

United Nations
Global Compact
Communication
on Progress

2015



GROUPE
Casino
NOURRIR UN MONDE
DE DIVERSITÉ

The Group



After doubling in size over the past five years, the Casino Group is now leveraging all the benefits of its new profile while remaining true to its fundamentals. From our deep roots in France, we have become one of the world's foremost food retailers. Our continuous innovation strategy, ability to adapt to local realities and proactive engagement in our host communities enable us to play a singular role in the global retailing industry and consistently live up to our motto of "nourishing a world of diversity".

Message from the Chairman

Casino Group's success has been built on an economic and social development model that is sustainable, responsible, open and supportive. Thanks to our 336,000 employees worldwide, we are defending a retailing vision focused on initiative, responsiveness and the close relationships we nurture with customers.

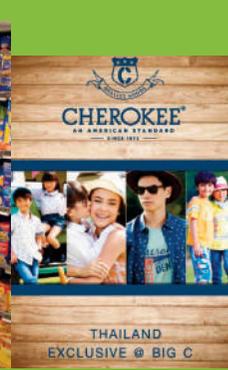
Our values, shared by all of the subsidiaries, combine a deep appreciation for local cultures, an entrepreneurial, innovative spirit dedicated to customer service, assertive social responsibility and environmental commitments and the conviction that diversity is a precious asset.

Our global footprint is offering us various opportunities to share best practices and implement our CSR initiatives. In all its host countries, the Group continues to reduce its environmental footprint, to encourage local sourcing from small producers, to support childhood protection and equal opportunity, to fight all forms of discrimination through an innovative approach, to enhance employee engagement and foster caring management practices.

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

Jean-Charles Naouri,
Chairman and Chief Executive Officer
Casino Group

Key figures 2014



€48.5 billion
in consolidated net sales

€2,231 million
in trading profit

4.7% organic growth¹
in consolidated sales

€556 million
in underlying profit
attributable to owners
of the parent

58% of consolidated net sales
generated outside France

336,000 employees
worldwide²

52% of employees
are women

41% of employees
are under 30

14,574 stores
around the world

9.5 million sq.m
of retail space

Retailing

No. 1 in Brazil

No. 1 in Colombia

No. 1 in Vietnam

No. 2 in Thailand

E-commerce

6th largest listed retailer worldwide

**No. 1 private-sector
employer** in Brazil

**No. 1 private-sector
employer** in Colombia

¹ Excluding petrol and the calendar effect.

² Number of employees on payroll under permanent or limited-term contracts at 31 December 2014.

The Group CSR Significant events



France Caring management awareness and training program

Casino Group launched in 2014 an ongoing training programme focused on caring management awareness. This approach aims to motivate employees while giving meaning to action. More than 1000 managers from several banners participated in the programme implemented with Dr Philippe Rodet, an emergency doctor and expert in occupational stress.

France A guide to environmental practices

Encouraging environmentally friendly behaviours, this informational and self-assessment guide distributed at Casino's banners in France aims to raise manager and employee awareness.



Argentina "Green checkout" in Libertad stores

As part of CSR programme, Juntos en Acción, Libertad hypermarkets have implemented the "green checkout", an innovative concept focused on raising consumer awareness and reducing the use of plastic bags.



France "Choice is Action" responsible consumption campaign

Casino is renewing the "Choice is Action" responsible consumption campaign, set-up with the GoodPlanet Foundation to build awareness among consumers. The campaign was deployed in more than 2,500 stores.

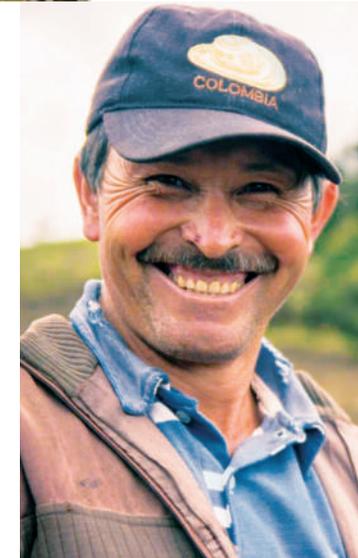


Brazil Large-scale recruitment campaign for people with disabilities

Assaí launched a major campaign to recruit workers with disabilities with 150 jobs available at 80 stores throughout the country. It helped to raise the number of people with disabilities by 75% within two years.

Colombia - December 2014 Joining Campo Vivo for fair trade

Éxito joins forces with the social enterprise Campo Vivo enabling small-scale farmers to train in good, sustainable farming practices to help in the distribution of their products. Further proof of Éxito's commitment to small farmers and fair trading.





Colombia
A nationwide movement to end malnutrition

The Éxito Foundation is spearheading a nationwide movement, "Gen Cero", which works to combine the efforts of public and private organisations to eliminate child malnutrition by 2025.

July 2015

Over 10.000 members on the Casino World Community social network

Casino World Community, a web platform available to all Casino employees worldwide, turned into a full corporate social network. More than 10,000 employees have already signed up on the community website, which features news updates, an interactive discovery experience and theme-based challenges.



France
Overcoming prejudice on physical appearance

In 2014, the Group initiated a programme to prevent appearance discrimination, a sensitive subject at the crossroads of many forms of discrimination. The

guide "Physical appearance, deconstructing stereotypes, overcoming prejudice" was communicated to 4,000 managers.

PREJUDICE IS A BIG DEAL. WOAH !



Brazil - January 2015
First class of the "Prosperar" programme

Forged between Instituto GPA and Fundação Getúlio Vargas, one of Brazil's best higher education institutions for business, the "Prosperar" programme grants merit-based scholarships that allow students from low-income families to finance their studies. The first 17 students were enrolled in January.



Vietnam – December 14
Big C Ninh Binh, certified green building

The Big C Ninh Binh mall has been awarded the Silver Lotus version 1.1, a standard developed by the Vietnam Green Building Council (VGBC). The certification was achieved thanks to the quality of the energy efficiency of the mall's structure, the management of the energy consumption, the performance of the lightning equipment, the recycling of building materials and the wastewater treatment.



France - March 2015
Volunteer Service Partner

For the 5th anniversary of the Volunteer Service, the Group signed the Manifesto of committed businesses alongside Unis-Cité, an association for the Young Volunteers Service which it supports via sound partnerships, such as the 'Mieux s'informer, mieux acheter, mieux utiliser' (better information, better buying, better use) awareness programme.



A CSR-driven growth model

The Casino Group is pursuing a corporate social responsibility (CSR) policy structured around its five main areas of responsibility 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 drawn on a long history of innovation on behalf of the community, the workplace and the environment. This pioneering spirit, embodied in the Group's four key values – entrepreneurship, loyalty, excellence and solidarity – underpins our continuing CSR commitment, both in France and worldwide.

Committed employer

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

Environmentally proactive Group

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

Responsible retailer

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

Engaged local corporate citizen

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

Trusted partner

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

15 GUIDING PRIORITIES

The ongoing Corporate Citizenship 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 the Casino Group's support for the 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.



For the second year in a row, Casino was awarded the Grand Prize for Responsible Retailing from France's ESSEC Business School in 2014. The Group also received several honours for promoting diversity in France, such as the award from LSA magazine, and for actions led internationally.

A GRASSROOTS STRUCTURE

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 the subsidiaries. The twelve CSR Strategy Committee members (including nine 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. Environmental experts meet on a regular basis to conduct "Green Excellence" workshops. Various committees, in addition, are also instrumental in implementing CSR policy, including the Human Resources steering committee, the Nutrition and Health scientific committee, the Quality committee and the CSR coordination and monitoring committees in each subsidiary worldwide. CSR reports are published by Casino's main subsidiaries: Grupo Éxito, GPA, Big C Thailand, Libertad and Monoprix in France ■

NEW CSR AGREEMENT

Strengthening commitments

Casino signed a CSR agreement in 2014 with the four representative labour unions to confirm its drive to incorporate CSR into its economic and social model. Under the agreement, a CSR commission will be set up with the labour unions, and 50 new initiatives will be launched to address the 15 Group priorities.

Benchmark indices

In 2014, Casino was included in the following socially responsible investing indices: FTSE4Good, Vigeo Eurozone 120, Ethibel, Dow Jones Sustainability Index World and ECPI Indices/EMU Ethical Equity. Éxito is included in the Dow Jones Sustainability Index for emerging countries. These indices cover companies with the best ratings based on environmental, social and governance criteria. The Group has reported to the Carbon Disclosure Project (CDP) since 2013.

DIALOGUE

Understanding stakeholder expectations

In each country where it operates, the Group has for many years 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.

To structure these exchanges more effectively at Group level and gain a better understanding of stakeholder expectations, the Casino Group invites its stakeholders to participate in CSR Strategy Committee meetings to discuss major issues. In the past two years, meetings have mainly dealt with the analysis of Group CSR challenges, the carbon footprint of operations, the impact of raw materials on deforestation and the business ethics policy.

In Brazil, GPA conducted a materiality assessment, which confirmed employee expectations concerning GPA's social responsibility, the quality of life at work and equality for employees. External stakeholders highlighted the importance of responsible consumption, the development of small businesses and local employment.

The Casino Group contributes to the work of the International Labour Organisation's Business and Disability Network, as a founding member. It is also involved in the Social Clause Initiative and Companies for Human Rights, and supports the Global Social Compliance Programme. The Group also nurtures regular dialogue with socially responsible investing stakeholders, such as rating agencies and socially responsible investment (SRI) funds.

A diversity of talent to drive the Group's performance

The Casino Group is a responsible, unbiased and engaged employer that implements innovative programmes to encourage the diversity of its talent and support employees in their development.

PIONEER IN COMBATING DISCRIMINATION

As a major employer in all of its host countries, Casino respects the identity and culture of its employees in the belief that diversity contributes to economic performance. That is why the Group has been active in fighting all forms of discrimination since 1993. Casino drives social innovation through a proactive policy designed to encourage the hiring of applicants from a wide range of backgrounds, foster equal opportunity at every level of the organisation and promote the spirit of living together. In partnership with the labour unions,

the Group leads ambitious policies on disability, racism, workplace access for young people and gender equality, while raising the awareness of its teams to discrimination on the basis of sexual orientation¹, religious beliefs or appearance (see box). Attesting to its commitment, the Group 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.



SUPPORTING EMPLOYEE DEVELOPMENT

The Group's talent is supported by a participatory review process that builds employee skills through adapted training programmes and encourages mobility. And thanks to structured gateways between subsidiaries, the proportion of internal hires is constantly on the rise. The Group's international dimension and the

¹ The Group signed the LGBT Commitment Charter, to uphold equal rights and treatment of all employees regardless of their sexual orientation or gender identity.



Over 61,000 employees at GPA's food banners received training in 2014.

employees of every nationality in the Group has benefited from this programme. They have come to form a genuinely Group-wide management community active in all Casino host countries.

To promote a common managerial culture based on its key values – of entrepreneurship, loyalty, excellence and solidarity – the Group implements its benchmark Managerial Attitudes and Behaviours at subsidiaries. This benchmark now accounts for 20% to 30% of managers' performance-based compensation.

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development of e-commerce bring employees new opportunities for development. To create a breeding ground for young managers of culturally diverse backgrounds, the Group works through the Young International Talents school-leavers programme. Every year since 2010, a group of young male and female

GROUP CULTURE

Welcome to the Casino World Community

Following the success of the Casino World Challenge, an online game with more than 11,000 participants in seven countries, in 2014 the Group launched the Casino World Community, a web platform available to all Casino employees worldwide. Nearly 7,000 of them have already signed up on the community website, which features news updates, an interactive discovery experience and theme-based challenges. The idea is to build their understanding of the Group and support selected outreach projects in their countries. How does it work? Simple. Employees play online to earn points that they can use to vote for selected charity projects. The project winning the most votes in each country will be funded through the action of community members.



EMPOWERING WOMEN IN LEADERSHIP ROLES



The proportion of women in management, a core concern in Casino's gender equality policy, is rising steadily. A gender equality barometer was introduced to monitor eight key indicators for each country. The Group signed a Working Parents Rights Charter. This led to a three-point increase in the proportion of women on management committees in Brazil and Argentina. The figure rose four points in Thailand and 12 points in Vietnam, countries where 38% of management committee members are women. GPA has launched a number of initiatives, including *Mulheres na Liderança* at Via Varejo. Twenty-two externally hired women have become store managers through this proactive recruitment and training programme. The extremely active "C'avec elles" women's network in France, made up of more than 500 men and women managers, coordinated about ten events in 2014. Lastly, the "Performance and Gender Equality" training programme has been set up to federate women employees from different countries to support the development of female talent. ■

Since 2014, Monoprix's Executive Committee has a majority of female members.

BRAZIL

Engaging employees

To measure employee sentiment, the Casino Group conducts regular surveys of its employees. In 2014, GPA sent out questionnaires to 149,000 employees, with an 83% response rate. The employee engagement rate has increased four points since the most recent survey in 2012. 73% of employees agree that they work in an unbiased environment that accepts individual differences, and 74% would not hesitate to recommend GPA to a friend looking for a job.

THAILAND

Big C Academy

The Thai subsidiary Big C has been developing a vast range of training options for its employees in recent years. The Big C Academy offers professional training courses designed for supermarket staff and has included a talent identification and management programme since 2014 to ensure that employees receive the appropriate guidance to develop their full potential.

