



Corporate Social Responsibility 2018

Casino group

A CSR approach which responds to the main challenges of the industry

- Multiple challenges for the **industry**
 - While the food industry is responsible for **25% of greenhouse gas emissions** (from the field to the fork), the stakes are:
 - Feeding 7 billion people + **3 extra billion** by 2050;
 - Offering **diversified, healthy and responsible food, respectful of biodiversity**;
 - Improving **social and environmental conditions of the supply chain, with more transparency**;
 - Reducing greenhouse gas emissions by **80% by 2050** to respect the Paris Agreement.
 - Organised distribution is one of the **1st employers in the world**
 - Accompanying changes linked to **digital transition**: robotization, artificial intelligence
- ▼
- Casino group CSR policy:

Offering **healthy** and **sustainable** food to all our customers

MIEUX
CONSOMMER
MIEUX
MANGER | PRODUIRE



The key points of the CSR policy of Casino group

- An approach, initiated from the early 2000s, in accordance with the **17 Sustainable Development Goals** and **The Paris Agreement on climate change**, concluded by the Group adhesion to:

- The United Nations **Global Compact** (2009);
- The **ILO Global Business and Disability Network** Charter (2014);
- The « **Women's Empowerment Principles** » promoted by UN Women (2016);
- The **Science Based Targets** (SBT) initiative and **Act for Nature** (2018).

Sustainable Development Goals



- A **proactive** CSR policy which:
 - is part of an **innovation** approach, fulfills and anticipates the expectations of the stakeholders;
 - contributes to the **economic, social, societal and environmental performance** of the Group with 4 objectives:



Facilitating trusting relationships with all the stakeholders



Reducing the environmental impact of the Group - energy, waste, food waste - to fight against climate change



Supporting the responsible consumption of fresh and sustainable products: organic and local products, less processed



Strengthening motivation and commitment among employees, to retain and attract the best talents

A structured and recognised CSR approach

- An approach overseen by **the Executive Committee**
- ... **structured around 15 priorities** of defined actions according to the expectations of the stakeholders, the impacts and opportunities on the Group's activities

Committed employer

- Promote diversity
- Help young people enter the workforce
- Provide growth opportunities for employees
- Take action for health and wellbeing at work

Responsible retailer

- Take action to protect consumer health
- Encourage consumption that is respectful of the environment and biodiversity
- Fight against food waste

Trusted partner

- Strengthen social compliance policy
- Support local production channels
- Promote the CSR initiatives of suppliers

Local Corporate citizen

- Develop Foundation programmes
- Develop solidarity partnerships

Environmentally committed Group

- Reduce greenhouse gas emissions
- Improve energy efficiency
- Reduce and recover waste

Sustainable Development Goals



- ... measured with over 25 indicators published in the registration document, the annual report and the website
- ... and taken into consideration in the **variable compensation** of the CEO and **management**:
 - 10% of **variable compensation of the CEO** is linked to the grades obtained in extra-financial ratings: Vigeo Eiris and FSTE4GOOD and the asset management company Robeco Sam (DJSI index)
 - In France, in 2018, a Group-level quantifiable CSR performance target is implemented for all executives, accounting for **5 %** of variable compensation, including 2 criteria:
 - **Gender equality**: percentage of women executives at Group level;
 - **Energy efficiency**: electric consumption of the Group in kWh/m² of retail space;
 - In Brazil and Colombia, CSR objectives have also been integrated to variable compensation since 2016.

Extra-financial rating 2018

- A policy recognized by **non-financial rating agencies**:

1st
in the Retail
Industry

By



CASINO
SOLICITED SUSTAINABILITY RATING – December 2018
Supermarkets



Opinion on sustainability

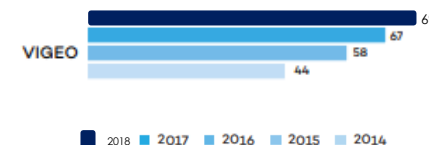
Summary



Rank in Sector	1/17
Rank in Region	8/1341
Rank in Universe	8/4583

ESG Reporting Rate	99%
Sector average	77%

**A grade in continued
progress since 2014:**



3,9
/ 5

ROBECOSAM
We are Sustainability Investing.

