

# Gender equality in the workplace

CASINO GROUP'S COMMITMENTS



GROUPE  
**Casino**  
NOURRIR UN MONDE  
DE DIVERSITÉ

“

**The law guarantees  
women equal rights  
to those of men in all  
spheres.**

”

Preamble to the Constitution of 27 October 1946

# For more than 30 years, Casino Group has been committed to preventing all forms of discrimination and to promoting diversity.

Casino Group has gained benchmark status for its work in promoting gender equality, as attested by the AFNOR Gender Equality label in France, the EQUIPARES label in Colombia, and the UN Women Bronze certificate in Brazil. These certifications vouch for our commitment encompassing a wide range of concrete actions aimed at improving gender equality within the Group.



The Group employs  
**208,200** people  
across the world  
**51%** of which  
are women

> As one of the largest employers in the countries in which it operates, Casino Group, is committed to ensuring that women have equal rights and career opportunities as men.

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# OUR POLICY AND OUR COMMITMENTS

Casino Group has :



Adhered to the **Women's Empowerment Principles** supported by **UN Women** in order to strengthen the Group's commitment and actions in the fight against discrimination and the promotion of gender equality in the workplace in France and Latin America.



Signed the "**Gender equality manifesto**" : this manifesto was drawn up by Casino Group's gender equality committee which was created in 2011 and signed by the members of the Group's Executive Committee, as well as all the management committees of the French entities and the management team in Brazil. Through this action, Casino Group reiterates its desire to be a major contributor and an example of progress in equality and gender diversity.



The Manifesto focuses on five priority areas, all of which are set out in concrete actions: Fighting gender discrimination and sexism - Ensuring gender equality for all throughout their career - Recruiting women - Supporting parenthood - Acting for gender equality worldwide.

Signed a dozen agreements on gender equality with the social partners. As an example, the 2007 agreement signed by Casino includes commitments on equal pay, the carrying out of a pay survey, and the reinforcement of training programmes for managers returning from maternity, adoption or parental leave.

# Each country's action plans are based on the seven UN Women's Empowerment Principles:

1

Set up gender-sensitive high-level corporate leadership

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2

Treat all women and men fairly at work, respect and support human rights and combat discrimination

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3

Ensure the health, well-being and safety of male and female workers

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4

Promote education and training for career advancement for women

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5

Implement measures to empower women for enterprise development

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6

Promote equality through employee-led initiatives and advocacy

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7

Measure and report on progress towards gender equality

## > Organisation and steering

Six strategic indicators are consolidated into the Group's Gender Equality Scorecard every half year by the Human Resources Departments of each subsidiary and presented to the Group's Governance and CSR Committee and the Executive Committee.

5

*Fields*

*of action*



**1**

**Equal pay**



## Casino group's commitments

Ensuring equal pay for women and men at all levels of the organisation. Ensuring that the gender criterion and associated unconscious biases are not taken into account in the compensation proposed to job applicants, and in decisions on pay rises.

## The issues

In France, despite the stronger legislative framework, there was still an unexplained gender pay gap of around 10% as at 2018\*. This gap most often begins at the birth of the first child. When combined, these gaps can amount to several thousand euros in salary per year.

## The Group's actions

### Casino Group implements a proactive policy on equal pay and equal opportunities.

- > Conducting pay audits and surveys for over 10 years to detect unjustified pay gaps.
- > Allocates a budget dedicated to reducing these pay gaps each year during the Mandatory Collective Bargaining.
- > Ensures fairness in the recruitment and performance assessment processes.
- > In a comprehensive pay audit conducted in 2018 by a third-party auditor\*\*, the gender pay gaps were not significant\*\*\*. Since then, corrective actions have been implemented for gaps greater than 2%.
- > For 2022, Casino Group scored 94/100 on the Gender Equality Index (+2 points compared to 2021), an official certified measure exceeding the minimum legal score by 19 points. Monoprix, a subsidiary of the group, achieves 99/100.

\* ORSE guide on gender equality

\*\* France perimeter

\*\*\* on average -4.5%



2

**Women's access  
to key positions**

## Casino group's commitments

Ensure a gender balance across all entities in France and abroad, for all positions, particularly for key positions in the company.

## The issues

"Glass ceiling" ; - The idea that there is a threshold preventing women from rising to senior-level positions as quickly and as much as men.

## The Group's actions

**In order to promote women's access to key positions in the company, Casino Group has a proactive policy of supporting women to positions of responsibility with :**

- > A proactive policy of combating gender stereotypes and encouraging role models through communication campaigns aimed at fostering gender diversity in jobs. For example, in 2019, the mini-series "Our jobs are not gender-specific", features women in jobs that are traditionally male-dominated such as shop managers or warehouse operation managers.
- > Concrete targets to be achieved: 5% of the variable compensation of managers in France is indexed to an increase in the percentage of women managers in the Group. The long-term remuneration of managers also includes a 3-years objective to increase the percentage of women in senior management.
- > Precise monitoring of the presence of women in the talent pools, where they have represented 50% of the profiles identified for several years.
- > Monitoring promotions and external recruitment. For example, in 2022, women accounted for 46% of promotions to management positions in France.
- > Each year, around 20 female Casino Group employees, both young talents and experienced managers, benefit from a high-level training programme to develop their leadership skills and raise their profile.
- > "La Fabrique" network for workplace gender equality : more than 130 women have been mentored by an executive of the Group. It brings together women from Casino Group through training workshops and networking events, enabling them to create an internal network and make positive progress in their careers. It also makes proposals to the general management.