HIRING YOUNG WORKERS

An intergenerational contract

"Intergenerational contracts" were signed in France to facilitate the hiring of young people while maintaining older employees in work. These contracts encompass a mentoring programme to promote the transfer of skills, thereby complementing existing tutoring programmes to assist the Group's 1,900 work-study employees. The Group also supports jobs in priority areas in partnership with the Ministry for

Urban Affairs and the corporate network for equal opportunity in education, with its own special website for young workers, www.alternance-stages-casino.fr. In Brazil, GPA has developed programmes to train disadvantaged youth in a variety of disciplines, including cashier, call centre representative, baker and pastry chef. Over 950 young workers have benefited from the programme.

PHYSICAL APPEARANCE

A guide for overcoming prejudice

The Group has been promoting diversity for 20 years and takes an innovative approach to fighting all forms of discrimination. This approach aims to combat stereotypes on a day-to-day basis and offer managers recommendations for adopting and promoting the right attitudes.

PREJUDICE IS A BIG DEAL. WOAH !



In 2014, the Group initiated a programme to prevent appearance discrimination. This sensitive subject lies at the crossroads of many forms of discrimination. An internal working group was set up to study the issue through a questionnaire sent to 800 employees. The guide "Physical appearance, deconstructing stereotypes, overcoming prejudice" was drawn up based on the findings and communicated to 4,000 managers.

DISABILITY

An international movement

Integrating disabled persons is one of the Group's long-standing priorities. A campaign was rolled out in four languages in 2014, featuring the mascot Handino. All of the Group's banners worldwide implement programmes focused on this issue. In France, the Casino banners - where disabled employees represent 13% of the total workforce - are moving forward with their policy to provide support for employee caregivers, which builds solidarity between employees. 245 days of paid leave were given to employees who help a disabled member of their family or dependent. Monoprix has come out with the video "Monoprix, les sourires", which takes a sensitive approach to fighting stereotypes about disabilities, as the banner extends its three-year pledge to hire 180 disabled employees and renovate 345 stores to provide disabled access. Big C Thailand, recognised by Thailand's Ministry for Labour for its hiring policy, employs 367 disabled people, exceeding the mandatory quota by 37%. It also signed an agreement in 2014 with the Universal Foundation to install phone kiosks at 27 stores to help people with hearing loss. In Brazil, GPA launched a large-scale recruitment campaign with 150 jobs available at 80 Assaí stores.

Effectively fostering health, safety and well-being in the workplace

To ensure that the measures taken respond to real needs, staff members play an integral role in the programme to improve the safety and physical and mental health of Group employees.



A FOUNDATIONAL APPROACH

The prevention of occupational hazards is a major component of the Group's workplace health and safety policy. At Casino banners 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. A number of measures have been taken to prevent road risks, work-related hardship and psychosocial and health risks.

PREVENTION THROUGH FEEDBACK

The employee feedback programme continues to spread in France. Focusing on work organisation and working conditions, the programme is led by local managers to assess and prevent professional risks based on employee sentiment.

After training, managers have the tools they need to identify areas for improvement in their annual interviews with employees. The ideas

that come out of the programme are applied in the field. This programme is currently applied at Géant Casino supermarkets, Casino supermarkets, Easydis warehouses and Cdiscount and continues to be rolled out in the foodservices division.

HEALTH & PREVENTION DAYS

In 2014, several prevention days were organised to raise employee awareness about health risks. Sessions to raise awareness about office workstation ergonomics were held in the interest of preventing musculoskeletal disorders (MSDs). Films were shown and discussions organised with the occupational health physician and an ergonomics specialist. Other risks and topics include workshops on tobacco information and prevention, nutrition and diabetes organised at operational sites in France. These health and prevention days bring an effective response to employee concerns and are always a huge success. ■



CARING MANAGEMENT

Motivate while giving meaning to action

In 2014, Casino teamed up with an emergency doctor and expert in occupational stress to initiate a caring management awareness and training programme. This programme focuses on developing employee motivation in a demanding economic environment based on a thoughtful style of management. More than 800 managers participated in the training programme implemented with Dr Philippe Rodet. Round table discussions were organised to identify best management practices and apply them. An online training platform was launched that is available to all managers.

Private labels: our corporate DNA

A core component of Casino's corporate identity, the banner brands have always been a differentiating factor in the minds of shoppers. They are all designed to meet the highest standards of quality, innovation, taste and health.



DELICIOUS EVERY DAY

In each host country, our banners offer superior private labels suited to the local culture, recognised for their quality and chosen for their competitive prices. In France, we are committed to marketing exceptionally delicious products. One example is the premium Casino Délices line, whose flagship products have been designed through a long-standing partnership with three-star Michelin chef Michel Troisgros. With chef Florent Boivin, who has been voted "Best Worker in France", we are reworking the recipes for the best-selling Casino-brand products and organising consumer taste tests, with the products scoring the highest against the competition earning the "Elected No. 1 in Taste" ("N°1 en goût" - see box) label. A continuous improvement process is in place for the Monoprix Gourmet and Marché Franprix brands, to steadily enhance the recipes and offer customers new products. At Leader Price, French celebrity chef Jean-Pierre Coffe has lent the banner his talent and passion

for taste over the past five years, notably through its Sélection de Nos Régions range.

NUTRITIONAL PROGRESS COMMITMENTS FULFILLED

In line with its 2008 pledge to uphold a Voluntary Code of Commitment to Nutritional Progress, Casino optimises the nutritional qualities of its products by reducing their fat, sugar and salt content, and by using more healthful alternatives to certain ingredients. A process is also underway to eliminate or limit the use of certain preservatives, with more than 2,000 recipes already re-worked to give expression to more natural goodness. In France, most Casino brand food items now feature easier-to-understand nutritional labels. Similar labels now appear on 1,900 Grupo Éxito own-brand products in Colombia and all of the Big C-brand products in Vietnam.



SUPPORTING LOCAL SUPPLIERS

Because customer confidence also depends on the retailer's ability to guarantee product traceability, local sourcing from small producers is encouraged in every host country. In France, we support local suppliers by developing partnerships with farmers, winemakers, livestock farmers, wholesale fishmongers and fishing ports, in particular through our Terre & Saveurs brand and Le Meilleur d'ici, Ici en France, Ça vient d'ici ("It's from here") and La Criée programmes.

Pão de Açúcar's "Caras do Brasil" programme is enabling craft cooperatives to sell their products in its stores, while Grupo Éxito, Libertad and Big C Vietnam are forging partnerships with local producers to offer customers high-quality foodstuffs at affordable prices.

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The new "It's from here" slogan launched by Casino in France illustrates the Group's commitment to working with local suppliers.

FRANCE

**Elected
No. 1
in Taste**

The recipes for hundreds of Casino-brand products are being reworked as part of a programme to develop exceptionally delicious staple foods that can be sold at the same affordable prices. Each is blind tested by an average 120 consumers against competing equivalent private-label or national brand products and the ones scoring the highest are labelled "Elected No. 1 in Taste". The revamped Casino four-cheese pizza, pure orange juice and milk roll recipes have set new standards, attesting to our commitment to offering customers the best in taste every day.



Casino

AFFORDABLE QUALITY FOR EVERYONE

Our commitment to affordable excellence is also being demonstrated in the fashion department. In France, Monoprix customers are used to seeing jointly designed creations from prestigious fashion houses. Following on from the introduction of the new private label Monop' make-up brand, in 2014, the banner launched the exclusive Elle line of trendy yet affordable make-up products in collaboration with the eponymous magazine. In the apparel section, the banner has featured the exclusive collections of Roseanna, Heimstone, Orla Kiely and Alix Thomsen, and during the World Cup invited

young Brazilian designers to present several dozen original fashion and housewares products. For the year-end holidays, designer José Lévy created a marvelous cross-genre capsule collection covering fashion, home furnishings and even food.

At Grupo Éxito, the Arkitekt and Bronzini apparel collections are trend-setters, renowned for the quality of their work with local garment-makers (see p. 60). Today, they are being taken into the global marketplace, with Bronzini undergarments and pyjamas carried in France by Géant hypermarkets, where they will be joined in 2015 by the Arkitekt collection. ■

INTERNATIONAL PRIVATE LABELS Finlandek arrives in France

After being introduced by banners in Thailand, Vietnam and Brazil, the Finlandek housewares, linens and tableware brand created by Éxito in Colombia is now being deployed in France, where it was selected by Géant hypermarkets for their home furnishings department. It is filling the shelves with more than 1,000 simple, elegant products at highly affordable prices. The line is also offered on Cdiscount.

DU 8 AU 18 OCTOBRE

Géant Casino

9€ L'UNITÉ

PARURE HOUSSE DE COUETTE 140X200 CM + 1 TAIE D'OREILLER

AGITATION EN AMBULANCE EN PRODUCTIONS EN FRANCE ET EN ITALIE

20% de réduction - 40% de gain - Maximum possible d'économies

Événement jusqu'au 18/10/2014 avec 2 tableaux d'annonces à 10€ au 20/10/2014 avec 2 tableaux d'annonces à 10€

Contacter votre magasin Géant Casino pour plus d'informations

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CASINO PRIVATE LABELS

Health Committee findings

The Health Committee comprises high-level independent experts, physicians, a gastronome, an agronomist, an economist and a sociologist. It assists Casino in analysing the latest scientific trends in the field of nutrition and understanding emerging consumer expectations. At its quarterly meetings, members discuss such issues as salt intake, agroecology, endocrine disruptors, pesticides and antibiotics, with the goal of supporting the deployment of action plans to improve our private-label products and make Casino the benchmark in healthful foods.



SOURCING

More natural goodness

Following in the footsteps of Casino Bio, Monoprix Bio and Leader Price Bio, Brazil's Taeq brand now offers 336 organic farm products. The number of GPA-brand articles that are certified as organic is 20%. Big C Vietnam has launched the Huong Vi line of products grown or raised according to certified methods. In Colombia, Éxito is developing a best farming practices certification programme with fruit and vegetable suppliers. Casino France has innovated with its Terre & Saveurs brand, which introduced a line of antibiotic-free poultry products in 2014.

Managing and reducing environmental impacts

In 2003, the Casino Group defined its environmental commitments, which were reaffirmed when it signed the United Nations Global Compact. The target is to continue reducing the Group's environmental footprint.

CARBON AUDIT

Every year, the Group carries out a carbon audit covering all of its subsidiaries worldwide to reduce its greenhouse gas emissions. Greenhouse gas emissions were estimated at 2.3 million tonnes of CO₂ equivalent in 2014 (Scopes 1 and 2). Refrigerant refills, energy consumption and goods transport, the main



sources of direct emissions, are the focus of the initiatives and action plans rolled out by Casino Group banners throughout the year.

OPTIMISING ENERGY PERFORMANCE

In all its host countries, Casino continues to improve the energy efficiency of its stores through Energy Performance Contracts (EPCs) implemented by its subsidiary Green Yellow. Energy experts help banners to reduce their energy consumption by optimising refrigeration units, lighting and air conditioning systems and by closely monitoring equipment energy use. In France, where 502 Casino sites earned ISO 50001 certification in 2013 for their energy management system, the Group's electricity consumption fell by nearly 7%, and 93% of Géant hypermarkets have refrigerated display cases fitted with doors. In Colombia, the programmes implemented with Green Yellow enabled Grupo Éxito to reduce its energy consumption by more than 40 GWh in 2014, i.e., the annual electricity consumption of 22,500 households. In Brazil, about twenty Extra hypermarkets benefited from



FRANCE

Guide to environmental practice in stores

The Guide to environmental practices in stores, aimed at raising manager and employee awareness and distributed at Casino's banners in France, is designed as an informational and self-assessment tool. It encourages waste sorting, smart energy use and other environmentally friendly behaviours.



Grupo Éxito reduced its energy consumption by more than 40 GWh in 2014, i.e., the annual electricity consumption of 22,500 households.

EPCs in 2014, with about 100 sites expected to implement the programme in 2015.

MORE ENERGY EFFICIENT REFRIGERATION UNITS

The Group is taking steps to reduce refrigerant leakage from existing units and develop new equipment that requires less initial loading of major global warming fluids like HFCs. A study was conducted in 2014 with the support of the French Environment and Energy Management Agency (ADEME) and a specialised firm to consolidate the feedback from stores in France and Brazil and compare the energy efficiency of maintenance solutions. The findings of this study were used to develop a decision-making tool that can factor in the environmental, financial and energy impact of the options presented when buying refrigeration equipment.

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REDUCING THE IMPACT OF TRANSPORT

The Group continues to optimise the distances covered and improve the quality of its fleet. Twenty clean trucks running on natural gas are used for deliveries by Monoprix stores, while 51 cleaner, quieter Citygreen lorries cover 80% of Casino's city deliveries. Easydis, Casino's logistics subsidiary, works with suppliers to reduce the impact of deliveries, with warehouse delivery by rail, use of cardboard pallets, joint deliveries, etc. In Vietnam, Big C developed deliveries by waterway for stores located in the country's central and northern regions. A new indicator to be used by all subsidiaries to monitor the impact of transport in kg CO₂ per tonne-kilometre was defined in 2014 and will be deployed in 2015.

