

# (Ethical Charter)



On 19th October 2009, Casino signed **the United Nations Global Compact** thereby committing to 10 universally accepted principles relating to **human rights, labour standards, the environment and anti-corruption**. In keeping with this commitment, groupe Casino was eager to have a **Group ethical charter** based on the values stated in the **Universal Declaration of Human Rights and the conventions of the International Labour Organization**.

This ethical charter involving all the subsidiaries of the Group, **commits the company** with regard to its employees and the stakeholders with which it interacts.

**The Casino Group**

**36 billion** in consolidated net sales

**227 842 employees** worldwide

**42% of consolidated net sales** generated outside France

**12 969 stores** around the world of which 9 855 in France

**E-commerce : n°1 in Colombia and n°2 in France**



**From the outset, groupe Casino has stayed true to the values which have forged its success and guide it through each of its actions.**

The men and women of groupe Casino are **united by these very values and commitments** and they endeavour to be on a daily basis:

**ENTREPRENEURIAL**

**LOYAL**

**DEMANDING**

**MUTUALLY SUPPORTIVE**

**These are the four keys of our group spirit.**





In the spirit of the entrepreneurial, loyal, demanding and mutually supportive values that guide its operations, Groupe Casino and its subsidiaries solemnly reaffirm their commitment to embrace and support:

- The inalienable rights proclaimed in the **Universal Declaration of Human Rights**
- The principles of **ILO Declaration on Fundamental Principles and Rights at Work**
- **The United Nations** Global Compact, which the Group has pledged to support.

As a result of its business development in France and abroad, Groupe Casino has defined a **corporate vision reflected** in its signature – “Nourishing a world of diversity”.

This ethical charter expresses **our determination to foster long-term reciprocal commitments** with customers, suppliers, shareholders, employees and other stakeholders.

## COMMITMENT NO. 1:

**Comply with national and international laws, principles, standards and regulations.**

Groupe Casino is committed to **complying with all applicable laws and regulations in the countries** where it operates.

The Group reaffirms its commitment to the inalienable rights expressed in the **International Bill of Human Rights** (including the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights), as well as in **the eight ILO fundamental conventions**.

The Group has also pledged to support **the principles of the UN Global Compact**.



## COMMITMENT NO. 2:

**Apply the principles of transparency and good governance.**

Groupe Casino guarantees the **reliability, fairness and transparency of the accounting, financial, social and environmental** information that it communicates to stakeholders.

The Group has introduced **governance practices and audit systems**. It prohibits any form of **corruption or financial malfeasance**.





### COMMITMENT NO. 3:

**Embrace the diversity of expectations, needs and lifestyles of Casino stakeholders.**

Through its corporate signature – “Nourishing a world of diversity” – Groupe Casino expresses its determination to address **the full array of needs and expectations** of its stakeholders.

The Group engages in constructive dialogue with international institutions, non-governmental organisations, national and local authorities, industry associations and trade unions, consumer groups and any other relevant organisations, with **a focus on listening to their concerns and moving forward** together. It strictly upholds the principles of **political neutrality**.



## COMMITMENT NO. 4:

### Uphold human dignity.

Recognizing that **every individual makes a valuable contribution to the Group and to society**, Groupe Casino ensures that it consistently upholds people's dignity in the workplace, without any intimidation or harassment.

Special attention is paid to **applying international standards aimed at eliminating forced labour and child labour**, both in the Group's own business and among contractual suppliers.





## COMMITMENT NO. 5:

**Foster equal opportunity in hiring, training and career development.**

**Groupe Casino does not tolerate any form of discrimination**, for any reason.

The Group guarantees equal access to jobs and career development opportunities in its teams, based solely on capability, and **facilitates access to training**.

It develops appropriate solutions to **enable employees with disabilities or suffering from illness to remain in the workforce**.



## COMMITMENT NO. 6:

### Support an effective social dialogue.

Groupe Casino fosters a **tradition of social dialogue across the enterprise.**

It does everything possible to support a **culture of constructive social dialogue** based on mutual respect, in the interests of both the business and employees.

It respects applicable legislation and provides fair and reliable information to employee and trade union representatives in a timely manner.

The Group encourages employees to **express their expectations** to their managers and to employee representatives.





## COMMITMENT NO. 7:

### **Apply fair practices in all its business relationships.**

Groupe Casino is committed to **frank and open relationships with its suppliers, ensuring that each one is treated fairly** regardless of their size.

Service providers are selected according to objective criteria, based in particular on their ability to deliver the services required and with **a constant focus on fair treatment** in accordance with the principles expressed in this Ethical Charter.

The Group **upholds freedom of competition and free enterprise** and refrains from engaging in any business practices likely to infringe applicable national and international laws and regulations.





## COMMITMENT NO. 8:

**Offer product and service quality consistent with the Group's role as a responsible retailer.**

**Quality is one** of Groupe Casino's **core values**. The Group is committed to offering **shoppers the highest quality**, healthiest and safest products, while meeting their expectations regarding ethical practices and quality of life.