64
/100



67
/100



SUSTAINALYTICS

8
out of
67

Relative Position
Outperformer

70
/100

BBFAW
Business Benchmark
on Farm Animal Welfare

Ranking
3 / 6

1st retailer in France



B

Committed employer

Strengthening gender equality

- Our policy in favour of **gender equality**, defined at Group level, is adapted for each country.

2018 Key Indicators

% of women executives

Group	France	Brazil	Colombia
38,9% + 3,5 points vs 2015	41,3 % + 2,7 points vs 2015	32,3 % + 12,6 points vs 2015	31,5 % + 4,4 points vs 2015

Gender equality Index*
Scores:
98/100
Monoprix
88/100
Casino



2018 main actions

- Exito adhered to the « **Women Empowerment principles** » and implemented a Pact for Diversity and Inclusion in order to reassert its commitment
- GPA implemented a manifesto for equality signed by Male executives
- The Group received a Prize awarded by UN Women for its commitment in favour of the **Campaign against Domestic Violence** and a LSA CSR Trophy for its **program against Sexual Harassment**
- The **mentoring program** of the **C'est avec Elles** women's network supports, each year, 30 women executives



Orange Day campaign for the fight against domestic violence



**Tous en mouvement
avec Orange Day**

Signature by Exito of the « Women empowerment principles »



Signature by GPA of the Manifesto for Equality



HIGHLIGHTS:

- More than **1,000 participants** (employees and external public)
- **25 Lectures and panelists**
- Opening with GPA President and Executive Directors
- Affinity Group of Racial Equality: GPA Madiba
- Invitation to LGBTI+ Affinity Group
- Presentation and signature of the **Gender Equality Manifest** by GPA Men Executives

Committed employer

Promoting all types of diversities

- The Group, which has been carrying out its first actions since 1993 to fight against discriminations linked to origin, is the first and only retailer to have obtained the **Diversity Label** (since 2009) and the **Gender Equality Label** (2013)

2018 Key indicators

220 060
employees

53%
of women

38,5%
of under 30's
14%
of over 50's

8 532
apprentices and
work-study
trainees

1 166
employees
recruited in
underprivileged
neighbourhoods*

+ 21%
of disabled
employees
since 2015

2018 Main actions

- Casino organised the **7th 'apprentices' Day** in order to highlight their performances
- A guide about better living together: « **preventing and managing incivilities** » was broadcast to all employees in France in order to facilitate better living together, therefore completing the guides implemented by the Group on the fight against discriminations linked to physical appearance, disabilities, sexual preferences, religion and age
- Casino group organised for the 5th year running the Operation « **Cap sur Casino** » with the association « Le Réseau », supported by the Ministry of Education in order for over 200 young pupils from underprivileged neighbourhoods to discover retail jobs
- 1st signatory of the **Charter for the Promotion of Civic service** among companies, the Group has led round tables about employment of youths involved in Civic Service, especially those who paraded on 14th July
- GPA organised a **forum on Diversity** and implemented a **LGBT Committee** composed of employees participating in the definition of policies for the fight against discriminations linked to sexual orientation

Casino Group is committed towards the youths of the Civic Service



Diversity Forum of GPA



The Group is committed towards the youths from underprivileged neighborhoods with Cap sur Casino

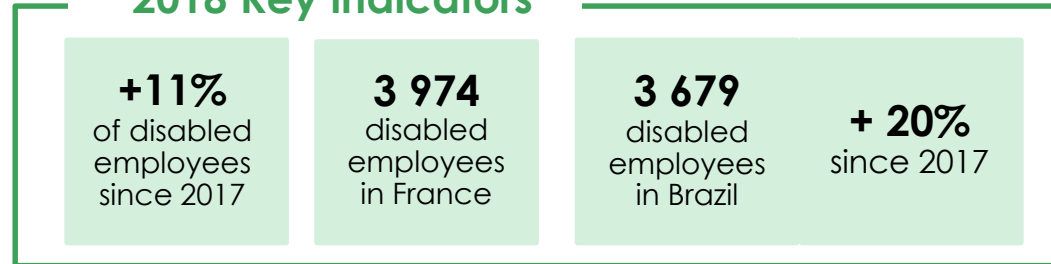


Alternants' Day



- The Casino group has been assertively engaged in hiring and retaining disabled employees since 1995

