

A low-angle photograph of a modern building. The building features a prominent green wall with multiple levels of lush vegetation. To the right, a glass facade reflects the sky and clouds. The sky is a clear, vibrant blue. The overall composition is dynamic, with strong geometric lines and a mix of natural and architectural elements.

**Renault
Group**

Renault Group Supplier Code of Conduct

July 2025

RENAULT GROUP PROCUREMENT

Supplier Code of Conduct

INTRODUCTION

To build a sustainable future, Renault Group's business development integrates sustainability as a key driver of its operational and financial performance.

Renault Group acts to identify, avoid and/or mitigate the impacts that the company and its suppliers have on their environment: employees, communities, territories and ecosystems. At the heart of Renault Group's collaboration with suppliers, this Supplier Code of Conduct presents the fundamental principles of Renault Group in terms of Sustainability, Environment, Social & Human Rights, Health & Safety and Governance.

Renault Group requests its suppliers to abide by these principles, to apply them on their scope of operations and to cascade them amongst all their own suppliers.

SCOPE OF APPLICATION

The requirements listed in this Supplier Code of Conduct are applicable to all Renault Group's suppliers of parts, aftersales parts or indirect procurement (industrial, logistics, services, etc.) which are in a business relationship with Renault Group or want to enter the Renault Group Procurement Panel as new suppliers.

The chapters A to E are applicable to all Renault Group's suppliers. Besides, suppliers shall comply with chapters F (Bio-based materials) and G (Responsible mineral sourcing) if applicable for the products delivered to Renault Group.

For each chapter and paragraph of the Supplier Code of Conduct, Renault Group has specified its expectations towards suppliers on two levels:

1 – MANDATORY: A mandatory requirement is a requirement suppliers shall comply with. In case of non-compliance, suppliers shall carry out an appropriate remediation plan. For this purpose, Renault Group may provide its support, if necessary. Once identified, any breach not corrected may lead to various measures, including Renault Group terminating its relationship with these suppliers.

2 – ENCOURAGED: Beyond mandatory requirements, Renault Group encourages its suppliers to take additional measures, initiatives, and actions to increase their positive impact on their sustainability. By showing their engagement through additional commitments and actions, suppliers will reflect their best-in-class performance in sustainability. ENCOURAGED actions are on a voluntary basis, to be chosen individually by the supplier if relevant.

A. UNIVERSAL STANDARDS

Mandatory:

Renault Group requests suppliers to commit to applying the universal principles related to human rights as defined by:

- The Universal Declaration of Human Rights of 1948,
- The OECD guidelines for Multinational Enterprises adopted on 27 June 2000, updated in 2011 and 2023.
- the Global Pact adopted on the initiative of the United Nations (Global Compact).

Suppliers shall comply as well with the principles laid down within the framework of the Declaration of the International Labour Organization (ILO) of 1998 on Fundamental Principles and Rights at work.

B. HUMAN RIGHTS, FUNDAMENTAL FREEDOMS AND LABOR RIGHTS

1. Prohibition of child labor:

Mandatory:

- a. Supplier shall abide by the ILO Minimum Age Convention N°138 and the ILO Worst Forms of Child Labor N° 182.
- b. Supplier shall prevent all forms of child labor and comply with the minimum working age - never less than 15 years old.
- c. Supplier shall respect the rights of children everywhere and comply with the UN Convention on the Rights of the Child.

Encouraged:

- a. Supplier is encouraged to engage and communicate in multi-stakeholders' initiatives to promote children's rights – including access to education.

2. Prohibition of forced labor:

Mandatory:

- a. Supplier shall abide by the ILO Convention N°29 (Forced Labor) and N°105 (Abolition of Forced Labor).
- b. Supplier shall prevent all forms of slavery, forced labor and human trafficking – including restriction of movement, confiscation of identity documents, withholding of wages, excessive overtime, abusive working and living conditions and debt bondage – and guarantee that all labor is voluntary and that employees are free to leave their jobs.