FOCUS ON RECYCLING

Recycling delivery boxes and plastics, sorting organic compostable waste, and more. In all its host countries, Group subsidiaries work to reduce waste from operations and increase their recovery rates. To achieve this, they develop training on sorting techniques, raise awareness among store and warehouse employees and set up local recycling processes. GPA continues to roll out its integrated waste management system, which includes composting organic waste and recovering recyclable waste. In 2014, this system was deployed in 147 stores. A total of more than 230,000 tonnes of waste (cardboard, plastic and organic matter) was recovered in 2014 across the Group, of which 113,000 in France. ■



ARGENTINA

Libertad adopt "green checkout" concept

As part of Libertad's CSR programme, Juntos en Acción, 13 of its 15 supermarkets have implemented the "green checkout", an innovative concept in Argentina. This system focuses on raising consumer awareness and reducing the use of plastic bags. No single-use plastic bags are given out at green checkout counters. Cashiers explain the policy to customers and offer them reusable canvas bags sold at checkout.

FRANCE

Partnering customers in responsible consumption

To encourage customers to adopt responsible consumer habits, Monoprix is boldly advertising its commitment to fair trade and organic farming with the "Made Right for You" in-store campaign. At the same time, under the "Funny Face" ("Quoi ma gueule") label, the banner is selling asymmetrical, blemished or otherwise imperfect fruits and vegetables at a 30% discount. This initiative, led by the non-profit organisation Les Gueules Cassées, is part of a movement to prevent food waste. Casino, with the support of Ademe, is also renewing the "Choice is Action" responsible consumption campaign in more than 2,500 stores.



WASTE COLLECTION Encouraging sorting

Casino's banners raise their customers' awareness about recycling and set out in-store collection stations. In 2014, 396 tonnes of batteries, 67 tonnes of light bulbs, 2,565 tonnes of small electrical appliances, 10 tonnes of ink cartridges and 5,666 tonnes of cardboard were collected for recycling.



GPA

Raising employee awareness

To increase the efficiency of its initiatives, GPA involves its teams in the programme to reduce the environmental impact of its stores, for example by organising management seminars and working groups on refrigerant gases, goods transport and other key issues.

Reaching out to the most vulnerable

In all of their host countries, Casino's banners reach out to help the needy. The Group's foundations have also long been involved in efforts on behalf of children.

A LONG-TERM COMMITMENT TO FOOD BANKS



The Group devotes energy at all levels to supporting the needy through collection drives at its stores and warehouses worldwide. As part of their CSR policy, the Group's banners around the world give

central importance to working with food banks to collect goods for donation, from both stores and customers. A coordinated effort between France and Brazil was organised for the Christmas season. More than 1,300 stores under French banners participated in food bank drives on 27 and 28 November, collecting over 1,100 tonnes of basic commodities. The following week, on 7 December, the Instituto

GPA organised the Dia de Solidariedade in Brazil. 820 stores participated in collecting more than 500 tonnes of foodstuffs, with the involvement of 1,000 employee volunteers. This exceptionally large-scale campaign benefited organisations such as Amigos do Bem, Banco de Alimentos and Mesa Brasil. And this commitment is shared by other banners. In Colombia, Grupo Éxito collected more than 3,010 tonnes of comestibles for local food banks. In 2014, 12,980 tonnes of food products, the equivalent of 25.9 million meals, were donated to various food bank networks by the Casino Group.

IMPLEMENTING MORE LOCAL AND NATIONAL INITIATIVES

The Group banners initiate or participate in campaigns that benefit public interest organisations. In France, Franprix supports the Secours Populaire and French Red Cross through the "Rounding up" initiative, deployed at 380 stores, where customers can round up the total of their shopping bill and donate the difference. Monoprix supported Emmaüs by organising the fifth edition of a large-scale

More than 25 million meal equivalents were donated by Group banners through in-store food drives.



EQUAL OPPORTUNITY

The first year of the "Prosperar" programme

At the initiative of Jean-Charles Naouri and Professor Carlos Ivan Simonsen Leal, a partnership was forged between Instituto GPA and Fundação Getúlio Vargas, one of Brazil's best higher education institutions for business. The "Prosperar" programme grants merit-based scholarships that allow students from low-income families to finance their studies. The first 17 students were enrolled in 2014, of whom 11 are seeking a Masters in Public Administration and the remaining six a Masters in Business.

clothing drive. Stores and warehouses are also encouraged to take action to support local organisations through the "engaged corporate citizen" programme. Every year, several hundreds of initiatives are taken. Through the "microDon" card offered at 59 stores, Monoprix collected funds for 45 local organisations.

PRIORITY ON CHILDREN

Childhood protection is a common theme in a number of subsidiary initiatives. With the Big Community programme, Big C Vietnam financed 12 projects to improve the quality of life of underprivileged children, such as

building a kitchen for a pre-school and renovating classrooms. Big C Thailand offered its support to the children's day care centres of the Foundation for Slum Child Care in Bangkok. The shared product campaigns coordinated with suppliers also aim to help children. In France, Casino banners and Danone jointly support the Dr Souris organisation to provide thousands of hospitalised children with computers and Internet access. With Pedigree, the funds collected are donated to the Handi'Chien organisation to buy and train assistance dogs for children. Big C Thailand teamed up with the Dutch Mill dairy products brand in supporting children with heart diseases. ■

GOL DE LETRA

Supporting children from favelas

During the FIFA World Cup, Casino supermarkets and Géant hypermarkets led initiatives to support the Brazilian organisation Gol de Letra, which is dedicated to helping children from the favelas of São Paulo and Rio de Janeiro. Created in 1998 by two former football stars, Rai and Leonardo, Gol de Letra is sponsored by the Casino Foundation.



The Group's foundations take action to help children

The Casino Foundation celebrates its 5th anniversary

Engagée pour l'enfance depuis 5 ans, la Fondation Casino a choisi de prévenir l'exclusion des enfants en difficultés à travers la pratique du théâtre.

DÉCOUVRIR NOS ACTIONS



The Big C Thailand Foundation supports education

The Big C Thailand Foundation focuses on promoting youth education. It provides financial aid to the least fortunate – with over 6,000 scholarships awarded in 2014 – and jointly finances the construction of new schools – with a total of 41 sponsored to date.

In the spring of 2014, the Foundation celebrated five years of action to prevent the cultural exclusion of children. Education through theatre is currently its main area of involvement. In partnership with the French national education system, the "Artists at School" programme lets children from schools in disadvantaged areas take part in theatre-related projects during school time. For the Foundation's anniversary, 350 students involved in the programme put on quality stage performances at the Odéon in Paris and the Comédie in Saint-Étienne. The Foundation's Artistic Committee has selected nine projects

to support over the next two years. Meanwhile, the "Local Initiatives for Children" programme encourages Group employees to sponsor local drama projects. Six initiatives were backed by the Foundation in 2014. The "Foundation's Choice" was the organisation Les Tréteaux Blancs. Every year, its teenage troupes, supported and assisted by professionals, produce original shows, covering every phase in the creative process. They perform their new works for the paediatric units of hospitals in the Paris and Toulouse regions.



Helping young people enter the workplace, the objective of Instituto GPA

Instituto GPA develops educational programmes to help young people from low-income backgrounds enter the workplace. Its eight centres offer free English classes and training to become a cashier or call centre representative. In partnership with the government of Rio de Janeiro, the organisation finances the NATA professional training centre where 332 students can be trained for jobs in the baking and dairy sectors. The Instituto, working with the Getúlio Vargas Foundation, also leads the "Prosperar" programme which grants merit-based scholarships to students from low-income families. In addition, Instituto GPA is regarded for its music education programme, Música & Orquestra, which teaches 590 children to play violin and cello and perform as part of an orchestra.

The Monoprix Foundation strengthens social bonds

The Monoprix Foundation's commitment to combating exclusion in urban areas also concerns young people, offering support for action to promote workplace access for youths from the organisation Unis-Cité and for Sport dans la Ville initiatives.

Éxito Foundation aiming to end malnutrition



In Colombia, the Éxito Foundation is spearheading a nationwide movement, "Gen Cero", which works to combine the efforts of public and private organisations to eliminate child malnutrition by 2025.

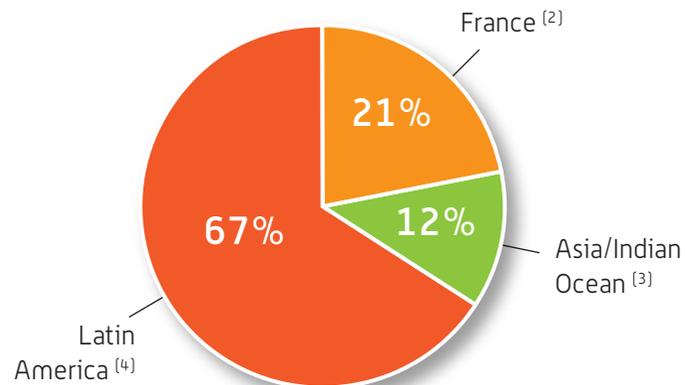
It supports local organisations to ensure that underprivileged children and pregnant women eat a healthy, balanced diet. More than 7,500 families from 56 cities in the country have benefited from the Foundation's food relief programme. The "Infancia Sana" project has fed 35,500 children aged 2 to 5.

Key 2014 CSR performance indicators

Committed employer

DIVERSITY

Group workforce breakdown by region ⁽¹⁾



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

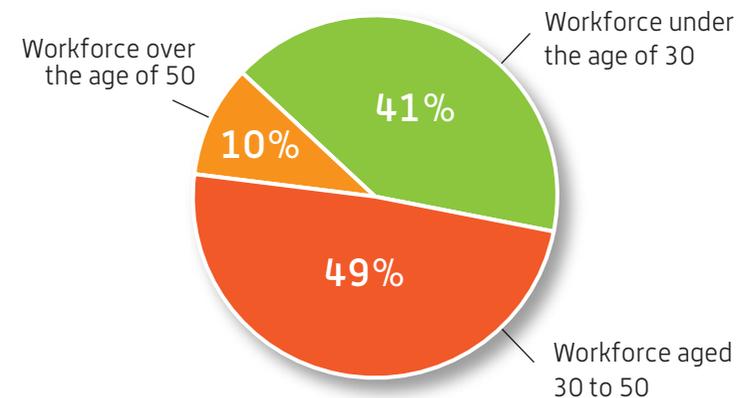
⁽¹⁾ Total permanent/limited-term workforce at 31 December 2014.

⁽²⁾ France: Casino, Franprix, Leader Price, Monoprix, Cdiscount

⁽³⁾ Asia/Indian Ocean: Big C Vietnam, Big C Thailand, Vindémia

⁽⁴⁾ Latin America: Grupo Éxito, Libertad, Disco, Devoto, GPA

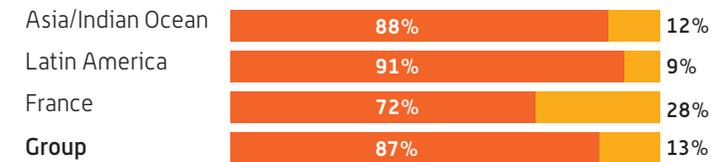
Group workforce breakdown by age ⁽¹⁾



Committed to giving young people access to the job market, the Group had more than 137,300 employees under the age of 30 in 2014, up 3% on 2013.

⁽¹⁾ Total permanent/limited-term workforce at 31 December 2014

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

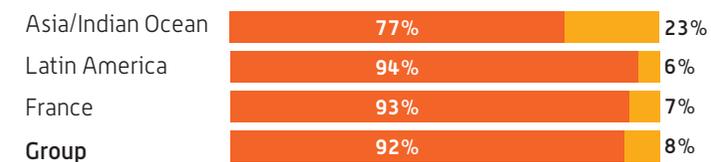


A large majority of Casino Group employees (87%) are in full-time employment, up 1 percentage point on 2013.

⁽¹⁾ Total permanent/limited-term workforce at 31 December 2014

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

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

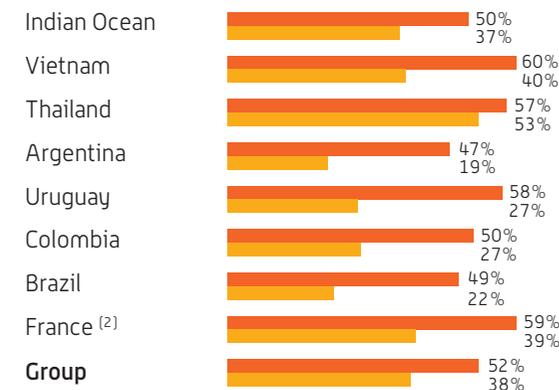


An overwhelming majority of Casino Group employees (92%) are on permanent work contracts.

⁽¹⁾ Total permanent/limited-term workforce at 31 December 2014

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

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



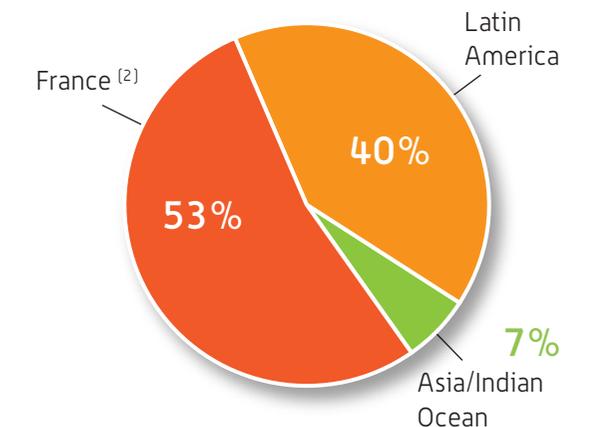
The Group is enhancing team gender diversity by pro-actively tackling the issue of workplace inequality on several fronts: gender diversity across job categories, career management services for women, fairness in human resources processes (access to training, hiring and promotions) and parenthood.