2018 Key indicators



■ 2018 Main actions

- A guidebook "Disabilities in the Workplace: fighting stereotypes, supporting jobs for the disabled" has been published and broadcast in all Casino sites in France
- More than 500 Cdiscount employees took part in the « **2018 disability days to fight stereotypes** » ; Casino supported for the 4th year the association "**Handi'Chiens**" via a product sharing operation
- GPA organizes numerous workshops and trainings to promote the inclusion of people with disabilities and has launched the "**Sementes**" **program** to support people with disabilities to find a job in the bakery sector

13,14%
of disabled
employees
Casino
in France*

5,3%
of disabled
employees
Assaï
in Brazil

Guidebook « Disabilities within the company »

Le Handicap en entreprise



Vaincre les stéréotypes
Agir au quotidien en faveur de
l'emploi des personnes handicapées

ON EST
BIEN
MAILLABLES
ACTIVABLES

Casino
SOUHAITE UN MONDE
DE DIVERSITÉ

OK. LUCIEN EST VISIBLE MAIS
NOUS AVONS ÉGALEMENT AUTOUR
DE CETTE TABLE UN DIABÉTIQUE,
UN MALENTENDANT ET UN
MAL-COMPRENANT.



« Sementes » program for GPA for people with disabilities



Days of Action for Cdiscount employees



Responsible Retailer

Promoting more responsible consumption

■ Promoting an offer of more **responsible products**:

- From **organic trade**



2018 Key indicators

959 M€
net sales
of organic
products

2 075
organic food
products
(private labels)

Nearly **200 shops**
100% organic

- Reducing the impact and use of **pesticides with a wider range of fruits and vegetables**
 - Developed by Casino brand, guaranteed with **free of pesticide residues** (insecticides, fungicides, herbicides) and controlled by an independent lab
 - No pesticides putting at risk pollinating insects at Monoprix with the progressive approach of « **Tous Cultiv'acteurs** » involving over 500 producers in partnership with BEE FRIENDLY®
- Taking into consideration **Animal welfare**
 - Casino group launched the **1st labelling on animal welfare levels** with 3 organisations recognised in animal protection: LFDA, CIWF and OABA
- By fighting against food waste
 - The Group has partnered with the French Federation of Food Banks since 2009

2018 Key indicators

21 911
tons of products
donated to food
banks and
associations

+ 66%
Versus 2015

Launch of labelling on animal welfare



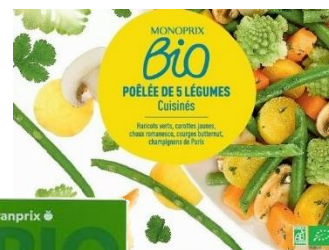
Fruit and veg offer - zero residues of pesticides guaranteed



Tous cultiv'acteurs : committed producers



A large offer of organic private label products



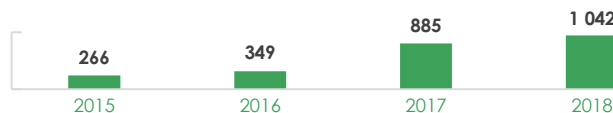
- The Group has been deploying since 2000 a **Supplier Charter of Ethics** as well as a **monitoring and improvement program** of working conditions in the supply chain which is based on the following standards:



- Implementation of a **duty of care plan** to identify and prevent risks of Human Rights violations, health and safety at work and environmental damages
 - 100% of factories manufacturing own brands for the Group are identified
 - Almost all the factories were controlled by external audits
 - Corrective action plans are implemented and followed

2018 Key indicators

1 042
ICS factory audits
carried out in 2018



100%
of textile factories in
Bangladesh were audited
and regulated by the
Agreement on Fire and
Building Safety

