international agreements

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Goals



Targets

17.17 Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships.

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ECOVDIS certified

EcoVadis, a leading third-party ESG (Environment, Social and Governance) ratings platform, enables companies to improve their understanding of sustainable performance, benchmark themselves against other players, and assess their own supply chain. Since it was founded in 2007, EcoVadis has assessed over 130,000 companies in more than 180 countries.

For the fifth year running, Renault Trucks has been awarded an Ecovadis GOLD rating, positioning the OEM among the best rated on the platform. Progressing year on year, the overall score of 77 out of 100 in 2023 rose by four points compared with 2022. For the second year running, the company achieved a perfect score of 100 out of 100 in environmental performance, along with 70 out of 100 in social and human rights, and 60 in ethics and responsible purchasing.

Renault Trucks has been a member of the United Nations Global Compact since 2004

NOUS SOUTENONS LE PACTE MONDIAL



Note to readers

The main aim of the “Sustainable Development” document is to provide details of the policies, commitments and progress of the actions deployed to help achieve a low-carbon business and an improved quality of life for all. It does not aim to meet the criteria of an extra-financial report, as published by the parent company of Renault Trucks. **(the Volvo Group annual report).**

The figures and indicators quoted in this document come from internal and external reports produced by Renault Trucks and the Volvo Group. For more information on environmental and social practices, as well as the sources of the indicators and calculation methods, please send a request to the following address: **corporate@renault-trucks.com**.





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