Encouraged:

- a. Supplier is encouraged to engage in multi-stakeholders' initiatives to prevent forced labor and modern slavery.

3. No harassment, violence, or retaliation

Mandatory: in accordance with the Universal Declaration of Human Rights of 1948, in particular article 5:

- a. Supplier shall not allow any form of harassment in the workplace for any reason.

- b. Supplier shall ensure disciplinary measures are free from all forms of violence, corporal punishment, humiliation, and treatment contrary to human dignity.
- c. Supplier shall prohibit and not practice any form of retaliation against workers or any stakeholders for raising complaints or concerns.

4. Prevention of discrimination, promotion of diversity and inclusion

Mandatory:

- a. Supplier shall abide by:
 - i. the ILO Convention N° 111 (on non-discrimination in employment relations),
 - ii. the ILO Convention N° 100 (relating to equal remuneration for work of equal value),
 - iii. the ILO Convention N° 135 (on workers' representative).
- b. Supplier shall not discriminate in any aspect of employment (recruitment, employment, promotion, wages, dismissal, retirement, assignment of duties, disciplinary measures, etc.) in particular based on race, nationality, gender, sexual orientation, religion, disability, age, social, cultural or national background, trade union activities.
- c. Supplier shall protect minority group's rights and women's rights.

Encouraged:

- a. Supplier is encouraged to promote diversity and inclusion in the workforce.
- b. Supplier is encouraged to ensure gender equality in the workforce.
- c. Supplier is encouraged to subscribe to:
 - i. the Women's Empowerment Principles (WEP) of the United Nations,
 - ii. the principles defined by the Global Business and Disability Network of the ILO,
 - iii. the five Standards of Conduct for tackling discrimination against LGBTQ+ people, developed by the United Nations Human Rights Office.

5. Freedom of association, dialogue and consultation with employees, effective recognition of the right to collective bargaining

Mandatory:

- a. Supplier shall abide by:
 - i. the ILO Convention N°87 (on the freedom of association and protection of the rights to organise),
 - ii. the ILO Convention N°98 (on the right to organise and collective bargaining),
 - iii. the ILO Convention N°135 (on workers' representative to prevent any form of discrimination because of trade-union activities).
- b. Supplier shall undertake genuine consultation and dialogue with employees or their representatives.
- c. Supplier shall respect the right of its employees to organise themselves collectively and remain strictly neutral.
- d. Supplier shall recognize employees' right to associate or not associate based on the laws of each country of operation.

6. Adequate compensation

Mandatory:

- a. Supplier shall abide by the ILO Convention N°100 (related to equal remuneration for work of equal value).

- b. Supplier shall comply with applicable laws regarding minimum wages, overtime compensation, wage deductions, performance-based pay, and other remuneration.

Encouraged:

- a. Supplier is encouraged to work towards fostering an adequate living wage for all employees.

7. Maximum working time, holiday entitlement and right to disconnect

Mandatory:

- a. Supplier shall comply with applicable laws and – if applicable - collective bargaining agreements, on working hours, overtime working hours, periodic day-off, paid annual vacation time. Overtime work should be based on a voluntary basis and compensated in accordance with local laws.

Encouraged:

- a. Supplier is encouraged to put in place a global policy worldwide limiting to 48 (or less) the number of regular working hours per week.
- b. Supplier is encouraged to put in place a global policy worldwide limiting the number of total working hours per week – including overtime.
- c. Right to disconnect: supplier is encouraged to uphold the right of its employees to choose whether or not to go online outside of their usual working hours and during their holiday periods.
- d. Work-life balance: supplier is encouraged to provide tailored working hour arrangements for its employees, allowing them to have a better work/life balance, giving particular attention to employees with young children or dependents.

8. Right to training

Encouraged:

- a. Supplier is encouraged to promote the employability of its employees, by providing access to adequate training throughout the career.