⁽¹⁾ Total permanent/limited-term workforce at 31 December 2014

⁽²⁾ France: Casino, Franprix, Leader Price, Monoprix, Cdiscount

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

Breakdown of workers with recognised disabilities by region ⁽¹⁾



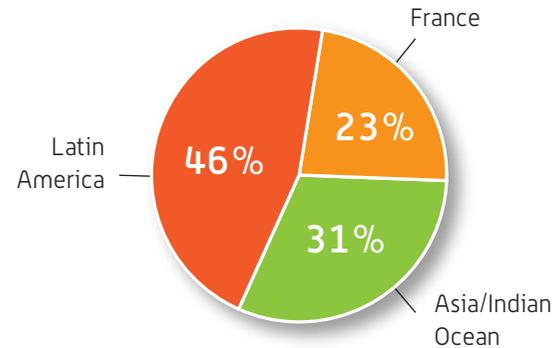
The number of disabled employees increased by 6% compared with 2013 as a result of programmes implemented in 2014.

⁽¹⁾ Total permanent/limited-term workforce at 31 December 2014

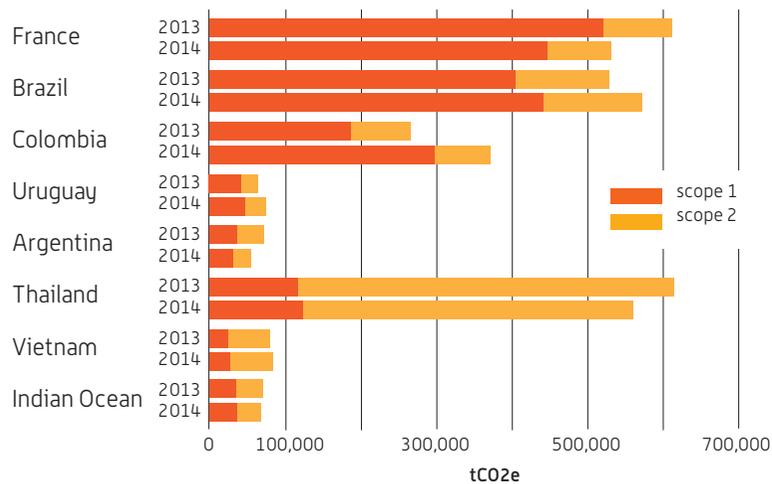
⁽²⁾ France: excluding Franprix, Leader Price

Environmentally proactive group

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



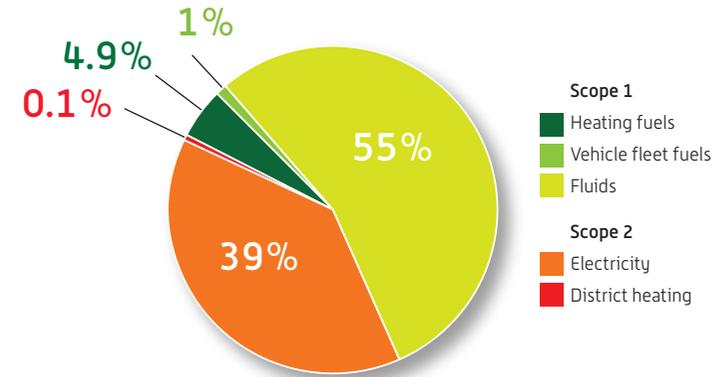
Breakdown of scope 1 and scope 2 greenhouse gas (GHG) emissions by country



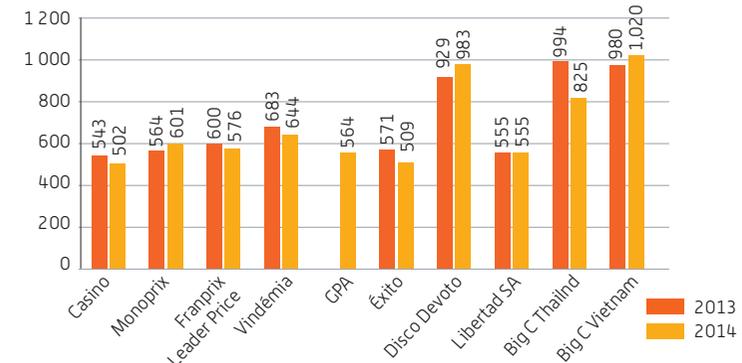
In 2014, for the third year in a row, the Casino Group evaluated its direct emissions (scope 1) and indirect emissions related to its energy consumption (scope 2). One third of the Group's emissions are generated in the Asia/Indian Ocean region, and nearly half are produced in Latin America.

The total estimated amount of emissions for scope 1 and scope 2 is stabilising even as the Group continues to develop its operations. The sharp decrease in emissions in France is largely attributable to stepped-up maintenance of refrigeration units and store energy renovation projects. The rise in emissions noted in Brazil and Colombia is mainly due to the increase in overall retail surface area. Scope 2 carbon intensity in Thailand reflects the use of coal-fired plants to produce power.

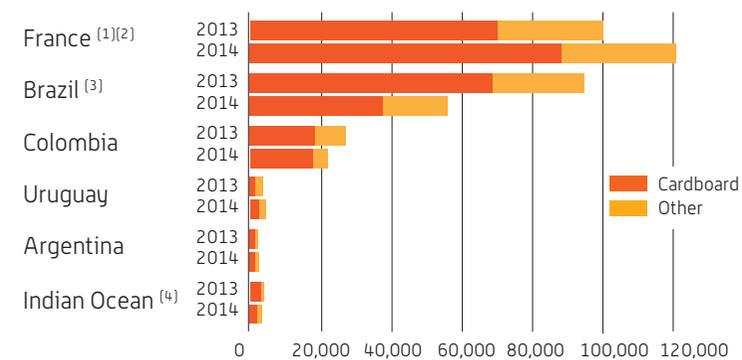
Breakdown of scope 1 and scope 2 greenhouse gas (GHG) emissions by source in 2014



Change in energy efficiency by Group entity (in kWh/sq.m)



Change in volume of recovered waste



(1) France 2013: excludes Codim and convenience stores under the Casino, Franprix and Leader Price banners.

(2) France 2014: excludes convenience stores under the Casino and Franprix banners.

(3) Indian Ocean: Vindemia, excluding operations in Mayotte, Mauritius and Madagascar.

The assessments conducted in 2014 provide confirmation of those conducted 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.

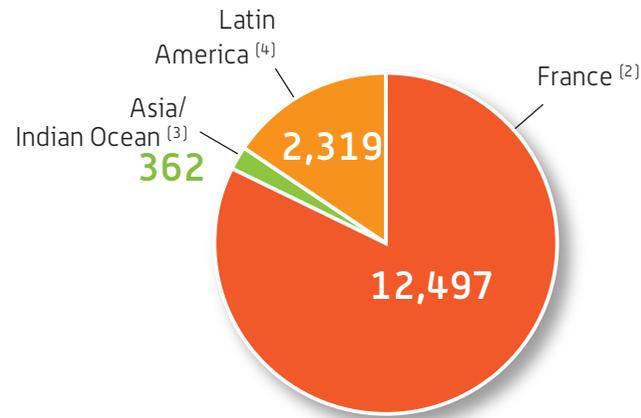
For Casino, the effects of energy performance contracts and favourable weather conditions in 2014 (mild winter and cool summer) led to an 8% decrease in electricity consumption per square metre compared with 2013, and a 16% decrease compared with 2012. With electricity use of 401 kWh/sq.m, Géant hypermarkets came in line with the performance levels recommended by ADEME for stores targeting high energy efficiency. The high ratios reported for Vietnam and Thailand are due partly to local climate conditions and partly to the inclusion of energy use indicators reported by shopping centres, which are heavily air conditioned.

The 2014 reporting scope for the volume of sorted and recovered waste in France primarily includes Leader Price and Codim. Cardboard sorted for recycling accounts for most of the Group's recovered operating waste. Organic waste is the second biggest category of waste that is sorted at source in stores, notably in France. The changes in the data for Brazil and Colombia reflect a change in reporting scope: 2014 data corresponds to actual available data for a scope covering 78% of GPA stores in Brazil and 62% of Éxito stores in Colombia.

Responsible retailer

PROMOTING RESPONSIBLE CONSUMPTION

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



More than 15,170 certified sustainable products are sold in Casino Group stores. In particular, a wide range of organic products are available to shoppers, with a total of over 13,240 on store shelves Group-wide. In France, more than 11,170 AB-certified organic products (excluding apparel) are available, of which 1,115 under banner brands. Outside France, GPA sells over 1,200 organic products, including a number of Casino Bio items.

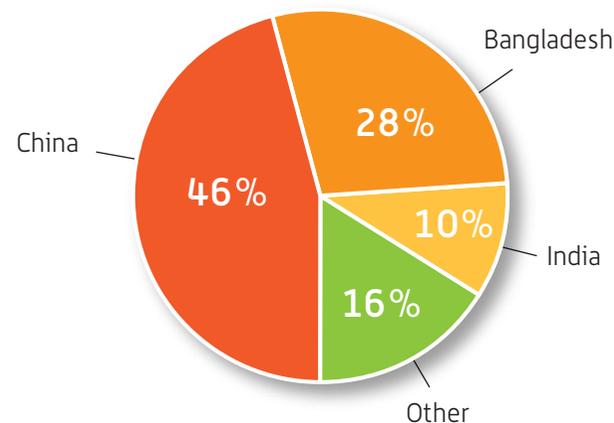
⁽¹⁾ Organic farming products (excluding organic-cotton apparel), fair trade products, and products bearing MSC, FSC, NF Environnement, PEFC, European Ecolabel and ECOCERT labelling.

⁽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 and Disco Devoto.

Breakdown of social audits conducted by the Casino Group by country



A total of 190 social audits were conducted in 2014, of which 77% were initial audits and 23% were follow-up audits. In light of the special circumstances in Bangladesh, in 2014 the Group once again audited 100% of the country's first-tier plants working for its private-label brands.

SOCIAL ETHICS

Guidance for suppliers

Since 2002, the Casino Group has been engaging its suppliers in a social ethics process that aims to improve the conditions in which workers are employed to manufacture the Group's private-label products. In 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 are being met, Casino conducts social audits every year. In 2014, 190 audits of private label plants were carried out by various independent experts, based on France's Social Clause Initiative 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 struck off the supplier list. Aware that the audits are a necessary but not sufficient step forward, the Group's local offices are playing an essential role in helping suppliers to deepen their understanding of the Group's expectations. At the same time, the Corporate Social Responsibility Department is leading regular awareness programmes with the purchasing teams, local offices and suppliers to present the Ethics Charter.

In light of circumstances specific to Bangladesh, the Group audited all tier-1 plants operating in the country on behalf of its private labels, implemented unannounced systematic audits for preliminary listing and stepped up its safety controls. In July 2013, Casino Global Sourcing (CGS) adhered to the Accord on Fire and Building Safety in a move to support and participate in a process to improve plant safety conditions in Bangladesh. Plants producing goods for CGS were audited in 2014, and a corrective action plan has been implemented.

2014 CSR indicators

	Unit	Group	France				Indian Ocean	Brazil	Colombia	Uruguay	Argentina	Thailand	Vietnam
			Casino	Cdiscount	Monoprix	Franprix Leader Price	Vindémia	GPA	Éxito	Disco Devoto	Libertad SA	Big C	Big C
Committed Employer													
Number of employees at 31 December 2014	Number	336,000	37,951	1,276	20,522	10,896	4,335	173,906	40,437	7,693	3,544	26,613	8,263
Women	%	52	59	46	63	53	50	49	50	58	47	57	60
Men	%	48	41	54	37	47	50	51	50	42	53	43	40
Under 30 years old	%	41	20	31	33	27	27	43	48	47	31	54	73
30 to 50 years old	%	49	51	63	44	60	62	49	47	42	67	44	26
Over 50 years old	%	10	30	6	23	13	10	8	6	11	2	1	1
Under permanent contracts	%	92	94	91	91	94	89	98	80	80	99	86	40
Full-time	%	87	72	98	71	73	84	96	79	82	54	86	98
Percentage of women in management	%	38	34	39	53	29	37	22	27	27	19	53	40
Number of disabled employees at 31 December 2014	Number	7,370	3,144	16	756	-	93	2,761	159	23	35	367	16
Number of people hired under permanent contracts during the year	Number	93,139	1,975	224	3,657	1,387	163	67,825	2,999	2,529	286	11,782	312
Number of people under the age of 26 hired under permanent and limited-term contracts	Number	96,488	8,145	179	8,742	3,818	562	37,083	14,668	3,438	271	16,503	3,079
Absenteeism rate (due to accidents or illness)	%	2,7	8,4	3,4	6,4	6,6	3	-	1,8	7	3,3	1,1	0,5
Turnover of employees under permanent contract	%	33	11	9	20	18	10	42	21	39	10	54	27
Number of training hours per person	Number	16	5	15	5	3	7	14	42	5	5	34	7
Number of employees under permanent contracts promoted	Number	23,866	1,535	60	813	208	95	13,074	3,037	1,985	49	4,159	355
Number of meetings with employee representatives during the year	Number	21,588	14,221	81	4,774	348	561	453	641	42	360	-	107
Responsible Retailer and Trusted Partner⁽¹⁾													
Number of products certified as "responsible"	Number	15,178	2,171	396	9,633 ⁽²⁾	297	265	1,717	325	213	64	97	-
Number of organic national brand and private-label products (excluding apparel)	Number	13,241	1,938	47	8,911	275	250	1,296	300	65	64	95	-
Number of products from producers with "Best Agricultural Practices"	Number	1,993	374	-	29	14	-	1,225	146	-	-	205	-
Environmentally Proactive Group⁽³⁾													
GHG emissions, scope 1	tonnes of CO ₂ -equiv.	1,432,448	302,983	746	96,869	42,216	32,990	440,842	296,498	43,713	29,665	121,542	24,383
GHG emissions, scope 2	tonnes of CO ₂ -equiv.	872,984	53,987	313	19,392	12,398	34,121	129,928	75,035	28,270	23,550	437,767	58,223
Electricity consumption													
Total	MWh	4,603,475	959,309	5,590	319,982	221,384	48,125	1,493,428	426,335	77,030	64,169	853,348	134,775
⁽⁴⁾ Electricity/sq.m	KWh/m ²	598	502	-	601	576	644	564	509	983	555	825	1,020
Water consumption	cu.m	15,204,613	920,637	9,510	404,997	64,237	52,110	4,276,799	1,375,895	203,146	-	7,198,547	698,735
Volume of operating waste recycled and reused	Tonnes	233,123	76,631	1,954	21,651	22,180	3,027	56,430	21,920	4,330	1,928	23,073	-
Percentage of operating waste recycled and reused	%	53	65	82	49	69	45	30	-	-	-	-	-
Engaged Local Corporate Citizen													
Funds disbursed for community outreach (donations and foundations)	€	58,254,660	14,982,620	-	8,128,510	2,679,595	167,630	13,098,830	17,993,930	357,390	124,880	721,275	-
Estimated number of people reached through foundations or outreach partnerships	Number	595,818	89,800	-	-	-	-	454,260	43,156	-	-	8,602	-

