

COMMUNIQUÉ DE PRESSE

2013-03-07

WOMEN TO THE FORE AT RENAULT

To coincide with International Women's Day, Renault is organizing an avant-première debate evening to give a voice to women.

The event will be held this evening at L'Atelier Renault, with the attendance of Carlos Ghosn, Chairman and CEO, and Mouna Sepehri, Executive Vice President, Office of the CEO and leader of the Women@Renault network.

The evening is an opportunity for Renault to present its breakthrough commitment in the automotive sector to professional gender equality and review the initiatives rolled out through the Women@Renault plan.

An ambitious and determined company policy

For Carlos Ghosn, professional gender equality is vital both to the cohesion and performance of the company: *"Fostering what is fair for women and what is good for Renault performance is a given. Beyond talk, the company is committed to an ambitious, hands-on policy in favor of women, working on practices and mindsets in all the countries where Renault is present and at all levels of seniority. Personally speaking, and as a father, the question of women is of particular relevance to me."*

Eight years after signing the Diversity Charter, Renault has succeeded in its ambitions on diversity in manufacturing and in the automotive sector in particular. Women today account for 17.4% of the total Renault workforce, up from 10% in 1999. Two women now sit on the company's Executive Committee, one of the highest rates for a French CAC 40 blue chip company: Marie-Françoise Damesin, Executive Vice President, Human Resources, and Mouna Sepehri, Executive Vice President, Office of the CEO.

"As a woman, Executive Committee Member and Executive Vice President, Human Resources, I feel fully involved in and committed to the success of the Women@Renault plan, and the HR component in particular, covering recruitment, career paths, life/work balance, management position support, special training, and mentoring," says Marie-Françoise Damesin.

These results have been validated by independent studies carried out by external bodies. Equal pay at Renault SAS is now an undeniable fact and the international CSR ratings agencies rank the company number-one in its sector and among the leaders in the manufacturing sector on environmental, labor and social responsibility (Oekom Research).

Women@Renault: practical initiatives rolled out in all Group countries

Renault's is a long-term company policy on fostering diversity. It reinforces on a day-to-day basis the commitment of the men and women staff who are members of the Women@Renault program.

Mouna Sepehri, Executive Vice President, Office of the CEO, details the objectives and dynamic of the policy: *"The Women@Renault plan that I am proud to head groups 3,500 employees, unified by the same determination to make change happen. For me it is very important that the network be a place for dialogue and sharing on best practices. This makes a big difference than words alone."*

A few examples of concrete action taken by Women@Renault:

- Support for the “Elles bougent” organization that encourages young women to study science and technology.
- “Mentoring women”, a program for high-potential women at key moments in their careers (rolled out in France, Russia, Romania, Morocco and the UK).
- Support from Renault Morocco for the “L’Heure Joyeuse” organization, having donated three Trafics to take young girls to school every day.
- Initiative from Renault Nissan Technology and Business Centre India to organize training sessions for women on stress management.
- Opening of a breast-feeding room at the Seville plant and childcare services at the Technocentre, Douai and Le Mans sites (2 crèches).

The main talks will be posted online at the www.media.renault.com/ media site tomorrow morning.

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