

ETHICAL CHARTER FOR OUR CONTRACTING PARTNERS

Carrefour's commitment for
responsible trade



Carrefour's social and ethical responsibility

The Carrefour Group, in regular contact with millions of customers and thousands of suppliers in the countries where it operates, is aware, since its origins, of the economic and social impact of its activities. Carrefour's responsible commitment is **central in the Group's strategy** and relies on two main lines: **the respect of Human Rights** throughout its supply chain and the ethical conduct in its operations.



A commitment respecting international references

Carrefour's approach relies on **the respect and promotion of universally recognized international references**, in particular: the Universal Declaration of Human Rights, the International Labour Organisation (ILO) Declaration on the fundamental labour standards, as well as the pertinent conventions of the ILO and the OECD guidelines.

Carrefour is committed to respect and promote respect of such international legal standards in its field of activity. In addition, it commits itself to conducting its activities carefully, taking into account the local conditions of each country and the impact of those activities. It undertakes to avoid, particularly, any complicity in human rights abuses via its relationships with business partners, entities in its value chain, States and non- State actors.



Commitment to ethical and legal trade

Carrefour prioritizes the development of ethical and legal trade. To this end, it encourages all its employees and contracting partners to implement responsible business practices. Carrefour has put in place the **"Carrefour Code of Business Conduct"** for its employees. Carrefour reiterates in this document the undertakings shared with its contracting partners and that it expects from them in terms of commercial ethics.

Carrefour has formalised its commitments in the area of professional ethics in the **"Carrefour Code of Business Conduct"** out of a concern to develop a culture of trust and integrity at all levels of the company and with all its partners.

This code consists of **10 principles**. It establishes the reference framework in which Carrefour and its employees carry out their trade on a day-to-day basis. In particular, it ensures that fair and transparent commercial practices are developed. →

Carrefour and its contracting partners jointly commit to respect commercial ethics.

Carrefour wishes to establish relations of trust and loyalty with its contracting partners in all countries where it operates and in all concerned product and service categories.

Carrefour's commitments are in line with the ten principles of the UN Global Compact:



Human rights

Principle No. 1: Businesses should support and respect the protection of internationally proclaimed human rights;

Principle No. 2: make sure that they are not complicit in human rights abuses.



Labour

Principle No. 3: Businesses should uphold the freedom of association and the effective recognition of the right of collective bargaining;

Principle No. 4: the elimination of all forms of forced or compulsory labour;

Principle No. 5: the effective abolition of child labour;

Principle No. 6: the elimination of discrimination in respect of employment and occupation.



Environment

Principle No. 7: Businesses are asked to support a precautionary approach to environmental challenges;

Principle No. 8: undertake initiatives to promote greater environmental responsibility;

Principle No. 9: encourage the development and diffusion of environmentally friendly technologies.



Anti-corruption

Principle No. 10: Businesses should work against corruption in all its forms, including extortion and bribery.



Carrefour supports the further development of internationally agreed legal standards related to corporate responsibility to respect human rights. Carrefour also actively supports the harmonisation and convergence of voluntary initiatives by companies to improve respect of existing international legal standards in the field of human rights, including labour rights.

These relations guarantee joint success, which can only be founded upon exemplary ethical and legal commercial practices.

Carrefour thus expects its contracting partners to make a commitment to comply with the following 5 principles in all stages of the commercial relationship:

1 Strict observance of legality

- Each contracting partner must **ensure that it complies** with the legislation in force **in the country where its head office is located and with that of the countries in which its production sites are located**, in particular those manufacturing products marketed by the Carrefour Group.
- In particular, it must prohibit all business activity that could **directly or indirectly lead Carrefour or one of its employees into an illegal practice, and harm the image of Carrefour.**
- In addition, each contracting partner undertakes to comply with all national laws and international treaties in force in relation to intellectual property, both in the case of trademarks and patents.

2 Prohibition of any obstacle to competition law

- Competition law guarantees **healthy and fair competition** between companies, which is an important factor in growth and innovation.
- All contracting partners are **prohibited** from participating in **any unfair practice hindering the free exercise of competition**, particularly those intending to push a competitor out of the market or restrict access to the market for new competitors by illegal means.

3 Preventing conflicts of interest

A conflict of interests is a business situation in which the ability of a Carrefour employee to make independent or honest decisions or assessments may be influenced or altered by personal considerations.

→ **These situations may be derived from:**



direct or indirect **links of friend and family** between the representatives of the contracting partner and the Carrefour employees involved in purchasing, or likely to have an influence on purchasing,



the involvement of former Carrefour employees who are now representatives of the contracting partner in business dealings with Carrefour,



the intervention of Carrefour employees or people close to them who are **managers** or direct or indirect shareholders of the contracting partner's company or one of its subsidiaries.

Any familiarity or personal link between the contracting partner and the individuals involved in the purchasing process or likely to influence the sale of products or services to Carrefour or one of its subsidiaries must therefore be avoided.

4 Rejecting all acts of corruption

- Any direct or indirect **reward** for Carrefour employees involved in the purchasing relationship on any level (e.g. Client, Buyer, User, etc.) or having the power to influence the purchasing decision is strictly prohibited regardless of the purpose and form.
- All suppliers are **prohibited** from making offers or accepting requests from any Carrefour employee concerning **financial benefits** or provisions in the form of **discounts, gifts, trips, invitations, loans, bonuses, or any other benefit** as part of the sale of products and services to Carrefour or its subsidiaries.
- Invitations to Carrefour employees for **research trips or seminars** organised by the contracting partner **may only be envisaged** if these events are of **a strictly professional nature** and are directly related to the functions of the person concerned.

5 Confidentiality guarantee

- Any information disclosed by Carrefour must be deemed as **confidential** in relation to other current or potential customers of the contracting partner and its own suppliers, providers, or subcontractors.
- All information concerning the commercial relationship between the contracting partner and Carrefour may only be used **in the strict scope of this relationship, and may under no circumstances be disclosed to third parties** without the prior, written consent of Carrefour.
- Each contracting partner must ensure **the proper implementation of and strict compliance with the confidentiality agreements by its employees** or any involved stakeholder.

Each contracting partner undertakes to inform and promote the awareness of its employees in relation to compliance with these principles.

Any contracting partner that does not comply with these principles risks being held liable and harm the image of its company.

In order to ensure a chain of trust between all parties involved, Carrefour also expects its contracting partners to take measures to inform and raise awareness, and implement reference frameworks on ethics and integrity, in relation to their own suppliers, providers, and subcontractors.

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Signed on behalf
of the Contracting Partner

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Signed on behalf
of Carrefour



If you notice any practices or actions inconsistent with applicable law or the ethical principles of Carrefour, please report them to the Carrefour Polska hotline (tel. 801 200 000) available 24/7, by email at kontakt@carrefour.pl or through the website ethics.carrefour.com.