

Lisbon, 18th February 2008

An organisation is socially responsible when it weighs the whole chain of impacts of the decisions it takes, not only in the short term but also in the medium and long term, and taking into consideration all the stakeholders with which it interacts.

With a history of 215 years and an innovating and pioneering vision, the Group has promoted internally and externally a management model based on rigour, innovation and transparency, sustained by a permanent openness to learning and improvement, having thus achieved ambitious results at three levels: People, Planet and Profit (Triple Bottom Line). The Group's voluntary subscription of the Global Compact is another step towards this goal.

Jerónimo Martins started by taking simple but innovative initiatives for a socially responsible management. Today, these have been interiorised and systematised into a management philosophy and conduct standards that were adopted by all the Companies of the Group and are followed by more than 40,000 employees in Portugal and in Poland, in the form of its present Code of Conduct.

In 2007 Jerónimo Martins continued to invest in the training of its employees, having launched an internal project - "Aprender e Evoluir" (Learn and Develop) – to provide equivalent certification of the 9th and 12th grade schooling to 11,500 employees. This project was undertaken under a protocol signed within the scope of the Portuguese Government's "Novas Oportunidades" (New Opportunities) programme.

Another important achievement was the creation and positive response to the Client's Ombudsman, whose function is to defend and promote the rights, guarantees and legitimate interests of the Clients, ensuring that there is an efficient communication channel between Pingo Doce and Feira Nova and their Customers.

By joining the Global Compact, Jerónimo Martins is reinforcing the path chosen of continuous improvement of its policies and management models with the ultimate goal of achieving a better world.

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**United Nations Global Compact
Communication on Progress Report (COP)**

Human Rights

1 - Businesses should support and respect the protection of internationally proclaimed human rights

Commitment	Policies, Systems, Processes and Programs	Actions	Performance
<p>Jerónimo Martins respects Human Rights, within the framework of the Universal Declaration of Human Rights, recognising its corporate social responsibility, seeking to improve the quality of life of all with whom it interacts, believing that this is a mission that falls to us all and specifically to economic agents. The mission of the Jerónimo Martins Group is to promote efficiency in all areas of business aiming at the generation of profit in order to satisfy the legitimate interests of its shareholders, as well as to contribute to economic growth and the sustainable development of the regions in which it operates. Recognising Human Resources as the most valuable business resource, Jerónimo Martins has defined and promotes a Human Resources policy that guarantees its employees fair and adequate remuneration and opportunities for personal and professional fulfillment, in a stimulating and healthy working environment.</p>	<p align="center">Code of Conduct / Code of Business Principles</p>	<p>Jerónimo Martins, in the areas of Services and Distribution in Portugal and in Poland, has a Code of Conduct that has been distributed to and signed by all employees. This Code defines fundamental guidelines for the implementation of the mission of Jerónimo Martins, such as compliance with legislation in force, respect for the principles of the non-discrimination and equal opportunities, environmental concerns, transparency in negotiations and integrity in relationships with employees, suppliers, customers and official authorities, among other matters. Jerónimo Martins has also set up an Ethics Committee which, since 2003, has accompanied, impartially and independently, the distribution of and compliance with this Code of Conduct. The activities of this Committee is disclosed through the Intranet and publications aimed at Employees, and direct access and confidential communication channels have been created (letter, e-mail, personal contact) that guarantee, at all levels within companies, the possibility of commenting or obtain explanations regarding this matter. In the belief that these values should be for clearly and unequivocally understood by all, 100% of employees have in their possession the Code of Conduct of the Jerónimo Martins Group which is also available for consultation on the intranet and on the Group website. In what concerns the Manufacturing area, the Code of Business Principles is also available on the Intranet and question and answer sessions are held.</p>	<p>Compliance with the Code of Conduct for the areas of Distribution, in Portugal and in Poland, and of Services is accompanied by the Ethics Committee which met: - 12 times in 2006 - 12 times in 2007 Access to the Ethics Committee can be done either by letter or e-mail, and anonymity is guaranteed to those who contact. Regarding the Manufacturing area, the compliance of the Code of Business Principles is accompanied by an external entity responsible for managing the contacts that can be done either by telephone, fax or e-mail. This external entity reports to the Ethics Committee. Also an external audit was took place to substantiate that employees are aware of and signed the Code.</p>
	<p align="center">Remuneration Policy</p>	<p>In order to guarantee a fair and adequate remuneration policy that encourages performance excellence, the different Group Companies review and optimise their remuneration systems each year. For this reason, the commitment to variable remuneration, depending on the pursuit of defined individual and/or team objectives, contributes to the improvement in company results and to the increase in their competitiveness in the market.</p>	
	<p align="center">Customer Ombudsman</p>	<p>Entity that independently and impartially defends the legitimate rights, guarantees and interests of Pingo Doce and Feira Nova customers, guaranteeing the existence of a privileged communication channel with customers, receiving and examining their complaints and suggestions. It complements the Customer Help Desks offered by the Companies.</p>	<p>In 2006, the Client's Ombudsman played a particularly proactive role in issues related to customer nutrition and health through the promotion of various awareness-raising activities with the Companies to increase the provision of healthy food alternatives, as well as full nutritional information, all leading to more informed purchases by clients. In 2007, there was a highly positive increase in the number and quality of contacts received, with the action of the Client's Ombudsman contributing to greater transparency and to the balance of power between the Companies and customers. There was also greater awareness among the Companies of nutritional and health issues, in the medium and long term, unusual in retail, as well as greater commitment to providing customers with useful and accessible information, far beyond that demanded by law.</p>
	<p align="center">Human Resources</p>	<p>Increased Food Allowance</p> <p>Organisational Climate: monitoring of the workplace environment</p>	<p>61% meal subsidy for all Lidosol staff using the canteen. 100% snack subsidy for Lidosol staff, assigned to the Central Structure. In 2006 and 2007, an internal satisfaction survey was carried out. More than 10 000 questionnaires were distributed to employees at all levels in the companies Pingo Doce and Feira Nova, with a response rate of around 84%. The results demonstrated a highly satisfactory general level and some of the suggestions made by employees are under consideration for their implementation in the field. In Poland, the Satisfaction questionnaire is applied every two years.</p>
		<p>Investment in Training</p>	<p>In 2007, investment in vocational training for Jerónimo Martins Group employees was 41% higher than in 2006, reflecting the Group's clear and growing commitment to the development of its human resources. In general, in the Distribution companies in Portugal, around 47 171 participants were involved with a training volume of around 311 888 hours (No. Hours of training* No. of participants per action). These facts, together with the Jerónimo Martins Training School Accreditation project, demonstrate the Group's clear commitment to Training, with the school intended to become a "Learning Organisation" guaranteeing the highest standards of Training Quality.</p>

