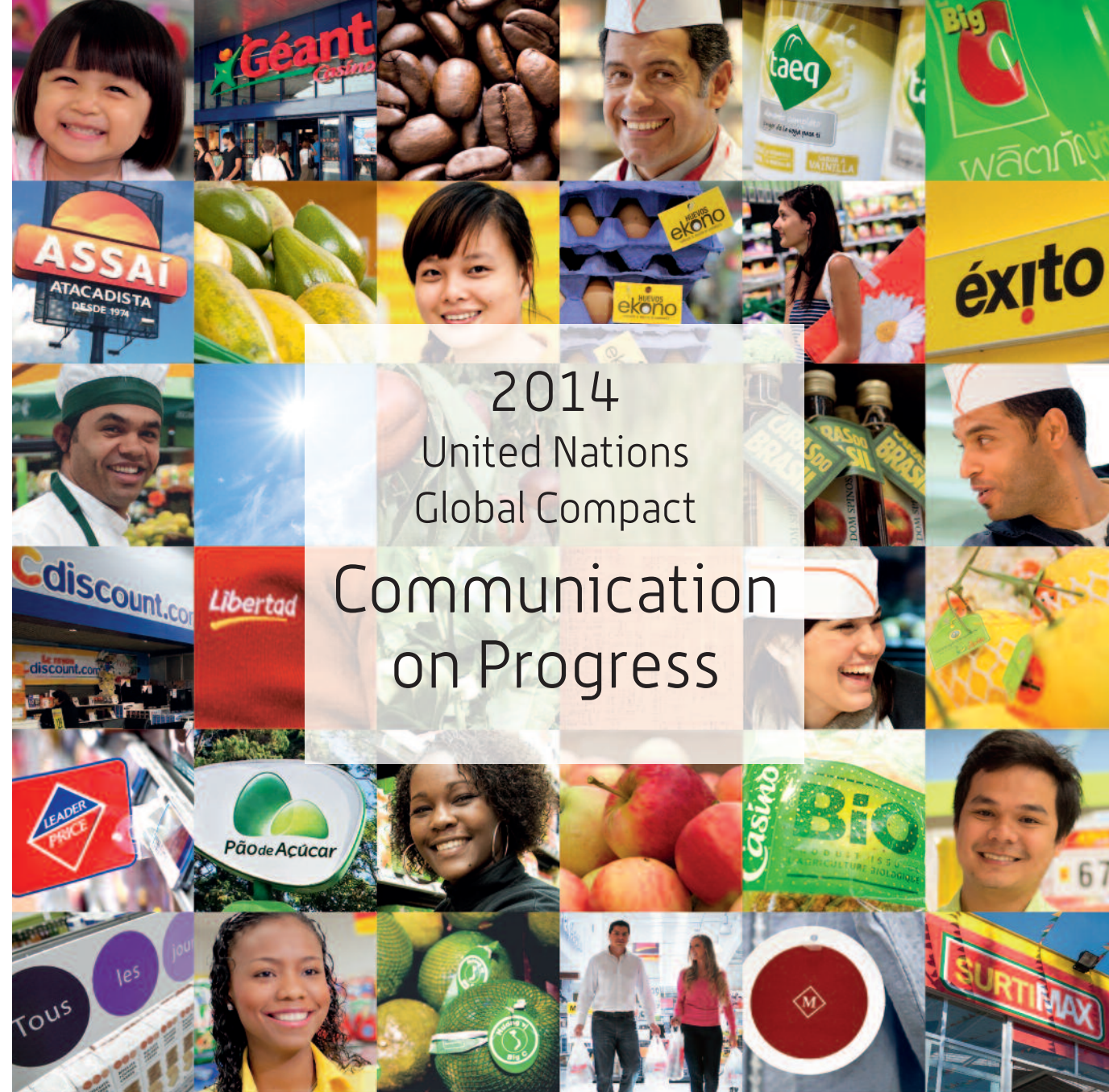




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CASINO GROUP

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2014
United Nations
Global Compact
Communication
on Progress





The Group

Casino, a long-standing player in the French retail market, is now one of the world's foremost food retailers. In 2013, over 60% of consolidated sales were posted in fast-growing countries, mainly in Latin America and Southeast Asia. Globally, the Group is committed to a retailing vision based on closeness to the customer, underpinned by 329,000 employees worldwide.

Its continuous innovation strategy, its ability to adapt to local realities and its proactive engagement in the community make Casino unique in its sector, consistently able to live up to its motto of "nourishing a world of diversity".

Message from the Chairman

As signatory of the United Nations Global Compact since 2009, the Casino Group continues to demonstrate its commitment to responsible trade.

Drawing on the Group's values, based on profound respect for local cultures, a spirit of enterprise and innovation to serve our customers and the conviction that diversity is an asset, our teams work with determination to improve the environmental impact of our activities and support the communities in which our stores operate.

After celebrating, in 2013, 20 years of work to promote diversity and combat discrimination in all its forms, 2014 has been marked by the Professional Equality Label awarded to the Group in France for its efforts in favour of gender equality and the implementation of a structured approach to fight discrimination against sexual preference, and the signing of a Corporate Social Responsibility Agreement with the trade unions represented within Casino banners.

In Brazil, GPA strengthened its commitment to helping the most disadvantaged people by organising a solidarity food collection day and introducing a merit-based scholarship programme in partnership with the Getulio Vargas Foundation. In Colombia, 36 000 children have benefited from programmes led by Exito Foundation to fight malnutrition. In Thailand, Big C reinforced its policy in favour of disabled people - one of the Group's long-standing commitments.

This year, the Group was once again included in the Dow Jones Sustainability Index World, FTSE4GOOD, Euronext Vigeo Eurozone 120 and Ethibel Excellence extra-financial indices.

Through these actions illustrating the Group's commitment, we reaffirm our adhesion to the ten principles of the United Nations Global Compact.

Jean-Charles Naouri
Chairman and Chief Executive Officer
Casino Group

Key figures 2013



€48.6 billion
in consolidated net sales

€2.363 billion
in trading profit



60% of Group sales
generated outside France

14,056 stores
worldwide

No. 1 e-retailer
in France and Colombia
and **no. 2** in Brazil

No. 1 retailer
in Brazil and Colombia
and **no. 2** in Thailand



329,000 employees
worldwide

Number of employees under permanent or fixed-term
contracts at 31 December 2013

52% of employees
are women

More than **133,000**
employees are under
the age of 30



No. 1 private-sector employer
in Brazil and Colombia

Group annual
electricity consumption
4 785 540 MWh

2 220 000 tonnes
of CO₂ equiv

The Group CSR Significant events



October 2013 Round up for Charity

Franprix launches the Round up for Charity campaign enabling customers to round up the amount of their shopping bill to the next whole euro. All profits go to two non-profit associations: the Secours Populaire and the Red Cross.

December 2013 20 years of diversity

Casino Group celebrates 20 years committed to Diversity. This commitment dates back to 1993 when Casino Group embarked upon a proactive policy combating all forms of discrimination and promoting diversity. This anniversary was celebrated with a week packed with diversity.



France "Choice is Action" responsible consumption campaign

To coincide with last year's World Environment Day celebrations, which were organised around the theme of food waste, Casino's banners led a vast campaign called "Choice is Action" ("*Choisir C'est Agir*") to build awareness among consumers about responsible consumption. Set up in cooperation with the GoodPlanet Foundation, the campaign was deployed in over 2,500 stores, supported by an e-learning tool for employees and a dedicated forum for suppliers.

Protecting deep sea fish



As of 1st January 2014 deep sea species of fish will no longer be sold in the Casino hypermarkets and supermarkets in a bid to protect these species. This decision takes Casino's commitment in favour of responsible fishing and protecting the environment to the next level.

February 2014 Recognition for Casino

For the second year running Casino receives the Grand Prix award from the **Essec Business School for Responsible Retail in 2014**. This award is given in recognition to the best initiatives in corporate, societal and environmental responsibility.





Brazil - April 2014

Amigos do planeta

Over 60,000 tons of materials, 130,000 bulbs and 13,000 tons of batteries have been recycled since 2008 as part of the "Amigos do planeta" programme set up by Via Varejo in Brazil.

The Group bolsters its commitment to put CSR at the core of its economic and social model

A CRS agreement has been signed with the Casino trade union organisations. It covers the main corporate, societal and environmental issues targeted in the group's progress initiative.



Vietnam

Big C inaugurates the Green Square eco-friendly shopping centre

In March 2013, Big C Vietnam inaugurated the Green Square shopping centre, an eco-friendly concept built around a Big C Di An hypermarket and equipped with solar panel roofing. With this photovoltaic system, the first of its kind in the country, energy savings of 30% can be achieved compared with a traditional shopping centre.



France

Casino earns the Workplace Equality Label

In 2013, Casino became the first retailer in France to earn the Workplace Equality Label, in recognition of its initiatives to foster gender equality among employees. The distinction was awarded for a three-year period by Afnor, the central coordinator of French standardisation, following a comprehensive audit of the Group's policies, primarily regarding compensation, senior management gender diversity, work-life balance and talent management.

May 2014

Casino Foundation celebrates five years in the prevention of cultural exclusion



Over 2,000 children have benefited from the Artistes à l'école programme implemented with the Ministry of Education. Students got the chance to perform on the famous Théâtre de l'Odéon stage in Paris.

Brazil

GPA organises "Happier Holidays" giving drive

During the end-of-year celebrations, Instituto GPA organised a "Happier Holidays" campaign to support underprivileged Brazilian families in a spirit of solidarity and sharing. With the help of 730 participating stores and 3,000 volunteers, large quantities of basic necessities were collected for donation to partner NGOs.

A CSR process anchored in the Group's development



Casino Group's corporate social responsibility (CSR) policy is structured around five major themes, covering its initiatives as a committed employer, a responsible retailer, a trusted partner, an engaged local corporate citizen and a Group that is environmentally proactive.

A PIONEERING SPIRIT OF SOCIAL INNOVATION

Since its founding in 1898, Casino has been building on a long history of innovation on behalf of the community, the workplace

and the environment. This pioneering spirit, embodied in its key corporate values of entrepreneurship, loyalty, excellence and solidarity, underpins the Group's ongoing commitment to CSR progress, both in France and worldwide.

Committed employer

- Help young people enter the workforce
- Promote diversity
- Provide growth opportunities for employees

Responsible retailer

- Take action to protect consumer health
- Encourage environmentally friendly consumption

Trusted partner

- Strengthen ethical social compliance
- Support local production channels
- Promote the CSR initiatives of SMEs

Engaged local corporate citizen

- Develop foundation programmes
- Develop solidarity partnerships
- Increase local solidarity actions

Environmentally proactive Group

- Increase energy efficiency
- Reduce and recover waste
- Promote biodiversity
- Reduce greenhouse-gas emissions

Benchmark indices

In 2013, Casino has been selected for inclusion in the Dow Jones Sustainability Index (DJSI) World and Europe, two of the benchmark indices with regard to CSR. This distinction is a strong acknowledgement of the Group's CSR policy, which has also been recognised through inclusion in the FTSE4Good, Vigeo Eurozone 120, EPCI and Ethibel indices.

15 GUIDING PRIORITIES

The Group's ongoing "Esprit RSE" (CSR Spirit) initiative includes 15 priorities that reflect five general areas of responsibility. All have been developed in accordance with the nine commitments contained in the Group's Ethics Charter, which reiterates support for the

A recognised commitment

In recognition of Casino's CSR policy, its innovative nature and its results, France's ESSEC Business School has awarded the Group its 2014 Grand Prize for Responsible Retailing. In addition, the Group has recently been honoured with France's 2013 Human Capital Trophy for its commitment to helping young people, the CSR Challenges Trophy for its deployment of the Environmental Index and the 2013 Diversity Trophy.

fundamental principles in the Universal Declaration of Human Rights, the fundamental conventions of the International Labour Organisation and the ten principles of the United Nations Global Compact, of which the Group is a signatory.

GOVERNANCE GEARED TO PERFORMANCE

Responsibility for implementing and coordinating this commitment lies with the Group's CSR Department, which was established in 2010 to accelerate the pace of progress on CSR issues within subsidiaries. The ten CSR Strategy Committee members (including seven from the Executive Committee) validate CSR policy aims in light of the ISO 26000 standard. A network of CSR liaisons is active within each subsidiary in France and in international markets, and environmental officers meet on a regular basis to conduct "Green Excellence" workshops. Various committees, in addition, are instrumental in implementing CSR policy, including the Human Resources steering committee, the Nutrition and Health scientific committee, the Quality committee and the Sustainable Development and CSR coordination and monitoring committees in each subsidiary worldwide.

An ongoing dialogue with stakeholders

Dialogue with all stakeholders is an essential component of the Group's CSR policy, enabling Casino to enhance its initiatives and develop innovative partnerships.

AN OPEN, CONSTRUCTIVE DISCUSSION

In each country where it operates, the Group has long embraced a culture of regular, constructive dialogue with its stakeholders at the local and national level. Open, meaningful discussions are encouraged for the purpose of developing and jointly creating projects and innovative partnerships. Dialogue is achieved by different means according to the stakeholder concerned, at both Group level and the level of each entity.

HIGH-LEVEL EXCHANGE

To structure these exchanges more effectively at Group level and gain a better understanding of stakeholder expectations, stakeholders are invited to participate in CSR Strategy Committee meetings. In 2013, key subjects covered at these meetings were the analysis of Group CSR challenges, the carbon footprint of operations and the impact of raw materials on deforestation. In addition, ten stakeholders

recognised for their expertise in combating discrimination and fostering workplace diversity were invited to engage in a round-table discussion with the Group's Human Resources Department.

Among other projects, the Group's CSR Department contributes to the work of the Global Social Compliance Programme, Social Clause Initiative and the International Labour Organisation's Business and Disability Network, of which Casino is a founding member. The Group also nurtures regular dialogue with socially responsible investment players, such as rating agencies and ethical investment funds.

PARTNER TO NATIONAL NON-PROFITS

In France, the Group belongs to a variety of specialised non-profit organisations such as the Corporate Social Responsibility Observatory (ORSE), the French Association for the International Labour Organisation (AFOIT),



“Commemorating the 20th anniversary of its diversity policy, the Group enhanced its action plans through dialogue with ten stakeholders recognised for their expertise in this area.”

the Corporate Parenthood Observatory (OPE) and the Le Réseau corporate network for equal opportunity in education. Environmental protection organisations include the Eco-Design and Lifecycle Management Centre in Saint-Étienne, Perifem, Éco Systèmes, Éco Emballages, Corepile and Recylum, as well as NGOs that request its involvement. In 2013, for example, Casino held regular discussions with a variety of stakeholders on the impact of deep-sea fishing.

The international subsidiaries also nurture dialogue with a wide array of organisations. In Brazil, in addition to membership in the Ethos Institute, GPA is supporting the Akatu Institute's mission to promote responsible consumption concepts and behaviours. In Argentina, Libertad is backing IARSE, the Argentinian Institute for Corporate Social Responsibility.

A leading-edge diversity policy



For two decades, Casino Group has actively instilled diversity within its organisation by fighting all types of discrimination and promoting the spirit of a harmonious corporate community.

TWO DECADES OF DIVERSITY INITIATIVES

In 2013, Casino Group celebrated 20 years of concrete, measurable initiatives in favour of diversity. Launched in 1993 with the development of programmes to help underprivileged youths enter the job market, this diversity policy has been enhanced over the years to become firmly embedded in the Group's identity. Attesting to its commitment, Casino received France's "Diversity Label" in 2009 and "Workplace Equality Label" in 2013, two Afnor distinctions that had never before been awarded to a retail business.



