



PRESS RELEASE

Boulogne-Billancourt, 30 September 2015

## **Social dialogue and diversity, Carrefour and UNI Global Union bolster their international partnership**

***The Carrefour group – represented by its CEO Georges Plassat – and trade union Federation UNI Global Union – represented by its General Secretary Philip Jennings – have signed an international agreement to promote Social dialogue and Diversity and to ensure the protection of Fundamental Principles and Rights in the workplace. The agreement was signed in the presence of Guy Ryder, Director-General of the International Labour Organisation (ILO). This agreement was signed during a meeting of the "European Consultation and Information Committee", which Carrefour holds twice a year with all of its European social partners.***

This global agreement replaces the previous one that the group entered into with UNI Global Union back in 2001. It sets out to encourage:

- pursuit of an ongoing, constructive social dialogue;
- diversity and equal opportunities in the workplace through joint initiatives, particularly in relation to gender mix and non-discrimination;
- the defence and respect of workers' fundamental rights – freedom of association and principles of collective-bargaining – as well as their safety and their working conditions at Carrefour and at its suppliers' and franchisees' premises.

### **Sustained social dialogue in each country and at international level**

The quality of social dialogue at Carrefour goes beyond simple compliance with legal and regulatory requirements. Every year, Carrefour enters into nearly 200 agreements with its social partners in France and overseas on issues such as employment, disability, gender mix, ongoing professional training, social dialogue and how employee representatives operate. Further evidence of this ongoing international dialogue is seen at meetings of the "European Consultation and Information Committee" (ECIC) that Carrefour set up back in the mid-90s. Twice a year, it brings together all of Carrefour's European social partners from Belgium, Spain, France, Italy, Poland and Romania. Discussions are held with Carrefour's management team, the human resources and social relations departments of each country on issues currently facing the company and projects that are currently under way on issues to do with diversity in particular.

### **About UNI Global Union**

*UNI Global Union is an international union federation representing some 20 million workers across more than 900 affiliated unions throughout the world. In its capacity as a social partner, UNI Commerce Global Union endeavours to improve working conditions in the retail and wholesale sectors through its ability to create networks, undertake projects with its affiliated trade unions, work together with multinational companies and enter into international framework agreements.*

### **About the Carrefour group**

*Carrefour is the leading retailer in Europe and the second-largest retailer in the world, employing more than 380,000 people. With 11,900 stores in 35 countries, the group generated revenues of €100.5 billion under banners in 2014. As a multi-local, multi-format, and omni-channel retailer, Carrefour is a partner for daily life.*

*Every day, it welcomes more than 12.5 million customers around the world.  
A partner of COP21, Carrefour is committed through its daily actions to sustainable and responsible trade. The Group's Corporate Social Responsibility approach is built on three pillars: fighting against waste in all its forms, protecting biodiversity and working alongside the company's partners.  
For more information: [www.carrefour.com](http://www.carrefour.com), @CarrefourGroup on Twitter*

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