The data presented concerns consolidated entities whose operations are controlled by the Group (excluding franchises and entities operated under a business lease).

⁽¹⁾ 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.

⁽²⁾ Including Naturalia.

⁽³⁾ Hypermarkets and supermarkets only.

⁽⁴⁾ Vindémia data correspond to its Reunion Island activities only. The high ratios reported for Vietnam and Thailand are due partly to local climate conditions and partly to the inclusion of energy use indicators reported by shopping centres, which are heavily air conditioned.

Roadmaps

The following roadmaps outline the major initiatives taken to address the 15 priorities of our CSR continuous improvement process, while nurturing dialogue with all of our stakeholders.

Status

- Postponed
- Underway
- Objective met
- Objective partially met
- Objective not met
- Cancelled

Scope

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

Committed employer

Corporate policy

Objective

• PROMOTE DIVERSITY AND COMBAT DISCRIMINATION

Combat stereotypes through campaigns to raise awareness
Incorporate new criteria
Deploy defined action plans in accordance with agreements signed or certifications earned

• HELP THE DISABLED TO ENTER THE WORKFORCE

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
Deploy the actions stipulated in agreements

• PROMOTE GENDER BALANCE IN THE WORKPLACE

Track and increase the number of women in management and on executive committees
Identify and reduce any unjustified pay differentials
Provide support for working parents in the organisation

• HELP YOUNG PEOPLE TO ENTER THE WORKFORCE

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 mentoring and tutoring programmes

• PROVIDE CAREER GROWTH OPPORTUNITIES FOR EMPLOYEES

Evaluate employees to identify their training needs
Expand e-learning opportunities to train as many employees as possible
Set up special training programmes to support employees in social difficulty

• ENSURE A SAFE, HEALTHY WORKPLACE

Identify risks specific to each job
Develop appropriate prevention programmes
Implement the action plans set out in agreements
Strengthen training programmes
Foster workplace well-being

• ENCOURAGE SOCIAL DIALOGUE

Promote efforts to sign agreements on major workplace and CSR issues

Committed employer

Our record in 2014

Objective	Scope	Target date	Status	Main accomplishments in 2014
• PROMOTE DIVERSITY AND COMBAT DISCRIMINATION				
Combat appearance discrimination	Group France	2015	●	A programme to prevent discrimination based on physical appearance was undertaken with the support of an in-house working group and a questionnaire sent to 800 employees. The findings showed that 65% of the respondents felt that it was important for the Company to take specific action to address lookism issues. A handbook, entitled Physical Appearance: Deconstructing Stereotypes, Overcoming Prejudice, was published and distributed to around 4,000 managers.
Initiate the process for earning France's Diversity Label at Franprix, Leader Price, Cdiscount and Vindémia	Franprix, Leader Price, Cdiscount, Vindémia (Reunion Island)	2016	◐	The process is underway in every unit.
Fulfil commitments made in signing the LGBT Charter	Monoprix (excluding Samada and Naturalia), Casino	2014	◐	In line with its commitment to ensuring equal rights and treatment for every employee regardless of his or her sexual orientation, the Group stepped up action against discrimination in this area. A handbook recommending management practices and talking points to help combat stereotypes and prejudices was distributed to Casino managers. Communication initiatives to promote the LGBT Charter signed by the Group were also led by Monoprix and Casino.
Incorporate the "Together" anti-discrimination programme into the orientation training given to directors and deputy directors and into the training plan	Franprix	2014	●	The programme was included in orientation training curricula and in training plans.
Maintain efforts to reduce illiteracy	Casino, Franprix	2015	●	A dedicated "Basic Skills" course was introduced by Franprix. Casino created two remedial courses, "Back to Basics in French" and "Back to Basics in Maths", and continued to offer its "Voltaire Certification" programme that validates spelling and grammar skills.

Committed employer

Our record in 2014

Objective	Scope	Target date	Status	Main accomplishments in 2014
• PROMOTE DIVERSITY AND COMBAT DISCRIMINATION				
Strengthen the "Help the Helpers" campaign	Casino	2014	●	The policy initiated under the previous agreement to provide support for employees who are family caregivers was enhanced. Introduced in 2011, the policy is designed to assist and support employees who act as family caregivers by offering access to a platform of free, confidential advice or by organising annual conferences on the policy's three action issues: the Handipacte programme, equal opportunity in the workplace (work-life balance) and older employees. The 2013 collective bargaining agreement concerning family caregiver leave enabled 38 employees to take days of leave donated by their colleagues and matched by the Group. A booklet entitled <i>I'm a Caregiver, Let's Talk</i> was also issued for employees. "Helping Our Parents" workshops were set up to enable employees to discuss these issues directly with outside experts.
• HELP THE DISABLED TO ENTER THE WORKFORCE				
Implement the measures outlined in agreements supporting employment for the disabled	Casino Monoprix	2016	◐	In 2014, the "Handino" information and awareness building campaign was deployed in four languages in the French and international subsidiaries. Using examples and testimonials in a video and a booklet, it reviewed the initiatives in place to help the disabled to enter the workforce. As a founding member, the Group continued to participate in the ILO Global Business and Disability Network of companies and other organisations addressing the issue of disability inclusion. Under the sixth agreement, a variety of initiatives were undertaken at Casino, where 13% of the workforce was classified as disabled, with a deduction for 2014, versus 11.93% in 2013. In accordance with its fourth agreement on disability inclusion, Monoprix produced an employee sensitivity training video entitled "Smiles". 345 Monoprix stores were renovated to facilitate accessibility for the disabled.

Committed employer

Our record in 2014

Objective	Scope	Target date	Status	Main accomplishments in 2014
• HELP THE DISABLED TO ENTER THE WORKFORCE				
Continue and expand programmes aimed at disability inclusion in the workplace	GPA - Multivarej Big C Thailand Grupo Éxito	2014	●	Big C Thailand, which was honoured for the third straight year with an award from the National Office for Empowerment of Persons with Disabilities, employs 367 disabled people in its hypermarkets, exceeding the legal quota by 37%. During the year, the banner deployed a wide array of initiatives to promote the rights of people with disabilities by: - Participating in the "Well-being for Persons with Disabilities" convention organised by the National Office for Empowerment of Persons with Disability and the Ministry of Social Development and Human Security - Developing special training for hearing-impaired employees - Being the first and only local retailer to sign an agreement with the Universal Foundation For Persons With Disabilities to install phone kiosk services in 27 stores for people with hearing disabilities.
		2014	●	Éxito continued to expand its programme dedicated not only to the disabled, but also to victims of armed conflict and young persons in difficulty, with 182 additional people supported in 2014.
		2014	●	GPA remains as committed as ever to hiring and integrating the disabled. In 2014, a monthly procedure was introduced to get all of the human resources departments involved in tracking progress towards objectives and action plan milestones. Assaí launched a broad-based campaign to hire people with disabilities that has increased the number of handicapped employees by 75% in two years.
Conduct a diagnostic audit to deploy an action plan in partnership with employee representatives	Vindémia	2014	●	The audit was performed and the findings reported to employee representatives. Negotiations for the agreement are scheduled to begin in 2015.

Committed employer

Our record in 2014

Objective	Scope	Target date	Status	Main accomplishments in 2014
• PROMOTE GENDER BALANCE IN THE WORKPLACE				
Develop company networks for promoting equal opportunity	Casino Franprix	2014	●	Created in 2011, the "C'avec elles" women's advocacy network, which comprises more than 520 men and women managers in France, organised more than ten events in 2014. During the year, Franprix launched the "Elles en magasins" women's network.
Implement actions to foster equal opportunity in accordance with agreements, the Equal Opportunity Employer label and the agreement signed with France's Ministry of Women's Rights	Casino Monoprix	2015	●	Women managers at Casino, Cdiscount, Franprix and Leader Price were once again surveyed, with the findings attesting to the positive impact of action plans on the percentage of women in management. The survey also showed that the human resources processes for training opportunities, promotions and compensation are gender equal. The priority objectives of the equal opportunity action plans remain the same, namely to continue the fight against stereotypes, improve the perception of career opportunities by informing people about jobs and mobility across the organisation, and enhance mentoring and support with training programmes for women managers.
Continue policies designed to enable women to serve in executive positions	Big C Thailand Big C Vietnam	2014	●	A gender equality scorecard was introduced to track, in association with each country's human resources department, eight key indicators reflecting the level of representation of women in management. Since 2013, the proportion of women on Executive Committees has increased by four points at Big C Thailand.
• HELP YOUNG PEOPLE TO ENTER THE WORKFORCE				
Take further action in support of work/study schemes by: - Continuing the initiatives underway as part of the "Job et Cité" programme for young people in disadvantaged neighbourhoods in France - Continuing to create partnerships with schools, with the goal of establishing 50 such alliances - Continuing the partnership with the "Second-Chance Schools", developed by France's National Agency for Social Cohesion and Equal Opportunity (ACSE), and with "Sport dans la Ville"	Casino	2015	◐	A wide diversity of work/study schemes are in place at Casino. The banner has partnered with 41 schools, with the goal of expanding the portfolio to 50 in 2015. Working with these schools, it is also pursuing its initiatives to extend work/study programmes to disabled students. A Work/Study Day, organised for the third straight year, brought together 600 trainees to celebrate their work and the role of their mentors.

Committed employer

Our record in 2014

Objective	Scope	Target date	Status	Main accomplishments in 2014
• HELP YOUNG PEOPLE TO ENTER THE WORKFORCE				
Complete a guide to employing young people and distribute it to stores in France	Group France	2014	●	To fight against stereotypes, a guide entitled "Do You Look at Young People in the Right Way" was distributed to store managers to help them to look beyond preconceived ideas about young people and engage in fruitful intergenerational dialogue.
Implement the steps outlined in the Intergenerational Contract agreements to help young people enter the workforce, keep older employees in their jobs and provide for the transfer of skills and know-how to the next generation.	Casino, Franprix, Leader Price and Cdiscount	2014	●	The French subsidiaries undertook support and hiring initiatives in accordance with "Intergenerational Contract" agreements, in a commitment to fostering the sustainable integration of young people and to keeping older employees in their jobs by enabling them to transfer their skills and know-how to the next generation. At year-end, 13% of the workforce was under 26, compared with the target of at least 11% set in the agreement. Casino offers a dedicated orientation programme called "C Duo Génération", which assigns a mentor to facilitate the onboarding of young employees, and provides housing assistance for work/study trainees.
Implement the intergenerational action plan	Monoprix	2016	◐	Monoprix is raising awareness among hiring managers of the challenges and objectives of recruiting seniors and young people, while deploying mentor-based new-hire orientation programmes and training tutors to transfer their skills to 450 work/study trainees.
Continue the programmes for junior high school students and student interns, as well as the partnerships with schools.	Big C Thailand	2014	●	More than 690 students interned with Big C Thailand in 2014, of which around ten under the partnership with Thammasat University (Faculty of Commerce and Accountancy).
Expand activities with the Civic Service Agency, Civic Service Institute and Le Réseau association	Group France	2014	●	In 2014, the Group worked with the Le Réseau association to organise the "Cap sur Casino" event to invite around 100 middle-school students from disadvantaged neighbourhoods to find out more about jobs in retailing. For more than three years now, a wide array of initiatives to support France's Civic Service Agency have been deployed across the organisation: - Informing human resources teams and employees via in-store posters, articles in the corporate magazine <i>Regards</i> , notices on the intranet and corporate websites, etc. - Organising meetings with young volunteers to enable them to discover the world of business and our professions, and to help them to find a job. - Encouraging other companies to sign the Charter to Promote Civic Service. Our teams participate in the process of hiring graduates from the Civic Service Institute.
Continue the "Socio por un Día" partnership with the Junior Achievement Foundation	Libertad	2014	●	Libertad pursued its partnership with the Junior Achievement Foundation, which brings together a member of the business community and a middle-school student for a day.

