

# Carrefour SA (Carrefour)

**TICKER**  
CA

**MARKET CAPITALIZATION**  
US\$15.79 billion

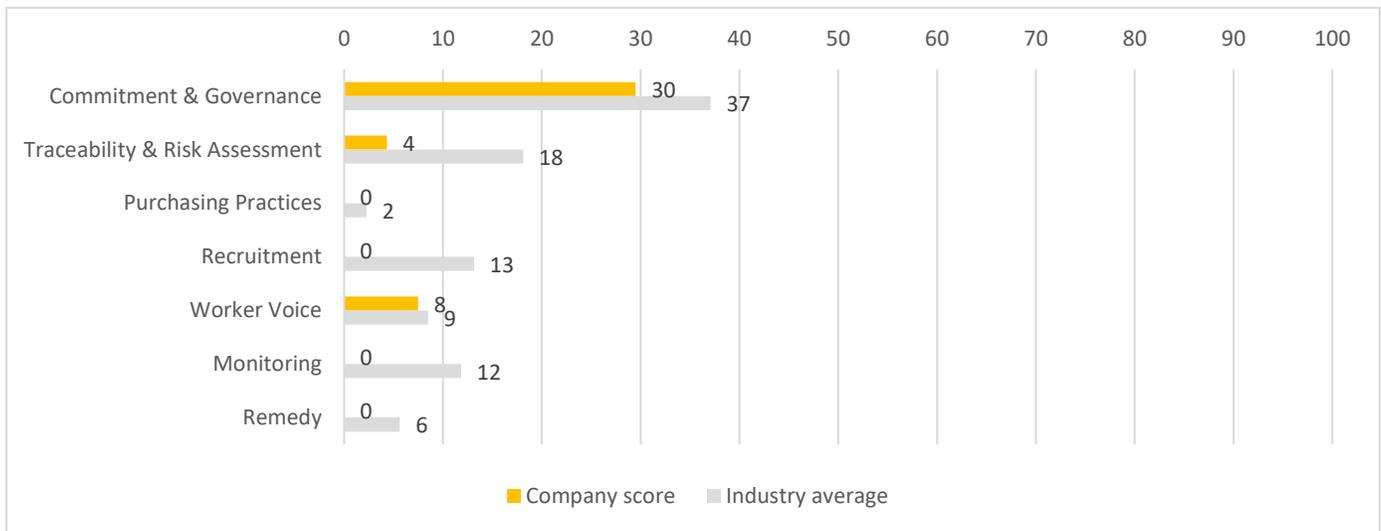
**HEADQUARTERS**  
France

**DISCLOSURES**
UK Modern Slavery Act: Not applicable

California Transparency in Supply Chains Act: Not applicable

Australia Modern Slavery Act: Not applicable

**OVERALL RANKING**
**35 out of 60**
[2020 Rank](#): 27 out of 43

**OVERALL SCORE**
**7 out of 100**
**THEME-LEVEL SCORES**

**KEY DATA POINTS**
**FIRST-TIER SUPPLIER LIST**
 No

**RISK ASSESSMENT**
 Yes (Limited)

**ENGAGED WITH KNOWTHECHAIN<sup>1</sup>**
 Yes

**NO-FEE POLICY**
 No

**REMEDY FOR SUPPLY CHAIN WORKERS**
 No

**HIGH-RISK COMMODITIES<sup>2</sup>**
 Palm oil, rice, wheat and others

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## SUMMARY

Carrefour SA (Carrefour) one of the largest food retailers in Europe<sup>3</sup>, ranks 35 out of 60 companies. Since 2020, the company improved on the themes of Commitment & Governance, disclosing relevant supplier training. It further newly disclosed a grievance mechanism available to workers in the first tier of its supply chain. However, the company did not improve across other themes.<sup>4</sup> As such, the company's rank has dropped by 8 places. Further, the company did not provide updated disclosure for some relevant information, which has fallen outside the three-year research timeline and therefore not assessed.

The company has an opportunity to improve its performance and disclosure on themes such as Commitment & Governance, Traceability & Risk Assessment, and Recruitment.

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## LEADING PRACTICES

None.

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## OPPORTUNITIES FOR IMPROVEMENT

**Commitment & Governance:** The company is encouraged to establish and disclose a managerial structure with clear responsibilities and accountability for the implementation of its supply chain policies that address forced labour, and provide oversight of such policies at the board level.

**Traceability & Risk Assessment:** The company is encouraged to demonstrate a strong understanding of its supply chains by disclosing the names and addresses of its first-tier suppliers (either across high-risk commodities or across all first-tier suppliers), the names and locations of below-first-tier suppliers, the raw material sourcing countries from which it sources commodities at high risk of forced labour, as well as data on its supply chain workforce, such as the percentage of women, migrant workers, and the percentage of workers being paid a living wage.

**Recruitment:** To address the risk of exploitation of migrant workers through recruitment agencies in its supply chains, the company is encouraged to take steps to ensure that workers in its supply chains are not charged fees during any recruitment-related process. The company may further consider disclosing the steps taken to ensure that such fees are reimbursed to the workers and/or provide evidence of payment of recruitment-related fees by suppliers. The company is also encouraged to provide details of how it supports responsible recruitment in its supply chains.

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<sup>1</sup> Research conducted through January 2023 or through April 2023, 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](#).

<sup>2</sup> For further details on high-risk raw materials and sourcing countries, see KnowTheChain's 2023 [food & beverage benchmark findings report](#).]

<sup>3</sup> Retail-Index, "Rankings and Profiles of Food Retailers in Europe", <https://www.retail-index.com/sectors/foodretailersineuropeandworldwide.aspx>. Accessed 19 June 2023.

<sup>4</sup> KnowTheChain's 2022-23 benchmarks use a revised methodology which prioritises a focus on the implementation of policies and processes and the outcomes they result in, as well as integrating a stronger focus on stakeholder engagement. See [here](#) for more information.