



*Corporate
social responsibility report
2018*



Auchan | RETAIL
УКРАЇНА

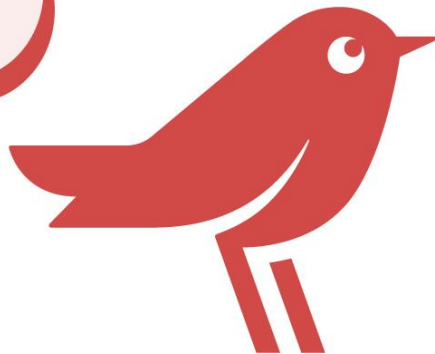
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*Message
from
CEO*



2018 was the year of a threefold transformation for Auchan Retail Ukraine. First of all, we completed the integration process of rebranded stores, we opened 2 innovative hypermarkets in Kyiv and Lviv and doubled our sale areas.

Secondly, we launched a new format of convenience store to be closer to our customers and better meet their needs. The number of our employees doubled and we are especially proud that the large majority of employees decided to stay with Auchan team after the stores rebranding process.

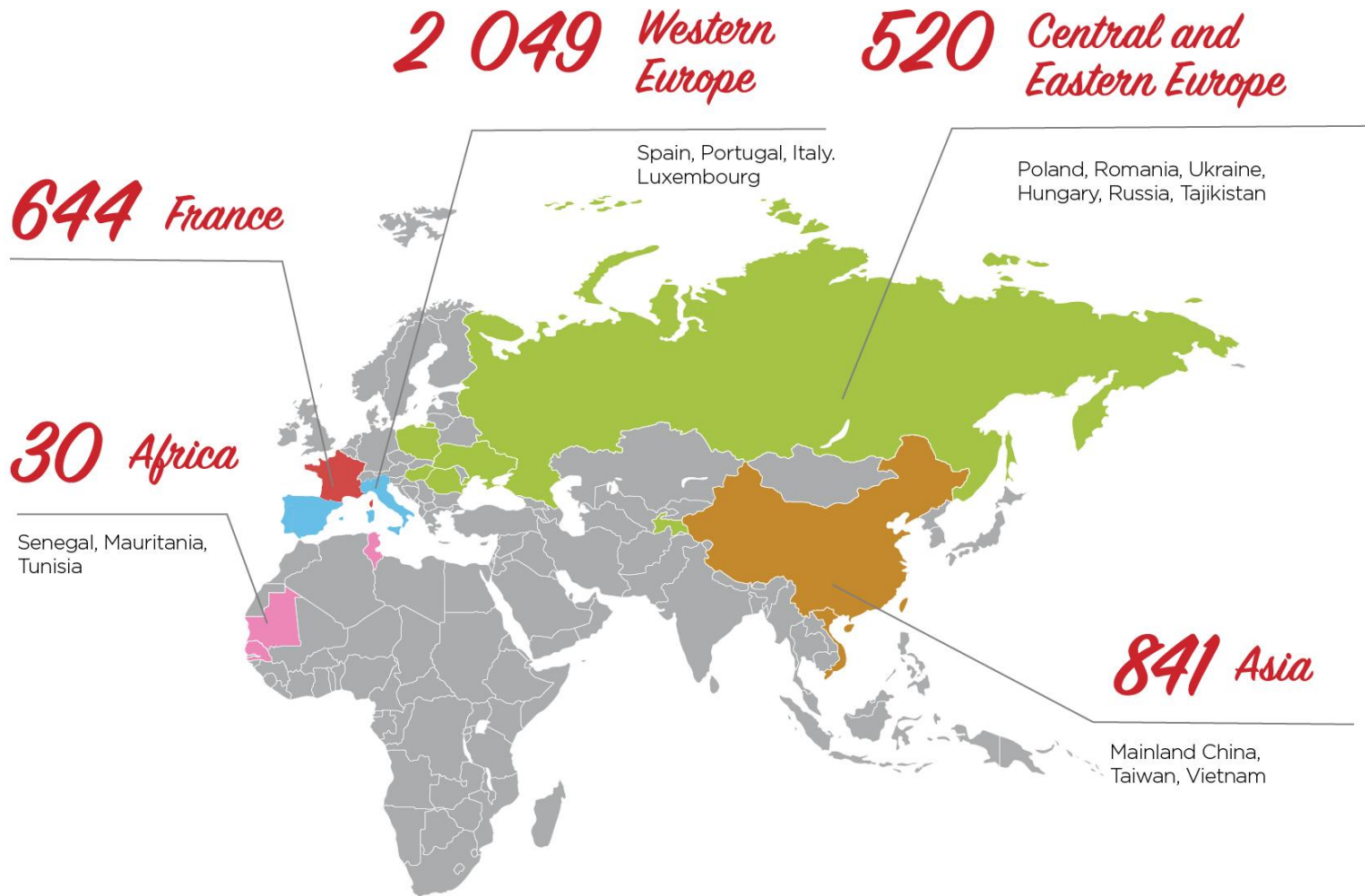
Our third success is the extension of e-commerce projects to new partnership with leading national market players. The first results of these partnerships lead us to firmly believe that the future of retail will be phygital, mixing online and offline sales solutions.

