

# Delhaize

Sector  
Supermarkets

## Highlights

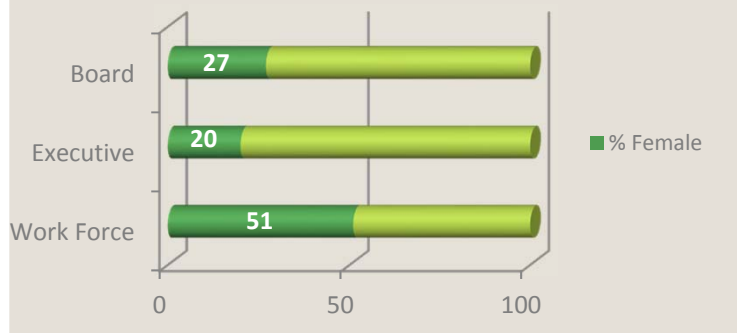
### Equality & Diversity Performance

4<sup>th</sup> in sector (50/100)

### Key Related Sector Challenges

Women continue to dominate as cashiers and staff but do not find equal representation at management levels. For example, the CEOs of the majority of the world's leading supermarkets are all men (Walmart, Tesco, Sainsburys, Carrefour, etc).

### Gender Balance



## Gender Equality



By 2015; 1 of 3 executive will be a woman, 25% of executives women, 35% of high potential managers will be women. By 2013/14 30% of new recruitments will be women.



40 Members from the French perimeter form the 'Diversity Committee' that oversee the Group's commitments.



An awareness campaign for managers and HR departments was rolled out in 2012 to develop understanding on discrimination. External training is also available.



Share of women in management has increased steadily from 17.8% (2007) to 21,3% (2012 CSR Report).

## Best Practices

### ... Creating a Safe Working Environment For Women

- The Company's "Guide for Ethical Conduct" covers the specific issues of sexual advances and sexual harassment as well as the more general issue of non-discrimination. Given the higher levels of women in the workforces for the Supermarkets sector this is particularly pertinent.
- The Guide for Ethical Conduct also sets out **example scenarios** to guide employees as to how they can and should act in the case that they face inappropriate behavior from a colleague.
- The Company's Guide for Ethical Conduct also **covers the issue of workplace violence** which can be a higher risk for female employees in this particular sector.
- Through its Guide for Ethical Conduct, Delhaize **commits to investigate all reportedly allegations** of workplace violence and protect whistleblowers as well.

The Company did not appear to face any visible allegations linked to gender discrimination