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## RENAULT COMMITTED TO MORE WOMEN IN AUTO INDUSTRY

- Through its Women@Renault plan launched in early 2010, Renault set an objective to hire more women and maintain them in employment within the company. The aim is to achieve a more balanced male-female mix, which enhances company performance.
- To that end, Renault and its distribution subsidiary Renault Retail Group signed the “Les Elles de l’Auto” charter at the Paris Motor Show on October 1, 2010.
- As part of the company’s partnership with the “Elles Bougent” association, some 100 female high school and university students studying science subjects will meet with Renault sponsors and the Human Resources Director, France, at the Paris Motor Show on October 7.

### Signing the “Les Elles de l’Auto” charter to attract more women employees

The main commitments in the “Les Elles de l’Auto” charter presented at the Paris Motor Show are to increase the percentage of women employees by setting quantified objectives, rally the management around this goal, and monitor the rate of female employees.

These commitments are an integral part of the diversity policy initiated in 2006 when Renault first formed a partnership with the Women’s Forum. Since then various local actions have been implemented by a number of departments and subsidiaries, actions that are now part of the global Renault diversity policy.

The Sales & Marketing for France Division (DCF) has thus been a pioneer in initiating collaboration with Les Elles de l’Auto back in October 2009. The online community website of the association hosts a private space called "The Elles de Renault France." This tool, which promotes networking among employees of the DCF is a component of the diversity plan implemented to raise business performance. As for Renault Retail Group, it launched early 2009 its approach to sales force feminization, recruiting female sellers working in other areas than automotive market.

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Such field expertise has enabled RRG to be a major contributor in the design of the Charter “Les Elles de l’Auto”.

The Group has stepped up its efforts in 2010 with the launch of the Women@Renault plan, which includes two parts: an action plan on hiring and promotion processes for women and the implementation of a social network that today counts 600 members.

Renault’s objective is to hire 30% women for technical positions and 50% for sales functions, fully honoring the principles of the “Les Elles de l’Auto” charter.

### **Familiarizing female high school and university students with auto professions**

This ambitious plan to increase the share of women employees hinges on closer contact between women engineers and high school and university students studying science and technology subjects. This is precisely the aim of the “Elles Bougent” association, sponsored notably by the French Ministry of the Economy, Industry and Employment and which Renault has partnered since April 1, 2010. Female Renault sponsors will host some 100 high school and university students at the Paris Motor Show on Thursday October 7, organizing a round table at the Renault stand on the professional lives of women engineers in the automotive industry to present the diverse range of professions in automotive engineering.

#### **Les Elles de l’Auto**

Founded two years ago to promote the access of women to automotive professions, the association today has 400 members. The charter has thus far been signed by ten high-profile companies, carmakers, distributors and service providers.

#### **Elles Bougent**

“Elles Bougent” was founded in 2005 to create more female vocations in the engineering professions. The association organizes meetings between female high school and university students and women engineers in the auto industry.

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