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	<p align="center">Jerónimo Martins Training School</p>	<p>Opening of another branch of the Jerónimo Martins Training School in North Portugal (Braga)</p>	<p>The Jerónimo Martins Group opened, in June 2006, another Training centre - in Braga -, aimed at promoting faster access by employees in Centre and North of Portugal to training and professional development programmes. By the end of 2007, 5725 participants had been covered by this training structure with more than 51 400 hours of classes, in diverse areas of Technical and Business Training (HACCP, Food Hygiene, Occupational Safety and Health), Behavioural Training (Customer Service and Services) and Integrated Training (Store Management, English).</p>
		<p>"Aprender e Evoluir" Project - protocol signed between Jeronimo Martins, the "Instituto de Emprego e Formação Profissional" and the "Agência Nacional para a Qualificação"</p>	<p>In 2007, Jerónimo Martins launched the "Aprender e Evoluir" Project. This initiative arose under a Government Programme intended to increase levels of qualification among the adult population. Since September, the Group has invited all Portugal Distribution employees who have not completed the 9th or 12th grades of school, to complete them during working hours. There were around 3250 enrolments for this project. Also in the second half of 2007, 250 employees were enrolled in the 9th grade. For 2008, there is due to be accelerated development of this initiative, offering an opportunity to the remaining contributors enrolled. Manufacturing also advanced with this project and has so far certified 15 employees with the 9th grade of school.</p>
		<p>Pandemic Influenza Project (Avian Influenza)</p>	<p>Under Contingency Plans policy in the JM Group, in 2007, 505 training sessions were held with the aim of raising awareness among employees from the various Group companies to seasonal and pandemic influenza - possible causes, consequences, prevention procedures to adopt at home and at work and response of Group companies to any outbreaks. This action directly covered 572 employees, who undertook to, in turn, train their workforce in the field. Thus, and overall, around 9910 people were involved in this project.</p>
		<p>Escola Nacional de Bombeiros Partnership</p>	<p>This partnership is aimed at training staff in the field of firefighting, emergency plans and first aid. 188 employees participated in a total of more than 1000 training hours.</p>
	<p align="center">Human Resources</p>	<p>Defensive Driving Courses</p>	<p>In Manufacturing companies, employees with company vehicles, are provided training in defensive driving, aimed at promoting safety in the course of their duties, as well as in their daily life.</p>
	<p align="center">Occupational Safety and Health</p>	<p>Training and raising awareness of employees in respect of good practices in Occupational Safety and Health, aimed at minimising accident risks or safety risks</p>	<p>Seeking to raise awareness that any reduction in accident rates is the result of everybody's commitment, sessions are constantly provided within the Group to train and raise awareness among the workforce of the prevention policies to be adopted and, hence, to reduce the number of accidents at work and to promote a healthy and safe working environment. Employees are also called on to give their opinion on improvements desired in their working environments, seeking to increase resources in this field, both through better preparation of human resources and through research and updating of work tools and equipment. In 2006, 2104 employees were directly involved in Occupational Safety and Health actions, with a total of 8189 hours of training. In 2007, 7102 employees were trained with a total of 23525 hours. With regard to injury rates, in 2007 there was a reduction of 7.5% in the frequency rate and 1.8% in the severity rate.</p>
		<p>Development of policies of respect and equality for all Employees - Adoption of occupational safety and health policies and their application in the field</p>	<p>In order to ensure good working conditions, both physical and moral, to prevent occupational risks and diseases, safeguarding their health and safety, all employees performing duties in which it is required and advisable, are provided with Personal Protection Equipment. With this in mind, audits are carried out by internal teams and external entities that supervise procedures and, if justified, introduce correction procedures.</p>
		<p>Preparation of Emergency Plans and Practicing Drills</p>	<p>The Group units are periodically provided with updated first aid and evacuation resources and drills are practiced, in order to raise awareness among employees to the correct safety procedures to be adopted in an emergency situation, at work or in other environments.</p>
		<p>Cleanest Biedronka Store</p>	<p>Competition held between Biedronka stores with a view to the promotion and encouragement of compliance with Occupational Safety and Health rules.</p>

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			<p>In January 2006, in order to promote improved assistance for employees in the central structure, an area, Espaço +, was launched that offers safety, hygiene and comfort for their meals. Each day, this unit offers a broad selection of breakfast and lunch menus adapted to a healthy diet, drawn up with the cooperation of the Customer Ombudsman by nutritionists, and at cost price.</p> <p>The Jerónimo Martins Group offers employees in Logistics and at the Braga Recheio the possibility of leaving their children (aged 4 months to 6 years) at on-site nursery schools. In 2006, both the nursery schools were refurbished to improve their facilities/conditions and increase the capacity of these family support units.</p> <p>The JM Group offers its Logistics employees transport between their homes and workplaces.</p> <p>Under the Vitality Mission in Manufacturing units, employees have access to free fruit distributed daily at their work sites, as well as massage at their desks and flexibility classes. In 2006, sports facilities for a range of different sports were launched and made available to manufacturing plants employees.</p> <p>In the field of Health, Influenza vaccines were offered to Biedronka employees, in Poland, and to the Logistic Warehouse teams in Portugal.</p> <p>Occupational Medicine Services offered central offices employees eyesight, blood pressure and cholesterol screening, the latter also offered at the Azambuja Warehouse.</p> <p>In 2007 preventive breast cancer screening was offered to the 10700 women working for Biedronka.</p> <p>In Poland a programme is being developed aimed at providing assistance to the children of employees with disabilities or severe health problems. In 2007, 67 children received medical support at several levels - consultations, hospitalisation and medical equipment.</p> <p>In 2007, new baby kits were given to 813 children of Biedronka employees.</p> <p>In Portugal and Poland, Christmas vouchers were given to employees with children aged under 12 or, in some cases, they were offered toys. In Portugal, in 2006, more than 7648 Christmas vouchers were distributed, to the value of €25 each, that can be exchanged at Feira Nova and Pingo Doce stores for specific products for children. In 2007, this figure rose to more than 9000 vouchers.</p> <p>In Poland Christmas presents are distributed to employees. Those whose wages are lower than 3700 PLN per month are also offered Biedronka products to the value of 300 PLN.</p> <p>In Manufacturing, each employee is offered a voucher on their birthday.</p> <p>In Portugal and in Poland, the companies analyse, on a case-by-case basis, the possibility of extending Loans to employees in order to provide support in extreme situations. In 2007, in Poland, 1385 employees received financial support at this level.</p> <p>Internal Sponsorship campaigns - in recent years campaigns have been suggested in which employees in the central structure, in the area of Distribution and Services in Portugal, are invited to take part in the collection of clothes, school materials and toys, among other articles, for children and young people from various social welfare associations - Sol, Casa dos Rapazes, Obra do Padre Gregório, and Ajuda de Berço are some of the institutions helped. In 2006, these campaigns covered 185 children and adolescent mothers and, in 2007, 375 children and young people.</p>

