



Wages and compensation for regular working hours shall meet basic needs and provide some discretionary income for workers and their families

"As a responsible sourcing organization, we work with a long term business plan and Bangladesh is very much part of our strategic sourcing plan.

Carrefour is already engaged in several programs to improve worker conditions, such as Accord Bangladesh which was signed in 2016 to reinforce the safety in the factories, RIAT project which was signed in 2023 to support accident insurance for the workers etc... More than 400 visits are done every year by the Carrefour local team to follow-up and accompany the suppliers on site.

Carrefour wants to continue to stabilize the business with its suppliers, ensuring as quoted in the Carrefour CSR supplier Charter that "suppliers compensate their workers by providing wages, overtime pay, benefits and paid leave which respectively meet or exceed legal minimum and/ or industry benchmark standards and/ or collective agreements, whichever is higher. Wages and compensation for regular working hours shall meet basic needs and provide some discretionary income for workers and their families".

Carrefour is re-affirming as compulsory the application of these principles to guarantee the "economic" security for the workers: it is the Carrefour priority to ensure any product development and production are done respecting these fundamental human rights. The respect of freedom of association and effective recognition of the right to collective bargaining are also basic requirements which are included in our CSR supplier charter.

Whatever the final decision on wage increase, Carrefour will continue a close follow-up on site of its suppliers to ensure the respect of minimum legal remuneration and will always include in its business development these basic social requirements to protect the workers in Bangladesh."