Grand Prize winner at the 2013 Diversity Awards

In France, the Group garnered the 2013 Diversity Awards Grand Prize from a jury of experts and representatives of institutions such as Fondation Agir Contre l'Exclusion, ESSEC, Association Française des Managers de la Diversité, Association Nationale des DRH, IMS-Entreprendre Pour la Cité, Charte de la Diversité and CGPME. The distinction serves to recognise companies that place diversity inclusion and anti-discrimination policies at the heart of their value system.

Constantly breaking new ground, the Group proactively combats all forms of discrimination, including in areas where companies are still little engaged. As a case in point, Casino Group was one of the first businesses to publish a guide on managing religious diversity in the workplace. In addition, in 2013 the Group signed the LGBT Commitment Charter alongside 12 other companies in France to uphold equal rights and treatment of all employees regardless of their sexual orientation or gender identity.

A management guide to sexual orientation and gender identity has been created and distributed to combat stereotypes and remind managers of the attitudes they are expected to adopt. In 2014, the Group initiated a process to prevent discrimination based on physical appearance.

AN INTER-GENERATIONAL CONTRACT

The focused attention given to youth employment has never relaxed over the past 20 years. In France, it has recently taken the shape of

“As part of the inter-generational contract signed by Casino, 60% of new permanent job contracts go to young people.”

new "inter-generational contracts" signed at the Casino, Cdiscount, Vindémia, Franprix, Leader Price and other banners. Their purpose is to facilitate sustainable hiring of young people while maintaining older employees in work, while ensuring that knowledge and skills are effectively transferred. A sponsorship programme called "C'Duo Contrat de Génération" has been deployed to support and successfully integrate young hires, thereby complementing existing tutoring programmes set up to assist the Group's 1,850 work-study employees. In 2013, in addition, the Group signed the "Businesses and Neighbourhoods" Charter initiated by the Ministry for Urban Affairs to support jobs in priority areas, and strengthened its partnerships with the French Civic Service Agency and Le Réseau corporate network for equal opportunity in education by inviting some 100 secondary-school students from disadvantaged areas to visit and learn about retail professions. The Group showcases these initiatives at its youth-dedicated website: www.alternance-stages-casino.fr.

In Brazil, GPA's commitment to helping young people has translated into a number of initiatives. In 2013, most notably, the "First Job" programme led to the hiring of more than 10,500 young people without prior work experience. GPA, which employs 3,236 apprentices, has also developed programmes to train disadvantaged youth in a variety of disciplines, ranging from check-out host or hostess and call-centre representative to baker and pastry chef. Over 1,300 trainees have taken advantage of this free programme to date.

AN ADVOCATE FOR THE DISABLED

The Group has also been long committed to the inclusion of people with disabilities. A founding member of the International Labour Organisation (ILO) Global Business and Disability Network, Casino Group is actively involved in implementing the Network's initiatives and sharing best practices among large companies.

In France, Casino's banners hired 241 employees and 191 interns in 2013 under its sixth Handipacte agreement, with disabled persons now representing 11% of its total workforce. Monoprix recruited 180 disabled employees over the period 2011-2013 and has signed a fourth three-year disability hiring agreement with employee representatives. Cdiscount negotiated a similar agreement during the year.

Outside France, all of the Group's banners implement programmes to promote the hiring of people with disabilities. Big C, for example, received recognition in 2013 from Thailand's Ministry for Labour for exceeding by 26% the mandatory disability hiring quota, with 330 disabled people employed in its hypermarkets. In Brazil and Colombia, GPA and Éxito continued to roll out their respective "GPA Para Todos" and "Población Vulnerable" programmes to help disabled individuals and armed-conflict victims to join their workforces. In Argentina, Libertad is a member of the "Club de Empresas Comprometidas con la Discapacidad", a group of companies that are committed to disability inclusion.



A Group with a wealth of talent



Casino's key values of entrepreneurship, loyalty, excellence and solidarity serve as a common foundation for developing its men's and women's talents in France and internationally.

NURTURING MULTI-CULTURAL TALENT

To strengthen ties between employees in every country while promoting shared values, the Group organised the first "Casino World Challenge" in 2013. Based on a series of individual quizzes and international team-based contests designed to enhance employees' understanding of the Group, its operations, business lines and commitments, the online game brought together over 11,600 participants in seven countries.

Through its "Young International Talents" graduate programme, Casino is fostering best-practices sharing between its banners in every country and creating a breeding ground for young managers of culturally diverse backgrounds. Some 200 young employees of every nationality in the Group have benefited from the programme since its creation, and now form a genuinely international management community. Nearly as many women as men have participated in the programme to date and, regardless of their country of employment, individuals are recognised and monitored through a jointly-organised review process to encourage cross-functional mobility and skills sharing.

WOMEN IN LEADERSHIP ROLES

Back in 2002, Casino Group pledged to uphold gender equality in the workplace in partnership with its trade unions. Based on agreements signed in 2011 at the Casino, Franprix, Leader Price and Cdiscount subsidiaries in France, action plans have been implemented with the

primary goal of promoting gender equality in recruitment processes and hiring, as well as equal access to training and career development opportunities for men and women. As a result, the proportion of women in management is rising steadily in France thanks to a policy of internal promotion and outside talent sourcing. Women currently represent 39% of the Group's managers in France. In addition, the "Performance and Gender Equality" Programme has been set up to federate women employees from different countries in order to support their career advancement.

THE WORKPLACE EQUALITY LABEL

On the strength of its daily commitment, in October 2013 Casino became the first retailer to obtain France's Workplace Equality Label. The distinction was awarded based on a vast audit led by the Afnor certification agency of 13 critical criteria, including remuneration, gender diversity in management and business lines, work-life balance policies and initiatives taken by the "C'avec Elles" women managers' network, as well as policies on recruiting and hiring, training, promotion and talent management. At the same time, a partnership agreement was signed with France's Ministry for Women's Rights, recognising the anti-discrimination work accomplished to date and framing a mutual commitment for the future.



MANAGERIAL ATTITUDES AND BEHAVIOURS

The human side of performance

Set up in France in 2008 and then gradually extended and adapted to other countries, the Group's Managerial Attitudes and Behaviours benchmark, drawn up in line with its key values, has just been updated. Significantly, the weighting of this benchmark has been raised from 20% to 30% when determining overall compliance and remuneration regarding management-performance objectives. Supported by an awareness-raising campaign, this initiative demonstrates the Group's dedication to developing a common managerial culture that remains true to its key values.

"Women currently represent 39% of the Group's managers in France."

"In France's first corporate ranking in terms of gender equality, presented by the Ministry of Women's Rights in October 2013, Casino Group placed 32nd in the SBF roster of the top 120 listed companies."

Employee-centred health and safety programmes

To safeguard the physical and mental health of its employees, the Group deploys effective, innovative risk prevention programmes.

A STRUCTURED APPROACH

The prevention of occupational hazards is a major component of the Group's workplace health and safety policy. In France, this policy is developed jointly with employee representatives as part of the Group-wide agreement on workplace health and safety signed in 2010. Its primary focus is the assessment of occupational risks in the workplace, road risks,

the prevention of work-related hardship and psychosocial risks, the design, renovation and expansion of business sites and awareness-building among new hires.

COMBATING WORK-RELATED HARSHIP

An agreement to prevent work-related hardship was signed in 2012 with the trade unions to define action plans for all of the subsidiaries. Among them was the initiative to create the Cap Ergo Committee. Bringing together teams from every line of work that impacts health and safety conditions – e.g. purchasing, marketing, innovation and store design – the Committee aims to incorporate health and safety concerns into upstream business decisions. Cap Ergo's first topic of discussion in 2013 was product shelving and the degree of hardship it represents for employees. In addition to its meetings, the Committee works to raise awareness

TMS

Office workstation ergonomics

Leveraging a film, a quiz and a discussion with the occupational health physician, in 2013 employees at the Saint-Étienne site took part in the launch of a module to raise awareness about office workstation ergonomics in order to prevent musculoskeletal disorders (MSDs). The module is scheduled to be extended to the Group's other administrative employees in 2014.



among key people in the company and embed health and safety issues into their decision-making processes.

PREVENTION THROUGH FEEDBACK

Who better than the employees themselves to come up with ways to improve their working conditions? Committed to placing employees at the heart of its workplace health and safety policy, the Group set up a feedback programme several years ago to prevent occupational risks by allowing staff members to voice their concerns about working conditions. Rolled out in the foodservices division in 2013, the programme provides active listening training to managers in an initial phase, giving them

the tools they need to identify areas for improvement in their annual interviews with employees. Employee ideas are acted on quickly or incorporated into year-long action plans as part of a streamlined process that Group teams greatly appreciate.

A mutual commitment to responsible shopping



Responsible retailing involves more than just product design. It also involves educating and supporting customers as part of a mutual commitment to responsible shopping.

RAISING CUSTOMER AWARENESS

To improve consumer shopping habits, Casino Group offers “responsible” product lines in all of its subsidiaries while also making an investment in consumer education. Supplementing the carbon impact data featured on its products since 2008, Casino now provides facts about each product’s water consumption and water pollution in an expanded environmental index on over 300 of its products.

In addition, the Group has set up information campaigns on recycling end-of-life products, including GPA’s “Hello Recycle Programme” in Brazil, which invites customers to return used telephones and batteries in stores, and the “Recycle More and Better Together” initiative undertaken at Casino banners in France. Increasingly, more measures are being taken to reduce single-use plastic bag distribution in stores. Libertad now sells new Ecobolsas reusable carriers, Big C Vietnam provides Lohas

recyclable bags and Éxito gives customers loyalty points for using reusable shoppers. In France, Franprix is committed to reducing the impact of fruit and vegetable bags by providing bags made from biodegradable, compostable plant matter.

COMBATING WASTE

To coincide with World Environment Day 2013, which was organised around the theme of food waste, several initiatives were implemented in France to raise customer awareness. Monoprix published its seventh “ABC Guide” on how to reduce food waste, while the Casino banners launched “Choice is Action”, a vast consumer awareness campaign about responsible shopping. Set up with the GoodPlanet Foundation, the programme gives customers practical guidance on responsible shopping, using an informational booklet to explain just what is at stake and showcasing products that are best for people and the environment.



CASINO

Sustainable fishing

In 2013 the Group’s Géant hypermarkets and Casino supermarkets committed to stop selling deep-water fish such as scabbard and grenadier, marking the first move by a mass retailer to take a stand on this issue. In addition, Casino continued to support local fisheries by extending its Fish Market concept in France, which involves setting up distribution systems to offer customers a catch of the day direct from the docks of Lorient, Concarneau, Port-en-Bessin, Cherbourg, Fécamp, Granville, Les Sables d’Olonne, Arcachon and Saint-Jean-de-Luz.

The campaign was deployed in over 2,500 stores, supported by an e-learning tool for employees and a dedicated forum for suppliers. These campaigns and events complemented the actions taken against food waste throughout

the year in the Group’s stores and warehouses, notably through a partnership with the French Federation of Food Banks.

Packaging

GPA launches “Novo de Novo”

GPA has launched a circular economy programme, dubbed “Novo de Novo”, that involves collecting product packaging in stores to be recycled and transformed into private-label product packaging. This programme has reinforced GPA’s initiatives in the Taeq and Qualitá brands, whose packaging now uses nearly 60% FSC-certified¹ cardboard.

¹ Forest Stewardship Council

Safe, healthful products everywhere



In all of its host countries, the Group is committed to consistently offering safe, healthful products to its customers.

ONGOING DEDICATION TO HEALTH AND NUTRITION

Committed to a Voluntary Code of Commitment to Nutritional Progress signed back in 2008, Casino engages in many initiatives focused on developing nutritionally balanced products. As part of a continuous improvement process, the nutritional qualities of Casino products are optimised by reducing their fat, sugar and salt content, and by substituting some of their ingredients with more healthful alternatives. In this spirit, moves are

Local suppliers

Milk from the Forez Mountains

To support small dairy farmers, in 2013 Casino introduced “Monts du Forez” milk to its stores, enabling 65 struggling producers in France’s Forez Mountains to find new customers after the closure of an AOC (certified controlled origin) cheese manufacturer. In a continuation of its partnership with 26 milk producers in the Lot Valley, Franprix sold four million litres of high-quality milk from the region.

also being made to eliminate or limit the use of preservatives, with more than 2,000 recipes already re-worked to give expression to more natural goodness. In France, 76% of Casino private-label food items now feature easier-to-understand nutritional labels. In international markets, Grupo Éxito has adopted the new labels for 1,900 of its own-brand products, while Big C in Vietnam has placed them on every product in its private-label range.

INNOVATIVE PRODUCT LINES

New products with enhanced nutritional benefits have also been created. In France, the “Casino Bien Pour Vous” range offers over 100 items associated with well-being, fitness and dietary balance. Following the organic trend introduced by Casino Bio, Monoprix Bio and Leader Price Bio, Brazil’s Taeq brand now offers 330 organic products, increasing to more than 30% the number of GPA own-label items that are certified as organic. In Vietnam, Big C has launched the Huong Vi line of products grown or raised according to certified methods. In Colombia, Éxito is developing a best agricultural



practices certification programme with fruit and vegetable suppliers. Some 20 new suppliers adhere to the programme every year.

THE BEST FROM HERE AND ELSEWHERE

Because customer confidence also depends on the retailer’s ability to guarantee product traceability, local sourcing from small producers is encouraged in all of the Group’s host countries. In France, the Group supports local suppliers by developing partnerships with farmers, winegrowers, livestock breeders and fish traders through its Terre & Saveurs and Club des Sommeliers brands. In addition, Casino stores are continuing to roll out the “Le Meilleur d’Ici” concept of marketing local goods produced within an 80-kilometre radius of the selling point. At the same time, the Group is launching “Ici en France”, a selection of 80 flagship “Le Meilleur d’Ici” products for sale across the country.

Local producers are also supported by the Group’s banners in international markets. With the “Caras do Brasil” programme, Pão de Açúcar enables artisanal cooperatives to sell their products in its 82 stores. For their part, Grupo Éxito and Big C Vietnam are forging partnerships with local producers to give customers access to high-quality commodities at affordable prices. Vindémia, as well, promotes locally sourced Reunion Island products with the “Nou la Fé” range.

“All of Big C’s own-brand products in Vietnam feature the new nutrition facts label.”

Controlling and reducing environmental impacts



Lowering greenhouse gas emissions, improving energy efficiency, reducing and recovering waste, protecting ecosystem biodiversity – the Group’s environmental priorities demonstrate its commitment to minimising its ecological footprint.

REDUCING GREENHOUSE GAS EMISSIONS

The 2013 carbon-footprint audit of Group operations indicated that direct (scope 1) and indirect (scope 2) greenhouse gas emissions totalled 2,220,000 tonnes of CO₂ equivalent. The major sources of direct emissions were identified as refrigerant leakage, store energy consumption and freight. Determined to control its environmental impacts, the Group continued to deploy action plans to reduce emissions and also expanded innovative initiatives at the local level.

PILOT-TESTING NEW REFRIGERATION UNITS

To lessen the greenhouse gas impact of its refrigeration equipment, the Group is taking steps to reduce refrigerant leakage from existing units and test new equipment that requires less initial loading of ozone-depleting HCFC and CFC fluids or major global warming contributors like HFCs. The subsidiaries, in addition, are working to reinforce containing circuits on existing equipment and are pilot-testing new systems that run on hydrocarbons, CO₂ and NH₃, which are much less potent climate change contributors. Their goal is to identify technical solutions that meet safety and climate conditions while also complying with regulations in the Group’s host countries. In France, a dozen supermarkets now use refrigeration systems that run on CO₂ and, in Brazil, banners in the GPA network are testing two CO₂ refrigeration units of their own.