9. Termination of employment

Mandatory:

- a. Supplier shall abide by the ILO Convention N°158 (on the termination of employment).
- b. Supplier shall comply with international standards in terms of justification for termination, procedure prior to or at the time of termination, procedure of appeal against termination period of notice, severance allowance and other income protection.

10. Protection of local communities', indigenous peoples', and vulnerable groups' rights

Mandatory:

- a. Supplier shall uphold the principles laid down in the United Nations Declaration on the Rights of Indigenous Peoples 2007 (UNDRIP) and abide by local regulations in terms of property rights.
- b. Supplier shall comply with Indigenous Peoples' right to Free, Prior, and Informed

Consent (FPIC) on any activities that might affect their rights and take into account and recognize their formal and customary land rights.

- c. Supplier shall work to minimize potential negative impacts of its projects and activities on local communities, indigenous peoples and vulnerable groups.
- d. Supplier, when ensuring the safety of its employees and facilities, shall not do it at the expense of the human rights of local communities, indigenous peoples and vulnerable groups.

Encouraged:

- a. Supplier is encouraged to develop activities with a positive impact on local communities in territories where it operates.
- b. Supplier is encouraged to implement Free, Prior and Informed Consent (FPIC) not only for Indigenous Peoples but also for other types of local communities.

C. HEALTH & SAFETY

1. Right to health, safety, and decent working conditions

Mandatory:

- a. Supplier shall abide by the ILO Convention N° 155 and N° 187 (on Occupational Safety and Health).
- b. Supplier shall make the health and safety of workers a top priority and make every effort to prevent occupational accidents and illnesses.
- c. Supplier must comply with all applicable laws relating to workplace health and safety.
- d. Supplier shall monitor regulatory and other requirements applicable to its occupational health and safety hazards.

Encouraged:

- a. Supplier is encouraged to set a target for zero work-related accidents and illnesses.
- b. Supplier is encouraged to have a health and safety policy in place, to promote physical and mental health and to drive continuous improvements.
- c. Supplier is encouraged to implement ISO 45001 certification.

2. Health and Safety Risk prevention

Mandatory:

- a. Supplier shall identify health and safety hazards (chemical, biological, physical agents, ergonomics, electrical and other energy sources, fire, vehicles, machinery, work at height, thermal and fall hazards, etc.), assess and mitigate associated risks using the hierarchy of controls, which includes eliminating the hazard, substituting processes or materials, monitoring through proper design, implementing engineering and administrative checks, preventative maintenance, and safe work procedures. Where risks cannot be adequately monitored by these means, workers are to be provided with appropriate, well-maintained, personal protective equipment, and educational materials about these risks.
- b. Supplier shall take reasonable action to protect female workers, especially for pregnant women/nursing mothers and vulnerable employees.
- c. Supplier shall provide workers with appropriate health and safety information and training in local language; and provide adequate working authorization on dangerous identified activities (e.g.: hot works, electrical, lifting equipment, hazardous chemicals...).

Encouraged:

- a. In addition to ensuring physical safety, supplier shall strive to support the mental health of its employees and shall have programs to identify, assess and mitigate psychosocial risks.
- b. Training shall be provided to all workers prior to the beginning of work and regularly thereafter.
- c. Supplier shall encourage workers to raise health and safety concern.

3. Emergency Preparedness

Mandatory:

- a. Supplier shall identify and assess potential emergency situations and events including, but not limited to, risk of fire, explosion, fatal accident, mass poisoning, etc.
- b. Supplier shall implement emergency plans and response procedures, including emergency reporting, employee notification, worker training, and drills.
- c. Supplier shall have adequate exit routes and signs, fire detection and warning equipment, and fire prevention facilities in case of emergency, and ensure that they work properly.