Committed employer

Our record in 2014

Objective	Scope	Target date	Status	Main accomplishments in 2014
• PROVIDE CAREER GROWTH OPPORTUNITIES FOR EMPLOYEES				
Expand the e-learning curriculum to make training available to as many employees as possible	Casino Leader Price Grupo Éxito	2014	●	Group-wide, the number of training hours per employee rose by 23% in 2014, led by the expansion of e-learning across the organisation. Initiatives are underway to broaden the programme base and facilitate employee access to training modules.
Continue deployment and support of the Validation of Acquired Experience programmes	Franprix Casino Monoprix	2014	◐	Monoprix deployed its third Validation of Acquired Experience (VAE) programme in 2014. To date, 41 people have earned diplomas and 31 are having their experience validated. The communication campaign conducted early in the year at Casino led 1,694 employees to express an interest in the programme, with 142 signing up for the company's VAE support process. Franprix included VAE opportunities in its training plan.
Support employees in social difficulty through the "Escuela de la Economía Personal y Familiar" programme, with a goal of reaching more than 5,600 people	Éxito	2014	◐	Rolled out to 13 cities that host Grupo Éxito stores, the programme reached over 4,790 people in 2014 and is expected to reach 6,000 people and 27 cities in 2015.
Establish the "Gestión de Carrera" programme (employee potential ratings, training plan)	Libertad	2014	●	The career management programme was launched in 2014, with the creation of a committee and the introduction of annual performance reviews.
• ENSURE A SAFE, HEALTHY WORKPLACE				
Continue actions underway to prevent undue workplace hardship	Group France	2014	●	Several days of prevention training were organised to raise employee awareness about health issues, and sessions in proper office workstation ergonomics were held at corporate headquarters. In connection with this process, the Human Resources Department initiated an awareness and training programme in 2014 on caring management practices, with the support of the Executive Committee and the assistance of a workplace well-being expert. The programme is designed to increase employee motivation by limiting workplace stress in a highly demanding business environment. These initiatives helped to raise the consciousness of 600 managers (on the Executive Committee, unit executive committees, etc.) through i) presentations by outside consultants; ii) the roll-out of an e-learning platform where any manager can extend the learning experience and access practical, useful content (videos, quiz, etc.); and iii) the training of division human resources managers in cascading the process to store managers with the help of a facilitator kit. The process will be pursued in 2015.

Committed employer

Our record in 2014

Objective	Scope	Target date	Status	Main accomplishments in 2014
• ENSURE A SAFE, HEALTHY WORKPLACE				
Implement actions stipulated in the agreement on the sustainable improvement in working conditions and workplace health and safety	Monoprix	2016		During the year, application of the agreement led to the distribution of an introductory Workplace Health and Safety Handbook, the inclusion of a health and safety e-learning session in the new-hire orientation programme and the design of new product shelving materials.
Deploy the workplace well-being and job insecurity action plans	Franprix	2016		Franprix conducted awareness-building and training programmes to attenuate undue workplace hardship and improve workplace safety.
Continue to deploy action plans to prevent psychosocial risks and the "Cap Prévention" initiative in the Foodservice division	Casino Leader Price	2015		Communication and training initiatives were led to help prevent psychosocial risks. The "Cap Prévention" programme, based on employee feedback, has been deployed in every hypermarket, supermarket and Casino and Cdiscount warehouse in France. It was also launched in the Casino foodservice division.
Continue the programmes to reduce occupational hazards	Éxito	2014		In 2014, Éxito continued to train employees in hazardous occupations, particularly jobs requiring them to work at heights of more than 1.5 metres. It also prepared a "job/safety equipment" matrix specifying for each job the material required to prevent risks, so as to facilitate installation and tracking in every facility.
Conduct a new work climate assessment in every store	Éxito	2014		More than 24,700 employees, or 94.5% of the targeted workforce, responded to the survey, with ratings corresponding to "very satisfied". Éxito also introduced three employee feedback programmes designed to encourage everyone to submit their suggestions and ideas. The first, "360° contigo exprésate", enabled office employees to submit more than 49,400 opinions; the second, "360° contigo escribenos" was intended for the entire workforce; and the third, "360° contigo hablemos", allowed 1,200 people to discuss issues with the Grupo Éxito Chairman during the year.
Continue to deploy training plans to prevent workplace risks	Disco, Devoto	2014		Training was organised in the proper use of store equipment, the handling of heavy loads and healthy working postures and movements, particularly for greeters and checkout attendants.

Committed employer

Our record in 2014

Objective	Scope	Target date	Status	Main accomplishments in 2014
• ENCOURAGE SOCIAL DIALOGUE				
Negotiate a CSR agreement	Casino	2014		In 2014, a CSR agreement was signed at Casino by the four representative labour unions. Attesting to the commitment of all the parties to incorporating CSR into Casino's business and employee relations model, the agreement covers all of the social responsibility and environmental issues identified in the Group's CSR improvement process. It also provides for the creation of a CSR commission with union representatives that will organise annual stakeholder dialogue events, report on CSR initiatives and indicator performance and discuss emerging challenges.
Negotiate a telecommuting agreement at Casino's IT subsidiary	Casino (CIT)	2014		A telecommuting agreement covering the 2014-2017 period was deployed for the Casino IT teams. It followed on from a year-long trial period that all of the participating telecommuters and managers felt was "satisfactory" or "very satisfactory".
Continue meetings with employee representatives	GPA (excluding Nova Pontocom Liberta Vindemia (Reunion Island) Disco Devoto	2014		In 2014, more than 440 meetings were held with employee representatives at GPA, 360 at Libertad, 500 at Vindemia and 42 at Disco Devoto. The main issues addressed were in-store working conditions and employee compensation.

Responsible retailer

Corporate policy

Objective
<p>• ACT IN THE INTEREST OF CONSUMERS' HEALTH</p> <ul style="list-style-type: none"> Continue to improve the nutritional value of private-label product Inform shoppers about each product's nutritional impact Develop a product offering that provides nutritional benefit Educate customers in better shopping habits Identify emerging health concerns
<p>• ENCOURAGE ENVIRONMENTALLY RESPONSIBLE SHOPPING</p> <ul style="list-style-type: none"> Reduce the environmental impact of private-label product Increase the number of more environmentally friendly products available in stores Inform shoppers about the environmental impact of their purchase Draw shopper attention to the most ecofriendly products

Our record in 2014

Objective	Scope	Target date	Status	Main accomplishments in 2014
• ACT IN THE INTEREST OF CONSUMERS' HEALTH				
Continue enhancing the nutritional content of private-label products	Group France	2014	●	Private-label products in France are designed to optimise their sugar, fat and salt content. Leader Price is expanding its "Fine Ligne" range of low-salt, low-sugar and low-fat products and promoting its "Leader Price Bébé" line, whose recipes are defined in association with paediatric nutrition experts. Monoprix is applying its updated 2012 Sustainable Nutrition Charter, which recommends lowering salt content, eliminating hydrogenated fats, limiting the use of preservatives and banning azodyes.
Implement 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	✕	
Work with suppliers to enhance the nutritional content of Troop X-brand children's products, and expand the Taeq range of nutritional products	Éxito	2014	●	In 2014, Éxito redefined nutritional standards for its Troop X-brand children's products and introduced 25 Taeq products addressing specific nutritional needs, following the nutritional audit performed in 2013.

Responsible retailer

Our record in 2014

Objective	Scope	Target date	Status	Main accomplishments in 2014
• ACT IN THE INTEREST OF CONSUMERS' HEALTH				
Expand the range of healthy Taeq products	GPA	2014	●	The Taeq line of products in Brazil was expanded in 2014. The number of organically grown Taeq products increased by 8% over the year and now comprises 336 food products.
• ENCOURAGE ENVIRONMENTALLY RESPONSIBLE SHOPPING				
Continue to reduce the number of plastic bags distributed in stores	Group	2014	●	The number of plastic bags distributed Groupwide declined by 10% over the year. In France, the number of free shopping bags distributed by Casino has fallen by 93% since 2008. Since 2012, Franprix has offered biodegradable bioplastic bags for its bulk fruits and vegetables. In other countries, subsidiaries are deploying an increasing variety of actions to encourage a preference for reusable bags (in-store displays, loyalty programme incentives, etc.) and reduce the use of disposable bags. As part of its "Juntos en Acción" CSR programme, 13 of the 15 Libertad hypermarkets have introduced a "green checkout counter" where no disposable plastic bags are distributed, in order to raise shopper awareness.
Define a corporate policy on the impact of raw materials	Group	2015	◐	The major impacts of raw materials on deforestation were analysed in association with an international NGO. The conclusions, particularly as concerns palm oil, were presented to the Strategy Committee.
Continue to expand the organic product ranges	Casino GPA Disco Devoto Monoprix	2014	●	The number of organically grown products is being continually expanded, with the banners now offering a total of 13,240 such items. In France, more than 11,170 AB-certified organic products (excluding apparel) are on the shelves, of which 1,115 under banner brands. Outside France, GPA sells more than 1,200 organic products, including Casino Bio brand items. Libertad and Disco Devoto are promoting organically-grown products with special store areas and dedicated advertising campaigns.
Step up actions to protect endangered fish species	Casino Monoprix	2014	●	Since 2007, Casino has undertaken a wide range of measures to preserve fishery resources, particularly by phasing out the sale of the leading endangered deepwater species, such as orange roughy, blue ling, scabbard, grenadier and cusk. Casino and Monoprix offer products certified by the Marine Stewardship Council (MSC), which sets the standards for sustainable fishing. In 2014, the GoodPlanet Foundation and the Casino banners partnered to raise employee awareness of fishing issues by producing a training/information package and an e-learning module.

Responsible retailer

Our record in 2014

Objective	Scope	Target date	Status	Main accomplishments in 2014
• ENCOURAGE ENVIRONMENTALLY RESPONSIBLE SHOPPING				
Deploy the environmental index calculator among food manufacturers	Casino	2014	●	Deployment of the calculator is in progress, with several suppliers already using the tool.
Continue actions to reduce the impact of private-label product packaging	Casino GPA Éxito	2015	●	The cardboard packaging for Taeq products and certain Qualitá products marketed in Brazil by GPA use material recovered from packaging returned by customers under the "Novo de Novo" programme initiated in 2009. In all, the programme has recycled and reused several million pieces of packaging, totalling more than 2,700 tonnes. Whenever a new product is created, GPA is careful to reduce the amount of packaging, which is consistently made from Forest Stewardship Council (FSC)-certified cardboard. In Colombia, Éxito is helping suppliers of Taeq, Carulla and Cautivia products to cut down on packaging.
Add biodiversity criteria to the fruit and vegetable specifications for Terre & Saveurs products	Casino	2014	●	Biodiversity criteria have been added to the fruit and vegetable specifications for Terre & Saveurs products

A trusted partner

Corporate policy

Objectives
• STRENGTHEN ETHICAL SOCIAL COMPLIANCE
Raise employee awareness about Group policy and the issues at stake, while providing relevant training Conduct compliance audits at plants that manufacture private-label products in countries deemed to be high-risk Assist the plants in implementing corrective action plans Support and take part in industry initiatives Strengthen local policies applied by each banner with regard to plant compliance audits
• COMBAT CORRUPTION AND DEVELOP A RESPONSIBLE LOBBYING POLICY
Raise awareness within management Analyse the level of risk Create guides to best practices Evaluate action plans
• SUPPORT LOCAL PRODUCTION CHANNELS
Develop partnerships with local producers Promote locally sourced products in stores Assist supply chains in improving their practices
• PROMOTE THE CSR INITIATIVES OF SMEs
Raise awareness of CSR among SMEs Share each banner's CSR practices with SMEs and encourage adoption of those practices

Our record in 2014

Objective	Scope	Target date	Status	Main accomplishments in 2014
• STRENGTHEN ETHICAL SOCIAL COMPLIANCE				
Conduct 160 social audits to inspect plants working for the Group's private-label brands in high-risk countries	Group	2014	●	In 2014, 190 social audits were conducted in accordance with Social Clause Initiative (ICS) guidelines, of which 166 audits performed directly by the Group and 34 audits conducted by other members of the ICS (shared plants). 46% of the plants audited by the Group are located in China and 28% in Bangladesh. 77% were initial audits and 23% were follow-up audits. In all, more than 1,700 ICS audits have been performed by the Group since 2003.