“Cdiscount sorts and recycles all of the cardboard and plastic waste generated by its warehouses.”

VIETNAM

Solar power system inaugurated at Green Square

The installation of solar power systems at Group shopping centres continued in 2013, with the inauguration in Vietnam of solar panels on Green Square’s parking shades surrounding the Big C Di An hypermarket.

The first installation of its kind in the country, this 270,000 Kwh/year system has been certified compliant with the international LEED Gold standard and the national Lotus Silver standard.



OPTIMISING ENERGY PERFORMANCE

To improve energy efficiency at its outlets, the Group calls on the services of its specialised subsidiary GreenYellow, which in 2013 earned ISO 50 001 certification for its energy management system in use at 502 sites in France. Two major avenues to better performance have been identified, namely the renovation of store lighting systems, with the installation of more energy-efficient equipment, and the fitting of doors on refrigerated display cases. Under an energy performance contract (EPC), GreenYellow has guaranteed that store energy consumption following these revampings would be reduced by 15% to 25%. In France, 90% of Géant hypermarkets signed an EPC with GreenYellow in late 2013 and 75% of them have already installed doors on their refrigerated display cases, as have all of the Casino supermarkets and recently-renovated convenience stores. The Group is therefore well ahead of its initial objective to make these changes by 2020. A similar trend is underway in Colombia, where GreenYellow set up EPCs in 2013 providing for the installation of doors on

display cases in 18 stores. In Vietnam, 56% of refrigerated units have been equipped with doors, while new stores are integrating this new feature into standard equipment specifications.

REDUCING, REUSING AND RECYCLING WASTE

Ongoing eco-design improvements for private-label products have led to a more than 7,600-tonne reduction in packaging since 2006. Wherever they are located, the Group’s subsidiaries aim to produce less waste in their day-to-day operations and improve their waste recovery rate by participating in the process to develop safe local recycling processes. In 2013, the Group as a whole recovered 230,000 tonnes of cardboard, plastic and organic matter. In France, the Casino banners sorted and recycled over 100,000 tonnes of operating waste. In Colombia, Grupo Éxito recovered more than 18,000 tonnes. Following the example of GPA’s “Novo de Novo” circular economy programme in Brazil, Libertad implemented its own “Reduce, Reuse and Recycle” programme in all of its outlets in Argentina.

¹ LEED, or Leadership in Energy and Environmental Design, is a green building certification programme developed in the United States that is the most widely used in the world. Buildings can be rated to four levels of compliance: certified, silver, gold or platinum.

A spirit of solidarity with the neediest

A leading corporate citizen, the Group and its committed employees contribute to economic and social progress in all host communities, with all subsidiaries mobilised to help the most disadvantaged.



EXPANDING LOCAL INITIATIVES

Each of the Group's banners also engages in its own social outreach partnerships. Monoprix, whose Foundation sponsors projects run by 30 different non-profits, organised its second annual clothing drive in 2013 on behalf of the Emmaüs charity in a vast campaign involving 280 stores and warehouses. Casino pursued in-store initiatives to benefit "Docteur Souris", a non-profit providing Internet access to hospitalised children, while Leader Price supported the "Toutes à l'École" girls' education programme and Franprix backed France's annual Telethon fund-raiser for muscular dystrophy research.

In Vietnam, Big C Vietnam, pursuing its Big Community project to encourage employee outreach, set up an emergency aid program for storm victims, and collected 500,000 used clothing items and 16,000 second-hand books for donation to disadvantaged children. Big C Thailand, which celebrated 20 years of local community engagement in 2013, developed a programme to support local non-profit projects. In Argentina, Libertad launched its "Juntos en Acción" programme, primarily on behalf of the El Hospital de los Niños association, and also organised a major clothing and toy drive. And, in Brazil, GPA renewed its "Christmas for All" campaign to give a gift to some 1,000 underprivileged children and repeated its in-store drive for book, clothing and toy donations.

"The Group's banners have donated 10,900 tonnes of foodstuffs to different food bank networks around the world."



FRANPRIX

Rounding up for charity

In September 2013, in partnership with the economic solidarity organisation microDON, Franprix began inviting its customers to "Round up at the Check-out"; when they pay for their groceries, they can decide to round up the total to the next-highest euro as a contribution to the French Red Cross or Secours Populaire charity. The first of its kind in France, this initiative encourages people to have a daily outreach reflex within the stores. Tested in the summer of 2013, the programme is still being rolled out to the banner's outlets.

Brazil

Solidarity Days

During the end-year holiday season, GPA organized two "Solidarity and Sharing Days" dedicated to collecting foodstuffs from customers for donation. For every 10 kilogrammes of goods collected, Instituto GPA would contribute an additional kilogramme. In partnership with the non-profit organisations Amigos do Bem, Banco de Alimentos and Mesa Brasil, 2,000 volunteers were mobilised in 730 Group stores to organise collection drives for basic commodities. In all, GPA distributed 2,934 tonnes of goods to thousands of Brazilian families in 2013.



A UNITED FRONT AGAINST EXCLUSION

Solidarity is one of the key values underpinning the Group's corporate social responsibility (CSR) process. Committed to fighting exclusion in the community, its subsidiaries forge national partnerships with non-profit organisations to boost the impact of their grassroots initiatives. In France, the Group has stepped up its commitment to the needy by signing six such partnerships as part of its "Casino Fights Exclusion" programme, with Fédération Française des Banques Alimentaires, Agence du Don en Nature, Apprentis d'Auteuil, Samu Social, the French Red Cross and microDON, an organisation that promotes economic solidarity. At the same time, five major suppliers have joined forces around Group initiatives through the "Club for Partners Committed to Fighting Exclusion".

A LONG-TERM COMMITMENT TO FOOD BANKS

As part of their CSR policy, all Group banners give priority to working with food banks to collect goods for donation, both from the stores themselves and from customers. In France, 5,025 tonnes of food products were donated to the French Federation of Food Banks (Fédération Française des Banques Alimentaires). In Argentina, Libertad signed a partnership to work with 15 food banks in the Red Argentina de Bancos de Alimentos network, while in Colombia Grupo Éxito has also actively supported local food banks, with some 3,010 tonnes collected for donation in 2013. Vindémia, in addition, is working alongside Reunion Island's 2R2A food aid network. Together, these donations provide an invaluable form of aid while also effectively contributing to reducing food waste.

Foundations committed to helping children



Through its many efforts on behalf of children, the Casino Foundation mirrors initiatives taken by the foundations at GPA, Éxito and Big C Thailand.

COMBATING CULTURAL EXCLUSION

Created in 2009, the Casino Foundation works to eliminate cultural exclusion faced by children through three main programmes. "Artists at School" is an arts and culture discovery programme benefitting 2,100 students with limited access to cultural opportunities. "Local Initiatives" is a programme that continued to extend logistical and financial support to 19 youth-focused non-profit organisations in 2013, sponsored by Group employees who volunteer in the community. Lastly, "Overcoming Isolation Among Hospitalised Children", which allows child patients to maintain contact with their loved ones and school through technology, has installed 585 laptop computers and related accessories at children's bedsides in eight hospitals in France since 2010.

SUPPORTING COMMUNITIES

In Brazil, Instituto GPA runs a music education programme enabling children to take violin and cello lessons and perform as part of an orches-

tra, while also promoting workplace access for disadvantaged young people, with free courses in English and training for cashier and call centre positions. In partnership with the state government of Rio de Janeiro, in addition, the organisation supports the NATA professional training centre where 300 students from low-income families can be trained for jobs in the baking and dairy sectors.

Brazil

Partner of the Getúlio Vargas Foundation for equal opportunity

In December 2013, Instituto GPA set up a partnership with the Getúlio Vargas Foundation to create 10 merit-based scholarships enabling exceptional students from low-income families to finance their education.

MEETING THE NEEDS OF THE MOST VULNERABLE

In Colombia, the Éxito Foundation is acting to fight child malnutrition by providing for a healthy and balanced diet among children and pregnant women from underprivileged areas. The programme came to the aid of nearly 36,000 children and 2,600 pregnant women in 2013. In Thailand, the Big C Foundation is helping to fund the construction of schools, with 37 built since the Foundation was created. It is also lending support to scholarship programmes, and in 2012 helped to build a hospital in the northern part of the country.

"36,000 students have benefited from programmes led by the Éxito Foundation to fight malnutrition."

FRANCE

"Artists at School"

Developed since 2011 in partnership with the French Ministry for Education, the "Artists at School" programme supports 10 artistic projects designed for children from rural or urban areas where cultural opportunities are not immediately available, giving 2,100 primary and secondary school students the chance to participate in a three-year curriculum of artistic discovery and expression through a partnership with the Odéon-Théâtre de l'Europe theatre.

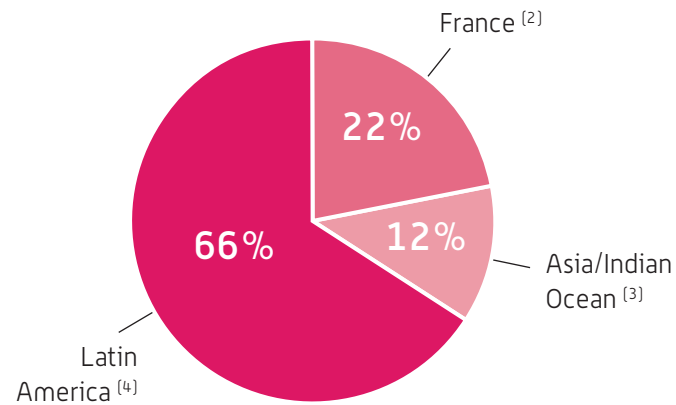


Key 2013 CSR performance indicators

Committed employer

DIVERSITY

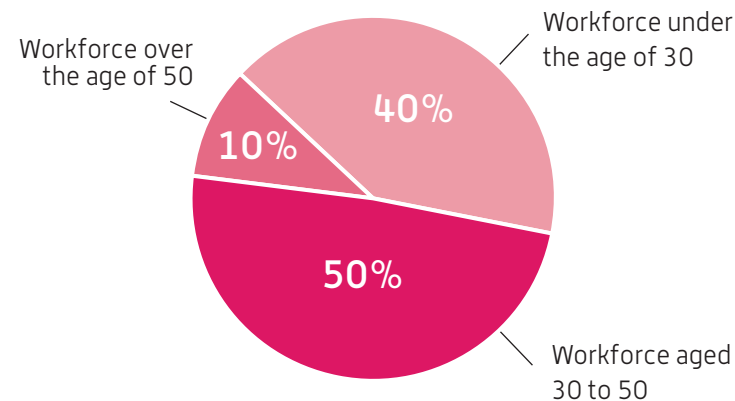
Group workforce breakdown by region ⁽¹⁾



73% of the Group's workforce is located in France and Brazil.

⁽¹⁾ Total permanent/limited-term workforce at 31 December 2013
⁽²⁾ France: Casino, Franprix, Leader Price, Monoprix, Cdiscount
⁽³⁾ Asia / Indian Ocean: Big C Vietnam, Big C Thailand, Vindémia Group
⁽⁴⁾ Latin America: Grupo Éxito, Libertad, Disco, Devoto, GPA

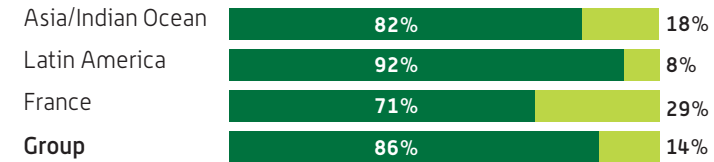
Group workforce breakdown by age bracket ⁽¹⁾



The Group has 133,300 employees under the age of 30. In France, 23% of employees are aged 50 and over.

⁽¹⁾ Total permanent/limited-term workforce at 31 December 2013

Workforce breakdown by full-time/part-time employment ⁽¹⁾

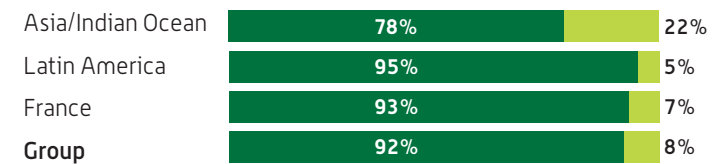


A large majority of Casino Group employees (86%) are in full-time employment.

⁽¹⁾ Total permanent/limited-term workforce at 31 December 2013

■ % of the workforce in full-time employment
 ■ % of the workforce in part-time employment

Workforce breakdown by permanent/limited-term employment ⁽¹⁾

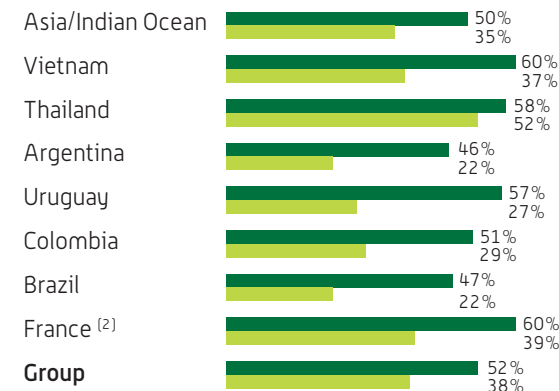


An overwhelming majority of Casino Group employees (92%) are on permanent work contracts

⁽¹⁾ Total permanent/limited-term workforce at 31 December 2013

■ % of employees in permanent employment
 ■ % of employees in limited-term employment

Percentage of women in the Group workforce and in management by country ⁽¹⁾

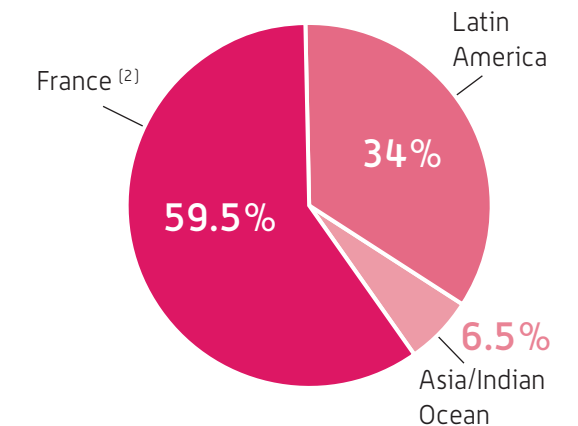


The proportion of women in management is improving significantly as a result of actions taken by every Group entity.

⁽¹⁾ Total permanent/limited-term workforce at 31 December 2013
⁽²⁾ France: Casino, Franprix, Leader Price, Monoprix, Cdiscount

■ % of women in the workforce
 ■ % of women in management

Breakdown of workers with recognised disabilities by geographical region ⁽¹⁾

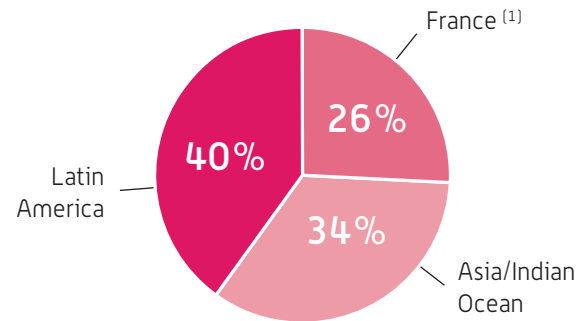


The Group saw a 22.5% increase in the number of disabled employees compared with 2012.