Human Resources /
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			<p>In Poland, Children's Day is celebrated for the children of employees. Holiday camps are also organised for children whose parents have the lowest earnings in the company, and 400 children were involved in 2007. 20 children from welfare institutions were also invited to spend two weeks at these holiday camps. A programme has also been developed to provide support for children starting school, under which school materials are given to all employees' children who are starting the first year of primary school. In 2007, this initiative covers 800 children.</p> <p>In Portugal and in Poland, each month the Jerónimo Martins Group supports institutions dedicated to the taking in, helping and developing mothers and children under 18, through monetary support or product donations. Thus, funds, goods (food and non-food) and human resources are made available to previously recorded various causes and social welfare institutions.</p> <p>The Jerónimo Martins Group also supports specific actions involving school, sports, cultural and recreational, hospital, local authority or welfare institutions, through the donation of products, essentially food, or financial aid.</p> <p>The Jerónimo Martins Group, through its Companies, regularly supports the Food Bank. It is to be noted that the Companies in Retail are those that collected more kilos of Food in 2006 in Food Bank Campaigns in their stores. The 390,461 kg of food collected corresponding to around 30% of the total collected in the Campaigns. <i>The data for 2007 is not yet available.</i></p> <p>In 2006 and 2007, the Jerónimo Martins Group established and renewed partnerships with entities that enabled it to guarantee its employees, and in some cases their families, privileged access conditions and a range of discounts. These extend to areas as diverse as sport (gyms), leisure (travel agencies, theatre), telecommunications, banking institutions, insurance, dentists, fuel, transport, and others.</p>
	Jerónimo Martins Group Supplier Code of Conduct	Jerónimo Martins has implemented a Jerónimo Martins Group Supplier Code of Conduct aimed at seeking trade partners that share the same framework of ethical principles followed by the Group, particularly in the fields of: Compliance with the Law; Environmental Protection; - Quality and Safety of Products and Employees.	The disclosure of the Jerónimo Martins Group Supplier Code of Conduct was carried out in 2006/2007 by commercial managers for their teams, through meetings with discussions and clarifications, thus guaranteeing that it is effectively shared throughout the organisation. All the contracts signed by product suppliers include the signing of the Supplier Code of Conduct.
	Operations	<p>The Jerónimo Martins Group included in its range of Pingo Doce brand products, articles specific aimed at the prevention of diseases that contribute to the leading causes of death in Portugal: cardio-vascular diseases, with the launch of a line of Soy products, and Reducol, a cholesterol reducing product.</p> <p>Programme of Biological Products - Pingo Doce Bio</p> <p>Pingo Doce Recipes - Mediterranean Diet</p> <p>Feira Nova Christmas Campaign</p> <p>ACAPO Campaign</p>	<p>More than 68% of the Portuguese population has high cholesterol. It's clinically proven that in 4 weeks Reducol reduces bad cholesterol by up to 13%, without interfere with the absorption of vitamins.</p> <p>Growing investment on the sale of certified products from organic farming, produced in compliance with environmental sustainability standards.</p> <p>Pingo Doce developed and distributed in its stores a programme of fortnightly recipes based on the Mediterranean Diet. These recipes, which follow rules for healthy eating, have been assessed by the Nutrition Team and included suggestions for those requiring special nutritional care or who follow different diets.</p> <p>Feira Nova challenged its customers to offer 50% of the value of presents being distributed to children in need. 3000 children in 45 institutions were helped.</p> <p>Publicity was given to the institution and its activities and customers were encouraged to buy 1, 3 and 5 euro vouchers. A total of €17 439 was collected.</p>
	Company Voluntary Schemes - Learning Enterprise	The Aprender e Empreender Association is a non-profit educational association that seeks to develop a spirit of entrepreneurship in children and young people, paying special attention to socially disadvantaged groups.	In addition to monetary support for the Association, in 2006 and 2007, 70 Group employees taught the programmes "Economy for Success", "Family" and "Community" to around 1242 children and youngsters people.
		Jerónimo Martins Institutional website	Aware of the importance to reduce the barriers that nowadays still limit the access to the Internet for those with special needs, Jerónimo Martins introduced, in 2007, a new feature in its website to facilitate the access to information for people with poorly sighted. By selecting a specific symbol the contents of the website are read out loud in real time. This feature contemplates both the Portuguese and English language.

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	<p style="text-align: center;">Social Responsibility</p>	<p>Partnership for health - Biedronka, Danone, Lubella and the Mother and Child Polish Institute established an unseen partnership to help the fight against the bad infant and juvenile nutrition problem in Poland. A problem that affects almost three million of polish children and youngsters and contributes to the elevated number of physic and mental illnesses that affect, nowadays, almost 12 million polish.</p>	<p>For the first time, three private companies and a public institution united efforts developing a product based on a demanding nutritional profile that aims to fight against one of the major social problems in Poland. Milk Start contains the vitamins and minerals that children most need to their development and is available in sachet of water soluble cereals. This product is commercialised, since 2006, exclusively by Biedronka Chain and at a very low price.</p>

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Human Rights

2 - Businesses should make sure that they are not complicit in human rights abuses

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<p>The Jerónimo Martins Group respects Human Rights, within the framework of the Universal Declaration of Human Rights, recognising its corporate social responsibility, seeking to improve the quality of life of all those with whom it interacts, believing that this is a mission with falls to all and specifically to economic agents. The companies belonging to the JM Group pursue their business with honesty, integrity and respect for compliance with the laws of the countries where they operate and are strongly committed not to condone situations that breach human rights. The Jerónimo Martins Group does not allow nor encourage any type of discriminatory practices, whether they concern descent, nationality, age, gender, ethnic or religious origin, marital status, family situation, political and ideological convictions or union membership, in hiring and selection procedures, in training courses, in the remuneration policy and in career management or in other areas related to work and its environment.</p>	<p align="center">Human Resources - Employees Service Office</p>	<p>A Biedronka department that guarantees the transmission of information to all employees, in particular on issues related to their rights and obligations.</p>	
	<p align="center">Code of Conduct - Ethics Committee</p>	<p>Activities of the Ethics Committee</p>	<p>It is an objective of the Group to ensure full compliance with the ethical principles that have always guided its conduct, formalised in the Code of Conduct. To ensure its implementation, there is an Ethics Committee (formed by the Directors of Communication, Legal Services and Labour Relations of JM Portugal and Poland) that studies and analyses any situations of abuse of human rights. The aim of this committee is to intervene and take measures to eradicate cases of abuse and to correct situations, as well as to guarantee and disseminate, on an educational level, the principles contained in the Code of Ethics.</p>
	<p align="center">JM Training School</p>	<p>Internal Training Programme - Learn and evolve</p>	<p>The criterion for selecting applicants is their order of enrolment. Enrolment numbers are counted regularly and workers are informed by letter of the status of their application</p>
		<p>Training of Executives and the corresponding HR administrative management teams, guaranteeing the transmission of the Human Resources Policies and Practical that guide the whole organisation. For this reason, The Jerónimo Martins Training School offers courses which systematically and organised, promote the development of employees in this field.</p>	<p>Human Resources - Nearly 200 employees, with duties related to Human Resource management in the different JM Group companies and stores participated in this training, particularly aimed at the understanding of rules of conduct, procedures and good practices to be followed in the daily management of human resources.</p> <p>Labour Legislation - Nearly 200 employees participated in this action on Labour Legislation and namely its application to the business of each company in the Jerónimo Martins Group. Subsequently, teams were formed related to these contents, covering a total of 800 students.</p> <p>Working Hours - In the last 2 years, 31 training courses were held involving around 200 employees with management duties, responsible for the informing their teams of the contents of legal regulations. In stores, more than 820 employees received this training.</p>
		<p>Monitoring by internal crews and by formally accredited external entities</p>	<p>In Portugal and in Poland, the companies are constantly inspected by the competent authorities on matters associated with Labour legislation and its compliance.</p>
	<p align="center">Security</p>	<p>The internal and outsourced Security teams guarantee, for the whole Group, the security of Customers, Employees and Facilities, aiming to cover all business units</p>	<p>- Outsourcing agreements are only signed with Security companies that are officially certified in their sphere of action - implementation of physical and electronic surveillance systems, operating 24 hours/day, to control and prevent any circumstance that represents a threat to security - Internal control of situations requiring the intervention of JM Group Security staff, with regard to procedures and the prevention of any situations of abuse in the course of their duties.</p>
	<p align="center">Jerónimo Martins Group Supplier Code of Conduct</p>	<p>The Jerónimo Martins Group Supplier Code of Conduct, implemented in 2006/2007, contains precise guidelines on Compliance with the Law: areas of Health and Safety; and labour legislation, in particular Non-Discrimination, Remuneration and Working Hours and Freedom of Association.</p>	<p>All the contracts signed by product suppliers include the signing of the Supplier Code of Conduct.</p>