- Implementation of a **CSR self-assessment for suppliers in France with the** Valorise platform created in partnership with ANIA, FEEF, COOP de France and FCD
 - Over 800 production sites were assessed in 2018

Improving the environmental impact and fighting against climate changes

■ The Group has strengthened its commitment by adhering to:

- Science Based Targets
- Manifesto « Act for Nature »
- And the Pact for the reduction of **plastic packaging** with the Ministry of the Environmental Transition



The Group continues to:

■ Reduce the energy consumption of its stores:

- Commercial cold and air conditioning: door generalisation on cooling units and refurbishment of air conditioning equipment
- Lighting: deployment of low consumption lighting using LED technology



- 5,3%
electric
consumption
in KWh/m2
since 2015

■ Develop **renewable energies**:

- **121** solar plants implemented since 2007 on store roofs and shadehouses of car parks, especially in Colombia and in Brazil

■ Reduce **plastic packaging**:

- Franprix, 1st brand **to stop selling plastic disposable items**: plastic cups, plates, cutlery...
- Exito, in Colombia has stopped selling plastic straws and mixers and reduced by 34% the distribution of plastic bags

■ Monoprix continues to reduce its impact by ceasing all **distribution of promotional paper flyers/brochures**.

Casino Group is committed to reducing plastic packaging



Assai inaugurated the biggest solar plant in Brazil



Monoprix stops producing paper catalogues and brochures



2018 Key indicators

4

Foundations

+ 65 000

children
supported by the
Foundations of
the Group

+ 3 200

tons of food products of
first necessity collected in
stores thanks to
customers

■ Acting to help and protect children with the **Foundations** of the Group thanks to various actions:



Artists at school: Over 1 500 underprivileged children supported in partnership with National Education and Odéon – European Theatre



30 volunteering projects supported by Monoprix Foundation to stop loneliness in cities and towns.

Tous en Scène: Over 100 000 euros collected thanks to the engagement of our stores in favour of the theatre groups des Apprentis d'Auteuil and Tréteaux Blancs associations



Prosperar: 45 scholarships granted to underprivileged students in order to allow them to get into Higher Studies within the FGV University (Fundação Getulio Vargas)

Gen Cero: Over 60 000 children from 0 to 5 benefit from better food thanks to the Exito Foundation with the aim of achieving 0 child malnourished by 2030



NATA: training and support for 100 underprivileged youths in the Bakery Trade



1st Foundation in Colombia to support the objective of sustainable development « **Zero Hunger** » by the UN



ENSEMBLE ENTRE GÉNÉRATIONS

LUTTER CONTRE LES SOLITUDES EN VILLE



Employees committed to:

■ Supporting **local associations**:

- Franprix has been supporting over 450 associations since 2014 with the implementation of « **the cash round-up at the till** » and on payment terminals
- Monoprix launched in 2018 its first round-up campaign with profits going to **the association Uni'Cités** which accompanies youths in the Civic Service
- Cdiscount now enables online donations with the association « **Un Rien c'est tout** » with profits going to associations such as **Secours Populaire**
- Casino is supporting many associations thanks to various operations of shared products with profits going to associations like **Lire et faire lire** or even the **Apprentis d'Auteuil** Foundation

■ Supporting **Food Banks**:

- In France : **3 945 stores** involved in the national collection organised by Food Banks: 1 400 tons of products of first necessity collected
- In Brazil: **6th Solidarity Day** allowing to collect over 1 000 tons of products in GPA stores and redistributed to 100 local institutions

Monoprix

12

Décembre

Chez Monoprix, le programme « Intergénéreux » d'Unis-Cité bénéficie de « l'arrondi en caisse » !

Unis-Cité

Une campagne de dons pour le programme Intergénéreux



Franprix



Cdiscount



Un Rien C'est Tout @UnRienCestTout · 28 nov. 2018

👉 1€ = 1 Noël pour tous les enfants ➡ bit.ly/secourspop-urct
Avec @UnRienCestTout soutenez la Campagne des #PereNoelVert qui lutte contre la pauvreté et l'exclusion en ajoutant 1€ lors de votre achat en ligne sur @Cdiscount (avec @SecoursPopParis / #PourUnEuro)



GPA