⁽¹⁾ Total permanent/limited-term and internship workforce
⁽²⁾ France: excluding Franprix, Leader Price

Reduce greenhouse-gas emissions

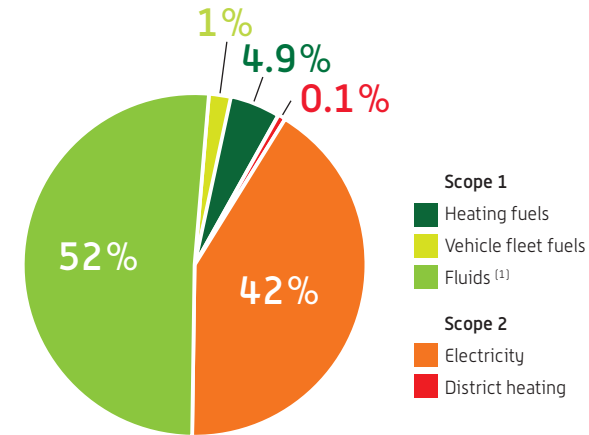
Breakdown of scope 1 and scope 2 greenhouse-gas (GHG) emissions by geographical region



In 2013, Casino Group once again evaluated its direct emissions (scope 1) and indirect emissions related to its energy consumption (scope 2). The inclusion of emissions for Disco Devoto has increased the share of emissions from Latin America. Overweighting of the Asia/Indian Ocean region can be explained by the highly carbon-intensive nature of power production in those countries.

⁽¹⁾ France: scope 1 excluding Codim

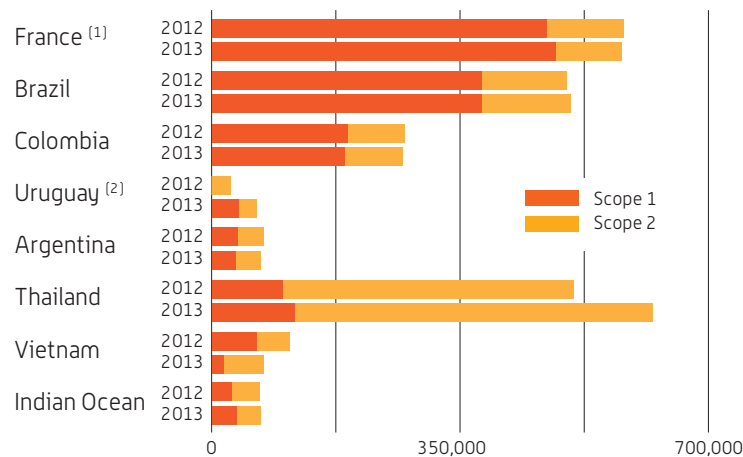
Breakdown of greenhouse-gas emissions, scopes 1 and 2, by source in 2013



The direct emissions in scope 1 are primarily due to fugitive emissions from refrigeration systems. The indirect emissions in scope 2 derive mainly from the quantity and carbon intensity of the electricity used.

⁽¹⁾ Scope 1: excluding Codim

Change in greenhouse-gas emissions, scopes 1 and 2, by country



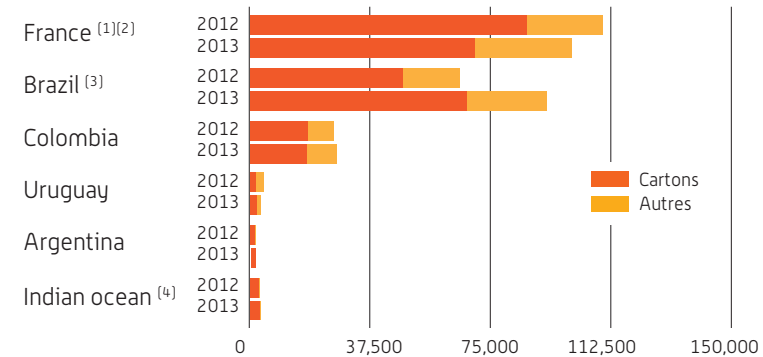
The assessments conducted in 2013 provide confirmation of those conducted in 2012. The reduction for scope 2 in France is due to improved energy efficiency at Group stores. The increase in emissions in Thailand is primarily attributable to the growing number of stores and shopping centres.

⁽¹⁾ France 2013: scope 1 excluding Codim

⁽²⁾ Uruguay 2012: scope 2 excluding Disco Devoto

COMBAT POLLUTION BY REDUCING AND RECOVERING WASTE

Change in volume of recovered waste



The volume of sorted and recovered waste continues to rise in the emerging countries and is holding steady in France. The adoption of organic sorting in France has increased the volume of recovered organic waste by 20%. The total volume of cardboard sorted for recycling accounts for more than 70% of recovered operating waste. The percentage of operating waste recycled and reused at Casino hypermarkets and supermarkets increased from 53% to 61%.

⁽¹⁾ France 2012: excluding Codim and convenience stores

⁽²⁾ France 2013: excluding Codim, convenience stores and Leader Price

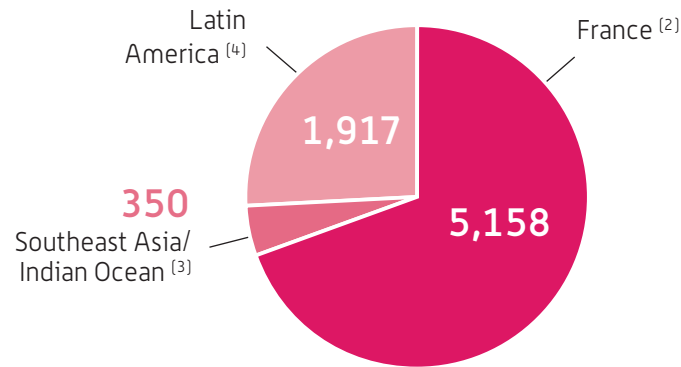
⁽³⁾ Brazil 2012: excluding Viavarejo

⁽⁴⁾ Indian Ocean: Vindémia excluding operations in Mayotte, Mauritius, Madagascar

Responsible retailer and trusted partner

PROMOTING RESPONSIBLE CONSUMPTION

Number of certified sustainable national-brand and Group private-label products ⁽¹⁾



There were more than 7,420 certified sustainable products in Group stores in 2013; of these, 85% derived from organic farming.

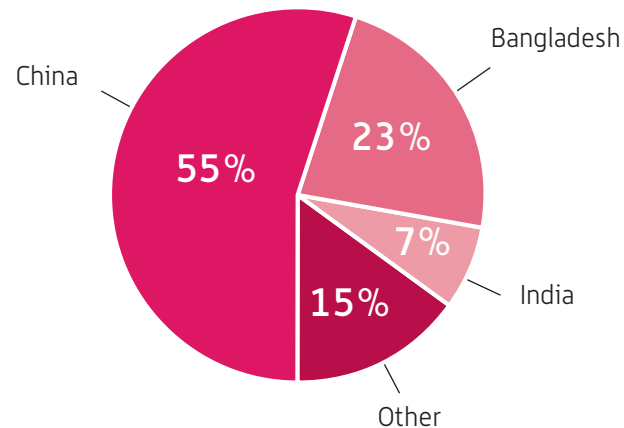
⁽¹⁾ Organic farming products (excluding organic-cotton apparel), fair trade products, and products bearing MSC, FSC, NF Environnement, PEFC, European Ecolabel and ECOCERT labelling

⁽²⁾ Products sold by the Casino, Monoprix and Leader Price banners

⁽³⁾ Products sold by Vindémia and Big C Thailand

⁽⁴⁾ Products sold by Grupo Éxito, GPA, Libertad, Disco Devoto

Breakdown of social audits conducted by Casino Group by country



179 social audits were conducted in 2013, a 16% increase over 2012. In light of the special circumstances in Bangladesh, in 2013 the Group audited 100% of the country's first-tier plants working for its private-label brands.

Social ethics

Guidance for suppliers

Since 2002, the Group has been engaging its private-label suppliers in a social ethics process that aims to improve the conditions in which workers are employed to manufacture the banners' products. By signing the Supplier Ethics Charter, each supplier recognises the central importance of the values set out in the Universal Declaration of Human Rights and the fundamental conventions of the International Labour Organisation (ILO), while also pledging to uphold the Charter's eight criteria for ethical conduct, notably the prohibition of child labour.

To ensure that these requirements were being met, 179 audits of production plants were carried out in 2013 by various independent experts, based on France's "Social Clause Initiative" (ICS) guidelines. Primarily targeting countries where basic human rights and workplace standards are considered most likely to be breached, the audits are being followed up with a report and, where necessary, a plan for corrective action that the plants concerned must commit to implementing within a specific timeframe. Suppliers who fail to comply may see their rating downgraded or be removed from the supplier list. The Group's local offices, aware that the audits are a necessary but not sufficient step forward, play an essential role in helping suppliers and their plants to deepen their understanding of expectations and implement any corrective action plans.

In light of circumstances specific to Bangladesh, the Group has audited all of the plants operating in the country on behalf of its private labels, while also stepping up its safety controls and verifying the practicality of local evacuation procedures by conducting fire drills. In July 2013, the Global Sourcing division adhered to the Bangladesh Accord on Fire and Building Safety in a move to support and participate in a cooperative, collective process to improve the nation's plant safety conditions.

2013 CSR Indicators

	Unit	France				Indian Ocean	Brazil	Colombia	Uruguay	Argentina	Thailand	Vietnam
		Casino	Cdiscount	Monoprix	Franprix Leader Price	Vindémia Group	GPA	Grupo Éxito	Disco Devoto	Libertad SA	Big C	Big C
Committed Employer												
Number of employees at 31 December 2013 ⁽¹⁾	Number	40,401	1,137	20,898	8,693	4,357	169,959	36,950	8,056	3,597	26,318	8,629
Women	Number	24,007	552	13,317	4,780	2,190	80,384	18,859	4,614	1,672	15,250	5,158
Men	Number	16,394	585	7,581	3,913	2,167	89,575	18,091	3,442	1,925	11,068	3,471
Under 30 years old	Number	8,715	372	7,134	2,256	1,272	69,759	18,005	3,878	1,193	14,590	6,125
30 to 50 years old	Number	20,722	709	9,185	5,233	2,593	87,958	17,029	3,244	2,346	11,390	2,409
Over 50 years old	Number	10,964	56	4,579	1,204	492	12,242	1,916	934	58	338	95
Under permanent contracts	Number	37,811	1 031	18,780	8,418	3,919	166,682	31,133	6,227	3,567	22,843	3,858
Number of meetings with employee representatives per year	Number	14,781	114	4,565	861	577	481	542	74	360	n.a.	115
Number of workplace accidents resulting in at least one day's lost time	Number	2,197	56	1,051	746	184	2,284	1,904	725	217	135	29
Percentage of the workforce in full-time employment	%	71 %	98 %	69 %	72 %	83 %	97 %	76 %	84 %	55 %	87 %	65 %
Average hours of training per year per employee ⁽²⁾	Number	5	9	5	4	8	11	37	2	6	31	11
Number of employees under permanent contracts promoted	Number	1,996	104	902	319	134	15,026	3,096	1,812	45	3,708	279
Turnover of employees under permanent contracts	%	11 %	10 %	19 %	17 %	13 %	37 %	9 %	44 %	9 %	48 %	16 %
Percentage of women in management	%	32 %	40 %	53 %	32 %	35 %	22 %	29 %	27 %	22 %	52 %	37 %
Number of disabled employees	Number	3,313	16	779	n.a.	100	2,122	213	n.a.	32	330	16
Number of people under the age of 26 hired under permanent and limited-term contracts	Number	8,867	131	8,691	2,469	773	34,636	9,830	3,962	292	16,639	1,916
Number of people hired under permanent contracts during the year	Number	2,344	137	3,707	1,149	315	65,948	2,850	2,953	284	10,663	132
Number of redundancies for economic reasons	Number	40	0	0	9	0	0	0	0	27	0	0
Responsible Retailer and Trusted Partner												
Number of "responsible" products certified by an outside label ⁽³⁾	Number	2,522	n.a.	2,339	297	278	1,487	340	61	29	72	n.a.
Percentage of directly operated stores covered by a quality audit ⁽⁴⁾	%	100 %	n.a.	100 %	100 %	100 %	100 %	98 %	n.a.	100 %	100 %	100 %
Environmentally Proactive Group ⁽⁵⁾												
GHG emissions, Scope 1: fuels, refrigerants, natural gas ⁽²⁾	tonnes of CO ₂ -equiv.	336,285	978	103,923	36,905	34,869	375,187	185,931	38,396	33,885	115,930	16,883
GHG emissions, Scope 2: electricity	tonnes of CO ₂ -equiv.	60,219	316	19,350	11,587	34,240	124,661	79,629	24,965	35,645	496,552	56,770
Energy consumption, by source												
Electricity ⁽⁶⁾	MWh	1,068,311	5,644	306,563	206,902	48,294	1,432,885	452,440	68,025	97,124	967,938	131,411
Electricity/sq.m	KWh/sq.m	543	n.a.	564	600	683	n.a.	571	n.a.	555	n.a.	n.a.
Natural gas	MWh	111,383	4,235	33,245	37,987	0	22,271	46,089	3,952	9,313	0	0
Water consumption ⁽²⁾⁽⁷⁾	cu.m	1,060,558	5,878	342,574	85,800	50,288	3,846,842	2,059,372	192,311	266,952	7 344,339	655,843
Volume of operating waste recycled and reused ⁽²⁾⁽⁷⁾	tonnes	71,060	1,939	18,093	10,248	3,466	93,527	27,377	3,438	1,983	n.a.	n.a.
Percentage of operating waste recycled and reused	%	61 %	85 %	44 %	n.a.	48 %	30 %	74 %	n.a.	n.a.	n.a.	n.a.
Engaged Local Corporate Citizen												
Funds disbursed for community outreach programmes (donations and Foundation) ⁽²⁾	€	10,147,239	n.a.	5,238,030	1,220,061	n.a.	10,410,140	16,972,793	180,104	n.a.	240,000	n.a.

⁽¹⁾ Excludes affiliates, franchises and lessee management. More information is available in the methodology note regarding the preparation of nonfinancial data: www.groupe-casino.fr/fr/Nos-engagements.html

⁽²⁾ Casino scope: excluding Codim

⁽³⁾ Private-label and national-brand products derived from organic farming (excluding organic-cotton apparel), fair trade products and products bearing MSC, FSC, NF Environnement, PEFC, EU Ecolabel or ECOCERT labelling

⁽⁴⁾ Hypermarkets and supermarkets only

⁽⁵⁾ Vindémia Group scope: excluding operations in Mayotte, Mauritius and Madagascar

⁽⁶⁾ Electricity consumption at international entities includes shopping centres







⁽⁷⁾ Franprix-Leader Price scope: excluding Leader Price

n.a. : Not available

Roadmaps

The following roadmaps outline major initiatives taken to address the 15 priorities of the Group's CSR continuous improvement process. Their purpose is to nurture dialogue with all of our stakeholders.