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Labour Standards

4 - Businesses should uphold the elimination of all forms of forced and compulsory labour

<i>Commitment</i>	<i>Policies, Systems, Processes and Programs</i>	<i>Actions</i>	<i>Performance</i>
<p>The Jerónimo Martins Group does not condone or admit in its business operations any situation that involves forced labour and does not establish commercial relations with organisations or suppliers that do. It is committed to guaranteeing its employees a healthy working environment and fair and equitable remuneration, in order to promote their motivation to work and a feeling of personal and professional fulfillment. From its employees, the Group expects a high level of moral integrity, loyalty and strictly ethical conduct in all areas of action.</p>	<p align="center">Human Resources</p>	<p>Recruitment and Selection of Employees</p>	<p>All employees sign an individual contract of employment, in compliance with the principles of the Labour Code and its Governing Law, as well as with the Collective Agreements applicable, thus guaranteeing the eradication of any labour practices that do not comply with national legislation. In 2006, around 60% of Jerónimo Martins Group employees have contracts with their employers as permanent workers, an employment situation that promotes greater security and less instability in the employment relationship. In 2007, the Group continued to working on this and the rate is not higher due to the fact that the Group is currently in an expansion stage.</p>
		<p>Remuneration Policy</p>	<p>In Portugal and in Poland, as far as fixed remunerations are concerned, companies increased the value of the minimum entry salary in 2006 and 2007. In both countries it is higher than the applicable national minimum salary.</p>
		<p>Working Hours compliant with current legislation, respecting maximum and minimum limits, in order to ensure that employees have the breaks necessary for their physical, mental and social recovery</p>	<p>- In Portugal and in Poland, the payment system also envisages the awarding of performance bonuses - variable remuneration: associated with performance measured weekly, monthly or annually. The performance assessment system, the basis for this remuneration component, is supported by specific objective and measurable criteria that involve all employees.</p>
		<p>Working Hours compliant with current legislation, respecting maximum and minimum limits, in order to ensure that employees have the breaks necessary for their physical, mental and social recovery</p>	<p>Store Audits - Periodical audits to stores, by internal teams and external entities, with the purpose of guaranteeing compliance with the rules established for working hours</p>
	<p align="center">Jerónimo Martins Group Supplier Code of Conduct</p>	<p>All the contracts signed by product suppliers include the signing of the Supplier Code of Conduct, which stipulates that "Suppliers and other commercial partners of the Jerónimo Martins Group comply with labour legislation in the countries in which they operate and ensure in each and every situation that, in the production and manufacture of products they sell or the services they provide, no use is made of: a) Any form of forced labour, including that involving the application of corporal punishment, physical coercion or moral coercion (...) The suppliers and other commercial partners of the Jerónimo Martins Group guarantee that all their employees or workers receive fair remuneration and benefit from the welfare system in force in the country in which they operate. They also guarantee that the working hours of their employees or workforce do not exceed the limits established in the corresponding legislation or (...) do not exceed the 60 hours weekly, (...) remunerating their employees or workforce for additional work provided."</p>	

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**Labour Standards
5 - Businesses should uphold the the effective abolition of child labour**

<i>Commitment</i>	<i>Policies, Systems, Processes and Programs</i>	<i>Actions</i>	<i>Performance</i>
<p>Jerónimo Martins does not condone or admit in its business any situation that involves child labour or work by young people under the legal age established by law. Seeking to associate itself with entities that share the same framework of ethical principles that it follows, it has selected its business partners avoiding commercial bonds with organisations or suppliers that adopt any form of child labour.</p>	<p align="center">Human Resources - Recruitment and Selection of Minors</p>	<p>No employees working for the Jerónimo Martins Group are aged under 16. A mandatory requirement for hiring is a minimum age of 16, as well as compulsory education - 9 years. Contracts of employment with minors - aged 16 to 18 - should always contain a declaration that expresses the consent of their legal representatives with their professional activities. It is to be noted that this type of contract is only permissible when it is for a period coinciding with the employee's school holidays.</p>	<p>In 2007, 636 minors were hired and all the legal devices provided for in the legal framework for their hiring were complied with.</p>
	<p align="center">Human Resources</p>	<p>Partnership with the PETI Programme (Programme for Preventing and Eradicating Child Labour).</p>	<p>PETI is a programme to combat fighting child labour, aiming to refer young people in child labour and early school leaving situations to educational and training measures that enable them to conclude compulsory education and acquire vocational training. In this context, the Jerónimo Martins Group has developed schemes for the reception of these trainees in stores and in 2007 4 placements were accepted.</p>
		<p>Equal Opportunities: Promotion of partnerships with schools, professional schools and universities.</p>	<p>The Jerónimo Martins Group has partnerships with various public and private education entities with a view the hiring of young people who are concluding the 9th or 12th years, lower degrees or undergraduate degrees. In this context, placements are granted in various levels and areas of the organisation, representing pre-job training in a real work context and offer preparation for the market. In 2007, 333 academic and vocational placements were provided in Portugal.</p>
	<p align="center">Jerónimo Martins Group Supplier Code of Conduct</p>	<p>All the contracts signed by product suppliers contain included the signing of the Supplier Code of Conduct, which stipulates that "Suppliers and other commercial partners of the Jerónimo Martins Group comply with labour legislation in the countries in which they operates and ensure in each and every situation that, in the production and manufacture of products they sell or the services they provide, no use is made of: b) child labour, as defined by the International Labour Organization".</p>	

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Labour Standards

6 - Businesses should uphold the elimination of discrimination in respect of employment and occupation