The Group pledges **to improve working conditions** for the people who make these products, in accordance with local labour laws and international agreements on fundamental rights at work.

Procedures are being implemented **to guarantee product traceability** across all of the processes managed by the Group.

The Group does its **part to preserve biodiversity** by offering product lines that respect people and the environment.



## COMMITMENT NO. 9:

### **Support vulnerable individuals and populations.**

Groupe Casino is attuned to the difficulties facing vulnerable populations in all of its host countries.

In particular, through its foundations it is committed to helping disadvantaged children gain access to culture, education and citizenship.

In addition, it supports humanitarian aid organizations by forging partnerships with them and providing them with financial assistance and/or equipment.

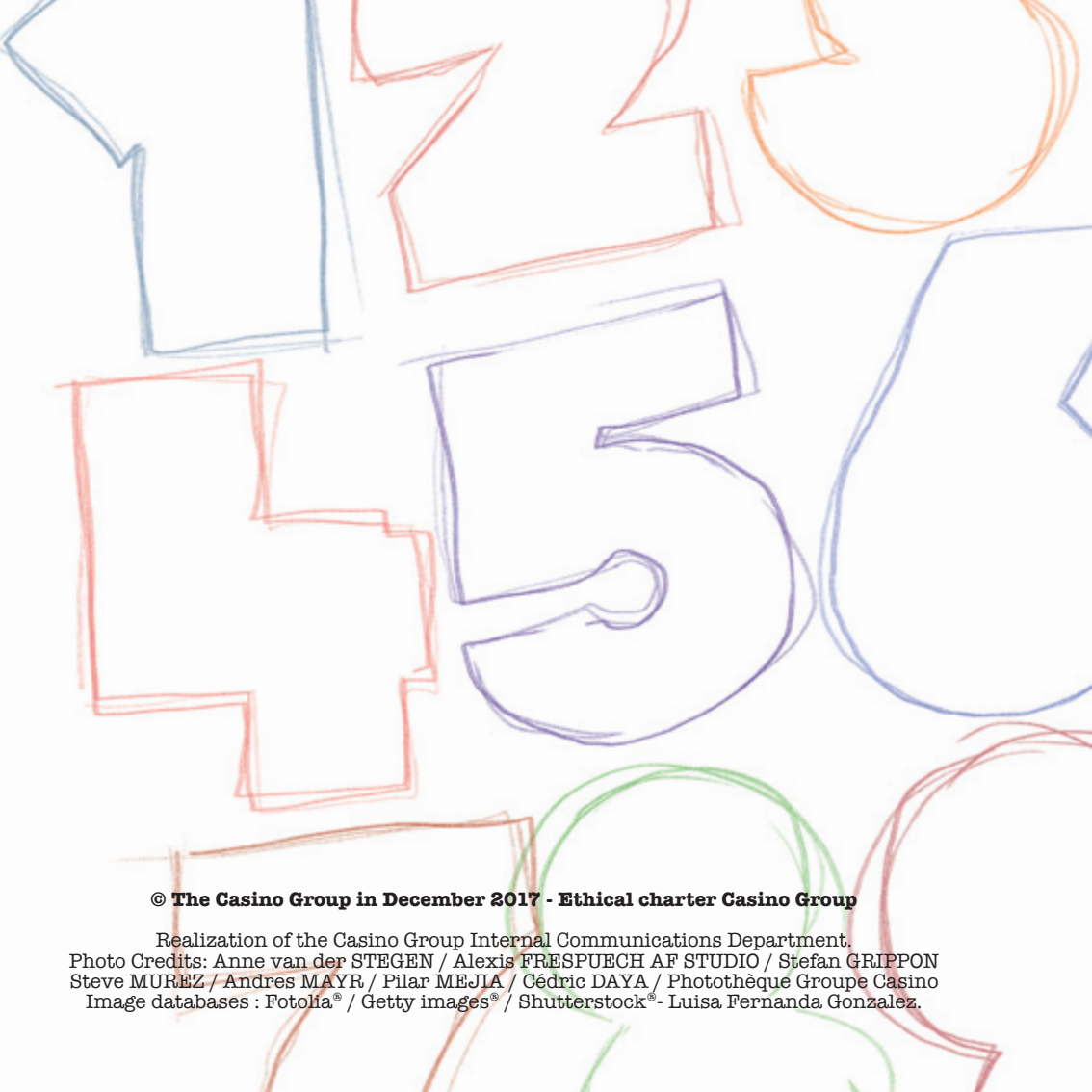


We count on your vigilance and professionalism to ensure compliance with this charter ,everyday , in a positive and constructive spirit. The entire management has foined forces to provde you with the support and the appropriate means to ensure effectiveness. For further inquines, please contact your hierarchy and/or the Human Resources Department .

**For more information on the commitments and actions of the Group :**

**[www.groupe-casino.fr](http://www.groupe-casino.fr)**





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Realization of the Casino Group Internal Communications Department.

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