Status










-  Project postponed
-  Project underway
-  Objective met
-  Objective partially met
-  Objective not met
-  Project cancelled

Scope

- Group: all French and international subsidiaries
- Group France: all subsidiaries in France
(Casino in France + Franprix/Leader Price + Cdiscount + Monoprix)
- Casino: all subsidiaries traditionally consolidated by Casino

Committed employer

Our record in 2013

Objectives	Scope	Target date	Status	Principal accomplishments in 2013
PROMOTE DIVERSITY				
Establish a communications campaign to highlight the 20-year history of the Group's diversity policy in France	Group France	2013		The diversity policy's 20-year history was celebrated in a variety of ways: informative media were disseminated internally to illustrate each aspect of the policy, while topics such as disability and equal opportunity were addressed at stands and in workshops. A communications kit was provided to all managers as well.
Distribute to managers the guide to preventing discrimination based on sexual orientation	Group France	2013		The guide to preventing discrimination on the basis of sexual orientation was distributed to managers. This guide received the Responsible Communication Award from France's Communication et Entreprise corporate communications association.
Develop a partnership with the Mozaik RH diversity consulting association	Group France	2013		Casino Group signed an agreement to support the activities of Mozaik RH (hiring of young people from disadvantaged areas, etc.).
Initiate the process for obtaining the Diversity Label at Franprix, Leader Price, Cdiscount and Vindémia	Franprix, Leader Price, Cdiscount, Vindémia (Reunion Island)	2015		Presentations outlining this process have been given to the executive committees as well as trade union representatives at each of the entities involved. Action plans have been defined.
Update training modules for the diversity networks	Casino	2013		The training modules for the diversity networks have been updated. In 2013 their focus was on equal opportunity in the workplace and sexual orientation.
Include the "Together" anti-discrimination programme in orientation training given to new hires	Franprix	2013		Project postponed
Develop a policy for promoting diversity and equal opportunity	Libertad	2013		A diversity charter has been drafted and will be deployed in the workforce in 2014.
Establish a disability awareness campaign	Group	2013		A disability awareness campaign has been created and will be deployed among all Group employees in 2014.
Make communication resources more accessible: create a sign-language version of the training module, and make it easier for the visually impaired to submit applications for open positions via the Internet	Casino	2013		The newly created audiCap module educates employees about hearing disabilities and provides an introduction to French sign language. In addition, software used by the Recruitment division is now accessible to the blind and visually impaired. The recruitment site was awarded a "Silver" label by AccessiWeb for its accessibility.

Committed employer

Our record in 2013

Objectives	Scope	Target date	Status	Principal accomplishments in 2013
Strengthen the "Help the Helpers" campaign: promote leave for family caregivers	Casino	2013	●	The "Help the Helpers" campaign has been expanded through workshops featuring guest professionals, which provide information and promote dialogue. The leave available to family caregivers has now grown to a total of 128 days donated by employees. As a result of the programme, 20 employees have been able to take paid leave to care for an ailing and/or disabled child, spouse or parent.
Continue the policy for integrating the disabled into work/study programmes	Casino	2013	●	This initiative has been continued through partnerships with specialised schools and organisations as well as a number of business schools. In 2013 Casino implemented 14 work/study contracts for disabled persons.
Fulfil the objectives contained in the third Monoprix agreement and fifth Casino France agreement on employment of disabled workers	Monoprix, Casino	2013	●	The objectives defined in the agreements signed by Casino and Monoprix were met. Casino hosted 191 disabled trainees and hired 241 disabled workers, and signed a sixth agreement in 2013.
Deploy the guide to hiring of the disabled	Vindémia	2013	○	A Disabled Workers diagnostic assessment will be conducted in partnership with employee representatives prior to establishing an action plan.
Continue to raise awareness about hiring the disabled	Big C Vietnam and Thailand	2013	●	Big C Thailand was singled out by the country's Labour Ministry for its commitment to hiring the disabled and for having exceeded the legal quota by 26%. At end-2013, Big C Thailand employed 330 disabled workers.
Recruit young workers who are disabled	Libertad	2013	●	Libertad continued its participation in the Club of Socially Active Businesses, comprised of Argentina's firms demonstrating the greatest commitment to hiring the disabled. In 2013, Libertad's workforce included 32 disabled employees.
Continue the "GPA Para Todos" programme	GPA	2013	●	GPA continued to carry out this programme, recording a nearly 6% increase in the number of disabled workers since 2012. At end-2013, GPA employed more than 2,120 workers with disabilities.
Establish the "Women in Leadership" programme	Group France	2013	●	An initial programme for women managers with leadership potential was introduced in 2013; a second programme will be added in 2014.
Expand the "C'avec elles" network	Group France	2013	●	In 2013 the "C'avec elles" network grew to include more than 520 members, who have the opportunity to enrol in training courses, attend conferences and participate in taskforces on specific topics throughout the year.

Committed employer

Our record in 2013

Objectives	Scope	Target date	Status	Principal accomplishments in 2013
Deploy the "Elles en Magasins" network, with a goal of 100 members	Franprix	2013	●	The network was launched in the first half of 2013. A communications campaign was conducted in stores to introduce the network and recruit members.
Initiate the process of obtaining the Equal Opportunity Employer label	Casino	2015	●	Casino France was awarded the Equal Opportunity Employer label and adopted a number of three-year commitments, including a pledge to include more women on the executive committees at Casino France entities.
Implement the new policy for promoting women to managerial positions	Vindémia	2013	○	Vindémia conducted an internal survey to identify obstacles and tools associated with promoting women to managerial positions and to modify its action plan in line with the survey's findings.
• HELP YOUNG PEOPLE ENTER THE WORKFORCE				
Take further action in support of work/study programmes: Continue activities related to the "Job and City" programme, school partnerships (with a goal of 30 partnerships) and the "second-chance school" programme in partnership with ACSE	Group France	2013	○	The Group had 1,850 work/study employees at year-end 2013. A new website has been created to promote work/study opportunities, and a daylong event devoted to work/study employees attracted 500 participants. Eight coffee get-togethers in the Rhône-Alpes region, held as part of the "Job and City" programme, led to the hiring of 10 young people. Twenty-seven partnerships were forged with community schools and "second-chance schools" over the course of the year.
Expand activities with the Civic Service Agency, Civic Service Institute and Le Réseau association	Group France	2013	●	The Group cemented its partnerships with the Civic Service Agency and the Business Network for Equal Opportunity in Education by holding numerous events for young volunteers and by hosting some 100 high school students from disadvantaged neighbourhoods, who were invited to visit Group stores to learn about career opportunities.
Prepare a guide for Group stores regarding employment of young workers	Group France	2013	○	The guide is currently in preparation and will be completed in 2014.
Renew the agreement with the French State employment agency, Pôle Emploi, on behalf of equal opportunity	Casino, Monoprix, Franprix, Cdiscount, Vindémia	2013	●	Casino Group signed a formal agreement with Pôle Emploi and its local branch offices, and has pledged to hire 850 workers, create 150 work/study positions and offer 500 internships over the period 2012-2014 as part of the National Corporate Commitment to Employment in Disadvantaged Areas. In 2013, the Group signed the "Business and Neighbourhoods" Charter promoted by France's Ministry of Urban Affairs in support of employment and economic initiatives in priority districts.

Committed employer

Our record in 2013

Objectives	Scope	Target date	Status	Principal accomplishments in 2013
Expand support for training given to those with little access to the job market, via the Functional Preparation for Employment programme followed by vocational training	Monoprix	2013	●	Two hundred interns received training in store positions, to help them acquire necessary skills as a stepping stone to permanent employment.
Continue the "Programa Primer Paso" programme with the Córdoba provincial government for providing entry-level work experience by making it accessible to disabled youths	Libertad	2013	●	Four disabled workers were hired by the Córdoba store through the "Programa Primer Paso" programme.
Deploy the "entry-level work experience" programme	GPA	2013	●	More than 10,540 young people were hired in 2013 as part of the "First Job" programme.

• PROVIDE GROWTH OPPORTUNITIES FOR EMPLOYEES

Conduct a new campaign to encourage 10,000 applications for France's Individual Right to Training programme	Group France	2013	●	Under CAPITAL DIF programme initiatives introduced in 2013, employees could choose from among 24 classroom training courses (for management) and 20 tutored distance-learning programmes leading to a certificate from ESSEC Business School. A total of 6,502 applications submitted by employees were approved.
Expand the e-learning curriculum to make training available to as many employees as possible (with a target of 10% of training hours received remotely in 2013)	Group France	2015	●	The Group devoted particular attention to this objective in 2013, through its training portal and its efforts to create community facilities and provide personalized training modules for employees. The number of training hours provided via e-learning rose by more than 64% over 2012, accounting for 3% of total training hours.
Monoprix Academy: expand the Validation of Acquired Experience programme, the network of internal trainers/tutors and the career development tracks	Monoprix	2013	●	A new group of 30 employees entered the VAE programme to mark its second year, while career tracks were developed for bakery, dairy and produce professionals.
Establish pathways between the banners and operations in the field, and expand the store-skills incubator	Franprix	2013	●	A number of initial pathways and career development tracks have been formally defined.
Continue deployment and support of the Validation of Acquired Experience programmes	Casino	2013	●	In 2013, 52 employees received support for their VAE plan through the Group's Ex & Co programme.
Expand e-learning opportunities for the various employee positions	Éxito	2013	●	The e-learning training curriculum has been expanded to target the entire workforce.

Committed employer

Our record in 2013

Objectives	Scope	Target date	Status	Principal accomplishments in 2013
Provide support for employees with social difficulties through the "Escuela de la economía personal y familiar" programme (3,500 families)	Éxito	2013	●	Over 3,900 Éxito employees have attended classroom training in personal and family financial management. A satisfaction survey found that the training had a highly positive impact on the families who participated.
Establish the "Universidad Corporativa Libertad", a vocational training centre (produce, department heads, meats)	Libertad	2013	○	Libertad focused instead on identifying career training programmes to receive priority attention in 2014.
Establish the "Plan de Carrera" (evaluation of employee potential, training plan)	Libertad	2013	●	The "gestión de carrera" programme was introduced in 2013 and provides for an evaluation of each employee's potential and the creation of individual training plans.

Establish a training programme for careers in mass-market retailing	Vindémia	2013	●	Vindémia launched a new initiative, "Careers in mass-market retailing", designed to offer employees some 15 additional training programmes covering every aspect of the retail industry.
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• ENSURE A SAFE AND HEALTHY WORKPLACE

Continue actions currently underway to improve working conditions and workplace health and safety	Monoprix	2013	●	In June 2013, Monoprix signed an agreement on "long-term improvement in working conditions and workplace health and safety". A roadmap was developed and is currently being deployed.
Implement defined action plans for preventing work-related hardship	Franprix	2013	●	Defined action plans aimed at preventing work-related hardship have been implemented at selected Franprix stores and are being prepared at stores newly added to the network.
Continue deployment of the "CAP Prévention" plan within the foodservice division	Casino Restauration	2015	●	The "CAP Prévention" plan was deployed at about 25% of cafeterias and corporate restaurants during 2013. The plan was previously implemented at all Casino hypermarkets, supermarkets and warehouses.
Implement actions pursuant to the agreement on preventing work-related hardship	Casino	2015	●	The actions defined in the agreement on preventing work-related hardship are currently being implemented, including the creation of the "CAP ERGO" committee, comprised of a network of representatives responsible for workstation ergonomics.
Continue holding the workplace health and safety day events in each region	Casino	2013	●	The Group organised a variety of daylong events under the banner "At the Heart of Health" as well as topical workshops devoted to issues such as sleep, exercise and diabetes.

Committed employer

Our record in 2013

Objectives	Scope	Target date	Status	Principal accomplishments in 2013
Conduct a study on work hours and employee well-being; define formal action plans for improving store working conditions	Franprix	2013	●	This survey was conducted and the results have been used to draft action plans that are currently being deployed.
Introduce a plan to prevent work-related hardship and a policy for preventing psychosocial risks	Vindémia	2013	◐	Initial steps have been taken towards preventing work-related hardship, including a diagnostic assessment; its findings were shared with employee representatives. Deployment of an action plan is scheduled for 2014.
Continue the programme for reducing occupational hazards	Éxito	2013	●	Various actions have been taken to reduce occupational hazards. As part of the programme to educate employees and service providers about high-risk tasks, additional safety equipment has been installed in stores and job-specific training courses have been conducted.
Establish a measure of psychosocial risk among support function personnel at headquarters and in stores	Éxito	2013	●	A survey was conducted among more than 8,800 employees. The results and proposals for future action have been presented to the Human Resources Division.

• ENCOURAGE WORKPLACE DIALOGUE

Negotiate agreements on intergenerational contracts	Casino, Franprix, Leader Price, Cdiscount, Monoprix	2013	●	The Group's subsidiaries (Casino, Franprix, Leader Price, Vindémia, Cdiscount, Monoprix) have signed "Intergenerational Contracts" or adopted action plans to promote opportunities for long-term employment among young people and, at the same time, enable older workers to find or maintain employment so they can pass on their skills and know-how to a younger generation of workers.
Negotiate new agreements on behalf of the disabled	Casino, Monoprix, Vindémia	2014	●	A three-year agreement has been signed for the Casino entity that includes a pledge to hire the disabled for internships and work/study programmes as well as permanent and temporary employment. Monoprix has fulfilled the objectives contained in its third agreement on the employment of disabled workers. The fourth agreement has been approved by the Works Council. Vindémia has begun performing a Disabilities assessment in cooperation with employee representatives and the Workplace Health and Safety Committee, in order to formalise an agreement and an appropriate action plan.
Finalise the Group-wide agreement on the discretionary profit-sharing plan	Casino	2013	●	The agreement has been signed.

Committed employer

Our next steps

Objectives	Scope	Target date
• PROMOTE DIVERSITY AND COMBAT DISCRIMINATION		
General policy		
- Combat stereotypes through campaigns to raise awareness - Incorporate new criteria - Deploy defined action plans in accordance with agreements signed or certifications obtained	Group	
Actions		
Combat discrimination related to physical appearance	Group France	2015
Initiate the process for obtaining the Diversity Label at Franprix, Leader Price, Cdiscount and Vindémia	Franprix, Leader Price, Cdiscount, Vindémia (Reunion Island)	2016
Carry out commitments made in signing the LGBT Charter	Monoprix (excluding Samada, Naturalia), Casino	2014
Incorporate the "Together" anti-discrimination programme into the orientation training given to directors and deputy directors and into the training plan	Franprix	2014
Maintain efforts to reduce illiteracy	Casino, Franprix	2015
Strengthen the "Help the Helpers" campaign	Casino	2014
• HELP THE DISABLED ENTER THE WORKFORCE		
General policy		
- Continue to raise awareness about hiring the disabled - Take further action to improve the integration of disabled workers - Increase the number of disabled workers in the subsidiaries, particularly outside France - Carry out the actions stipulated in agreements signed by the Group	Group	2014
Actions		
Implement the measures outlined in agreements on behalf of employment for the disabled	Casino, Monoprix	2016
Continue and expand programmes aimed at integrating the disabled into the workplace (e.g., "GPA for All", "Programa a Población Vulnerable")	GPA Retail, Big C Thailand, Grupo Éxito	2014
Conduct a diagnostic assessment in order to establish an action plan in partnership with employee representatives.	Vindémia	2014
• PROMOTE GENDER BALANCE IN THE WORKPLACE		
General policy		
- Monitor and increase the number of women in management and on executive committees - Identify and reduce any unjustified pay differentials - Provide support for working parents within the company	Group	2016

Committed employer

Our next steps

Objectives	Scope	Target date
Actions		
Develop company networks for promoting equal opportunity	Casino, Franprix	2014
Implement actions for promoting equal opportunity in accordance with formal agreements, the Equal Opportunity Employer label and the agreement signed with France's Ministry of Women's Rights	Casino, Monoprix	2015
Continue policies designed to enable women to reach executive positions	Big C Thailand, Big C Vietnam	2014
• HELP YOUNG PEOPLE ENTER THE WORKFORCE		
General policy		
<ul style="list-style-type: none"> - Take action to promote work/study programmes and apprenticeships - Educate managers on the need to improve employment opportunities for young people - Develop partnerships with referring organisations - Encourage programmes to sponsor and tutor young people 	Group	2014
Actions		
Take further action in support of work/study programmes: <ul style="list-style-type: none"> - Continue activities related to the "Job and City" programme - Continue to create school partnerships, with a goal of 50 partnerships - Continue the partnership with the "Second-Chance School" alongside ACSE and "Sport dans la Ville" 	Casino	2015
Complete and distribute a guide for Group stores regarding employment of young workers	Group France	2014
Implement the steps outlined in the intergenerational agreements to help young people enter the workforce, keep older employees in their jobs and provide for the transfer of skills and know-how from one generation to the next	Casino, Franprix, Leader Price, Cdiscount	2014
Carry out the intergenerational action plan	Monoprix	2016
Continue the programmes for junior high school students and student internships, as well as partnerships with schools	Big C Thailand	2014
Expand activities with the Civic Service Agency, Civic Service Institute and Le Réseau	Group France	2014
Continue the "Socio por un Día" partnership with the Junior Achievement Foundation	Libertad	2014