Commitment	Policies, Systems, Processes and Programs	Actions	Performance
<p>The Group and its employees are fully aware of their social responsibility and respect the legal requirements in force, ensuring, specifically, compliance with the conditions associated with underage working, employees disabilities or with a reduced work capacity and the protection of maternity. The Group adopts a recruitment procedure that takes into account qualifications and skills necessary for the position to be held, not using any discriminatory practice based, in particular, on descent, gender, religion, age, marital status, family situation, nationality, ethnic origin, disability, political or ideological convictions and union membership.</p>	<p>Human Resources - Recruitment, Management and Career Planning: non-discrimination in the employee movements</p>	<p>100% of hirings and promotions (external and internal recruitment) are based on merit and on the results of the performance assessment, taking into account qualifications, professional performance or length of service. For Performance Assessment all forms of discrimination / favouritism not based on clear objectively defined criteria are excluded and there are forms for the definition of objectives and assessment for this purpose. They are formally instituted in the Group and completed by employees in the different business units, respecting the requirements of the performance assessment policy in force as a guarantor of a fair and equitable procedure.</p>	
	<p>Human Resources</p>	<p>Monitoring of Recruitment indicators</p>	<p>Record of data concerning the hiring of staff from historically discriminated groups In 2006: 71% Employees are Female In 2007: 74% Ethnic origin/race are not part of the records of each employee.</p>
	<p>Partnership with ACAPO (Portuguese National Association of the Blind and Poorly Sighted) in the hiring of employees with a physical disability</p>	<p>Recruitment of blind or poorly sighted telephone operators for the Central Structure, Logistics and Feira Nova stores - Recruitment of 9 employees in 2006 and 26 in 2007. In the case of the Central Structure, structural work was carried out to adapt the physical space to the requirements of the employee selected.</p>	
	<p>Partnership with APCF (Cerebral Palsy Association of Faro)</p>	<p>Reception of trainees in stores - The objective of the APCF is the inclusion of disadvantaged people, particularly cases of disability. The objective of stores placements is to help young people obtain training in a real work context and 1 placement was offered in 2007.</p>	
	<p>Partnership with CERCITOP (Nationwide Centre for Education and Rehabilitation of the Disabled)</p>	<p>Reception of trainees in stores - CERCITOP is a social solidarity institution with the aim of supporting people with intellectual impairments. The stores placements are intended to offer young people pre-employment integration that can prepare them for future vocational training. In 2007, 12 placements were offered.</p>	
	<p>Partnership with CERCIMB (Education and Rehabilitation Cooperative for Maladjusted Children)</p>	<p>Workplace training in stores - CERCIMB is an institution that supports children, young people and adults with disabilities, through intervention programmes in different fields. The store placements provide young people with on-the-job training and in 2007, 6 placements were offered.</p>	
	<p>Partnership with LPDM - Social Resource Centre</p>	<p>Reception of trainees in stores - LPDM is an association specialising in support for children, young people and adults with motor disabilities. In 2007, 8 in store placements were offered, provided young people with training in actual contact with the labour market.</p>	
	<p>Recruitment of employees with disability</p>	<p>In Poland, employees with some form of disability have been hired since 1995. In 2007 there were 76 admissions.</p>	
	<p>Older professionals</p>	<p>At Lidosol, there is a programme of work opportunities for applicants aged over 50. In 2006 and 2007 12 and 15 employees were integrated, respectively, for the areas of Production and Operations, in a total of approximately 800 employees.</p>	
	<p>Human Resources - Recruitment in partnership with Employment Centres</p>	<p>In 2006 and 2007, and particularly in the cases of hiring conducted for the opening of around 31 stores in Portugal, the Group strengthened its relationship with Employment Centres as sources of local recruitment.</p>	
<p>JM Training School</p>	<p>Training Assessment System - The Jerónimo Martins Training School, in order to guarantee equal opportunities to vocational development, drew up and applies systems that also</p>	<p>Provision of the Training Catalogue on the internal communication channels - Employees have access to the training catalogue to freely enrol in the training that they consider appropriate to their duties and needs. This choice will always be subject to validation by the Managers.</p>	

Labour Standards

6 - Businesses should uphold the elimination of discrimination in respect of employment and occupation

Commitment	Policies, Systems, Processes and Programs	Actions	Performance
		guarantee fair access to training	Trainees evaluate the training courses and the internal and external trainers, using the training assessment questionnaires. From this analysis, changes can be made to improve each training course.
	<p align="center">Jerónimo Martins Group Supplier Code of Conduct</p>	<p>All the contracts signed by product suppliers include the signing of the Supplier Code of Conduct, which stipulates that "Suppliers and other commercial partners of the Jerónimo Martins Group undertake not to use any discriminatory practice based, inter alia, on descent, gender, religion, marital status, family situation, age, nationality, ethnic origin, disability, political or ideological convictions and union membership, in relationships with their employees or workforce guaranteeing, in particular, that:</p> <p>a) The whole recruitment procedure follows objective criteria, in particular, the qualifications and skills necessary to the position to be held, to the detriment of discriminatory criteria;</p> <p>b) The remuneration, and personal and professional development are based on merit, on qualifications and on equal opportunities, regardless of any discriminatory criterion."</p>	
	<p align="center">Code of Conduct</p>	<p>The Jerónimo Martins Code of Conduct, a document distributed to and signed by all employees, states that the Group adopts "a recruitment process that takes into account the qualifications and skills required for the job, without employing any discriminatory practices based, namely, on grounds of ascendance, gender, religion, marital status, age, nationality, ethnical origin, disability, political or ideological beliefs or trade union membership" It also envisages "personal and professional development, based on merit, qualifications and equal opportunities, regardless of ascendance, gender, religion, age, marital status, family background, nationality, ethnical origin, disability, political or ideological beliefs or trade union membership".</p>	

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Environment

7 - Businesses should support a precautionary approach to environmental challenges

<i>Commitment</i>	<i>Policies, Systems, Processes and Programs</i>	<i>Actions</i>	<i>Performance</i>
<p>Jerónimo Martins considers that there only is a future for those who promote the sustainable development of communities. For this reason, the Group aims to constantly improve the environmental performance of its activities, products and services, pollution prevention playing a key role in the pursuit of this objective.</p>	<p align="center">Environmental Policy</p>	<p>Jerónimo Martins is concerned with environmental protection, considering it to be essential in the pursuit of its business and in the economic growth of its companies. The Environmental Policy of Jerónimo Martins aims at the following objectives:</p> <ul style="list-style-type: none"> - Continuous improvement of the environmental performance of its activities, products and services, including pollution prevention; - Compliance with applicable environmental legislation, preparation for future regulations and observance of other relevant requirements; - Adoption of good environmental practices by its employees and suppliers; - Satisfaction of consumers' environmental concerns. 	
	<p align="center">Climate Change</p>	<p>Commitment to combating the phenomenon of climate change: Jerónimo Martins recognises the environmental, economic and social impact associated with the issue of climate changes and considers combating this phenomenon to be part of the social responsibility of economic agents. The Jerónimo Martins Companies are committed to adopting a responsible and proactive conduct in the implementation of actions that help minimise greenhouse gas emissions, this being an underlying concern of its environmental policy.</p> <p>Assessment of performance in terms of CO2 equivalent emissions</p>	
	<p align="center">Biodiversity</p>	<p>Commitment to combating the phenomenon of loss of biodiversity: Jerónimo Martins recognises the importance of Biodiversity, as a public value, for the sustainability of its activities, aiming to make a positive contribution to the protection of biodiversity at local, national, regional and global levels.</p>	

Each year, Jerónimo Martins publishes various climate change performance indicators for its main sectors of activity.

