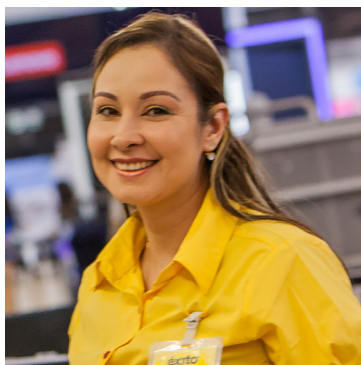




THE CSR POLICY OF CASINO GROUP



**CONSUME
BETTER**

EAT | PRODUCE
BETTER

GRUPE
Casino
NOURRIR UN MONDE
DE DIVERSITÉ

THE CSR POLICY OF CASINO GROUP

The Corporate Social Responsibility policy of Casino Group is aimed at offering responsible modes of consumption and improving the sustainability of its business model by furthering the trust of the major stakeholders with whom it engages in constant dialogue.

15 PRIORITIES TO BETTER CONSUME, BETTER EAT, BETTER PRODUCE

- | | | |
|---|----|--|
| Committed employer | 1 | Promote diversity |
| | 2 | Help young people enter the workforce |
| | 3 | Provide growth opportunities for employees |
| | 4 | Take action to protect employee health and well-being |
| Responsible retailer | 5 | Take action to protect consumer health |
| | 6 | Encourage consumption that is respectful of the environment and biodiversity |
| | 7 | Combat food waste |
| Trusted partner | 8 | Strengthen ethical and social compliance |
| | 9 | Support local production channels |
| | 10 | Promote CSR initiatives of suppliers |
| Local corporate citizen | 11 | Develop foundation programmes |
| | 12 | Develop solidarity partnerships |
| Environmentally proactive, climate-aware Casino Group | 13 | Reduce greenhouse gas emissions |
| | 14 | Increase energy efficiency |
| | 15 | Reduce and recover food waste |

Priorities which are encompassed in the United Nations Sustainable Development Goals

SUSTAINABLE DEVELOPMENT GOALS

PRIORITIES OF CASINO GROUP



- Supporting food relief



- Fostering health and well-being at work
- Taking action to protect consumer health



- Promoting diversity and equal opportunities
- Supporting children in need



- Fostering gender equality in the workplace



- Reducing energy consumption and encouraging the use of renewable energies



- Monitoring and improving the social and environmental impacts of the supply chain



- Promoting diversity and equal opportunities
- Helping young people enter the workforce
- Monitoring and improving the social and environmental impacts of the supply chain



- Fighting social exclusion



- Maintaining close relationships with suppliers and supporting them in their CSR initiatives
- Combating food waste



- Implementing a low-carbon strategy to fight climate change



- Preserving and reducing the use of natural resources and supporting the circular economy



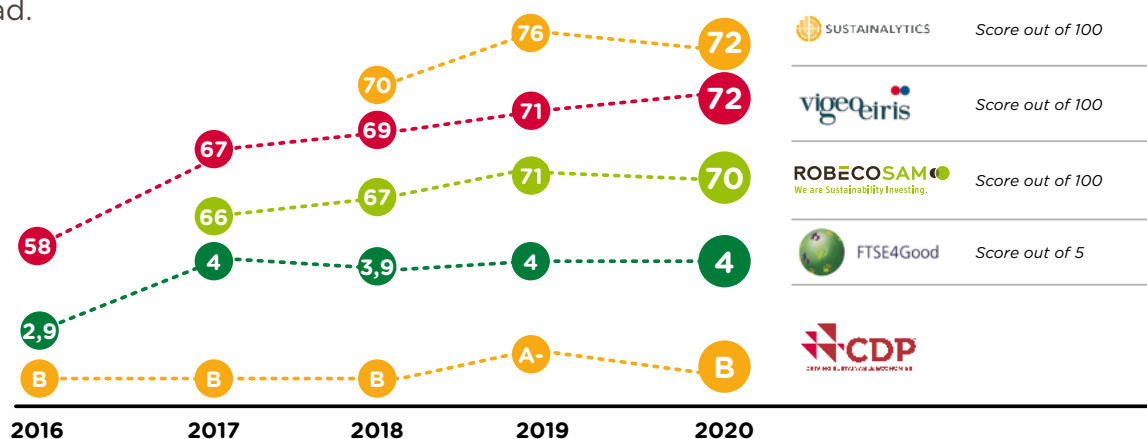
- Encouraging consumption that is respectful of the environment and biodiversity

An acknowledge initiative within the Group's strategy

Led by the Group's CSR department, in conjunction with each banner's CSR department in France and abroad, CSR performance and the major issues at stake are presented to the Group's Executive Committees.