Committed employer

Our next steps

Objectives	Scope	Target date
• PROVIDE GROWTH OPPORTUNITIES FOR EMPLOYEES		
General policy		
<ul style="list-style-type: none"> - Evaluate employees to identify their training needs - Expand e-learning training opportunities to reach as many employees as possible - Create special training programmes designed to aid employees with social difficulties 	Group	2014
Actions		
Expand the e-learning curriculum to make training available to as many employees as possible	Casino, Leader Price, Grupo Éxito	2014
Continue deployment and support of the Validation of Acquired Experience programmes	Franprix, Casino Monoprix	2014
Provide support for employees with social difficulties through the "Escuela de la Economía Personal y Familiar" programme, with a goal of assisting over 5,600 employees	Éxito	2014
Establish the "Gestión de Carrera" programme (evaluation of employee potential, training plan)	Libertad	2014
• ENSURE A SAFE AND HEALTHY WORKPLACE		
General policy		
<ul style="list-style-type: none"> - Identify risks specific to each job - Develop appropriate prevention programmes - Implement action plans set out in agreements - Strengthen training programmes - Foster workplace wellness 	Group	
Actions		
Continue actions underway to prevent undue workplace hardship	Group France	2014
Implement actions envisaged in the agreement on long-term improvement in working conditions and workplace health and safety.	Monoprix	2016
Deploy action plans on well-being in the workplace and job insecurity	Franprix	2014
Continue deployment of the action plans on the prevention of psychosocial risks and the "CAP Prévention" initiative within the Foodservice division	Casino, Leader Price	2015
Continue the programmes for reducing occupational hazards	Éxito	2014
Conduct a new work climate assessment at all stores	Éxito	2014
Continue to deploy training plans for preventing hazards in the workplace	Disco Devoto	2014

Committed employer

Our next steps

Objectives	Scope	Target date
• ENCOURAGE WORKPLACE DIALOGUE General policy - Promote efforts to sign agreements on major workplace issues and CSR		
Actions		
Negotiate an agreement on CSR	Casino	2014
Negotiate an agreement on implementing telecommuting within Casino's IT subsidiary	Casino (CIT)	2014
Continue meetings with employee representatives	GPA (excluding Nova.com), Libertad, Vindémia (Reunion Island) Disco Devoto	2014

Responsible retailer

Our record in 2013

Objectives	Scope	Target date	Status	Principal accomplishments in 2013
• ACT IN THE INTEREST OF CONSUMERS' HEALTH				
Continue to deploy the Monoprix Nutrition charter on private-label products	Monoprix	2013	●	The Nutrition charter has been incorporated into calls for bids from suppliers, which must comply with all of its criteria.
Incorporate CSR commitments into the charter for Marché Franprix products	Franprix	2013	◐	The Marché Franprix product specifications have been modified to include improvements to packaging materials.
Develop type-1 labelling (not required in Vietnam) for Big C-brand products	Vietnam	2013	●	Nutritional labelling can be found on all Big C-brand products.
Develop nutritional labelling for new Ekono-brand products	Éxito	2013	●	New Ekono products display a nutritional label.
Enhance the health benefits of Taeq products (lower levels of sugar and fat, use of natural ingredients)	GPA	2013	●	The recipes for Taeq products were revised in 2013 with a greater emphasis on reducing each product's sugar and fat content and on using organically grown ingredients.
• ENCOURAGE ENVIRONMENTALLY FRIENDLY CONSUMPTION				
Reduce the impact of plastic bags provided in stores	Group	2013	●	In France, the number of free shopping bags distributed by Casino has fallen by 93% compared to 2008 (vs. 91% in 2012). Internationally, the Group's subsidiaries redoubled their campaigns to promote the use of reusable bags, such as Ecobolsas bags at Libertad and Lohas bags at Big C Vietnam, through in-store displays, loyalty programme incentives and more.
Continue to expand the selection of Casino Bio organic products by introducing 40 new food, household and health/beauty products	Casino	2013	●	Sixty-one new food products were introduced as well as 10 new household and health/beauty products. At the same time, palm oil has been eliminated from all Casino Bio food products.
Expand the number of sustainable food and nonfood products	Monoprix	2013	●	About 15 sustainable products were created in 2013.
Introduce new, more environmentally friendly products	Casino	2013	●	Casino notably introduced the first washable, reusable make-up remover wipes in partnership with a start-up company.
Display the multicriteria environmental index on a cumulative total of 450 products	Casino, Monoprix	2013	◐	Work to date has focused primarily on finalising the collaborative tool with suppliers to ensure an easier and faster process for calculating the index. Approximately 410 environmental indices had been calculated by the end of 2013.

Responsible retailer

Our record in 2013

Objectives	Scope	Target date	Status	Principal accomplishments in 2013
Save a cumulative total of 7,200 tonnes of packaging thanks to the ecodesign initiative	Casino	2013	●	By year's end, a cumulative total of some 7,600 tonnes of packaging had been saved.
Continue to reduce packaging for private-label products	Monoprix	2013	●	Packaging was reduced by a total of two tonnes in 2013.
Sell MSC-certified cod and haddock fillets	R2C	2013	●	Sales of MSC-certified fish totalled 24 tonnes, representing 12% of R2C's total purchases of fish.
Develop and sell organic bags manufactured by an SME	Franprix	2013	●	The organic bags manufactured and sold by a Cameroon-based SME created 180 jobs locally and helped to fund schooling for 450 children.
Reinforce the selection of more responsible Huong vi products	Big C Vietnam	2013	●	The Huong vi line of ecofriendly products was solidified in 2013.
Introduce packaging made of recycled PET for 100% of Taeq organically grown products	Éxito	2013	○	Éxito met with suppliers of packaging made from recycled PET. This project is still under study.
Conduct in-store promotions of organically grown products from local producers	Libertad	2013	●	Local, organically grown products have been displayed more prominently for greater impact in stores.
Continue the use of FSC-certified paper for Qualità and Taeq product packaging	GPA	2013	●	The share of FSC-certified paper used in Qualità and Taeq product packaging rose nearly 3% in 2013, accounting for 58.7% of all paper used.

Our next steps

Objectives	Scope	Target date
• TAKE ACTION TO PROTECT CONSUMER HEALTH General policy <ul style="list-style-type: none"> - Continue to improve the nutritional value of own-brand products - Inform consumers about the nutritional impact of products - Develop a product offering that provides nutritional benefits - Educate customers on better consumption habits - Identify emerging health concerns 		
Group		
Actions		
Continue enhancing the nutritional content of private-label products	Group France	2014
Establish a collective agreement with Alliance 7, Monoprix and Franprix/Leader Price on improving the nutritional profile of two product categories: chocolate-filled biscuits and children's breakfast cereal with honey and/or caramel and/or chocolate	Casino, Monoprix, Franprix Leader Price	2017

Responsible retailer

Our next steps

Objectives	Scope	Target date
Work with suppliers to enhance the nutritional content of Troop X brand products for children, and expand the range of nutritional products (Taeq)	Éxito	2014
Expand the range of Taeq products offering health benefits	GPA	2014
• ENCOURAGE ENVIRONMENTALLY FRIENDLY CONSUMPTION General policy <ul style="list-style-type: none"> - Reduce the environmental impact of own-brand products - Increase the number of environmentally friendly products available in stores - Inform consumers about the environmental impact of their consumption - Draw consumer attention to the most ecofriendly products 		
Group		
Actions		
Continue to reduce the number of plastic bags distributed in stores	Group	2014
Define a Group policy on the impact of raw materials	Group	2015
Continue to expand product ranges devoted to organically grown products	Casino, GPA, Disco Devoto, Monoprix	2014
Step up actions to protect endangered fish species	Casino, Monoprix	2014
Deploy the tool for calculating the environmental index among food manufacturers	Casino	2014
Continue actions to reduce the impact of private-label product packaging	Casino, GPA, Éxito	2015
Add biodiversity criteria to the specifications governing fruits and vegetables for the Terre et Saveur line of products	Casino	2014

A trusted partner

Our record in 2013

Objectives	Scope	Target date	Status	Principal accomplishments in 2013
• STRENGTHEN ETHICAL SOCIAL COMPLIANCE				
Perform 160 social audits, and audit all of the Group's partner plants in Bangladesh	Group (including Monoprix)	2013	●	In 2013, 179 social audits were conducted in accordance with Social Clause Initiative (ICS) guidelines. All of the plants working for Casino in Bangladesh were audited. In all, 901 audits have been performed since 2003.
Disseminate the new code of business conduct	Group France	2013	●	In France the Group disseminated its Code of Business Conduct, which sets out the rules with which employees must comply in the course of their professional duties. These rules address issues such as protection of the Group's interests, conflict prevention, competition and corruption, and insider trading
• COMBAT CORRUPTION				
Continue planned actions arising from anti-corruption programmes (education, distribution of best practices guides, monitoring of ethics committees, etc.)	Group	2013	●	The Group's Internal Audit department distributed a guide that outlines stakeholder expectations and provides quick-reference guidelines (on education, prevention, identification and response) for combating corruption at subsidiaries in France and worldwide.
• SUPPORT LOCAL PRODUCTION CHANNELS				
Support local producers and develop new partnerships	Group	2013	◐	Among other actions, Casino stores continued to leverage the "Terre et Saveur" and "Club des Sommeliers" brands through partnerships with farmers, breeders and wholesale fishmongers. To show its support for milk producers, Casino began carrying "Monts du Forez" milk in its stores during 2013, to provide a new sales outlet for 65 regional dairy producers facing financial difficulties. Monoprix is developing a range of locally-sourced products under the "Le Local du Bon" name.
Maintain and expand partnerships with small local producers (new partners, customer awareness)	Franprix	2013	●	Several partnerships have been established, including one with the Cant'Avey'Lot Association to sell 4.5 million litres of "Vallée du Lot" milk. In addition, Franprix has expanded its Marché Franprix line of products.
Establish regular meetings with manufacturers (seminars, trade shows, taskforces) to develop joint projects	Franprix	2013	●	Franprix hosted a supplier exhibition, organised a conference with its top suppliers that included a roundtable discussion on CSR issues, jointly drafted projects and participated in working meetings with the aim of expanding synergies (including goods delivery by river).
Finalise deployment of the "Le Meilleur d'Ici" concept	Casino	2013	●	Through its "Le Meilleur d'Ici" concept, Casino stores continued to spotlight and support local producers by selling products sourced from within 80 km of each store and giving them prominent display on store shelves. "Le Meilleur d'Ici" products can be found in 441 Casino stores, including 339 supermarkets and 102 hypermarkets in France.

A trusted partner

Our record in 2013

Objectives	Scope	Target date	Status	Principal accomplishments in 2013
Organise a competition to recognise the best local companies	Casino	2013	✗	Priority was given to deploying the concept in stores during 2013.
Adopt the "Targeting Growth" programme for 2015	Casino	2013	◐	The programme is currently being deployed for the period 2013-2015.
Expand the selection of "Caras do Brasil" fair trade products and increase the number of banners where the product line is sold	GPA	2013	◐	GPA has been supporting the "Caras do Brasil" programme by giving craft cooperatives the opportunity to sell their products at Pão de Açúcar and Extra stores. Pão de Açúcar has also featured organically grown products from small-scale suppliers in its outlets.
Provide support to small-scale producers and encourage agricultural practices that are friendlier to the environment (Label Verde and Pacto Ecológico)	Libertad	2013	◐	No local partners in a position to support this initiative could be identified.
• PROMOTE THE CSR INITIATIVES OF SMEs				
Organise a showroom with the French retail supplier association (FEEF) for around 100 manufacturers on the topic of innovation	Group France	2013	●	The showroom was organised and a competition was held in which four businesses were honoured for innovative products.
Establish CSR and environmental criteria for overhead-related purchasing	Casino, Vindémia	2013	○	A benchmarking of current practices was carried out in 2013.
Expand events and programmes as part of the SME Pact (three SME forums)	Casino	2013	◐	As part of the SME Pact, two SME forums on the topic of responsible consumption, attended by 80 suppliers, were organised through a partnership with the GoodPlanet Foundation. Two prizes were established to recognise the best CSR initiatives carried out by Casino suppliers.
Extend the SME immersion programme for employees	Casino	2013	●	Five purchasers took part in an immersion session at two manufacturer sites.
Continue the "Simplex" project for suppliers in Colombia, Brazil and Thailand	Éxito, Big C Thailand, GPA	2013	●	The Simplex programme (Supplier International Meeting for Private Label Excellence) was continued, bringing together suppliers of private-label products from Colombia, Brazil and Thailand for a weeklong training session that included guidelines for innovation and product development, a tour of production facilities operated by Casino product suppliers and more.
Continue the BPA (best agricultural practices) certification process for local producers with the aim of certifying 50 producers	Éxito	2013	◐	Éxito developed a BPA certification programme for its suppliers of fruits and vegetables; 39 suppliers pledged to take part.

A trusted partner

Our record in 2013

Objectives	Scope	Target date	Status	Principal accomplishments in 2013
• STAKEHOLDER DIALOGUE				
Establish a stakeholder dialogue on the subject of diversity	Group France	2013	●	Ten stakeholders with acknowledged expertise in diversity issues were invited to share ideas with the Group's Human Resources department as part of a roundtable discussion.
Update the mapping of Group stakeholders	Groupe	2013	◐	An analysis of the principal stakeholders with whom the Group maintains a dialogue is in progress.