# 3

**The fight against  
sexual and  
gender-based  
violence**

## Casino Group's commitments

Maintain a corporate culture based on benevolence, respect for differences and community life.

Fight against all gender-based discrimination, sexist attitudes and sexual harassment.

Provide our customers with information and awareness-raising campaigns of our partners to combat violence against women (3919 emergency number).

## The issues

**80% of a sample of 15,000 French women admitted to being confronted with sexism at work\*.**

Sexism is the set of attitudes and words based on gender stereotypes that aim, explicitly or not, to inferior women.

Aware of these issues, Casino Group launched a vast action plan in 2015 to raise awareness and train managers and employees, and sanction such behaviours.

\* High Council for Professional Equality, December 2013 survey, sample of 15,000 female employees.

## The Group's actions

**The Group implements a policy to combat and prevent sexist behaviours, sexual harassment and all forms of physical or verbal violence against women:**

- > An internal study conducted in 2015 with "Entreprises pour la Cité" surveyed 2,000 employees of the Group to assess the current situation.
- > A guide to fight against "**common sexism**" was published on 8 March 2016, with the aim of defusing stereotypes, raising awareness among managers and providing the keys to fighting unconscious biases in everyday life. Packed with practical examples, self-tests and legal and judicial information, over 11,000 copies have been issued.
- > In addition to the guide, an e-learning training programme was deployed, as well as counselling workshops.
- > In 2016, the Group made a commitment alongside the State Secretariat for Gender Equality as part of the "Sexisme pas notre genre" action plan to implement the "Acting against sexism" kit and the 10 levers for combating stereotypes, in particular by carrying out training initiatives for communication and marketing teams.
- > The Group's counselling hotline and the network of advisors in the fight against sexual harassment can be contacted at any time by employees who are victims and/or witnesses.
- > In 2021, the group distributed a guide to combat **domestic violence** and promoted the 3919 emergency number.



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**Parenthood**

## Casino Group's commitments



To offer the best possible work-life balance to all our employees, through work organisation methods and awareness-raising initiatives for managers and departments. Responding to changes in our society, recognising the status of employees who are parents and guaranteeing each and every one a career path that is not hindered by their family situation.

## The issues

The work-life balance and parenthood in the company are issues related to gender equality in the workplace, but also to health and quality of life at work, as well, as to economic and social performance. Striking the right work-life balance brings well-being, commitment and performance in the company.

## The Group's actions



- > Since 2008, Casino Group has signed the Parenthood Charter with the Observatoire de la Parentalité en Entreprise (now the Observatoire de la Qualité de Vie au Travail), a reference in France on the subject.
- > In 2012, Casino Group raised awareness at all levels of the company by publishing a "parenthood guide" issuing some 35,000 copies. The same year, a guide specifically for managers was published. It explains the measures put in place by the Group, good practices and expected managerial attitudes.
- > Since 2004, the Group has secured places in daycare centers for the children of its employees.
- > Paternity leave has been topped up to 100% of the pay in the first year of its implementation and has been extended to the legal duration. For several years, the Group has signed agreements with social partners to set up teleworking in its entities by supporting managers and employees through awareness raising and satisfaction surveys. Teleworking principles have been governed since 2018 by a Group Teleworking Charter.



5

**Partnership**



# Casino Group works with a network of recognised partners who help inspire our internal actions and allow us to act on an international, national and local level.



In France, the UN WEPs (Women's empowerment principles) have been integrated into Casino's gender equality in the workplace agreement. The HeforShe campaign was launched internally and the Group's banners actively support the Orange Day campaign each year to combat violence against women.

In Brazil, GPA has signed the United Nations Stereotype Alliance, an initiative to integrate gender equality into all its internal and external

As a signatory of the Parenthood Charter, the Casino group has been involved with the Observatory for over 10 years, making an active contribution to its work and discussions on topics such as teleworking, single parenthood and caregivers. It has worked on several publications in order to disseminate good practices and innovations to other companies.



# 5

## Partnership



Les  
entreprises  
pour la Cité  
Agir contre Les inégalités

This association helps the Group by conducting regular perception surveys among our employees and in the preparation of managerial guides. For several years, the Group has supported programmes such as "Déployons nos Elles" (Let's deploy our women) to combat gender stereotypes in career guidance thanks to employee testimonies in secondary schools in Auvergne.



Locally the Group is also committed to its own historical area, specifically by supporting the "Force Femmes" association to create a local branch in Saint-Etienne in 2019 in order to encourage employment and entrepreneurship for women over 45.

FORCEFEMMES

# The results

As proof of the effectiveness of its policy, Casino Group has:



**43%** of women on its Board of Directors and **31%** on its Executive Committee.



The AFNOR certified workplace equality label, obtained in **2013** and renewed in **2016** and **2022**.



An average score obtained of **94/100** in the workplace equality index set up by the Ministry of Labour in France (index published March 1st, 2022).



More than **41%** of women at executive level an evolution of more than **4,9** point since 2015.



Next to **39%** of women on its management committees in France.



Gathered in its network La Fabrique up to **1 000** employees.



Won several awards for its work, particularly to combat sexism in the workplace and gender stereotypes.

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