

Carrefour S.A.

TICKER

ENXTPA:CA

MARKET CAPITALIZATION

US\$18 billion

HEADQUARTERS

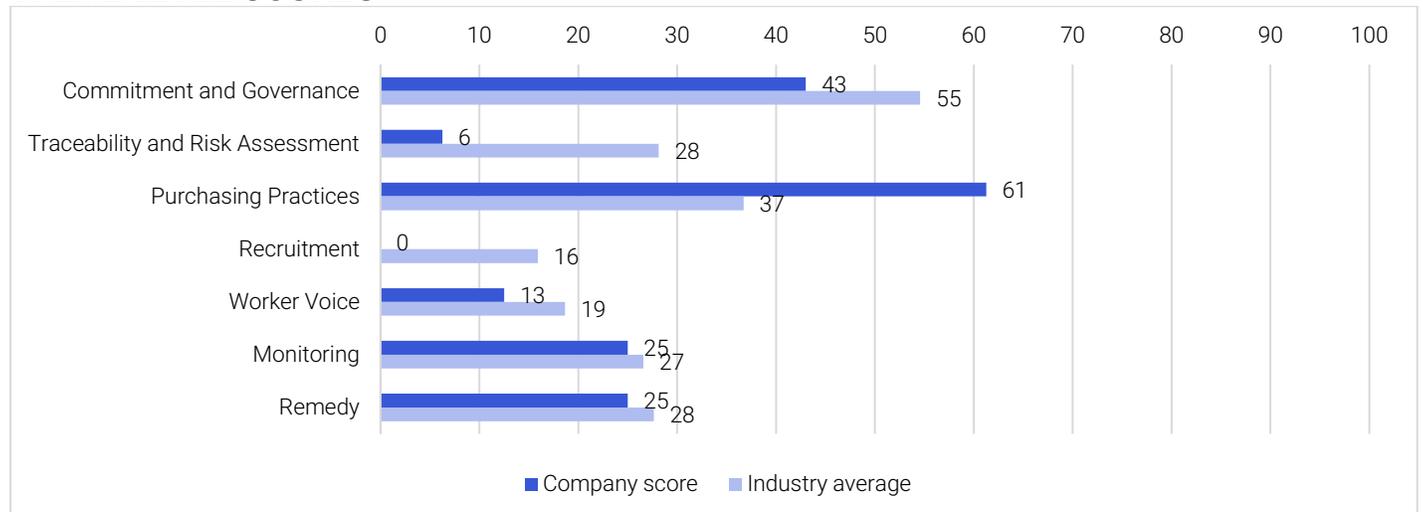
France

COMPLIANCE

 UK Modern Slavery Act: [Not applicable](#)

 California Transparency in Supply Chains Act: [Not applicable](#)
COMMITMENTS
[None](#)
OVERALL RANKING
20 out of 38
OVERALL SCORE
25 out of 100
SUMMARY

Carrefour S.A. (Carrefour), a French retail company which offers a variety of food products, ranks 20th out of 38 companies and discloses less information on its forced labor policies and practices than its peers. It scores significantly higher than average on the theme of purchasing practices but lower than average on all other themes and discloses no information on the theme of recruitment. The company has an opportunity to improve its performance and disclosure on the themes of traceability and risk assessment, recruitment, and worker voice.

THEME LEVEL SCORES


LEADING PRACTICES

None.

NOTABLE FINDINGS

Stakeholder Engagement: Carrefour reports that it is a member of the Consumer Goods Forum and contributed to the development of the initiative's Priority Industry Principles on forced labor.

Purchasing Practices: Carrefour discloses that it is working toward responsibly sourcing its seafood. It reports that its target is to source half of its seafood according to standards such as those of the Marine Stewardship Council and the Aquaculture Stewardship Council (which includes standards on forced labor). Additionally, it discloses that 100% of its palm oil supply is sourced from suppliers supported by the Roundtable on Sustainable Palm Oil.

Cascading Standards: The company's supply chain standard, which includes provisions on forced labor, requires suppliers to ensure that the standard is also respected by their subcontractors.

OPPORTUNITIES FOR IMPROVEMENT

Traceability and Risk Assessment: The company discloses some information on countries of origin and its activities to increase traceability. To demonstrate a strong understanding of its supply chains, the company may consider disclosing the names and addresses of first-tier suppliers, the countries of below-first-tier suppliers, the sourcing countries of raw materials at high risk of forced labor, and information on its suppliers' workforce. The company is further encouraged to assess forced labor risks across its supply chains and disclose the risks identified.

Recruitment: To avoid exploitation of migrant workers in its supply chains, the company may consider requiring that workers in its supply chains are not charged fees during any recruitment-related process. The company is encouraged to require that such fees are paid by the employer (Employer Pays Principle), and, where such fees have been paid by suppliers' workers, to ensure that the fees are reimbursed to the workers.

Worker Voice: The company is encouraged to ensure that a formal mechanism to report grievances to an impartial entity regarding labor conditions in the company's supply chains is available and communicated to its suppliers' workers and relevant stakeholders, such as worker organizations or labor NGOs. The company may further consider ensuring that suppliers' workers trust the mechanism by involving workers or an independent third party in the design or performance of the mechanism.

COMPANY PROVIDED ADDITIONAL DISCLOSURE

[Yes.](#)