A trusted partner

Our record in 2014

Objective	Scope	Target date	Status	Main accomplishments in 2014
• STRENGTHEN ETHICAL SOCIAL COMPLIANCE				
Audit all of the Group's partner plants in Bangladesh	Group	2014	●	In light of circumstances specific to Bangladesh, the Group audited all tier-1 plants operating in the country on behalf of its private labels, implemented unannounced systematic audits for preliminary listing and stepped up its safety controls at plants.
Tighten checks run on import agents working for the Group's purchasing departments	Group	2014	●	More than 40% of the social audits conducted in 2014 covered the plants of import agents.
Implement the steps defined in the Accord on Fire and Building Safety	Casino Global Sourcing	2014	●	Plants producing goods for Casino Global Sourcing were audited under the Accord in 2014, and a corrective action plan has been implemented. Teams attended Accord meetings in London, Amsterdam and Dhaka.
Develop training programmes for Purchasing Directors and purchasers	Group	2014	●	In 2014, the Group's Social Ethics Policy and campaign monitoring tools were presented to new buyers, mainly from the textile industry. Training on the preliminary listing system was given to Quality engineers from the Global Sourcing division.
Expand the Group's activities within the Social Clause Initiative	Group	2014	●	The Group was involved in the work led by the Social Clause Initiative and the trip organised in Bangladesh. It also supports joint projects with other social initiatives.
Participate in the ABVTEX initiative	GPA	2014	●	GPA is active in the local Brazilian initiative, Associação Brasileira do Varejo Têxtil. The purpose of ABVTEX is to inspect suppliers and sub-contractors in the Brazilian textile industry based on 13 assessment areas, which cover 18 criteria for ethical conduct including child labour and forced labour.
• COMBAT CORRUPTION AND DEVELOP A RESPONSIBLE LOBBYING POLICY				
Continue planned actions arising from anti-corruption programmes (education, distribution of best practices guides, monitoring of ethics committees, etc.)	Group	2014	●	The Group's Internal Audit department distributed a guide that outlines stakeholder expectations and provides quick-reference guidelines designed for subsidiaries in France and worldwide organised into four main topics: education, prevention, identification and response. The department also reviewed existing anti-corruption procedures based on information reported by all Group entities and monitored the progress of action plans defined the previous year. Special programmes were implemented locally. Libertad distributed its Supplier Ethics Charter in 2014 and held in-house training sessions.
Create an internal taskforce on Responsible Lobbying	Group France	2014	○	This programme will be implemented in 2015.

A trusted partner

Our record in 2014

Objective	Scope	Target date	Status	Main accomplishments in 2014
• SUPPORT LOCAL PRODUCTION CHANNELS				
Deploy the charter for "Small Local Producers" drafted in 2013	Franprix	2014	●	In 2014, Franprix focused its efforts on developing relations with SMEs to promote regional products, with 100 different items to date.
Develop long-term contracts and partnerships with select suppliers to encourage innovation	Casino	2014	●	Casino encourages innovation among its industrial partners by making long-term commitments to sell new products. For example, working with the private-label poultry supplier Terre & Saveurs, Casino changed its standards so that the chickens would from now on be raised without antibiotics.
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	●	GPA continues to support the "Caras do Brasil" programme by giving craft cooperatives the opportunity to sell their products at all Pão de Açúcar stores. Social and environmental criteria were integrated into the process of selecting producers for this range, promoted in stores during the "Produto feliz" campaign during the end-of-year holidays.
Continue initiatives on behalf of local producers by: - implementing the "Microempresarios 100% Colombianos" programme - increasing the number of partnerships and expanding the product offering	Grupo Éxito	2014	●	Éxito continued to develop its "Microempresarios 100% Colombianos" programme and optimised the product offer at 95 stores. The banner also developed commercial relations with 1/3 of the producers met on "agricultural tours" organised in 2013 across all of its regions.
• PROMOTE THE CSR INITIATIVES OF SMEs				
Expand events and programmes as part of the SME Pact (two SME forums)	Casino	2014	●	In 2014, Casino organised an SME Forum for company managers and, in cooperation with the GoodPlanet Foundation, a supplier forum on responsible consumption, attended by about 80 companies. Four prizes were awarded to celebrate the best CSR initiatives among these suppliers. A guide was created listing the Group's CSR commitments to buyers. The SME Forum provided the opportunity to discuss the "Perception of risks and outlook" with a toxicologist and expert member of Casino Group's Health Committee.
Continue the "Simplex" project for suppliers in Colombia, Brazil and Vietnam	Casino Éxito Big C Vietnam GPA	2014	●	33 companies in Brazil, Colombia and Vietnam participated in the third session of the "Simplex" programme. Some of Casino's small French suppliers also took part in the programme, in which participants share expertise and best practices.

A trusted partner

Our record in 2014

Objective	Scope	Target date	Status	Main accomplishments in 2014
• PROMOTE THE CSR INITIATIVES OF SMEs				
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	○	Due to the change in local government staff in the province of Córdoba, this project was postponed until 2015.
Promote a stronger CSR commitment among suppliers through the TOP LOG programme for evaluating practices in the areas of logistics, packaging and emissions reduction	GPA	2014	●	The TOP LOG programme was extended to Nova's business to promote best practices among partner transporters. Each transporter's activity was closely monitored to improve and guarantee an excellent level of service.
Expand the "Quality from the Source" programme to include other types of products	GPA	2014	●	GPA has been developing its "Quality from the Source" programme for the past several years to trace and improve the quality of fruit, vegetables and eggs to monitor the use of pesticides, transport conditions and product storage upstream. The programme has now been extended to beef.
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	●	In 2014, the fruit and vegetable business focused on joining the PEQ (Programa evolutivo de qualidade). This quality certification programme assesses suppliers of manufactured goods and, since 2014, fruit and vegetables, with the aim of signing them up for an internationally recognised external certification programme.
Deploy the EAFIT programme to provide training to partner suppliers	Éxito	2014	●	Éxito supported 57 suppliers in 2014 as part of its quality and supply chain improvement training programme implemented with EAFIT University.
Continue the "BPA" (Best Agricultural Practices) certification process for local producers	Éxito Libertad	2014	●	Éxito integrated new suppliers into the programme and worked to have about twenty more certified in 2014. To date, 4% of fruit and vegetable suppliers are certified. Libertad was unable to take part in the programme in 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	●	Environmental and occupational health and safety training was given to the senior managers of garment production workshops. 41 workshops were reviewed in 2014.
Maintain an ongoing dialogue with manufacturers (through seminars, trade shows and taskforces) to develop joint CSR projects and provide recognition to suppliers	Franprix Éxito	2014	●	Franprix hosted an exhibition with 130 suppliers, which provided the opportunity to talk with members of the Management Committee in order to develop joint projects.

Environmentally proactive group

Corporate Policy

Objectives	Scope	Target date
• REDUCE GREENHOUSE-GAS EMISSIONS		
Reduce GHG emissions per sq.m (Scopes 1 and 2) by 20% (base year: 2012)	Group	2020
Assess GHG emissions from the Group's principal operating activities (scopes 1 and 2) every year	Group	2015-2020
Measure and reduce the impact of direct GHG emissions from commercial refrigeration by: - expanding monitoring of refrigerant leakage - improving containment of existing refrigeration facilities - reducing the use of major global warming fluids (HFCs and HCFCs) - developing HFC-free refrigeration systems	Group	2015-2020
Measure and reduce the impact of greenhouse-gas emissions attributable to goods transport by: - evaluating the carbon footprint of transport every year for the principal operating activities - developing sea, river and rail transport whenever possible - increasing sharing of available transport capacity - strengthening backhauling and fronthauling agreements to improve vehicle loading rates - stepping up local sourcing	Group	2015-2020
• INCREASE ENERGY EFFICIENCY		
Reduce energy consumption per sq.m by 20% (base year: 2012)	Group	2015-2020
Monitor energy consumption by: - defining reduction targets for each business - installing remote meter reading at sites that have been renovated for energy efficiency	Group	2015-2020
Continue energy renovations of stores by: - creating employee guides to ecofriendly behaviour - conducting energy assessment - implementing energy performance contracts - installing doors on refrigerated display cases, with the goal of covering 75% of all units in France by 2020 - installing more energy-efficient lighting in stores - promoting the sharing of best practices in energy management	Group	2015-2020

Environmentally proactive group

Corporate Policy

Objectives	Scope	Target date
• FIGHT POLLUTION BY REDUCING AND RECOVERING WASTE		
Reduce the proportion of our mixed waste by 20% (base year: 2012)	Group	2020
Continue to improve sorting systems for operating waste (cardboard, plastics, organic waste) by: - increasing the scope and frequency of monitoring by business activity - improving employee training and awareness of selective sorting procedures - collaborating to develop new local waste recovery networks	Group	2015-2020
Expand measures to collect and recycle used products from customers (light bulbs, batteries, etc.) by: - developing new partnerships with suppliers, recyclers and local organisations - providing in-store collection points that are clearly marked and well-maintained - increasing the number of stores that offer collection services to customers - educating customers and employees about sorting procedures and the recycling of used products	Group	2015-2020
• PROMOTE BIODIVERSITY		
Identify high-risk supply chains by: - improving 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 by: - pursuing campaigns to promote reforestation - maintaining efforts to reduce paper consumption - using a higher proportion of recycled paper and paper from sustainably managed forests	Group	2015-2020
Take steps to protect endangered species by: - upholding the sustainable seafood policy - expanding partnerships with representative institutions at the local level - applying the recommendations of Green World Building	Group	2015-2020

Environmentally proactive group

Our record in 2014

Objective	Scope	Target date	Status	Main accomplishments in 2014
• REDUCE GREENHOUSE-GAS EMISSIONS				
Assess greenhouse gas emissions from the Group's principal operating activities (scopes 1 and 2)	Group	2015	●	Each entity conducted greenhouse gas inventories of its emissions based on common standards, in line with guidance from the GHG Protocol and French regulations.
Reduce the impact of direct GHG emissions from commercial refrigeration by: - updating the Group's policy with respect to refrigerants - expanding monitoring of refrigerant leakage - improving containment of existing refrigeration facilities - completing the elimination of HCFCs and CFCs (stores in France) - developing refrigeration systems with a low GHG impact	Group	2015-2020	◐	<ul style="list-style-type: none"> Group: A study was conducted with the support of the French Environment and Energy Management Agency (ADEME) on the main technical alternatives available by sales format for low-carbon commercial refrigeration. Casino/Monoprix/Franprix-Leader Price: The programme to remove HCFCs was completed, with the further extension of the system to monitor fugitive emissions by a trusted independent expert to improve maintenance conditions. GPA: Maintenance conditions were redefined and systems tested for the remote monitoring of coolant levels in refrigeration equipment. Éxito: A fluid consumption log was implemented in each store. Vindémia: Coolant consumption at each store was monitored more frequently for analysis in cooperation with the refrigeration service providers in charge of maintenance. Big C Vietnam: Service providers and maintenance technicians were alerted about fugitive emissions and HFC fluids with low global warming potential were tested.
Reduce the impact of greenhouse-gas emissions attributable to goods transport by: - defining a standardised protocol for evaluating the carbon footprint of transport activities - expanding the use of river- and rail-based transport - increasing the use of consolidated procurement - strengthening backhauling agreement - improving the vehicle loading rate	Group	2015-2020	◐	<ul style="list-style-type: none"> Group: A system was rolled out to measure the carbon intensity of goods transport by logistics segment and by means of transport. Casino: Transporters were encouraged to sign the Objectif CO₂ Charter led by the French Environment and Energy Management Agency (ADEME) [40% of current service providers have signed]. A partnership was signed with a transport service provider to test ten vehicles running on liquefied natural gas (LNG). Monoprix: A partnership was signed to pool the transport of cosmetics to Samada warehouses. Franprix: The proportion of deliveries via the Seine River in the Paris region between warehouses and stores increased by 20%. GPA Multi Varejo: The backhauling programme was developed further [5% increase] with new suppliers. GPA: A project was set up to upgrade vehicles and offer drivers training in eco-driving techniques. Éxito: Vehicle loading was maximised on departure from warehouses. Vehicles were also upgraded. Big C Vietnam: River transport was developed to ship non-perishable food from warehouses to supermarkets.

Environmentally proactive group

Our record in 2014

Objective	Scope	Target date	Status	Main accomplishments in 2014
• INCREASE ENERGY EFFICIENCY				
Reduce energy use per sq.m by 2.5% annually	Group	2015-2020		In France, Casino stores have reduced their consumption per sq.m by 16% since 2012.
Monitor energy use by: - encouraging the businesses to define their own energy-efficiency targets - installing remote meter reading at sites that have been renovated for energy efficiency	Group	2015-2020		Energy use is monitored by store.
Continue energy renovations of stores by: - creating employee guides to ecofriendly behaviour - conducting energy assessments - implementing energy performance contracts - installing doors on refrigerated display cases, with the goal of covering 75% of all units in France by 2020 - installing more energy-efficient lighting in stores - promoting the sharing of best practices in energy management	Group	2015-2020		<ul style="list-style-type: none"> Casino: 90% of Géant hypermarkets and 46% of Casino supermarkets have signed an Energy Performance Contract with Green Yellow. Electricity consumption per sq.m of store selling space has been reduced by 16% since 2012. Best energy-saving practices were set out in a guide for store managers and employees. Monoprix: 15 stores were renovated for energy efficiency by installing doors on commercial refrigeration units and optimising the cooling and lighting systems. Franprix: The programme to equip commercial refrigeration units with doors was continued (25% of stores equipped in 2014). GPA: A pilot project involving three stores was launched to define the most efficient energy renovation system, in partnership with Green Yellow. Éxito: 53 sites were renovated for energy efficiency by upgrading their lighting and air conditioning systems. The first photovoltaic power production system was started up, in partnership with Green Yellow. Big C Thailand: Low-power T5 lighting was rolled out further, and air conditioning blocks were upgraded at existing stores. Green Building recommendations were integrated into new store projects (more natural light and better insulation).