The Group's level of engagement is demonstrated by the fact that CSR is taken into account in the variable remuneration of the Chief Executive Officer and managers in France and abroad.

Casino Group's commitment is acknowledged: the Group was ranked first in European retail companies for its CSR commitments by Vigeo Eiris, subsidiary of Moody's, in March 2020 and 1st food retailer in the world for its CSR commitments by the Wall Street Journal, in October 2020. The Group's extra-financial ratings have reached high levels of performance.



Each year, the Group is rewarded for its CSR innovations.



In 2019 • 5 Awards at the ESSEC Grand Prix de la distribution responsable

In 2019 and 2020 • 5 LSA « La conso s'engage » awards

The CSR commitments of Casino Group



Casino Group is the only retail group to have been awarded the **Diversity Gender Equality Labels**, obtained after an AFNOR audit.

It is a signatory of:

**The United Nations
Global Compact**
since 2009



**The Women's
Empowerment
Principles**
since 2016

**WOMEN'S
EMPOWERMENT
PRINCIPLES**

Established by UN Women and the
UN Global Compact Office

**The ILO Global
Business and
Disability Network
charter**



**The Science Based
Targets**



**SCIENCE
BASED
TARGETS**

**The National
Pact on plastic
packaging**



**The Accord
on Fire and
Building Safety**

ACCORD
on Fire and Building Safety in Bangladesh

The Group has signed numerous trade union agreements, including a CSR agreement, as early as 2014, which was renewed in 2020.

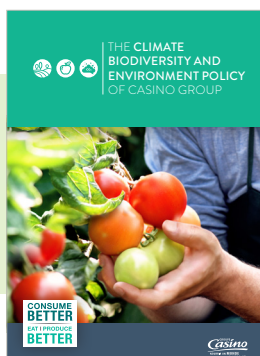
Major CSR commitments and objectives - Group and France

	Target	Scope
Promoting workplace equality and diversity		
Increase the number of women in management by 5 percentage points between 2020 and 2025 • +4 pts on 2020 objective with respect to 2015	2025 Achieved	Group Group
Increase the number of employees with disabilities in the Group by 0.5 percentage point between 2020 and 2025 • +1 pt on 2020 objective with respect to 2015	2025 Achieved	Group Group
Deploy the low-carbon strategy to fight climate change		
Reduce Scope 1 and 2 greenhouse gas emissions by 18% between 2015 et 2025	2025	Group
Reduce Scope 3 greenhouse gas emissions by 10% between 2018 et 2025	2025	Group
Reduce the impact of packaging		
Implement the Plastics Pact signed in 2019	2025	France
Reach 100% reusable, recyclable or compostable private-label packaging	2025	France
Expand the range of certified sustainable and organic products		
Increase sales of organic products	Ongoing	Group
Continue to eliminate controversial substances in private-label products	Ongoing	France
Continue to develop the "zero pesticide residue" offer and agroecological initiatives	Ongoing	France
Set up action to support animal welfare		
Continue to roll out animal welfare labelling	Ongoing	France
• Discontinue the sale of eggs from caged hens under private labels and national brands*	Achieved	France
Stop the use of eggs and egg products from caged hens in private-label products	2025	France
Roll out the Better Chicken Commitment	2026	France
Combat food waste		
Fulfil the commitments of the Pact on Expiry Dates	Ongoing	France
Monitor and improve the social and environmental conditions of the supply chain		
Complete a valid ICS social audit of all active plants (active plants located in at-risk countries and producing private-label products for the Group)	Ongoing	Group
Combat deforestation caused by raw materials: beef, palm oil, soy and cocoa		
Continue initiatives to combat deforestation caused by the use of raw materials for private-label products	Ongoing	Group
France:		
• 100 % of palm oil is RSPO certified	Achieved	France
100 % of products containing more than 20% of cocoa certified Rainforest	2022	France
100 % of soy as an ingredient in its products sourced from areas not at risk of deforestation	2021	France
For suppliers in Latin America**:		
100% of GPA's beef suppliers have adhered to the policy updated in 2020	Yearly	Brazil
100 % of farms supplying beef are identified and assessed by a geo-monitoring system in Brazil	Yearly	Brazil