2007 Indicators:

Stores in Portugal (CO2 equivalent emissions by sales turnover) = 0,058 t Co2/ thousand €

Distribution Centres in Portugal (CO2 equivalent emissions by thousands of boxes moved = 0,66 t CO2 eq/ UMC'000

Transport by exclusive Jerónimo Martins fleet - Distribution Centres - Stores (CO2 emissions equivalent per kilometres travelled = 0,977 t CO2 eq/ thousand km (Portugal); 0,922 t CO2 eq/ thousand km (Poland)

Manufacturing (CO2 equivalent emissions per unit of product produced = 0,085 (t Co2 eq/t)

Reduction in Carbon emissions due to the use of renewable energies (CO2 equivalent emissions avoided) - 16.7 t CO2 eq

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**Environment
8 - Businesses should undertake initiatives to promote greater environmental responsibility**

Commitment	Policies, Systems, Processes and Programs	Actions	Performance
<p>Jerónimo Martins promotes the adoption of good environmental practices by its employees and suppliers and the satisfaction of consumers' environmental concerns.</p>	<p>Environmental Management Systems</p>	<p>Environmental certification according to recognised references standards.</p>	<p>The 4 industrial plants and 3 distribution centres in Portugal have their environmental management systems certified to ISO 14001:2004.</p>
	<p>Water Use</p>	<p>For the activities of Jerónimo Martins Companies, water consumption is of utmost importance. As such, the Companies have come to developed several measures to rationalise consumption and minimise waste.</p>	<p>The actions implemented cover good practices (monitoring of consumption and training and raising awareness of employees), replacement of equipment (installation of more efficient taps and cleaning equipment), alterations to procedures (introduction of water/air system to replace water/water system on washing of Lever company product lines), replacement of materials (thermal disinfection of production equipment, instead of chemical disinfection, with a reduction in the consumption of water and disinfectant agents at Lever) and internal recycling (recirculation of the water used in the warming/cooling systems for raw materials of the company Vitor Guedes).</p> <p>Distribution in Portugal: - stores = 2.08 m³ / m² (2006); 2.12 m³ / m² (2007) - distribution centres = 0.58 m³ / UMC'000 (2006); 0.59 m³ / UMC'000 (2007)</p> <p>Distribution in Poland: - stores = 0.75 m³ / m² (2006); 0.78 m³ / m² (2007) - distribution centres = 0.10 m³ / UMC'000 (2006); 0.10 m³ / UMC'000 (2007)</p> <p>Manufacturing: - absolute consumption = 387.0 m³ (2006); 413.1 m³ (2007) - relative consumption = 2.51 m³ / t (2006); 2.47 t (2007)</p>
	<p>Energy Consumption</p>	<p>With a view to rationalising energy consumption and helping to preserve energy resources, Jerónimo Martins Companies have implemented measures to reduce energy consumption.</p>	<p>Jerónimo Martins Companies have implemented measures at various levels, namely, consumption monitoring, training and awareness of employees, improvements in the lighting system (installation of low-energy bulbs and movement and light sensors) and modifications to procedures (optimisation of steam lines, improvement in operation of cooling towers and optimisation of temperature conditioning in the Fima Finished Products Warehouse: change in the procedure for adding ingredients reducing by 25°C the temperature of the water used in the Olá process).</p> <p>Distribution in Portugal: - electricity consumption in stores = 727.1 kWh / m² (2006); 694.6 kWh / m² (2007) - fuel consumption in stores = 32,907 GJ (2007) - electricity consumption in distribution centres = 118.5 kWh / UMC'000 (2006); 132.6 kWh / UMC'000 (2007) - fuel consumption in distribution centres = 2,259 GJ (2007)</p> <p>Distribution in Poland: - electricity consumption in stores = 348.2 kWh / m² (2006); 334.9 kWh / m² (2007) - fuel consumption in stores = 104,682 kWh / m² (2007) - fuel consumption in distribution centres = 55.8 kWh / UMC'000 (2006); 52.0 kWh / UMC'000 (2007)</p> <p>Manufacturing: - absolute electricity consumption = 27,697 MWh (2006); 26,989 MWh (2007) - absolute consumption of natural gas = 1,940 thousand Nm³ (2006); 1,723 thousand Nm³ (2007) - relative consumption = 1.18 GJ / t (2006); 1.02 GJ / t (2007)</p>

Environment

8 - Businesses should undertake initiatives to promote greater environmental responsibility

Commitment	Policies, Systems, Processes and Programs	Actions	Performance
	<p align="center">Waste Management</p>	<p>Jerónimo Martins Companies have come to develop projects aimed at the optimisation of waste management, in particular, promoting reduction at source and recycling.</p>	<p>In the Distribution area, particularly notable in 2007 were the following projects aimed at the optimisation of waste management:</p> <ul style="list-style-type: none"> • Strengthening of investment in equipment at Pingo Doce, Feira Nova and Recheio stores to optimise the separation, conditioning and storage of cardboard and plastic waste (presses, containers and compactors) according to the needs and infrastructure of each store. • At Gestretalho distribution centres measures were taken to increase the selective collection of waste (WWTP mud began to be delivered for composting, instead of being subject the treatment and later elimination). • Strengthening of the organic fraction selective collection project, which involves the participation of units covered by the Municipal Systems of Valorsul, Lipor and Tratalixo. • Start of selective collection of packaging waste at the Distribution office in Portugal. • In Poland, 228 Biedronka stores perform selective collection of organic waste, with a total of 145 tonnes presented for composting (2007). <p>The Companies in Manufacturing focused on staff awareness campaigns, in order to: use just the strictly necessary; recognise and use locations suitable for the waste sorting; respect, whenever possible, the separation; and guarantee the appropriate destination for each waste. This strategy was especially strengthened during the Safety and Environment Week 2007, organised for IManufacturing employees.</p> <p>At the Olá plant, 2006 saw the implementation of a project for automatic addition of certain ingredients into the mixture, previously received in plastic and paper bags. These raw materials are now received in big bags, which are reused externally in another application.</p> <p>At the Fima plant, during the 1st quarter of 2006, two new types of waste from maintenance operations began to be sent for recycling.</p> <p>At the head office of Unilever Jerónimo Martins, the separate collection of waste began in 2007 (packaging, glass, cardboard) under of the Lisbon Municipal Council programme, in addition to the collection of organic waste which had begun in 2006.</p> <p>Distribution in Portugal: (cardboard and plastic packaging): - total production = 14,889 t (2006); 18,559 t (2007)</p> <p>Distribution in Poland (cardboard and plastic packaging): - total production = 33,730 t (2006); 46,616 t (2007)</p> <p>Manufacturing: - quantity of waste per product unit produced = 0.0296 t/t (2006); 0.0299 t/t (2007) - recovered waste = 3,810 t (2006); 4,241 t (2007) - waste recovery rate = 83.7% (2006); 84.9% (2007)</p>
	<p align="center">Liquid Effluents</p>	<p>The target of Jerónimo Martins Companies is to minimise the production of liquid effluents, as well as their pollution load. With this objective, its units in the Distribution and Manufacturing areas have, whenever necessary, plans for the monitoring of the pollution load and treatment systems (fat separators and waste water treatment stations).</p>	<p>Distribution in Portugal: - No. units monitored = 55 (2006); 53 (2007)</p> <p>Manufacturing: - total amount of industrial liquid effluents per product unit produced = 155.6 m3/t (2006); 147.7 m3/t (2007)</p>