4. Work-related accidents and illnesses

Mandatory:

- a. Supplier shall have procedures in place to prevent, manage, track and report occupational accidents and illnesses.
- b. Supplier shall investigate the causes of accidents or illnesses and endeavor to provide relevant improvement plans to reduce their impact and/or probability.
- c. Supplier shall provide general or special medical examinations in compliance with applicable laws and regulations on employee health.

5. Welfare installations

Mandatory:

- a. Supplier shall provide workers with resting areas, toilet facilities and dining areas with potable water and sanitary food preparation and shall strive to maintain hygiene and cleanliness in such facilities.

Encouraged:

- a. Supplier shall provide workers with adequate ventilation, light and temperature levels, and acceptable levels of noise and dust pollution (as applicable).

6. Suppliers with employees providing services on Renault Group's sites.

Mandatory:

- a. Supplier shall strictly follow Renault Group's rules and instructions including the Health and Safety Mandatory rules.
- b. Supplier shall ensure that the health and safety of sub-contractors are appropriately managed while sub-contractors provide services to the benefit of suppliers or of Renault Group.

D. ENVIRONMENT

1. Environmental management

Mandatory:

- a. Supplier shall establish and operate a companywide environmental management scheme to continuously evaluate, prevent and mitigate environmental impacts of its activities.

Encouraged:

- a. Supplier is encouraged to implement ISO 14001 certification or European label EMAS and share certificates with Renault Group.
- b. Supplier is encouraged to implement a Life Cycle Assessment (LCA) approach on its products and / or services to evaluate the environmental impacts generated along the life cycle.
- c. Supplier is encouraged to provide the LCA study of its products / services delivered to Renault Group and proactively propose innovative / alternative solutions to improve the carbon footprint or the environmental impact of its products / services.

2. Resources saving and waste reduction.

Mandatory:

- a. Supplier shall comply with laws in all relevant countries regarding proper disposal and recycling of wastes.
- b. Supplier shall act to reduce resources consumption (including, but not limited to, water), waste generation by using resources effectively (including packaging) and circular economy principles.
- c. Supplier shall reduce dependency to rare earths and other critical raw materials by working on consumption reduction and alternative solutions, use of recycled materials and closed loop recycling.

Encouraged:

- a. Supplier is encouraged to develop transparency on waste generated (quantification, qualification, treatment).
- b. Supplier is encouraged to enhance reparability.
- c. Supplier is encouraged to enhance recyclability.
- d. Supplier is encouraged to increase offers with recycled materials.
- e. Supplier is encouraged to increase the rate of recycled materials in products.
- f. Supplier is encouraged to develop transparency on bill of material (quantification, qualification).

3. Health and chemical substances management

Mandatory:

- a. Supplier shall comply with Renault Group's substances standards and policies, which consider all applicable regulations on substances.
- b. Supplier shall specify and safely manage chemical substances which might pollute environment or present risk for workers or vehicle occupants.

4. Air, water, noise, and soil pollution prevention

Mandatory:

- a. Supplier shall comply with applicable laws in all relevant countries.
- b. Supplier shall prevent any soil pollution.

Encouraged:

- a. Supplier is encouraged to reduce pollutants.
- b. Supplier is encouraged to prevent and reduce noise.
- c. Supplier is encouraged to develop transparency on main pollutants details (quantification, qualification, treatment).
- d. Supplier is encouraged to anticipate new regulations on substances of concern.

5. Greenhouse gas emissions reduction

Mandatory:

- a. Supplier shall comply with applicable regulations.
- b. For Parts Suppliers (BOP): supplier shall measure carbon footprint via Product Carbon Footprint template.
- c. Supplier shall communicate to Renault Group its roadmap on GHG emissions reduction, including management of energy (consumption and intensity), waste, raw material (low carbon and / or recycled materials), packaging, logistic and eco-design approach.
- d. Supplier shall implement and share with Renault Group an independent assessment of its decarbonization roadmap using a third-party platform validated by Renault Group.

