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Renault s.a.s. (France)

RENAULT PRESENTS THE RESULTS OF ITS SURVEY ON EMPLOYEE STRESS LEVELS

In June 2009, Renault commissioned the independent consultancy Stimulus to carry out a survey on employee stress at four French sites that are representative of the company's functions. According to the survey, the stress level of Renault employees is low to average compared with recent European surveys. Renault will use the survey results to draw up and roll out an action plan to prevent stress and psychosocial risk. Discussions will soon begin with trade unions with a view to establishing a company agreement.

SURVEY CARRIED OUT WITH EMPLOYEES AT FOUR SITES

As part of its policy on preventing psychosocial risk, Renault chose Stimulus, an independent consultancy specialized in stress prevention, to assess the level of the stress of its employees.

The survey was carried out in June and July 2009 via electronic questionnaire¹ with a panel of randomly selected employees at four sites that are representative of Renault's main functions: Head Office, the Douai and Cléon plants, and the Cergy-Villeroy spare parts warehouse. 1,677 employees responded to the questionnaire, for a participation rate of 60%.

STRESS LEVEL IN EUROPEAN AVERAGE

According to the survey, the stress level of Renault employees is low to average compared with recent European surveys and with the Stimulus test panel, made up of French companies in a range of activity sectors.

¹ The questionnaire contained a free comments space (240 comments) and was rounded out by 26 qualitative individual interviews conducted by a psycho-sociologist from Stimulus.

Direction de la Communication

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

Tel.: + 33 (0)1 76 84 64 69 – Fax: + 33 (0)1 76 89 08 56

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

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- 53.7% of employees said they had little stress, a rate that was 5.8 points higher than the Stimulus test panel (47.9%).
- 24.8% said they were in a “stress²” situation (26% in the Stimulus panel): stress is not an illness in itself, but if repeated and chronic can turn into hyper-stress, which does present a health risk and will be monitored closely by Renault.
- 21.5% are experiencing “hyper-stress³”, 4.6 points lower than the Stimulus panel average of 26.1% and comparable to the latest major European surveys (22%).

As in all the surveys made on this topic, hyperstress levels are higher for production workers (25.8%) and employees (23.5%) than for managers (18%), technicians (17%) and supervisors (13.3%). Hyper-stress levels are 20.7% for men (20.9% in Stimulus panel) and 24.8% for women (31.9% in Stimulus panel).

COMPANY AGREEMENT ON STRESS PREVENTION

Renault will use these results in particular to draw up a company agreement with the trade unions, including a plan of actions on stress prevention in the workplace. Negotiations will begin in late January.

The survey made by the Technologia firm at French engineering sites, including the Technocentre, will also provide useful information for establishing this agreement. These results will be announced on January 21.

Press contact: Benoît Coquille - Renault Press: +33 1 76 84 64 69

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² “Stress is an organism’s reaction to any discrepancy between a person’s perception of the constraints imposed on them by their environment and the perception they have of their resources for coping with them.” ANI, 2008

³ “Hyper-stress describes a state of stress that by its intensity and/or chronicity represents a health risk for the individual.” Stimulus, 2003