I have been working in Ukraine for only a year and I know these results would not have been achieved without the dedication of all our employees to develop our business by improving the quality of life of our customers. We are proud to be working together to meet our commercial and social life-changing goals. Auchan Retail Ukraine has been developing and improving a responsible business model for 10 years now by always putting our employees and customers first.

We are glad to to share with you the first Corporate Social Responsibility report of Auchan Retail Ukraine. We hope it will be a good introduction to our company, to our values and commitments as well as a source of inspiration.

Sincerely yours, Viktoria Lucenko.

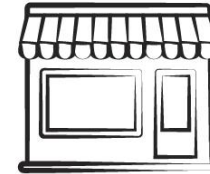
About Auchan Retail



11th
largest retailer in the world*



35th
largest employer in the world**



4 084
sales outlets under the Auchan banner



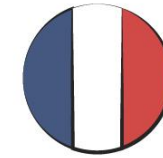
354 851
employees***

An unlisted company:
part-owned by its employees
(7% of the share capital)

17 countries, from Europe to Asia and Africa

* Source: Deloitte
** Source: Fortune
*** Figures at 31.12.2018

Auchan Retail Ukraine in figures



#1
the largest
French employer



Brand #1
according to Ukrainian
customers and experts*



TOP-10
best employers in
retail**



TOP-3
companies for
non-discrimination***



#1
the only employer to hire
people with Down Syndrome

6 521 employees
work in the company

27 stores
including 22 hypermarkets,
1 supermarket and
4 convenience stores

9 cities
of presence

3d retailer
in terms of sales area

* national ranking "Favorite of Success in the category Hypermarkets"

** best retail employers ranking according to HeadHunter

*** Corporate Equality Index ranking

Figures at 31 December 2018

Our formats



Hypermarket



Supermarket



Convenience store



Online shop

auchan.ua

Our private label



Buy what you need
for affordable price

Buy what you want
for attractive price

Try special product
for reasonable price



Our brands



Electrical appliances, electronics
and some computer accessories

Cosmetics and beauty
products

Qilive

cosmia

Kitchen utensils, home
decor and appliances

Clothing for men, women,
children and accessories

actuel®

INEXTENSO

History of Auchan Retail Ukraine



2008

first store opened
Auchan Petrivka

2009

expansion in eastern region
Auchan Kryvyi Rih
Auchan Zaporizhzhya
Auchan Donskyi

2009-2013

expansion in western and southern regions and in Kyiv
Auchan Radouzhnyi (2009), Auchan Kiltzeva (2009)
Auchan Bilychi (2009), Auchan Sokilnyky (2010)
Auchan Lybidska (2013), Auchan Fontanka (2013)



2017

9 rebranded stores opened in Kharkiv, Dnipro, Zhytomyr, Chernivtsi and Kyiv
Auchan Hlushkova
Auchan Lugova
Auchan Livoberezhnyi
Auchan Kyivska
Auchan Heroiv Pratsi
Auchan Sosninykh
Auchan Tarassivska
Auchan Oleksiivska
Auchan Hotynska

2016

e-commerce activity launched

2014-2015

first store in Crimea, expansion in the left side of Dnipro in Kyiv and second store in Lviv
Auchan Simferopol (2014)
Auchan Chernihivska (2014)
Auchan Pivdennyi (2015)

2018

first supermarket opened
Auchan Zoranyi

4 convenience stores opened
Miy Auchan Wiliamsa
Miy Auchan Pravdy
Miy Auchan Kyrylivska
Miy Auchan Havela