Environment

8 - Businesses should undertake initiatives to promote greater environmental responsibility

Commitment	Policies, Systems, Processes and Programs	Actions	Performance
	<p align="center">Emissions to the Air</p>	<p>For Jerónimo Martins, its main concerns in terms of emissions to the air are related to fixed sources of combustion gases and diffuse emissions of coolants. The actions developed in this field aim to minimise the pollution load of fixed emissions and to progressively reduce the level of leaks and, consequently, the impact on climate changes and the depletion of the ozone layer.</p>	<p>In the Distribution area (Portugal and Poland), the only regulated substance is R22 (coolant gas), which has been systematically replaced by other substances with less environmental impact. In Poland the target is to replace R22 in all equipment by the end of 2008. A Plan for Monitoring the quality of emissions to air at the Distribution units in Portugal, where this obligation exists, began to be implemented and is due to be concluded in the first quarter of 2008.</p> <p>In Manufacturing Companies that have fixed sources of emissions to air, the relevant parameters were monitored, in order to guarantee compliance with legislation.</p>
	<p align="center">Construction and refurbishment of units</p>	<p>Jerónimo Martins includes environmental requirements in the construction and refurbishment of facilities regarding compliance with legislation, adequate management of environmental aspects (construction and use) and minimisation of environmental impacts (particularly in the use phase).</p>	<p>Building or refurbishment projects for Distribution units in Portugal take into account environmental criteria, in particular the purchase of more efficient equipment, the installation of monitoring equipment, the optimisation of waste management, the improvement of emission control systems and pollution prevention.</p> <p>In the refurbishment of Biedronka stores, in addition to compliance with legal requirements, investment has increased in the rationalisation of energy consumption: lighting; heating and ventilation; electricity-consuming equipment.</p> <p>In Manufacturing, production process projects and/or alterations include an assessment of environmental aspects, in order to safeguard issues such as waste separation or the management of liquid effluents, both during the construction, and during the launch and operation of the "new installation". In all facilities with coolant gases, the types of gas and quantities used are known, these aspects being included in the unit building and refurbishment designs.</p>
	<p align="center">Adoption of good practices by employees</p>	<p>Jerónimo Martins companies regularly organise training and environmental awareness activities, aimed at the adoption of good practices and thus the minimisation of adverse environmental impacts.</p>	<p>Examples of initiatives developed by Companies in the Distribution area in Portugal include:</p> <ul style="list-style-type: none"> • Training courses at the Gestiretalho distribution centres, on the principles of the Environmental Management System, environmental policy and good practices (internal and subcontracted workforce). • Training courses for new Group employees with management duties, aimed at the promotion of internal practices and increasing awareness of good environmental practices. • Training courses for store employees on internal waste separation practices (including packaging and organic waste). • Development of articles on the "Environment", in a permanent section dedicated to Social Responsibility in the internal magazine "A Nossa Gente". • Weekly dissemination to Pingo Doce store employees of good environmental practices and environmental management procedures. <p>The initial training given to new employees in the Manufacturing area includes environmental themes, aimed at the adoption of good practices in this field. Environmental training/awareness activities are periodically held for all employees, including:</p> <ul style="list-style-type: none"> • General initiatives held at Lever for service providers, in particular on the containment of spills, waste separation, liquid effluents and good environmental practices; • Organisation, at Olá, FimaVG, Lever and Victor Guedes, of awareness-raising activities for employees, in order to improve the practice of waste separation.

Environment

8 - Businesses should undertake initiatives to promote greater environmental responsibility

Commitment	Policies, Systems, Processes and Programs	Actions	Performance
	<p align="center">Total Productive Management (TPM) Methodology</p>	<p>The Companies in the Manufacturing area included in their activities the TPM methodology, in which Environment and Safety play key roles. Aimed at optimisation of procedures, the ultimate objective of the methodology is to obtain:</p> <ul style="list-style-type: none"> • Zero losses (contributing to rational use of natural resources and the reduction/reuse of generated waste); • Zero defects; • Zero accidents. 	<p>At IgloOlá the consolidation, in 2006, of the specific TPM Pillar for Energy reflects the importance given to the reduction in consumption.</p> <p>In December 2006 IgloOlá achieved a "Special Award", a special prize awarded by JIPM (Japan Institute of Plant Maintenance), in which the Environment and Safety pillar formed an integral part.</p> <p>The Safety and Environment Week 2007 was held from 19 to 23 March - this Environment and Safety Pillar initiative was held for one day at each plant. The environmental themes studied were: handling of dangerous substances; waste separation; energy and water – good practices. 80 people participated in this joint activity: each day 4 people from each Plant participated, totalising 20 participants per Plant (Lever, Olá, VG and Fima).</p>
	<p align="center">Supplier selection</p>	<p>Jerónimo Martins aims to improve environmental performance along the whole supply chain of which it is a part and for this reason it cooperates with suppliers on environmental management issues.</p>	<p>The Environment Technical Standard is applied in audits of suppliers of goods for the Distribution sector in Portugal. The verification of requirements of the Standard has been used to classify suppliers and service providers according to their environmental performance in terms of environmental legislation applicable to their business, adoption of good environmental practices and the implementation of environmental management systems.</p> <p>In the Manufacturing companies, the supplier selection criteria have an environmental component, through the communication of concerns and policies in that sphere, as well as the offer of support for the implementation of measures and the auditing tool. Suppliers in the selection stage are assessed with the same criteria as Group factories and invited to adopt environmental management programmes.</p>
	<p align="center">Logistics</p>	<p>The Companies in the Distribution area aim to progressively reduce the importance of packaging and the consequent minimisation of packaging waste, optimisation of the use of transport vehicles, reduction of fuel consumption and minimisation of emission of pollutant gases.</p>	<p>Thus, in Portugal, reusable plastic boxes covers are now used in the areas of Fruit & Vegetables, Meat, Dairy Products, Fish and Bakery. In Poland, reusable packaging is used whenever the logistic and operating conditions are met. The indicator presented for the number of reusable boxes shows the development of this issue in the logistics activities of the Group.</p> <p>Distribution: - reusable boxes vs total number of boxes transported in Portugal = 9.2% (2006); 12.9% (2007)</p>
			<p>The Group Companies in Distribution in Portugal developed the following initiatives in 2006 and 2007:</p> <ul style="list-style-type: none"> • Promotion of good environmental practices through promotional leaflets at Feira Nova and Recheio; • Launch of Environment Calendar Campaign 2007 and 2008 (3rd and 4th editions) at Pingo Doce and Feira Nova stores; • As a way of encouraging public discussion on environmental matters, Jerónimo Martins participated in the 2nd Portuguese Forum on the Social Responsibility of Organisations with the paper "Environmental Management in the Jerónimo Martins Group" (2006). • Launch by Pingo Doce, Feira Nova and Recheio, in collaboration with Ecopilhas, of a campaign to distribute mini-battery recycling collection containers to customers (2007). • The companies Pingo Doce, Feira Nova and Recheio join the National Civil Protection Authority campaign "Portugal without fires depends on everyone" (2007). • Participation of Pingo Doce and Feira Nova in the promotion of the APED (Portuguese Association of Distribution Companies) Awareness Campaign on Waste Management (2007).

