

# Carrefour SA

**TICKER**  
PAR:CA

**MARKET CAPITALIZATION**  
US\$16 billion

**HEADQUARTERS**  
France

**DISCLOSURES**

UK Modern Slavery Act: Not applicable

California Transparency in Supply Chains Act: Not applicable

**TARGETS**

None

**OVERALL RANKING**

**27 out of 43**

([2018 Rank](#): 20 out of 38)

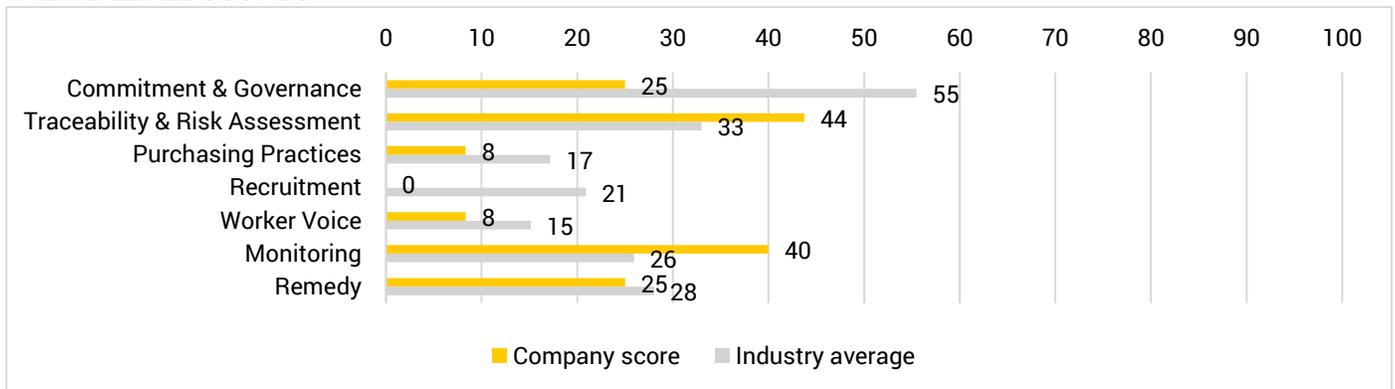
**OVERALL SCORE**

**21 out of 100**

**SUMMARY**

Carrefour CA (Carrefour), a French food retailer, ranks 27<sup>th</sup> out of 43 companies, disclosing less information on its forced labor policies and practices than its peers. Compared to 2018, the company has only taken limited steps to improve (namely, it disclosed information on its risk assessment process and audits of second-tier suppliers). However, it no longer discloses supply chain policies applicable to its food and beverage supply chains. As the benchmark methodology requires companies to keep up with evolving stakeholder expectations and emerging good practices, the company's score has decreased by four points. KnowTheChain identified one allegation of forced labor in the company's supply chains. Carrefour states that it carried out an internal investigation and suspended its purchase of the supplier's products. However, it does not disclose engagement with affected stakeholders nor remedy outcomes for workers. The company is encouraged to improve on the themes of Commitment & Governance, Recruitment, and Remedy.

**THEME-LEVEL SCORES**



Research conducted through February 2020 or through May 2020, where companies provided additional disclosure or links. For more information, see the full dataset [here](#). For information on a company's positive and negative human rights impact, see the Business & Human Rights Resource Centre [website](#).

**KEY DATA POINTS**
**SUPPLIER LIST**

No

**NO-FEE POLICY**

No

**SUPPORTS FREEDOM OF ASSOCIATION**

Yes

**REMEDY FOR SUPPLY CHAIN WORKERS**

No

**HIGH-RISK COMMODITIES**

 Cattle, fish, palm oil, and others<sup>1</sup>
**ADDRESSES FORCED LABOR RISKS RELATED TO THIRD-PARTY PRODUCTS**

Yes

**LEADING PRACTICES**

**Corrective Action Plans:** Carrefour states that it attempts to use a collaborative approach in implementing corrective actions, and where there are human rights violations, to work in conjunction with affected stakeholders and local communities.

**NOTABLE FINDINGS**

**Risk Assessment:** Carrefour discloses that it carries out a risk analysis for each sourcing country based on the amfori BSCI classification and the ITUC Global Rights Index, and that it takes into account recommendations by the International Federation for Human Rights and union and NGO stakeholders.

**Freedom of Association:** The company discloses that, in 2018, it renewed an agreement applicable to its supply chains to promote social dialogue and protect fundamental principles and rights in the workplace with Uni Global Union, building on previous agreements in 2001 and 2015.

**Monitoring:** Carrefour states that it conducts unannounced audits on its suppliers that manufacture its own-brand products in high-risk countries. It reports that this process includes site visits, and that it has developed an audit process for its second-tier suppliers that focuses on different priority issues, depending on the location. The company discloses a summary of its findings, including the percentage of non-compliances related to forced labor.

**OPPORTUNITIES FOR IMPROVEMENT**

**Commitment & Governance:** Carrefour is encouraged to ensure that its labor-related requirements for its food and beverage suppliers are clearly stated and publicly available. It is also encouraged to engage with relevant stakeholders, such as policy makers, worker rights organizations, or local NGOs in countries in which its suppliers operate, as well as with pertinent multi-stakeholder or industry initiatives on human trafficking and forced labor. It may consider establishing training programs to ensure that relevant decision-makers within the company are aware of the risks related to human trafficking and forced labor and are effectively implementing the company's policies and standards.

**Recruitment:** To address the risk of exploitation of migrant workers through recruitment agencies in its supply chains, the company may consider requiring recruitment agencies used by its suppliers to uphold workers' rights and ensuring that workers in its supply chains are not charged fees during any

recruitment-related process. The company is also encouraged to confirm that recruitment agencies used by its suppliers are monitored and to work to ensure that migrant workers' rights are respected (e.g., to confirm workers' passports or other personal documents are not retained).

**Remedy:** The company may consider establishing a process to ensure that remedy is provided to workers in its supply chains in cases of human trafficking and forced labor and disclosing details on this process, such as timeframes and engagement with affected stakeholders, responsible parties, or approval procedures. The company is encouraged to disclose examples of remedy provided to its suppliers' workers, including in cases of specific allegations in its supply chains.

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**ENGAGED WITH KNOWTHECHAIN**

No.

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<sup>1</sup> The US Department of Labor lists these commodities as commodities that may be produced using forced labor. US Department of Labor (20 September 2018), "[List of Goods Produced by Child Labor or Forced Labor.](#)"