Click and collect service launched, new stores opened
Auchan Rive Gauche
Auchan Chornovola



CSR policy at Auchan Retail Ukraine

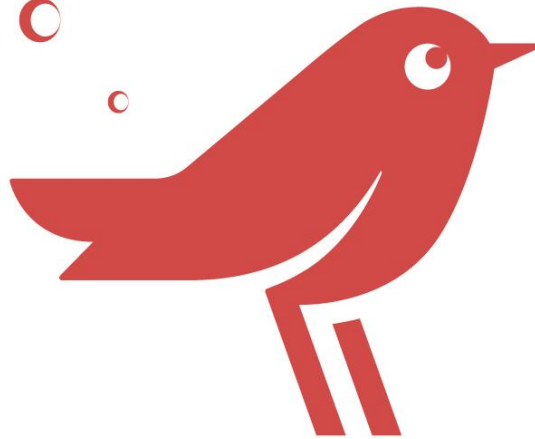
In the modern world business activity impacts the society and the environment. If corporate social responsibility (CSR) might have been considered as an extra step before, it is now a prerequisite for any successful company.

Auchan Retail Ukraine CSR policy is based on four pillars: our employees, our customers, our commitment to the society and environment protection. To deploy our CSR strategy, we are working on improving our business processes as well as organising events throughout the year.

In Ukraine, Auchan is strongly promoting employment for people with disabilities, offers grants to projects related to healthy nutrition and lifestyle for children through the Auchan For Youth Foundation. All implemented social initiatives are proposed by our employees in response to needs expressed by our customers, partners and society.

In 2018, the Auchan Retail team devoted 11 000 hours to volunteering, and I am blissfully happy to work with such openhearted and sincere people that making their best to improve the lives of Ukrainians!

*Olga Boyko,
senior corporate social responsibility specialist
at Auchan Retail Ukraine*

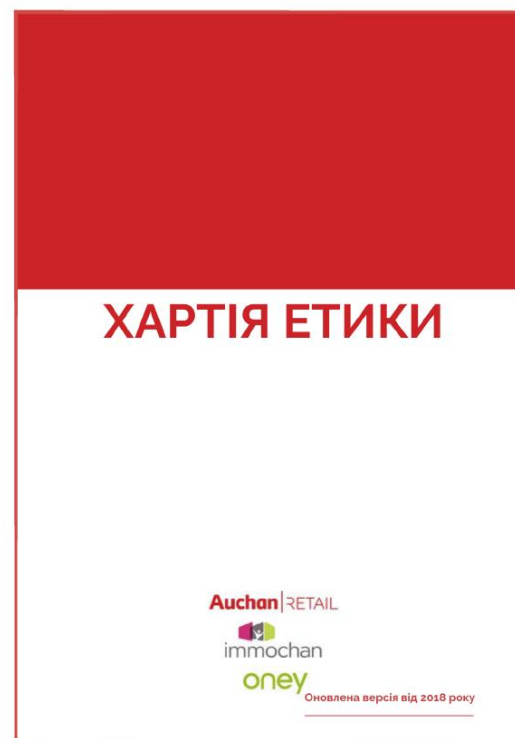


Basis of our CSR policy

In September 2015, the 17 Sustainable Development Goals of the 2030 Agenda for Sustainable Development were adopted by the world leaders during an UN Summit. It is a call to all countries and their stakeholders (government, civil society and private sector) to end all forms of poverty, fight inequalities and tackle climate change.

The Auchan Ethics Charter guides us in our everyday activity. Its 5 chapters describe the ethical values and behavioral standards that must be enforced by all Auchan Retail employees while interacting with colleagues, customers, external partners, shareholders and community. The Ethics Charter reminds every employee that Auchan is refusing any form of discrimination or any type of corruption.