Our next steps

Objectives	Scope	Target date
• STRENGTHEN ETHICAL SOCIAL COMPLIANCE		
General policy		
<ul style="list-style-type: none"> - Provide for employee awareness and training regarding the Group's policy and the challenges involved - Conduct inspections at plants that manufacture private-label products in countries deemed high-risk - Assist the plants in implementing corrective action plans - Support and take part in industry initiatives - Strengthen local policies established by each banner with regard to factory inspections 	Group	
Actions		
Conduct 160 social audits to inspect plants working for the Group's private-label brands in high-risk countries	Group	2014
Audit 100% of the Group's partner plants in Bangladesh	Group	2014
Implement the steps defined in the Accord on <i>Fire and Building Safety</i>	Casino Global Sourcing	2014
Develop training programmes for Purchasing Directors and purchasers	Group	2014
Expand the Group's activities within the Social Clause Initiative	Group	2014
Participate in the ABVTEX initiative	GPA	2014
• COMBAT CORRUPTION		
General policy		
<ul style="list-style-type: none"> - Raise awareness within management - Analyse the level of risk - Establish guides to best practices - Appoint ethics committees - Evaluate action plans 	Group	2014

A trusted partner

Our next steps

Objectives	Scope	Target date
Actions		
Continue planned actions arising from anti-corruption programmes (education, distribution of best practices guides, monitoring of ethics committees, etc.)	Group	2014
• DEVELOP A RESPONSIBLE LOBBYING POLICY		
Create an internal taskforce on Responsible Lobbying	Group France	2014
• SUPPORT LOCAL PRODUCTION CHANNELS		
General policy		
<ul style="list-style-type: none"> - Develop partnerships with local producers - Promote locally sourced products in stores - Assist supply chains in improving their practices 	Group	2014
Actions		
Deploy the charter for "Small Local Producers" drafted in 2013	Franprix	2014
Develop long-term contracts and partnerships with select suppliers to encourage innovation	Casino	2014
Expand the selection of "Caras do Brasil" fair trade products and increase the number of stores where those products are sold, with a goal of 100% of Pão de Açúcar stores	GPA	2014
Continue initiatives on behalf of local producers: implement the "Microempresarios 100% Colombianos" programme, increase the number of partnerships and expand the product offering	Grupo Éxito	2014
• PROMOTE THE CSR INITIATIVES OF SMEs		
General policy		
<ul style="list-style-type: none"> - Raise awareness of CSR among SMEs - Share each banner's CSR practices with SMEs and encourage adoption of those practices 		2014
Actions		
Expand events and programmes as part of the SME Pact (two SME forums)	Casino	2014
Continue the "Simplex" project for suppliers in Colombia, Brazil and Vietnam	Casino, Éxito, Big C Vietnam, GPA	2014
Forge relationships with partner SMEs by taking part in the Pymes (SME) programme sponsored by the province of Córdoba and by offering SMEs access to training administered by the Argentine Institute for CSR (IARSE)	Libertad	2014
Promote a stronger commitment to CSR issues among suppliers through the TOP LOG programme for evaluating practices in the areas of logistics, packaging and emissions reduction	GPA	2014

A trusted partner

Our next steps

Objectives	Scope	Target date
Actions		
Expand the "Quality from the Source" programme to include other types of products	GPA	2014
Introduce an audit programme for fruit and vegetable suppliers that includes an assessment of their environmental practices, with a goal of auditing 40 suppliers	GPA	2014
Deploy the EAFIT programme to provide training to partner suppliers	Éxito	2014
Continue the "BPA" (Best Agricultural Practices) certification process for local producers	Éxito, Libertad	2014
Provide training and certification in social and environmental best practices for garment production sites that work for Éxito (with a goal of certifying 75% of production sites in 2014)	Éxito/Didetexco	2014
Maintain an ongoing dialogue with manufacturers (through seminars, trade shows, taskforces) to develop joint CSR projects and provide recognition to suppliers	Franprix, Éxito	2014

Local corporate citizen

Our record in 2013

Objectives	Scope	Target date	Status	Principal accomplishments in 2013
• DEVELOP SOLIDARITY PARTNERSHIPS				
Continue efforts underway on behalf of food banks	Group	2013	●	More than 8,000 tonnes of products were donated to food banks in 2013, including 3,013 tonnes provided to community food banks in Colombia.
Negotiate a new framework agreement with the French Federation of Food Banks	Group France	2013	●	The Group signed a new three-year agreement that includes three forms of action: creation of a weekly food drive conducted by food bank teams at the Group's hypermarkets, supermarkets and warehouses; active participation in France's national food-collection drive, held in November of each year; and special campaigns.
Expand the partnership with 2R2A, the network of food banks on Reunion Island	Vindémia	2013	●	Vindémia has been working alongside 2R2A to collect products in Group stores and organise food drives among customers.
Draft a food donation policy and sign an agreement with the Red Argentina Banco de Alimentos food bank network	Libertad	2013	●	In Argentina, Libertad signed a three-year partnership leading to cooperation with a network of 15 food banks; 10 tonnes of food have been collected.
Continue partnerships on behalf of community solidarity programmes	GPA	2013	●	GPA organised two major day-long food drives spanning 730 stores across Brazil, with support from 2,000 volunteers working on behalf of three organisations: Amigos de Bem, Banco de Alimentos and Mesa Brasil. GPA collected and distributed 2,934 tonnes of food products over the course of the year.
Establish a partnership for donations of computer equipment	Vindémia	2013	✗	This project was discontinued in light of the numerous difficulties encountered in identifying recipients and in managing waste electrical and electronic equipment (WEEE).
Develop campaigns for products that are co-branded with our suppliers	Group France, GPA	2013	●	The Group is supporting sales campaigns in its stores on behalf of products that are co-branded with its suppliers, to benefit organisations such as SOS Sahel, UNICEF, Handi'chien and the bioRe® Foundation. GPA continued its co-branding activities with suppliers to aid social service organisations that are recognised in their communities, including Amigos do Bem and AACD, which serves the disabled.
Repeat the micro gift card campaign that benefits France's Muscular Dystrophy Telethon	Franprix	2013	●	The campaign was repeated in 170 stores in 2013. Franprix also launched its "Round up at the check-out" programme at 137 stores in 2013, as part of a partnership with microDON, an organisation that promotes economic solidarity. Customers are asked if they would like to round up their purchase total to the next euro; the full extra amount is donated to the nearest Paris branch of the French Red Cross or Secours Populaire.

Local corporate citizen

Our record in 2013

Objectives	Scope	Target date	Status	Principal accomplishments in 2013
• INCREASE LOCAL SOLIDARITY ACTIONS				
Continue to expand community outreach campaigns at the local level through direct partnerships between stores and local organisations	Franprix	2013	●	Partnerships with organisations including the Red Cross, Proxité (which aids young people from disadvantaged neighbourhoods) and the Princess Margot Association (which promotes paediatric cancer research) were renewed in 2013.
Continue the BIG Community" programme	Big C Vietnam	2013	●	Ten community organisations sponsored by Big C employees were singled out for financial support as part of the third "BIG Community" campaign.
Maintain partnerships and community outreach activities through the "Vuelto Solidario" programme	Libertad	2013	●	The "Vuelto Solidario" programme provided support for organisations that work on behalf of young children. <ul style="list-style-type: none"> • A Facebook page for the programme, www.facebook.com/acteurlocalengage, has attracted 392 fans. • A contest was organised among stores, timed for the height of the "Le Meilleur d'Ici" promotional campaign, to showcase store employees demonstrating their commitment to the local community: 88 examples of community outreach were posted at the www.monmagasinfaitsonshow.fr website, and prizes were awarded to employees at five stores. • The www.acteur-local-engage.com website was used to highlight more than 65 initiatives by store employees; of these, nearly two-thirds were designed to show community solidarity.
Continue the "Engaged Local Corporate Citizen" programme	Casino	2013	●	Through its "Goticas" programme, Éxito collected financial donations from customers on behalf of community organisations. The network of Disco Devoto stores conducted five solidarity campaigns.
Deploy in-store solidarity campaigns	Éxito, Disco Devoto	2013	●	Through its "Goticas" programme, Éxito collected financial donations from customers on behalf of community organisations. The network of Disco Devoto stores conducted five solidarity campaigns.
• EXPAND PROGRAMMES BY FOUNDATIONS				
Continue the Casino Foundation's programmes: <ul style="list-style-type: none"> • Artists at School: pursue the alliance with the Odéon Theatre and partner schools • Overcoming Isolation Among Hospitalised Children: expand the programme to include new partner organisations • Local Initiatives: continue the programme and the annual meeting of employees sponsoring projects 	Group	2013	●	The Casino Foundation continued to pursue its three major programmes: <ul style="list-style-type: none"> - Artists at School, created in 2011 in partnership with France's Ministry of National Education and the Théâtre de l'Odéon, provides backing for 10 projects in arts and culture education on behalf of 2,100 children living in isolated urban or rural areas; - Overcoming Isolation Among Hospitalised Children, a project co-sponsored with the Docteur Souris Association, has provided computer equipment to eight hospitals since 2010 for use by children who are patients. Casino, Franprix and Leader Price stores, Casino cafeterias and warehouses, as well as Vindémia and Cdiscount, are all taking part in the programme; - "Local Initiatives" provided support for 19 local projects in 2013, all suggested and sponsored by Group employees.

Local corporate citizen

Our record in 2013

Objectives	Scope	Target date	Status	Principal accomplishments in 2013
Continue to sponsor employee-supported projects	Monoprix	2013	●	Eight projects submitted to the selection committee won approval for sponsorship by the workforce in 2013. Since 2011, the Monoprix Foundation has funded 30 community projects in four areas (access to basic necessities, accessibility for the mobility-impaired, integration of young people into the labour market, initiatives to overcome isolation).
Reinforce activities being carried out by Instituto GPA	GPA	2013	●	Instituto GPA has expanded its instructional programmes to make it easier for young people from modest backgrounds to enter the labour market. It operates eight sites that offer free courses in English as well as preparatory training for positions as cashiers and call centre personnel. The institute has also continued its support for the NATA vocational training centre, which offers bakery and dairy training programmes.
Continue activities underway at the Big C Foundation and Éxito	Big C Thailand, Éxito	2013	●	In 2013 approximately 36,000 children (compared to 32,102 in 2012) and 2,600 pregnant women (1,798 in 2012) received aid through the Éxito Foundation's programmes to combat infant malnutrition. In celebration of its 30 years of existence, the Foundation issued its tenth series of "Early Childhood Awards" to honour and support initiatives that aid children and fight malnutrition. The Big C Thailand Foundation continued its efforts to promote education for young people by providing financial aid to the most disadvantaged students (more than 6,200 grants were awarded in 2013) and by helping to finance the construction of 37 schools.

Our next steps

Objectives	Scope	Target date
• DEVELOP SOLIDARITY PARTNERSHIPS		
General policy		
- Step up efforts on behalf of food banks - Strengthen programmes designed to combat exclusion - Develop co-branding campaigns to benefit established organisations	Group	
Actions		
Take action to implement the "Casino is mobilising against exclusion" campaign	Group France	2016
Continue efforts underway on behalf of food banks	Group (excluding Disco Devoto, Big C Thailand, Big C Vietnam)	2016

Local corporate citizen

Our next steps

Objectives	Scope	Target date
Continue national community aid drives in stores	GPA	2014
Develop campaigns for products that are co-branded with our suppliers	Group France, GPA	2014
Continue and expand partnerships with local foundations promoting early childhood causes (Impulso, Logros, Niños con Alas)	Disco Devoto	2014

• INCREASE LOCAL SOLIDARITY ACTIONS

General policy

- Encourage stores to develop local solidarity actions
- Draw attention to these initiatives internally and highlight participation by stores

Group

Actions

Develop in-store campaigns on behalf of local communities	Group	2014
Continue the "BIG Community" programme	Big C Vietnam	2014
Continue deployment of the "Vuelto Solidario" programme to support organisations and foundations that work to promote early childhood causes	Libertad	2014
Continue the "Engaged Local Corporate Citizen" programme	Casino	2014

• DEVELOP FOUNDATION PROGRAMMES

General policy

- Increase employee involvement in Foundation activities
- Share best practices among Foundations within the Group
- Expand activities on behalf of underprivileged children

Actions

Continue the activities underway at the Casino, Big C and Éxito Foundations	Casino, Big C Thaïlande, Éxito	2014
Implement the Monoprix Foundation's planned initiatives and encourage employee participation	Monoprix	2014
Continue and expand the activities carried out by Instituto GPA	GPA	2014

Environmentally proactive group

Our record in 2013

Objectives	Scope	Target date	Status	Principal accomplishments in 2013
• REDUCE GREENHOUSE-GAS EMISSIONS				
Gradually introduce a standardised carbon accounting process for assessing the Group's carbon footprint on a regular basis	Group	2020		Scopes 1 and 2 of the Group's GHG inventory were updated for its primary activities (France and International).
Update the plan for reducing direct greenhouse-gas emissions, with particular attention to: <ul style="list-style-type: none"> • Commercial refrigeration equipment: renovate refrigeration systems to eliminate HCFCs and CFCs permanently (France) and reduce refrigerant leakage; • Goods transport: improve vehicle loading rates, optimise delivery journeys, give preference to imports by boat and pool flows with suppliers 	Group	2015		Commercial refrigeration: <ul style="list-style-type: none"> - Coolant refills are being monitored more widely to improve conditions for maintenance and renovation of existing facilities. Goods transport: <ul style="list-style-type: none"> - Loading rates and delivery frequencies have been optimised.
	Casino	2015		Commercial refrigeration: <ul style="list-style-type: none"> - Refrigeration systems at 90% of stores have now been renovated in order to eliminate ozone-destroying HCFCs and CFCs. - An experimental refrigeration system that generates fewer HFCs through the use of an R134a loop and antifreeze has been installed at a Casino Shopping neighbourhood convenience store in Toulouse. Goods transport: <ul style="list-style-type: none"> - Ninety percent of night deliveries in urban areas are now being made by quieter, less-polluting vehicles bearing the Citygreen label developed by Easydis. - Double-level pallet racking equipment is now being used for deliveries to all compatible stores. - A pilot procurement consolidation initiative has been set up at the Easydis warehouse in Montmorillon in a bid to increase the number of deliveries made in fully loaded vehicles.
	Franprix	2015		Goods transport: <ul style="list-style-type: none"> - The use of river transport to make deliveries to 80 stores in Paris and to warehouses has been expanded. - A charter for sustainable urban logistics has been signed with the municipal government of Paris. - TK'Blue, an agency that evaluates the environmental impact of logistics, has been enlisted to provide its assessment services.
	Monoprix	2015		Commercial refrigeration: <ul style="list-style-type: none"> - The campaign to renovate store refrigeration systems in order to eliminate "R-22" CFCs has been continued, while preventive maintenance is being expanded. - A refrigeration system that uses 100% ammonia and generates no greenhouse gases has been installed at the Garonor logistics platform.

Environmentally proactive group

Our record in 2013

Objectives	Scope	Target date	Status	Principal accomplishments in 2013
<p>Update the plan for reducing direct greenhouse-gas emissions, with particular attention to:</p> <ul style="list-style-type: none"> Commercial refrigeration equipment: renovate refrigeration systems to eliminate HCFCs and CFCs permanently (France) and reduce refrigerant leakage; Goods transport: improve vehicle loading rates, optimise delivery journeys, give preference to imports by boat and pool flows with suppliers 	Vindémia	2015		<p>Goods transport:</p> <ul style="list-style-type: none"> The use of ocean freight has been expanded. Delivery routes have been revised and deliveries are being prepared under revamped conditions in order to reduce transport distances.
	GPA	2015		<p>Commercial refrigeration:</p> <ul style="list-style-type: none"> Coolant refills have been reduced by 2.15%. Remote reading of coolant levels has been set up at 19 sites. <p>Goods transport:</p> <ul style="list-style-type: none"> The number of suppliers using backhauling has increased by 17%.
	Éxito	2013		<p>Commercial refrigeration:</p> <ul style="list-style-type: none"> Purchases of replacement coolant are being monitored in order to identify stores that require an action plan. <p>Goods transport:</p> <ul style="list-style-type: none"> Guidelines for optimising vehicle loads and journeys have been revised to reflect each activity. More deliveries are being made at night to reduce road congestion arising from daytime deliveries. Collapsible containers have been purchased in large numbers to reduce return freight from stores.
	Big C Vietnam	2013		<p>Commercial refrigeration:</p> <ul style="list-style-type: none"> All shopping centres have been equipped with leak detectors and can conduct daily inspections of their refrigeration systems.
• INCREASE ENERGY EFFICIENCY				
Reduce energy consumption per sq.m by 2.5% annually	Group	2020		<p>Monitoring of energy consumption:</p> <ul style="list-style-type: none"> Remote meter reading has been installed at sites that have been renovated for energy efficiency.
<p>Update the plans for reducing energy consumption:</p> <ul style="list-style-type: none"> by continuing to install doors on refrigerated display cases, with the goal of covering 75% of all units by 2020 in France; by introducing Energy Performance Contracts (France, Colombia, Vindémia) 	Group	2020		<p>Formal energy efficiency objectives and action plans have been defined for the principal businesses.</p>
	Casino	2020		<p>Energy renovation of stores:</p> <ul style="list-style-type: none"> Refrigerated display cases have been equipped with doors at 75% of existing hypermarkets and 25% of existing supermarkets as well as at all new stores. Energy Performance Contracts have been implemented at 90% of hypermarkets and 9% of supermarkets. LED lighting is being installed in all new supermarket space. <p>Energy renovation of warehouses:</p> <ul style="list-style-type: none"> LED lighting is being tested in delivery preparation areas.