Encouraged:

- a. For Non-Bought Out Parts suppliers: supplier is encouraged to measure its carbon footprint.
- b. Supplier is encouraged to anticipate changes or trends in law in relevant countries.
- c. Supplier is encouraged to commit to set up at company level and to disclose to Renault Group:
 - i. A Carbon Neutrality Net Zero target the latest by 2040 in Europe and by 2050 worldwide.
 - ii. Its GHG targets on all scopes 1, 2 & 3 via a Science Base Target assessment (e.g. SBTi).
- d. Supplier is encouraged to manage continuously the greenhouse gas emissions reduction roadmap:
 - i. Deploy training and methodology within supplier's employees, supply chain (parts, material, packaging, logistic...) and affiliates.
 - ii. Proactively propose innovations and breakthroughs to reduce carbon footprint of Renault Group's products.

6. Biodiversity and ecosystem conservation

Mandatory:

- a. Supplier shall develop an understanding on dependencies on services provided by nature, impact on the ecosystem and risk associated.
- b. Supplier shall undertake to avoid contribution to deforestation, in its own operation and in its supply chain.

Encouraged:

- a. Supplier is encouraged to make sustainable and equitable use of natural resources and ecosystem services.
- b. Supplier is encouraged to adopt a “Measure, Avoid, Reduce, Restore” approach.

E. GOVERNANCE

1. Ethics and Compliance

Mandatory:

- a. Supplier shall conduct its operations, establish and maintain commercial relationships in compliance with applicable laws and regulations. This includes in particular:
 - i. Anti-corruption and influence peddling.
 - ii. Antitrust.
 - iii. Export control and economic sanctions.
 - iv. Personal data protection and privacy (including cybersecurity).
 - v. Intellectual property.
- b. Supplier shall establish and maintain fair, loyal and transparent business relationships with its suppliers.
- c. Supplier shall not accept or offer gifts, invitations, services or business meals with the aim of influencing a business relationship or inducing inappropriate behavior. They are strictly prohibited during bidding periods. Gifts or hospitality shall never take the form of cash or its equivalent (e.g. gift vouchers).
- d. Supplier shall adopt and implement a policy to deal with actual or potential conflicts of interests and avoid any difficulty in the course of its business relationships with Renault Group.
- e. Supplier shall establish and deploy policies, strategies, codes of conduct, reporting systems, training programs and other means necessary to ensure thorough, companywide compliance.

Encouraged:

- a. Supplier is encouraged to implement an anti-corruption management system (e.g. ISO 37001 certification).
- b. Where permitted by regulations, supplier is encouraged to ensure that the donations it makes are disinterested and that the respective interest in image partnerships are balanced.
- c. Supplier is encouraged to be as transparent as possible in its lobbying operations and, more generally, in its relations with public bodies and politically exposed persons.
- d. Supplier is encouraged to promote a responsible use of artificial intelligence, ensuring ethical development and deployment.

2. Due Diligence

Mandatory:

- a. Supplier shall establish, implement and maintain a Due Diligence Management System (DDMS) to identify, assess, prevent, adequately mitigate, bring to an end, minimize and/or remedy the negative impacts arising from its own operations and those of its direct suppliers. Supplier shall take into account in its Due Diligence Management System (DDMS) the areas listed in this Supplier Code of Conduct (universal standards, human rights and fundamental freedoms, labor rights, health and safety, environment, governance).

As regards the negative impacts arising from its indirect suppliers, the supplier shall prioritize the most severe and most likely impacts relating to the requirements listed in the chapters of this Supplier Code of Conduct (universal standards, human rights and fundamental freedoms, labor rights, health and safety, environment, governance) and as the case may be in other areas identified by the supplier.

