

## **15th Employment for the Disabled Week**

### **Carrefour's ongoing commitment to helping workers with disabilities**

**As a part of its longstanding commitment to helping the disabled obtain and maintain employment, Carrefour plans to hire an additional 700 employees with disabilities by 2013.**

With 5,000 employees with disabilities in France, including 3,800 in its hypermarkets, Carrefour is the leading employer of people with disabilities in the mass merchandising sector in France. Workers with disabilities in its hypermarkets represent 6.97% of the total staff, the highest percentage in the profession.

Carrefour's disability strategy is founded on three key commitments: recruiting employees with disabilities, integrating them into the workforce under the best conditions possible and helping them maintain their employment, in particular with adaptations to work stations. Equality of opportunity for all in terms of training and professional development is guaranteed. Personalized support may also be provided through initiatives such as financing for hearing aids and outfitting of vehicles.

In all its various operations (hypermarkets, supermarkets, warehouses and head offices), Carrefour is increasing its efforts to promote employment for the disabled. The banners entered into agreements on employment for the disabled several years ago, and regularly commit to concrete initiatives.

With the renewal of its disability strategy agreement, which was also signed by all the trade unions, Carrefour hypermarkets gain the resources and added motivation to support a sustainable policy for assisting employees with disabilities. *"The priority in the agreement is job maintenance. We hope to increase the assistance available to disabled workers," said Carrefour Hypermarkets HR Director Mylène Collin.*

"For the past six years, the recruitment rate for persons with disabilities has only continued to rise, and has even reached 11.5% at the head office," commented Carrefour Market Supermarkets HR Director Jacques Guillot "We aim to continue our commitment and increase our efforts even further with the renewal of this agreement, which all of the trade unions signed."

**Over 1,000 “ambassador” employees take action on a daily basis to further initiatives in the field throughout France.**

Another essential part of Carrefour’s disability strategy are the more than 1,000 employees who coordinate the initiative in the field. They provide support to the employees with disabilities and act as liaisons between them and the company.

These “ambassadors” oversee implementation of the disability strategy at the stores on a day-to-day basis. They coordinate initiatives related to the employment policy for persons with disabilities, act as contacts for these employees and generally help ensure the success and sustainability of their employment at the stores. They also help managers and staff better understand the role each of them plays as well as the many advantages these employees can contribute to the team as a whole.

As a responsible employer, Carrefour is proud of its longstanding commitment to employees with disabilities. *“We have a solid strategy concerning disabilities which meets the expectations of our staff. This proves that at Carrefour, all talents are welcome,” added Ms Collin.*

***About Carrefour in France***

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*Carrefour has over 4,500 stores in France operating in four formats (hypermarket, supermarket, convenience and cash & carry). For fifty years, the Carrefour group has been a partner in the daily lives of millions of customers, offering them a wide range of products and services at the lowest prices. Carrefour assumes significant economic, social and environmental responsibilities in its operations, and is committed to providing high quality products and ensuring customer satisfaction.*

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