*: GPA has also committed to discontinuing sales of eggs from caged hens under its private labels by 2025 and on national brands by 2028.

**.: For the specific GPA and Exito commitments, please refer to the respective publications of the two entities. For GPA: https://www.gpabr.com/wp-content/uploads/2021/07/RASGPA_EN.pdf and for Exito: <https://www.grupoexito.com.co/en>.

Our policies



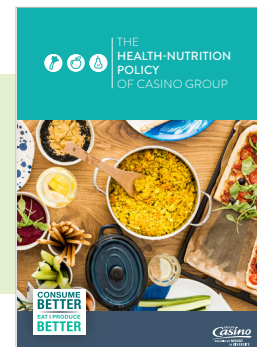
The climate, biodiversity and environment policy of Casino Group



The policy for the reduction of the environmental impact of packaging of Casino Group



The policy for animal welfare of Casino Group



The Health-nutrition policy of Casino Group



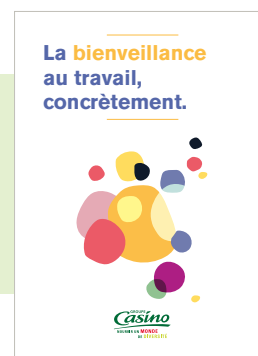
Ethics Charter for suppliers



The Commitments of Casino Group for the promotion of Diversity

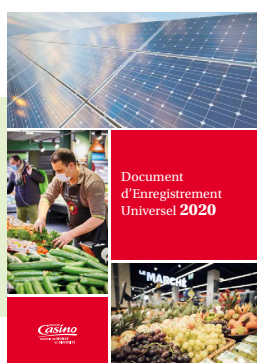


Gender equality in the workplace



Benevolence in the workplace, in concrete terms.

Find out more...



Universal Registration Document 2020



GPA Annual report 2020



Exito Sustainable Development report 2020

**CONSUME
BETTER**
EAT | PRODUCE
BETTER

Major CSR performances

■ Committed employer

205,000
employees

37 % are under
30 years old

40,4 %
of women in
management

91/100
Average score in
the equality index

8,500
employees with disabilities

■ Responsible retailer

More than
22,700
organic products
of which
2,700
private-label food
products

1,3 billion €
of Organic turnover,

+12 % with
respect to 2019

200 100% organic stores

100% of eggs sold in stores in France
come from cage-free hens

■ Environment and climate

-10 %
greenhouse
gas emissions
between 2015
and 2020*

-9 %
of the Group's
power consumption
in Kwh/m² between
2015 and 2020

114 GWh
of renewable electricity produced
by solar power plants located on the
Group's sites

■ Trusted partner

89 %
of the factories located in at-risk
countries producing private-label
products are covered by an ICS
social audit

100 %
of the palm oil used in the
private-label food products in France
is RSPO-certified

■ Local corporate citizen

4 foundations
that act in favour of the
most vulnerable in France
and Latin America

More than **135,000**
people benefiting from
the Foundations' actions
in 2020

Close to **19,000**
tons of goods donated
to Food Banks in 2020

* Scope 1 and 2 – Group

CONSUME
BETTER
EAT | PRODUCE
BETTER

groupe-casino.fr



@Groupe_Casino



Groupe Casino



groupecasino

UN PAS
de plus

Retrouvez nos actions sur [#unpasdeplus](https://twitter.com/Groupe_Casino)

Direction RSE groupe Casino - Juin 2021 - Crédits AdobeStock ©puhimec