Environment

8 - Businesses should undertake initiatives to promote greater environmental responsibility

<i>Commitment</i>	<i>Policies, Systems, Processes and Programs</i>	<i>Actions</i>	<i>Performance</i>
	<p align="center">Environmental Awareness Campaigns</p>	<p>Aware that companies should play an active role in raising awareness of communities to the importance of sustainable development, the Group Companies have developed environmental initiatives aimed at consumers, communities and employees.</p>	<p>Under the slogan "Biedronka – trustworthy partner for the Environment", two environmental campaigns were held in 2007 for customers and employees of this company in Poland, as a way to reinforce environmentally appropriate conducts in the company:</p> <ul style="list-style-type: none"> • Repeating previous measures, a campaign was launched on the rational use of water and energy. • In partnership with the Polish Animal Protection Association the campaign "Help animals in the Winter" was launched (raising awareness through the distribution of leaflets). <hr/> <p>The Manufacturing companies have developed various environmental awareness activities aimed at the community:</p> <ul style="list-style-type: none"> • Fima, Lever and Olá continued their support, provided since 2002, for the Eco-Schools Programme, a European initiative under the European Blue Flag Programme (ABAE)/Foundation for Environmental Education (FEE); • The same companies also maintained their National Green Brigade Competition initiative, organised in collaboration with ABAE, on which each "Green Brigade" analysed the weaknesses in their schools or in their external environment and subsequently created and presented a specific project, with solutions to improve/minimise the existing situation; • Launch, in 2007, by Lever of a special version of Skip, offering a domestic recycling bank and information on the packaging on waste separation; • Development by Lever of a joint operation with Valorsul (Intermunicipal company for urban waste management), intended to promote correct waste separation;

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Environment

9 - Businesses should encourage the development and diffusion of environmentally friendly technologies

Commitment	Policies, Systems, Processes and Programs	Actions	Performance
<p>Jerónimo Martins aims to minimise the environmental impacts of its activities, products and services through the adoption of more environmentally appropriate solutions.</p>	<p align="center">Sustainable Consumption</p>	<p>Jerónimo Martins considers that it is important for its companies to provide customers with solutions and products that help them to be more proactive in the safeguarding of the environment.</p>	<p>At the beginning of 2007, Pingo Doce took on a pioneering role by starting to charge €0.02 for each plastic bag that was previously provided free of charge to customers. This pollution prevention measure helped to reduce the use of bags by around 40%, which is reflected in a reduction of:</p> <ul style="list-style-type: none"> • 750 t of oil and natural gas used in the manufacture of polyethylene; • 950 t emissions of carbon dioxide (from manufacture and transport of bags); • 400 t of bags deposited in landfills (after use by customers). <p>In 2007, investment was increased in organic products, with the launch of this type of article under the Pingo Doce brand.</p> <p>In 2007, Lever launched the new products Skip Líquido Pequeno & Poderoso and Comfort Essencia, which have various environmental advantages associated with a reduction in volume (in Comfort Essencia case there is a reduction of 67% in water, 48% in plastic, 43% in cardboard, 58% in the number of trucks for transport and pallets handled and 30% in storage space). At the same time there was a reduction in the weight of powdered Skip, since the new formulation leads to the use of a smaller quantity of the product for the same purpose.</p> <p>Victor Guedes reduced by 0.5 g the weight of its 1L PET packaging, benefiting the environment throughout the supply chain (carriers, distributors, retail, customers and municipal systems).</p>
	<p align="center">Renewable Energies</p>	<p>Jerónimo Martins considers that it is important for its companies to provide customers with solutions and products that help them to be more proactive in the safeguarding of the environment.</p>	<p>In 2007, Distribution companies in Portugal adopted various technological solutions that make use of renewable energy sources:</p> <ul style="list-style-type: none"> • installation of 72 m² of solar collectors for heating water at the Azambuja distribution centre (savings: 5100 kWh/month and 31 t/year); • installation of 46 street lamps (savings: 5,000 kWh/month and 30 t/year) at the Feira Nova store in Quinta do Conde; • installation of 5.4 m² of solar collectors for heating water at the Borba Pingo Doce store • installation of 76 units of a tubular system to transport solar light to illuminate the outside spaces at Vila Nova de Gaia and Oliveira do Douro Pingo Doce stores (savings: 2,255 kWh/month and 13 t/year).

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Anti-Corruption

10 - Businesses should work against all forms of corruption, including extortion and bribery

<i>Commitment</i>	<i>Policies, Systems, Processes and Programs</i>	<i>Actions</i>	<i>Performance</i>
<p>It is an objective of the Jerónimo Martins Group to ensure full compliance with the ethical principles that have always guided its conduct, formalised in the Code of Conduct. The Ethics Committee guarantees the dissemination of the Code and the monitors of its enforcement.</p>	<p align="center">Code of Conduct</p>	<p>The Jerónimo Martins Code of Conduct, an instrument distributed to and signed by all employees, stipulates that "the companies of Group Jerónimo Martins do not give or receive, whether directly or indirectly, bribes or other improper advantages for business or financial gain. No employee may offer, give or receive any gift or payment, which is, or may be construed as being, a bribe."</p>	<p>In cases in which there is blackmail or extortion an investigation is conducted by the Security Department and, if necessary, measures are taken.</p>
	<p align="center">Unilever Code of Business Principles</p>	<p>To avoid conflicts of interest: employees are expected to avoid personal activities and economic interests that may conflict with their duties.</p> <p>Business integrity: it is a practice of the Company not to offer, give or receive any gift or payment that may be deemed to be a bribe</p>	
	<p align="center">Jerónimo Martins Group Supplier Code of Conduct</p>	<p>All the contracts signed by product suppliers contain included the signing of the Supplier Code of Conduct, which stipulates that "Suppliers and other commercial partners of the Jerónimo Martins Group undertake to conduct their business with honesty, integrity and respect for compliance with the laws of the countries in which they operate."</p>	

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