

Dignity and Respect Charter

2024

**Retail
Renault Group**

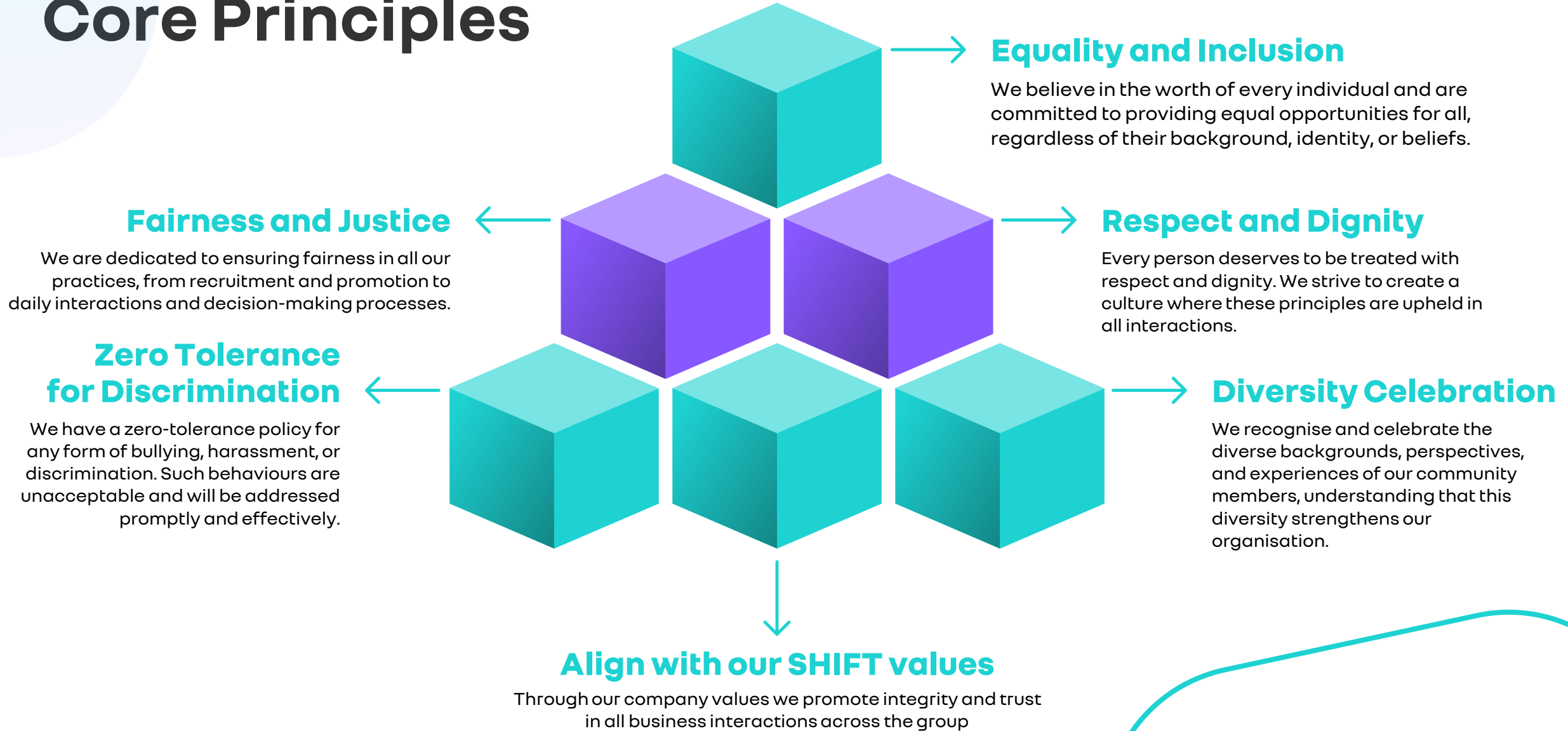


Introduction

At Retail Renault Group, we are committed to creating a workplace where dignity and respect are at the forefront of our values. This charter outlines our commitment to fostering an environment of equality, diversity, and inclusion, ensuring that every member of our community; including employees, partners, customers, and suppliers feel valued and respected.



Core Principles



Promoting a Positive Culture

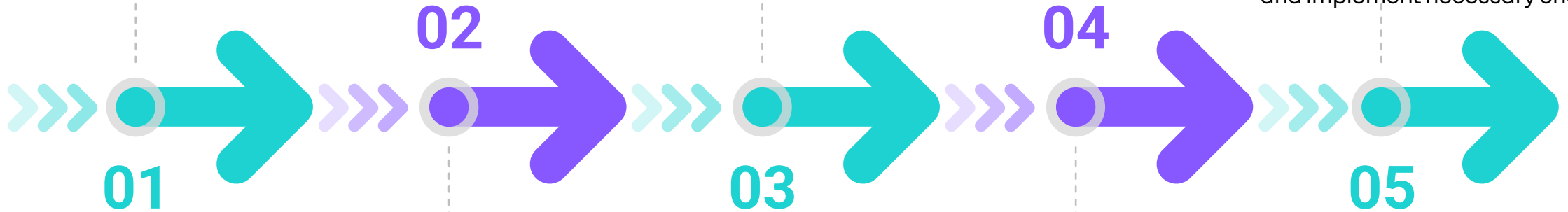
- Foster an inclusive environment where every individual feels safe to express themselves authentically.
- Encourage open dialogue and active listening to understand and value each other's perspectives.

Support and Resources

- Offer support systems for those who experience or witness bullying, harassment, or discrimination.
- Ensure access to resources that promote mental and emotional well-being.

Continuous Improvement

- Regularly review and update our policies and practices to reflect our evolving understanding of dignity, respect, and inclusion.
- Seek feedback from our community to identify areas for improvement and implement necessary changes.



Training and Education

- Provide regular training on diversity, inclusion, and anti-discrimination practices.
- Equip employees with the tools and knowledge to promote respect and dignity in their interactions.

Accountability and Responsibility

- Hold all members of our community accountable for their actions and behaviours.
- Implement clear procedures for reporting and addressing breaches of this charter.

Commitments



Implementation

Leadership Commitment

Our leadership team is dedicated to modelling the values of dignity and respect, setting the tone for the entire organisation.

Clear Communication

Ensure that the principles and commitments of this charter are clearly communicated to all employees, partners, customers, and suppliers.

Monitoring and Evaluation

Regularly monitor the effectiveness of our initiatives and adjust as needed to ensure we are meeting our goals.



Conclusion

At Retail Renault Group, we are committed to fostering a workplace where every individual is treated with dignity and respect. By adhering to this charter, we can create a supportive and inclusive environment that empowers everyone to thrive. Together, we will continue to challenge prejudice, celebrate differences, and ensure fairness for all.

At Retail Renault Group, being your authentic self at work is incredibly important to us. We believe that authenticity positively impacts your wellbeing and supports our journey toward inclusivity. We acknowledge that some individuals may need time to feel they have reached a safe space and we hope that this charter will support them within that journey.

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