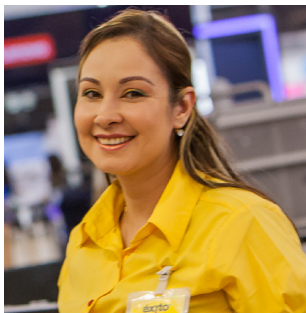




# THE **CSR** POLICY OF CASINO GROUP



**MIEUX**  
CONSOMMER

**MIEUX**  
MANGER | PRODUIRE

GRUPE  
**Casino**  
NOURRIR UN MONDE  
DE DIVERSITÉ





# THE **CSR** POLICY OF CASINO GROUP

The Corporate Social Responsibility policy of Casino Group seeks to offer responsible modes of consumption and improve the sustainability of its business model by furthering the trust of the major stakeholders with whom it is engaged in constant dialogue.

# 15 PRIORITIES TO BETTER CONSUME, BETTER EAT, BETTER PRODUCE

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Committed employer	1	Promote diversity and gender equality
	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 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

## CASINO GROUP PRIORITIES



- 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



- 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



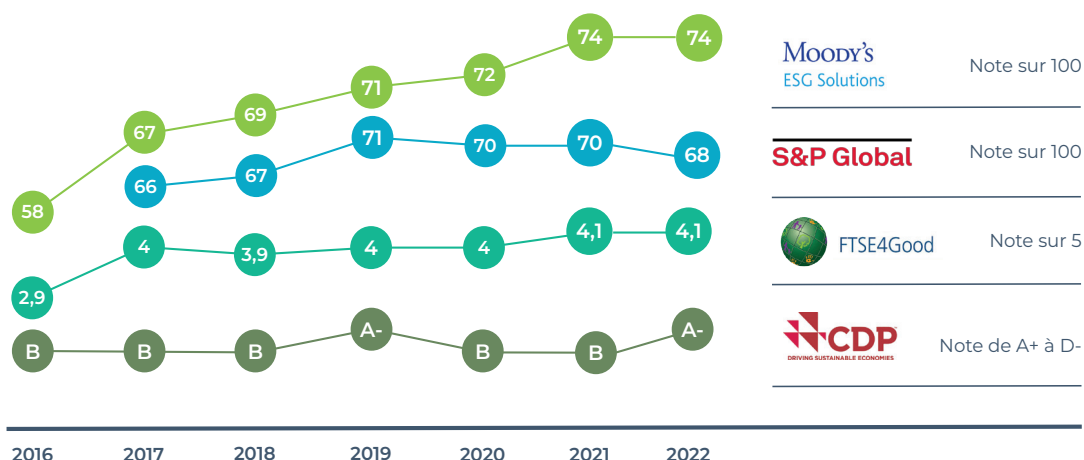
- Encouraging consumption that is respectful of the environment and biodiversity



# AN ACKNOWLEDGED 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, the CSR performance and the major issues at stake are presented to the Group's Executive Committees. The Group's level of commitment is demonstrated by the fact that CSR is taken into account in the variable remuneration of its 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 first 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.*

*5 awards at the Grand Prix Essec du commerce responsable both in 2019 and 2022.*

*5 LSA «La conso s'engage» awards, in 2019 and 2020. 4 awards in 2021 and 3 in 2022.*

# CASINO GROUP CSR COMMITMENTS

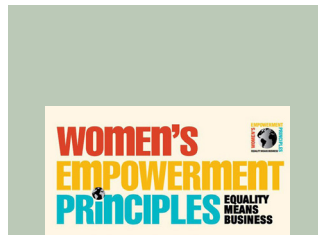


Casino Group is the only retail group to have been awarded **the Diversity and Gender Equality Labels**, obtained after an AFNOR audit.