- b. Supplier shall establish, implement and maintain a Due Diligence Management System (DDMS) – such as OECD Guidance for Responsible Business Conduct and put in place the adequate internal organization and management system to implement its Due Diligence including:
 - i. Policy commitment, supplier code of conduct and assignment of a senior executive as responsible of the implementation and improvement of its Due Diligence Management System.
 - ii. Risk assessment and due diligence processes – prioritizing on high risks.
 - iii. Risk management to mitigate identified risks.
 - iv. Monitoring system.
 - v. Reporting.
 - vi. Continuous improvement and review processes, engaging with stakeholders.
 - vii. Training programs.
- c. Upon request, supplier shall share with Renault Group the main features of its Due Diligence Management System: policies, risk assessment, risk management and monitoring and reporting mechanisms.

Encouraged:

- a. Supplier is encouraged to report on its DDMS implementation and improvements put in place, as Due Diligence is a continuous improvement process.
- b. Supplier is encouraged to share with Renault Group any improvement proposals relating to this Supplier Code of Conduct.

3. Grievance Mechanism

Mandatory:

- a. Supplier shall implement a reporting system and/or any other grievance mechanism, allowing its employees and its suppliers' employees to raise concerns or complaints regarding possible non-compliances with the principles of this Code of Conduct in the course of its business relationships with Renault Group, to the extent permitted by applicable laws.

Encouraged:

- a. Supplier is encouraged to inform its employees who have a direct or indirect business relationship with Renault Group of the existence of the Renault Group's whistleblowing platform:



F. BIO-BASED MATERIALS

1. General requirements on biobased materials

Mandatory:

- a. Supplier shall comply with EU Deforestation Regulation (EU 2023 / 1115) requirements and share the necessary data with Renault Group.
- b. Supplier shall comply with the Renault Group's bio-based materials Policy, which defines the following rules:
 - i. As a pre-requisite, bio-based materials must demonstrate a lower carbon footprint than their petrol-based alternative.
 - ii. No bio-based materials made from Generation 1 biomass (definition of Generation 1 biomass: edible by humans or animals).
 - iii. No use of Mass Balance approach with credit method.
 - iv. Upon request, supplier shall demonstrate it has carried out the necessary due diligence in its supply chain:
 1. Identify ESG risks and regularly assess the situation with regards to those risks,
 2. Verify that there is a system in place to prevent harm.

Encouraged:

- a. Supplier is encouraged to propose bio-based materials presenting recyclability equivalent to (or better than) their petrol-based alternative.

2. Natural Rubber (on top of EUDR requirements)

Mandatory for a supplier of tyres:

- a. Supplier shall apply the principles contained in Renault Group's High-Level commitment for Sustainable Natural Rubber.

Encouraged – for a supplier of parts containing natural rubber:

- a. Supplier is encouraged to apply the principles contained in Renault Group's High-Level Commitment for Sustainable Natural Rubber.
- b. Supplier is encouraged to join the Global Platform for Sustainable Natural Rubber.

3. Leather and other biomass from animal origin (on top of EUDR requirements)

Mandatory:

- a. Supplier shall, even for products outside of EUDR scope:
 - i. Get traceability of products up to the farm of birth of animal.
 - ii. Share this traceability information with RG upon request.
 - iii. Ensure product is not linked to deforestation or illegal land conversion.
 - iv. Commit to ethical treatment of animals at all stages of life (animal welfare).

G. RESPONSIBLE MINERAL SOURCING

1. Scope of application

This section explains the importance of responsible mineral sourcing, focusing on the prevention of use of conflict minerals and ensuring that the minerals are sourced in compliance with international standards and applicable laws.

