



December 2, 2009

WORLD DISABILITIES DAY

**RENAULT, AN AUTOMOTIVE MANUFACTURER COMMITTED TO
THE EMPLOYMENT OF PEOPLE WITH DISABILITIES**

For people with disabilities, limited mobility and difficulties entering the job market are two obstacles to integrating society. Renault, as a carmaker and an employer, feels duty-bound to take action. Through its subsidiary Renault Tech, the company brings people with disabilities a comprehensive and unrivalled range of vehicles and services in Europe. As a socially responsible company Renault is also committed to hiring and maintaining the employment of people with disabilities.

WORKING TOWARD MOBILITY FOR ALL

Renault, through its subsidiary Renault Tech, is the only European carmaker committed to designing, manufacturing and selling vehicles for people with reduced mobility. Renault Tech's objective is to propose a comprehensive range of vehicles and services that make it easier for these individuals to access mobility.

The Renault Tech range includes:

- conversions for transporting wheelchairs (access ramps, interior fastenings, etc.),
- swiveling and/or removable seats to make wheelchair transfer easier,
- driving aids for people with disabilities, including cluster-mounted brake and accelerator controls, steering balls and multi-function remote controls.

Renault Tech offers private customers and professionals a broad range of vehicles, for single drivers, families and groups: Kangoo, Logan MCV, Trafic and Master. Kangoo, the best-seller, is the only vehicle of any brand to have received homologation in the entire European Union, independent of national legislation.

Direction de la Communication

1967, rue du Vieux Pont de Sèvres – 92109 Boulogne Billancourt Cedex

Sites : www.renault.com & www.media.renault.com

© Renault - Direction de la communication

In terms of services, Renault Tech brings its customers short-term rentals lasting from a few days to six months and a special servicing contract (with Renault taking care of 45% of the total in France). Renault Tech ensures quality customer relations with a dedicated sales team that provides personalized solutions for the needs of people with reduced mobility, individuals and fleet customers alike.

This comprehensive offering has enabled Renault to take a 60% share of the French market, out of a total 2,500 new vehicles sold on average every year. The range is also marketed in the main European countries in partnership with local specialists. A Kangoo designed specially for the UK market recently gained Motability accreditation.

With Renault Tech, Renault has fully integrated the business of adapting transport for people with reduced mobility. It assembles vehicles at a dedicated plant in Heudebouville in Normandy. Renault has also set up a working group composed of employees with disabilities or with a family member or friend with disabilities to better adapt to the needs of this type of customer.

RECRUITING AND MAINTAINING EMPLOYMENT

Renault s.a.s. and its subsidiaries, such as Renault Retail Group, have signed several agreements to promote the recruitment of people with disabilities at the company.

At end-2008, 7.66% of the employees at Renault s.a.s. were individuals with disabilities, compared with a theoretical legal minimum of 6% in France. The percentage at Renault s.a.s. is nearly three times higher than the average for the French private sector.

Since signing its first agreement in 1995, Renault s.a.s. has provided a range of aid measures to make everyday life easier for employees with disabilities or with a family member with disabilities, including assistance in converting vehicles and homes, equipment and scholarships. Employees also benefit from adapted work stations, both in plants (handling assistance and sedentary stations) and offices (keyboards and screens, magnifying software).

Outside Renault s.a.s. these ergonomic conversions are proposed at most Renault sites worldwide.

As part of this approach, Renault Retail Group signed an agreement in 2007 on hiring people with disabilities, improving their professional integration and training, and maintaining their employment at the company through motivating working conditions. The agreement is also aimed at developing partnerships with the sheltered sector, consisting of adapted companies and ESAT establishments that work for the employment of people with disabilities.

Find out more about Renault Tech: www.renault.fr/gamme-renault/renault-tech/

Download high-definition photos and videos at www.media.renault.com on the Media Library page.

Press contacts

- Product and Brand information: Bruno Hernandez - +33 1 76 84 63 36

- Economic and Social information: Benoît Coquille - +33 1 76 84 64 69

www.media.renault.com, www.renault.com