Among other things, it is a signatory of :



The United Nations  
Global Compact since 2009



The Women's empowerment  
Principles since 2016



The ILO "Global Business and  
Disability Network" charter



The Science Based  
Targets



The National Pact on plastic  
packaging



The Agreement on Fire and  
Building Safety

**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
<b>Promote workplace equality and diversity</b>		
Increase the number of women in management by 5 percentage points between 2020 and 2025	2025	Group
Increase the number of employees with disabilities in the Group by 0.5 percentage point between 2020 and 2025	2025	Group
<b>Deploy the low-carbon strategy to fight climate change</b>		
Reduce Scope 1 and 2 greenhouse gas emissions by 18% between 2015 et 2025	Archieved	Group
Reduce Scope 3 greenhouse gas emissions by 10% between 2018 et 2025	2025	Group
Decrease scope 1 and 2 greenhouse gas emissions by 38% between 2015 and 2030	2030	Group
<b>Reduce the impact of packaging</b>		
Implement the Plastics Pact signed in 2019	2025	France
Reach 100% reusable, recyclable or compostable private-label packaging	2025	France
<b>Expand the range of certified sustainable and organic products</b>		
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
<b>Set up action to support animal welfare</b>		
Continue to roll out animal welfare labelling	Ongoing	Group
Stop selling eggs from caged hens under private labels and national brands*	Archieved	France
Stop using eggs and egg products from caged hens in private-label products	2025	France
Roll out the Better Chicken Commitment (on private-labels)	2026	France
<b>Combat food waste</b>		
Fulfil the commitments of the Pact on Expiry Dates	Ongoing	France
<b>Monitor and improve the social and environmental conditions of the supply chain</b>		
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
<b>Combat deforestation caused by raw materials: beef, palm oil, soya and cocoa</b>		
Continue initiatives to combat deforestation caused by the use of raw materials for private-label products	Ongoing	Group
France:		
RSPO certified 100 % of palm oil	Archieved	France
100 % of products containing more than 20% of cocoa Rainforest certified	2023	France
100 % of soya as an ingredient in its products sourced from areas not at risk of deforestation	Archieved	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://api.mziq.com/mzfilemanager/v2/d/74bc990e-f42f-4c13-913f-0bd392230072/5ca14655-cf3f-34f5-5aa6-87589b5e27d6?origin=1> and for Exito: <https://www.grupoexito.com.co/es/2022-Sustainability-Report.pdf>



# MAJOR CSR PERFORMANCES

## Committed employer

**208 200**

employees

**38 %**

are under  
30 years old

**41,1 %**

of women in  
management

**94 / 100**

Average score in  
the equality index

**9 133**

employees with disabilities

## Responsible retailer

Close to

**22 000**

organic products  
of which

**2 500**

private-label food  
products

**100%**

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

**250**

organic stores

## Local corporate citizen

**4**

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

Close to

**104 000**

people benefiting from  
the Foundations' actions

Close to

**31 000**

tons of goods donated  
to Food Banks

## Environment and climate

**- 38 %**

greenhouse  
gas emissions  
between 2015  
and 2022\*

**- 11 %**

of the Group's  
power consumption  
in Kwh/m2 between  
2015 and 2022

## Trusted partner

**87 %**

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

*\*scope 1 and 2*

# OUR POLICIES



CSR policy  
of Casino Group



Casino Group's Health &  
Nutrition policy



Casino Group's policy  
to reduce the environmental  
impact of packaging



Animal welfare policy  
of Casino Group



Climate, biodiversity  
and environment policy  
of Casino Group



Fisheries and aquaculture  
policy of Casino Group



Gender equality  
in the workplace



Casino Group's commitments  
to promoting Diversity



Universal Registration  
Document 2022



Duty of care plan  
2022



Supplier ethics charter



GPA Annual Report  
2022



Éxito Sustainability Report  
2022

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



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UN PAS  
de plus

Find our actions on [#unpasdeplus](https://twitter.com/UnPasDePlus)

Casino group CSR department - July 2023