2. Responsible Mineral Sourcing

Mandatory for any mineral:

- a. Supplier shall apply due diligence management process on its mineral supply chain as mentioned in part E.2 section Mandatory (a) and (b) of this Supplier Code of Conduct.
- b. Upon written request, supplier shall disclose the information on due diligence mentioned above in part E.2 of this Supplier Code of Conduct
- c. Supplier shall apply the OECD Due Diligence Guidance for Responsible Business Conduct and the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

Mandatory for battery value chain suppliers (in addition to "Mandatory for any mineral"):

- a. Supplier shall comply with the EU Regulation 2023/1542 of 12 July 2023 concerning batteries and waste batteries (EUBR).
- b. To demonstrate its compliance with EUBR, supplier shall share with Renault Group the main features of its Due Diligence Management System: policies, risk assessment, risk management and monitoring and reporting mechanisms:
 - i. Supplier shall disclose its supply chain mapping with names and addresses of its suppliers of the entire supplier chain (for Cobalt, Nickel, Lithium and Natural Carbon Graphite) from its own production to the mine's sites.
 - ii. Supplier shall share with Renault Group the risk assessment methodology used, and the results obtained for Renault Group's product supply chains. The risk level assessed by the supplier shall be consistent with Renault Group's evaluation.
 - iii. Supplier shall share with Renault Group its risk management plan defined to prevent, cease or mitigate risks identified in its supply chain for Renault Group's products – up to the mines. As part of its risk management, supplier shall share when possible ESG audits or certifications done within its supply chain. The risk management plan defined by the supplier shall be consistent with Renault Group's risk evaluation. On a case-by-case basis, RG may request improvements to this risk management plan.
 - iv. Supplier shall implement a Track and Trace system on Renault Group's products supply chain, to allow traceability of materials and provide the information needed for the compliance with EUBR (Carbon Footprint, Chain of Custody, corrective action plan launched within the risk management plan, information needed for the Battery Digital Passport, ...).
 - v. Supplier shall report to Renault Group, upon request, on its due diligence documentation and action plans. Reporting shall be under Renault Group's template or, at least, validated by Renault Group.
 - vi. In the event Renault Group considers necessary to carry out ESG on site audits, supplier shall use its reasonable commercial efforts to convince the relevant suppliers acting in its supply chain to allow Renault Group to perform these ESG audits.
 - vii. Supplier shall define and implement a remediation action plan to address adverse impacts on human rights and/or on environment it has caused or contributed to cause (for its own sites and from Tier 1 to Tier N) taking into account its level of involvement as well as the level of involvement of its suppliers (Tier 1 to Tier N).
- c. Supplier shall promote the implementation in its supply chain of responsible mining assurance such as IRMA (Initiative for Responsible Mining Assurance) or equivalent.

Mandatory for suppliers with Conflict minerals in the Renault Group's supply chain (in addition to "Mandatory for any mineral"):

Conflict minerals are raw materials from CAHRA (Conflict-Affected and High-Risk Areas): tin, tungsten, tantalum and gold, also referred to as 3TGs.

For the raw materials originating from regions identified as Conflict-Affected and High-Risk Areas (upon EU Regulation 2017-821 definition), supplier shall provide the Conflict Minerals Reporting Template (CMRT), standard developed by RMI (Responsible Mineral Initiative) and Conflict-Free Sourcing Initiative (CFSI), describing due diligence measures taken (e.g., facilities used to produce the conflict minerals, country of origin, and chain of custody of said minerals).

Encouraged – for any mineral:

- a. Supplier is encouraged to actively participate in international initiatives such as the Initiative for Responsible Mining Assurance (IRMA), the Responsible Cobalt Initiative (RCI) or the Responsible Business Alliance (RBA) to support conflict-free mineral sourcing.
- b. Supplier is encouraged to collaborate in industry-wide initiatives to support due diligence and good business practices, including, but not limited to, trainings on human rights, capacity-building at mine sites.
- c. Supplier is encouraged to define, disclose and implement a roadmap for decarbonation, including every step of production from raw material extraction to usage.
- d. Supplier is encouraged to promote innovative environmentally responsible extraction processes, such as bioleaching, plant-based extraction.
- e. Supplier is encouraged to define, disclose and implement a roadmap to increase and improve recycled contents.