Environmentally proactive group

Our record in 2013

Objectives	Scope	Target date	Status	Principal accomplishments in 2013
<p>Update the plans for reducing energy consumption:</p> <ul style="list-style-type: none"> by continuing to install doors on refrigerated display cases, with the goal of covering 75% of all units by 2020 in France; by introducing Energy Performance Contracts (France, Colombia, Vindémia) 	Franprix	2020		<p>Energy renovation of stores:</p> <ul style="list-style-type: none"> At all stores opened or renovated in 2013, refrigerated display cases are equipped with doors and display freezers have lids.
	Monoprix	2020		<p>Energy renovation of stores:</p> <ul style="list-style-type: none"> Boilers running on heavy heating oil are being eliminated and replaced with connections to the district heating network or gas-powered boilers. Refrigerated display cases are gradually being equipped with doors and lids. Best practices are being reviewed with employees. <p>Energy renovation of warehouses:</p> <ul style="list-style-type: none"> Dock shelters have been installed at warehouses that receive deliveries of fresh and frozen foods (Nancy, Arras, Tours, Neuville-sur-Saône).
	Vindémia	2013		<p>Energy renovation of sites:</p> <ul style="list-style-type: none"> Twilight switches have been installed in parking areas. Low-energy lighting systems are in place at 90% of all sites. <p>Management:</p> <ul style="list-style-type: none"> An energy charter and related communications materials have been adopted. <p>Green IT:</p> <ul style="list-style-type: none"> Computers have been configured to shut down automatically.
	GPA	2020		<p>Energy renovation of stores:</p> <ul style="list-style-type: none"> T5 and LED low-energy lighting has been installed at an additional 20% of stores. The use of electricity derived from renewable sources is increasing and now extends to 18 stores.
	Éxito	2020		<p>Energy renovation of stores:</p> <ul style="list-style-type: none"> Energy assessments are being carried out at the 18 most energy-intensive sites, and an action plan is being developed by GreenYellow. A feasibility study for solar power production is being conducted at the Barranquilla site. <p>Energy efficiency at administrative sites:</p> <ul style="list-style-type: none"> Each site is being monitored on a daily basis, and employees are being alerted to best practices in the office.

Environmentally proactive group

Our record in 2013

Objectives	Scope	Target date	Status	Principal accomplishments in 2013
<p>Update the plans for reducing energy consumption:</p> <ul style="list-style-type: none"> • by continuing to install doors on refrigerated display cases, with the goal of covering 75% of all units by 2020 in France; • by introducing Energy Performance Contracts (France, Colombia, Vindémia) 	Big C Vietnam	2020		<p>Energy renovation of stores:</p> <ul style="list-style-type: none"> - T5 and LED low-energy lighting is being installed. - Lids have been installed on frozen display cases in 56% of stores. - All refrigerated display cabinets in new stores are being equipped with doors. - An overnight ice storage system is being used to produce daytime air conditioning. - Heat generated by refrigerant circuits is being captured for use. <p>Construction of Big C Green Square in accordance with Green Building Council recommendations:</p> <ul style="list-style-type: none"> - A combination of rock wool and insulated concrete blocks is being used for the walls. <p>Renewable energy sources:</p> <ul style="list-style-type: none"> - Shade structures have been constructed at Green Square in order to install a photovoltaic production system that will generate 270 MWh of energy annually. - Sarnafil membranes are being used to insulate roofing.
<p>• FIGHT POLLUTION BY REDUCING AND RECOVERING WASTE</p> <p>Continue to improve sorting systems for operating waste (cardboard, plastics, organic waste) Expand measures to collect and recycle used products from customers (light bulbs, batteries, etc.)</p>	Group	2015		<p>Operating waste:</p> <ul style="list-style-type: none"> - Each site is made aware of its waste sorting performance. <p>Collection of used products returned by customers:</p> <ul style="list-style-type: none"> - Store personnel are being educated about product return services offered to customers.
	Casino	2015		<p>Operating waste:</p> <ul style="list-style-type: none"> - Organic waste sorting has been deployed in all supermarkets and hypermarkets where it is feasible. - Cardboard sorting and reverse logistics have been implemented at 100% of hypermarkets and supermarkets. - Plastic waste is being sorted at 100% of hypermarkets and 50% of supermarkets. <p>Efforts to combat food waste:</p> <ul style="list-style-type: none"> - "À la Bonne Heure" restaurants encourage customers to take appropriate portions of food. - Stores regularly review the markdown procedures used for fresh products 24 hours before their sell-by date. - Hypermarkets and supermarkets have partnered with food drive campaigns on behalf of food banks. <p>Collection of used products returned by customers:</p> <ul style="list-style-type: none"> - The "Together, let's recycle more and better" campaign, which has improved collection rates at stores by about 15%, has been continued.

Environmentally proactive group

Our record in 2013

Objectives	Scope	Target date	Status	Principal accomplishments in 2013
<p>Continue to improve sorting systems for operating waste (cardboard, plastics, organic waste) Expand measures to collect and recycle used products from customers (light bulbs, batteries, etc.)</p>	Franprix	2013		<p>Operating waste:</p> <ul style="list-style-type: none"> - Organic waste sorting is being tested in stores. - The FranTrix programme includes a sorting policy for stores and administrative sites. <p>Collection of used products returned by customers:</p> <ul style="list-style-type: none"> - Collection points and disposal procedures have been reviewed.
	Monoprix	2013		<p>Operating waste:</p> <ul style="list-style-type: none"> - Plastic waste is being sorted and re-used in stores and warehouses. - Personnel have been educated about sorting procedures. - Organic waste is now being sorted in stores. - Reverse logistics has been expanded to include cardboard. <p>Collection of used products returned by customers:</p> <ul style="list-style-type: none"> - In-store collection points have been inspected. - Campaigns have been conducted to raise customer awareness (DEEglingués, Recycling Party).
	Vindémia	2013		<p>Operating waste:</p> <ul style="list-style-type: none"> - Conditions for cardboard sorting and recovery have been improved through in-store compacting. - Freeze-drying is being tested for organic waste. <p>Collection of used products returned by customers:</p> <ul style="list-style-type: none"> - Collection conditions are being reviewed and new equipment has been installed.
	GPA	2015		<p>Operating waste:</p> <ul style="list-style-type: none"> - The number of stores that manage their own waste has increased. <p>Collection of used products returned by customers:</p> <ul style="list-style-type: none"> - A greater number of stores now offer a recycling station, payment for returned used products and collection of used mobile phones and WEEE products.
	Éxito	2015		<p>Governance:</p> <ul style="list-style-type: none"> - The Éxito Foundation has assumed responsibility for managing recycling facilities and uses the profits from recycling to fund its actions in the community. <p>Operating waste:</p> <ul style="list-style-type: none"> - Hanging rails are being used to reduce reliance on cardboard packaging for clothing. - The procedures for monitoring waste collection and recycling management have been enhanced. - Shipping pallets are being repaired in order to extend their working life. <p>Collection of used products returned by customers:</p> <ul style="list-style-type: none"> - Employees are being trained in the importance of sorting waste and end-of-life products.

Environmentally proactive group

Our record in 2013

Objectives	Scope	Target date	Status	Principal accomplishments in 2013
Continue to improve sorting systems for operating waste (cardboard, plastics, organic waste) Expand measures to collect and recycle used products from customers (light bulbs, batteries, etc.)	Big C Vietnam	2015		Collection of used products returned by customers: - A battery collection service is available to customers in all stores.
	Libertad	2014		The 3R programme (Reduce, Recycle, Reuse) has been expanded.

• PROMOTE BIODIVERSITY

	Group	2015		Analysis of biodiversity risk in sectors deemed sensitive: - An NGO appointed by the Group is currently preparing an initiative.
Define and implement a biodiversity protection plan: - Identify the challenges posed in each major product supply chain - Disseminate best practices in construction for preserving ecosystems - Combat deforestation - Protect endangered species	Group	2015		Protection of primary forest: - Co-branding campaigns are being developed on behalf of organisations active in reforestation. - Paper sourced from certified sustainably managed forests or made in part from recycled paper accounts for a larger volume of all paper purchased.
	Casino	2015		Protection of fishery resources: - The major deepwater species of fish (scabbard, grenadier, cusk) are no longer being sold in stores (sales of orange roughy and blue ling were discontinued in 2007). Protection of primary forest: - Palm oil has been replaced in all private-label food products. - RSPO-certified palm oil is being used more extensively in Casino's private-label non-food products. - A co-branding campaign with SOS Sahel in partnership with Danone to benefit reforestation of the Sahel region has been extended; more than three million trees have been planted since 2011. Best practices in construction and renovation: - A guide prepared in 2012 has been deployed. - The biodiversity assessment has been incorporated into preliminary studies for projected new shopping centres. - A green roof has been installed.
	Franprix	2015		Protection of primary forest: - Franprix participated in the co-branding campaign for SOS Sahel, in partnership with Danone, to benefit reforestation of the Sahel region.

Environmentally proactive group

Our record in 2013

Objectives	Scope	Target date	Status	Principal accomplishments in 2013
Define and implement a biodiversity protection plan: - Identify the challenges posed in each major product supply chain - Disseminate best practices in construction for preserving ecosystems - Combat deforestation - Protect endangered species	Vindémia	2013		Protection of endangered species: - In collaboration with the Reunion Nation Park, lighted signs were turned off during the period when the island's petrel population takes flight.
	GPA	2013		Protection of endangered species: - GPA has formally endorsed the charter of Brazil's Ethos Institute, which calls for compliance with the recommendations of the Brazilian Institute of Environment and Renewable Natural Resources (IBAMA) regarding protection of natural environments and traceability of retail goods.
	Éxito	2013		Protection of primary forest and reforestation: - A total of 9,500 trees have been planted as a result of recycling activities and replanting promotional campaigns.

Our next steps

Objectives	Scope	Target date
• REDUCE GREENHOUSE-GAS EMISSIONS		
Assess GHG emissions from the Group's principal operating activities (scopes 1 and 2)	Group	2015
Reduce the impact of direct GHG emissions from commercial refrigeration: - update the Group's policy with respect to refrigerants - expand monitoring of refrigerant leakage - improve containment of existing refrigeration facilities - develop refrigeration systems with low GHG impact	Group	2015-2020
Reduce the impact of greenhouse-gas emissions attributable to goods transport: - define a standardised protocol for evaluating the carbon footprint of transport activities - expand the use of river- and rail-based transport - increase the use of consolidated procurement - strengthen backhauling agreements - improve the vehicle loading rate	Group	2015-2020
• INCREASE ENERGY EFFICIENCY		
Reduce energy consumption per sq.m by 2.5% annually	Group	2015-2020
Continue energy renovations of stores: - prepare employee guides to ecofriendly behaviour - conduct energy assessments - implement energy performance contracts - install doors on refrigerated display cases, with the goal of covering 75% of all units in France by 2020 - install more energy-efficient lighting in stores - promote the sharing of best practices in energy management	Group	2015-2020

Environmentally proactive group

Our next steps

• FIGHT POLLUTION BY REDUCING AND RECOVERING WASTE

Continue to improve sorting systems for operating waste (cardboard, plastics, organic waste):

- increase the scope and frequency of monitoring by business activity
- improve employee training and awareness of selective sorting procedures
- collaborate in developing new local waste recovery networks

Group

2015-2020

Expand measures to collect and recycle used products from customers (light bulbs, batteries, etc.):

- develop new partnerships with suppliers, recyclers and local organisations
- provide in-store collection points that are clearly marked and well-maintained
- increase the number of stores that offer collection services to customers
- educate customers and employees about sorting procedures and recycling of used products

Group

2015-2020

• PROMOTE BIODIVERSITY

Identify high-risk supply chains:

- improve the traceability of sensitive raw materials to ensure greater control over conditions for their long-term use

Group

2015-2020

Assist in the protection of primary forest and reforestation:

- continue campaigns to promote reforestation
- maintain efforts to reduce paper consumption
- use a higher proportion of recycled paper and paper from sustainably managed forests

Group

2015-2020

Take steps to protect endangered species:

- continue the sustainable seafood policy
- expand partnerships with representative institutions at the local level
- promote best practices in construction as recommended by Green World Building

Group

2015-2020



Reporting principles

The information provided on pages 28 to 35 on the Casino Group's corporate social responsibility policy and its environmental, social and employment performance has been drawn up in accordance with the Group's CSR reporting principles, updated in 2013 and circulated to everyone involved in the reporting process in France and the international subsidiaries. Unless stated otherwise, the employment, social and environmental data presented cover all business activities under the operational control of the Casino Group or its majority subsidiaries in France and abroad.

Data concerning affiliates, franchises and business leases are not included.

Reporting is on a fully consolidated basis (data included at 100%). Unless other stated, the scope of CSR reporting is the same as the Group's financial reporting:

- France: Casino, Monoprix, Cdiscount, Franprix, Leader Price and their support functions (logistics, purchasing, human resources, etc.);
- Latin America: GPA, Libertad SA, Grupo Éxito, Disco Devoto;

- Asia/Indian Ocean: Big C Thailand, Big C Vietnam and Vindémia;

- Group: the consolidated scope comprising the above entities.

For reasons of transparency and respect for the environment, Casino has decided to improve its reporting by publishing more information on its corporate website www.groupe-casino.fr. This includes detailed information on the reporting scope, period and methodology. The opinion of the statutory auditors on their 2013 audit work, as well as corporate governance issues, are included in the Group's registration document, which is also available on the website.

TABLE OF CORRESPONDENCE WITH THE UNITED NATIONS GLOBAL COMPACT

The Casino Group signed the United Nations Global Compact in 2009, thereby embracing its 10 fundamental principles in the areas of human rights, labour, the environment and anti-corruption.

UNITED NATIONS GLOBAL COMPACT PRINCIPLES

	See pages
HUMAN RIGHTS	
1. Businesses should support and respect the protection of internationally proclaimed human rights; and	9, 26, 27, 33 55, 56, 57, 58
2. Make sure that they are not complicit in human rights abuses.	33, 50, 51, 52
LABOUR	
3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	42, 46
4. The elimination of all forms of forced and compulsory labour;	50, 52
5. The effective abolition of child labour;	17, 50, 52
6. The elimination of discrimination in respect of employment and occupation.	4, 7, 11, 12, 13 14, 15, 37
ENVIRONMENT	
7. Businesses should support a precautionary approach to environmental challenges;	5, 18, 19, 22
8. Undertake initiatives to promote greater environmental responsibility; and	6, 18, 19, 22, 23 47, 49, 59, 65
9. Encourage the development and diffusion of environmentally friendly technologies.	6, 22, 23, 47 49, 59, 65
ANTI-CORRUPTION	
10. Businesses should work against corruption in all its forms, including extortion and bribery.	50, 52, 53

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Toll-free number: 0800 16 18 20

(landline calls originating in France only)

To convert bearer shares to registered shares, contact the financial intermediary handling the shares concerned, who will in turn register them with:

BNP Paribas Securities Services – GCT

Shareholder Relations

Grands Moulins de Pantin

9, rue du Débarcadère F-93761 Pantin Cedex – France

Phone: +33 [0]1 40 14 31 00

Authorised agent for management of shareholder registration.

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