Environmentally proactive group

Our record in 2014

Objective	Scope	Target date	Status	Main accomplishments in 2014
• FIGHT POLLUTION BY REDUCING AND RECOVERING WASTE				
Continue to improve sorting systems for operating waste (cardboard, plastics, organic waste) by: - increasing the scope and frequency of monitoring by business activity - improving employee training and awareness of selective sorting procedures - collaborating in developing new local waste recovery networks	Group	2015-2020		<ul style="list-style-type: none"> Casino: Best practices for improving sorting procedures and reducing food waste at stores were set out in a guide to ecofriendly behaviour for managers and employees. Virtually all hypermarkets donate food regularly to local organisations and food banks. Monoprix: Awareness campaigns were implemented for in-store employees and a communication kit was distributed. Leader Price: A system was set up to have store waste sorting performance monitored by a trusted independent expert. GPA: The waste sorting performance management programme was continued (86% more stores with waste monitoring and under master agreements). Libertad: A partnership was forged with a service provider to recycle broken wooden pallets.
Expand measures to collect and recycle used products from customers (light bulbs, batteries, etc.) by: - developing new partnerships with suppliers, recyclers and local organisations - providing in-store collection points that are clearly marked and well-maintained - increasing the number of stores that offer collection services to customers - educating customers and employees about sorting procedures and the recycling of used products	Group	2015-2020		<ul style="list-style-type: none"> Casino: A guide to ecofriendly behaviour for store managers and employees was developed, including the conditions required for the proper functioning of collection services (batteries, lamps, small appliances, used mobile phones, etc.) offered to customers. Monoprix: The fifth large-scale clothing drive was organised for Emmaüs (more than 50 tonnes collected). Cdiscount: Services were expanded for the free home pick-up of large appliances and for drop-off points for small appliances. GPA: The partnership with manufacturers was re-launched to manage and deploy in-store collection points for used equipment and packaging. Éxito: A collection service was implemented for used goods (batteries, medicine, small appliances, etc.) at hypermarkets. Big C Thailand: A campaign to collect used milk cartons at stores was launched in partnership with manufacturers. The cartons are transformed into an alloy with which the manufacturers produce panels that offer a better alternative to the metal sheeting (less dangerous and offering better insulation) used in roofing for houses in Asia. A campaign to collect telephone batteries was initiated in partnership with a manufacturer that recycles them.

Environmentally proactive group

Our record in 2014

Objective	Scope	Target date	Status	Main accomplishments in 2014
• PROMOTE BIODIVERSITY				
Identify high-risk supply chains by: - improving the traceability of sensitive raw materials to ensure greater control over conditions for their long-term use	Group	2015-2020	●	An assessment study of high-risk businesses was carried out in partnership with an NGO.
Assist in the protection of primary forest and reforestation by: - pursuing campaigns to promote reforestation - maintaining efforts to reduce paper consumption - using a higher proportion of recycled paper and paper from sustainably managed forests	Group	2015-2020	●	<ul style="list-style-type: none"> • Éxito: 1,972 trees were replanted by Éxito stores. • Big C Thailand: support was given to the government reforestation programme.
Take steps to protect endangered species by: - upholding the sustainable seafood policy - expanding partnerships with representative institutions at the local level - promoting best practices in construction as recommended by Green World Building	Group	2015-2020	●	In France, an awareness-raising programme was developed for the seafood teams concerning the issues of sustainable seafood as part of the "Choice is Action" campaign.

Local corporate citizen

Corporate Policy

Objectives
• DEVELOP NON-PROFIT PARTNERSHIPS
<ul style="list-style-type: none"> Step up efforts on behalf of food banks Strengthen programmes designed to combat exclusion Develop co-branding campaigns to benefit established organisations
• STEP UP LOCAL COMMUNITY OUTREACH
<ul style="list-style-type: none"> Encourage stores to develop local community outreach initiatives Draw attention to these initiatives internally and highlight participation by stores
• EXPAND PROGRAMMES BY FOUNDATIONS
<ul style="list-style-type: none"> Increase employee involvement in Foundation activities Expand activities on behalf of underprivileged children Share best practices among Foundations within the Group

Our record in 2014

Objective	Scope	Target date	Status	Main accomplishments in 2014
• DEVELOP NON-PROFIT PARTNERSHIPS				
Take action to implement the "Casino is mobilising against exclusion" campaign	Group France	2016	●	Casino has forged a number of partnerships through the Casino Foundation: Apprentis d'Auteuil (participation in the Maman en Fêtes jumble sales to support underprivileged mothers) and the Agence du Don en Nature (37,000 families supported through donation drives at Casino stores). Casino and five of its suppliers support the Médiaterre responsible energy consumption programme initiated by non-profit organisation Unis-Cité.
Continue efforts underway on behalf of food banks	Group (excluding Disco Devoto, Big C Thailand, Big C Vietnam)	2016	●	In 2014, the Group brought more than 12,980 tonnes of goods to food banks through either collection or pick-up, representing 25.9 million meals. In France, 5,444 tonnes of goods were collected through daily pick-ups and 1,187 tonnes were deposited by customers at the Group's banners. Outside France, GPA organised a major day-long food drive in Brazil for the second year in a row. In Argentina, Libertad supports the Argentine Food Bank Network (Red Argentina de Bancos de Alimentos) and coordinates in-store food drives twice a year. In Colombia, Grupo Éxito continued the partnership formed several years ago with 24 local food banks. It also supports the programme to collect agricultural surpluses in rural areas. Vindémia has been working alongside the Reunion Island food aid network 2R2A to collect products in Group stores and organise food drives among customers.

Local corporate citizen

Our record in 2014

Objective	Scope	Target date	Status	Main accomplishments in 2014
• DEVELOP NON-PROFIT PARTNERSHIPS				
Pursue nationwide in-store giving programmes	GPA	2014	●	820 stores participated in the major day-long food drive, with support from 1,000 employee volunteers working on behalf of several organisations including Amigos do Bem, Banco de Alimentos and Mesa Brasil.
Develop campaigns for products that are co-branded with our suppliers	Group France - GPA	2014	●	Géant supermarkets, Casino supermarkets, Franprix and Monoprix joined forces with Danone to roll out the "Bring a smile to sick children" campaign launched by the Dr Souris organisation. The programme supplied five additional hospitals and 2,000 beds with computers, Internet connections and learning materials to end isolation for hospitalised children. GPA led a co-branding campaign with AACD, a Brazilian organisation which serves disabled children.
Continue and expand partnerships with local foundations promoting early childhood causes (Impulso, Logros, Niños con Alas)	Disco Devoto	2014	●	The Disco group banners in Uruguay contributed funding for various foundations that support hospitals (to buy medical equipment) or educational structures and programmes for underprivileged youths.
• STEP UP LOCAL COMMUNITY OUTREACH				
Develop in-store campaigns on behalf of local communities	Group	2014	●	In France in 2014, the Group's initiatives supported a number of charity organisations, such as Secours Populaire, the French Red Cross, Apprentis d'Auteuil, Agence du Don en Nature, Emmaüs, Dr Souris, Gol de Letra and Handi'Chien. All consolidated Franprix stores have integrated the "Rounding up" initiative, in which customers can round up the total of their shopping bill and donate the difference to the Secours Populaire and French Red Cross. Monoprix organised the fifth edition of a large-scale clothing drive for Emmaüs. During the FIFA World Cup, Casino initiated a campaign to benefit the Franco-Brazilian organisation led by the former football player Rai, Gol de Letra, which supports children from favelas. Casino also continues to provide non-food products to raise money through charity jumble sales organised by Apprentis d'Auteuil and the Agence du Don en Nature. Through the "microDon" card offered at 59 stores, Monoprix collected funds for 45 local organisations. Outside France, many similar programmes have been deployed that reflect the diversity at the banners, the broad range of customer needs and the Group's engagement with the community.
Continue the "Big Community" programme	Big C Vietnam	2014	●	Big C Vietnam financed 12 projects, including the construction of a kitchen for a pre-school and the purchase of medical equipment through the Big Community programme, which is now in its fourth year.

Local corporate citizen

Our record in 2014

Objective	Scope	Target date	Status	Main accomplishments in 2014
• STEP UP LOCAL COMMUNITY OUTREACH				
Continue deployment of the "Vuelto Solidario" programme to support organisations and foundations that work to promote early childhood causes	Libertad	2014	●	Libertad defined the main focus of its "Vuelto Solidario" community programme in 2014, which is to support children in Argentina. The "Donemos sonrisas" ("Let's give out smiles") campaign provided funding for a children's aid foundation.
Continue the "Engaged Local Corporate Citizen" programme	Casino	2014	●	Casino stores and warehouses are encouraged to take action in the several hundreds of initiatives implemented every year to support local organisations through the "Engaged Local Corporate Citizen" programme.
• EXPAND PROGRAMMES BY FOUNDATIONS				
Continue the activities underway at the Casino, Big C and Éxito Foundations	Casino Big C Thailand Éxito	2014	●	The Casino Corporate Foundation celebrated its fifth anniversary in 2014 and continued to develop its two main programmes. The "Artists at School" programme, launched in 2011 in cooperation with France's Ministry of Education and the Odéon theatre in Paris, was mobilised to back 10 arts and culture projects targeting young people in isolated urban or rural areas. The "Local Initiatives" programme was used to support various local projects in 2014 that were proposed and sponsored by Group employees. The Éxito Foundation in Colombia, which has become known among stakeholders for its expertise in fighting child malnutrition, continued to take action through its "Gen Cero" programme, whose objective for 2030 is to ensure that no Colombian child under five suffers from malnutrition. More than 35,000 children, 3,500 pregnant women and 7,600 families benefited from the programme in 2014. The Big C Thailand Foundation focuses on promoting youth education. It provides financial aid to the least fortunate – with over 6,000 scholarships awarded in 2014 – and jointly sponsors the construction of new schools and sports facilities – with four new schools built in 2014 out of 41 to date and 11 basketball courts sponsored since the programme's inception.
Implement the Monoprix Foundation's planned initiatives and encourage employee participation	Monoprix	2014	●	The Monoprix Foundation in France focuses its action on providing access to food and other basic necessities and combating social isolation in cities. Celebrating its fifth anniversary in 2014, the Monoprix Foundation supported 13 charity projects, of which seven were sponsored by employees. 650 employees were involved in community initiatives during the foundation's solidarity week.

Local corporate citizen

Our record in 2014

Objective	Scope	Target date	Status	Main accomplishments in 2014
• EXPAND PROGRAMMES BY FOUNDATIONS				
Continue and expand the initiatives led by Instituto GPA	GPA	2014	●	Instituto GPA develops educational programmes in Brazil to help young people from low-income backgrounds enter the workplace (free English classes, training to become a cashier or call centre representative, NATA vocational training for jobs in the baking and dairy sectors). In 15 years, Instituto GPA has offered music training for 13,000 youths aged 10 to 18 from underprivileged backgrounds (Instituto GPA Música & Orquestra). The orchestra has performed in stores, and at theatres and festivals, both inside and outside Brazil. In 2014, it was invited to play at Carnegie Hall in New York City. Instituto GPA formed a partnership with the Getúlio Vargas Foundation in 2014 to set up the merit-based scholarship programme "Prosperar", which welcomed its first 10 grant students during the year.

Reporting principles

The information provided concerning 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 2014 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 otherwise stated, the scope of CSR reporting is the same as the Group's financial reporting:

- France/Indian Ocean: Casino, Monoprix, Cdiscount, Franprix, Leader Price and their support functions (logistics, purchasing, human resources, etc.) and Vindémia;
- Latin America: GPA, Libertad SA, Grupo Éxito, Disco Devoto;
- Asia: Big C Thailand and Big C Vietnam;
- Group: the consolidated scope comprising the above entities.

The corporate website www.groupe-casino.fr also publishes information concerning the Group's CSR process. Available for download from this website, the Registration Document provides additional information about CSR performance and initiatives as well as about the system of governance that has been set up and the methods and principles that are applied. The Registration Document includes the report issued by the Statutory Auditors based on their 2014 review of the Company's CSR information. Monoprix, Cdiscount and Vindémia also publish CSR information in their management reports and on their websites. GPA, Grupo Éxito and Libertad, all of which are signatories of the United Nations Global Compact, each publish an annual CSR report that can be found on their websites, www.gpari.com.br, www.grupoexito.com.co and www.libertadsa.com.ar.

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	7, 17, 18, 27, 28 62 to 65
2. Make sure that they are not complicit in human rights abuses.	35, 36, 52 to 55
LABOUR	
3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	40 to 48
4. The elimination of all forms of forced and compulsory labour;	35, 36
5. The effective abolition of child labour;	52 to 55
6. The elimination of discrimination in respect of employment and occupation.	13 to 16, 40 to 48
ENVIRONMENT	
7. Businesses should support a precautionary approach to environmental challenges;	23 to 26, 56 to 61
8. Undertake initiatives to promote greater environmental responsibility;	23 to 26, 56 to 61
9. Encourage the development and diffusion of environmentally friendly technologies.	20, 22, 23 to 26, 49 to 51
ANTI-CORRUPTION	
10. Businesses should work against corruption in all its forms, including extortion and bribery.	52 to 55

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BNP Paribas Securities Services – GCT
Shareholder Relations
Grands Moulins de Pantin
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