3. Moratorium on deep-sea mining

Mandatory:

Supplier shall apply the moratorium on deep-sea mining to parts and materials supplied to Renault Group, in accordance with the commitment of Renault Group.

Encouraged:

Supplier is encouraged to join the moratorium on deep-sea mining.

Reminder: Renault Group's policy on deep sea mining

In 2022, Renault Group joined, along with other major companies, a call for a moratorium on deep seabed mining. In doing so, Renault Group commits not to source minerals from the deep seabed until it has been scientifically proven that the extraction can be done in a sustainable manner.

The potential risks that such mining would pose to the planet, to biodiversity and to human beings are detailed in the public call for a moratorium.

H. SUPPLIERS ASSESSMENTS AND AUDITS

On top of signing this Supplier Code of Conduct, supplier shall comply with the following rules.
Application date is from 2025, July 1st

- **ESG Compliance assessment:**

Supplier shall perform an ESG compliance assessment conducted by the third-party platform validated by Renault Group, which is specialized in sustainability and corporate social responsibility evaluation, (e.g., ECOVADIS). The following requirements apply:

- The assessment must be performed at the supplier's group level and shall encompass all business activities.
- The assessment shall be updated on an annual basis.
- A minimum rating level is required (e.g., ECOVADIS, minimum level expected is 45).
- In the event that the assessment does not meet the minimum level required, the supplier shall submit a corrective action plan to Renault Group, detailing the measures to be implemented and the timeline for achieving compliance.

- **CO2 assessment :**

Supplier shall conduct an independent assessment of their decarbonization roadmap using a third-party platform validated by Renault Group, which is specialized in environmental disclosure and climate impact evaluation. The following requirements apply:

- The assessment must be performed at the supplier's group level and shall encompass all business activities.
- The assessment shall be updated on an annual basis.
- A minimum performance level may be required, subject to confirmation during the supplier panel validation or sourcing process.
- In the event that the assessment does not meet the required performance level, the supplier shall submit a corrective action plan to Renault Group, detailing the measures to be implemented and the timeline for achieving compliance.

- **On-site ESG Audits:**

In the framework of its Due Diligence Management System, Renault Group may ask supplier to host an on-site ESG semi-announced audit (e.g., within an agreed 2 weeks window period):

- This ESG audit shall be carried out by a third party - certified recognized company - appointed by Renault Group for that purpose. It is designed to check on site the compliance with the principles listed in this Supplier Code of Conduct (human rights and fundamental freedoms, labor rights, health & safety, environment and governance). This audit is based on international social audits (SMETA, SA8000,...). This initial ESG audit is at Renault Group expense.
- In case of low performance or major non-conformity, a Corrective Action Plan (CAP) must be put in place by the supplier. A follow-up audit must be organized to confirm the closure of CAP – at the expense of the supplier.
- In case of "zero tolerance non-conformity" (e.g., critical issue related to child labor, forced labor, social rights, environment, health and safety), the supplier shall put in place an immediate countermeasure action plan. Supplier shall send to Renault Group Sustainable Procurement team (sustainable-procurement@renault.com) and business Procurement representatives, a report with full details of the non-compliant incident investigation outcome and corrective countermeasures deployed to prevent reoccurrence.

- **Actions in the event of non-compliance:**

If supplier's activities do not comply with this Code of Conduct: Renault Group requests the supplier to immediately report full details of the non-compliance, investigation outcome and corrective countermeasures deployed to bring to an end the non-compliance and prevent reoccurrence. If necessary, corrective action plans may be set up with Renault Group support. Such Renault Group support does not entail the Renault Group to step in to assume the legal responsibility of the said supplier.

Once identified, any breach not corrected may lead to various measures, including Renault Group temporarily suspending sending new RFQs and up to terminating its relationship with the supplier.

In case a damage is caused by the non-compliance, supplier may be requested to compensate the damage.

More information on Renault Group policies and activities available [here](#).