SUSTAINABLE DEVELOPMENT GOALS



Read
Auchan Ethics
Charter





*We promote
the development of our employees
as well as their personal
and professional fulfilment*

CSR Focus "Employees"



All Auchan Retail Ukraine employees are officially employed and protected by the Labor Code of Ukraine. The company provides additional benefits to them such as:



Healthcare

- Medical insurance
- Full medical check-up
- Life insurance
- Sport activities



Comfortable working environment

- Meal compensation
- Uniform
- Adapted work tools
- Recreational spaces in offices



Opportunities for professional growth

- Integration trainings
- Professional trainings adapted for each employee
- Training institute for workers, middle and senior managers
- Annual remuneration review



Auchan Retail Ukraine employees



32%
women among
managers

5.18%
employees with
disabilities

* Figures at 31 December 2018

Employees



A third of Auchan Retail Ukraine employees have been working for the company for more than 5 years

Statistics by age:

18-25

26-45

46 or more

76 years
the eldest
employee's age

35 years
average managers
age



* Figures at 31 December 2018

Employees



Live better project

In July 2017, the international project Live better was launched in Auchan Ukraine in order to promote healthy lifestyle by better nutrition, exercising more and taking care of oneself.

For employees, a special online-learning platform named QUIZZ was opened. Its 27 training modules have been conceived for everyone to learn about nutrition in a playful way. Furthermore, each employee have been invited to a monthly healthy breakfast and morning exercising activities.

For customers, together with nutritionists and dietitians we are developing a methodology for selecting the most healthy products to promote good eating habits.



11 030

e-learning
hours

3 897

employees
trained

1.86%

lost working days
due to illness

* Figures at 31 December 2018

Employees



Supported employment for people with Down Syndrome

Diversity and equality in recruitment and professional development are at the heart of Auchan Retail human resources policy.

In autumn 2017, the first employee with Down Syndrome has been hired by Auchan in Ukraine. At the end of 2018, there were 5 employees working in 3 hypermarkets in Kyiv: Auchan Kiltzeva, Auchan Chernihivska, Auchan Hlushkova. They became part of the Auchan team like any other employee. They attend meetings and celebration activities. They benefited 20 days of training per employee in 2018.

In 2017-2018, in partnership with the Ukrainian Down Syndrome Organisation, the NGO "Rodyna" and Center of Spiritual Support for Persons with Special Needs "Emmaus", we managed to teach experts from organisation and Auchan employees how to interact with people with Down Syndrome, to recruit potential employees, to supervise them and to help them to become more independent employees.



* Figures at 31 December 2018

5

employees
with Down Syndrome

2 551

hours worked over the
last year

Employees



Accessible communication for hard of hearing people

Since its implantation in Ukraine, Auchan is promoting inclusiveness within the company as well as in society. Among 200 hard of hearing employees of Auchan Retail Ukraine, 18 have been working in the company for more than 10 years, since the first store was opened.

In September 2018, Auchan signed a contract with the Ukrainian start-up Be Warned to offer its 200 hearing impaired employees unlimited access to mobile app the Sign Language Interpreter. Thanks to this app, interpreters are helping employees to independently cope with everyday private or professional situations and with any type of emergencies such as calling an ambulance, the firemen or the police.

On Auchan computers an unique program for group translation the ConnctPRO have been installed. It helps organising meetings and trainings.

These tools, based on the expertise of the Online Center for Sign Language Interpreters, is helping to promote equal employment opportunities and ensuring the professional growth for all employees.



"In 2018, working at Auchan have become way easier for us, deaf employees. We feel motivated. I have finished a training in the Auchan Training Institute and got a promotion. I want to thank everyone for such opportunity!"

Natalia Buhlak, Auchan Raduzhny

* Figures at 31 December 2018



3 726

calls to the Online Center for Sign Language Interpreters

281,35

hours of online sign language interpreting

Employees



Partnership with universities

Due to a difficult economic context in Ukraine, finding a job for young people with little or no job experience is a challenge. As a signatory to the 'Pact for Youth 2020', initiated by the Ukrainian Ministry of Youth and Sport, the Center for Corporate Social Responsibility Development and the UNDP, Auchan Retail Ukraine is working with 14 universities in 9 cities of Ukraine. Students are offered paid internships and young graduates job opportunities.

As an example, the Retailer of Tomorrow program that Auchan Retail Ukraine launched for young graduates in March 2016, is intended to give young professionals a chance to start their careers in a major international European company. Once a 3-months practice is successfully completed, trainees continue to work in Auchan as a section manager. They are in charge of stock and sales management, goods pricing as well as managing a team of employees.



"I have been working at Auchan Ukraine since 2016, and these 3 years have been full of new discoveries, self-development with a lot of professional ideas implemented. Auchan is a real opportunity!"

*Anton Sinitsky,
participant of Retailer of Tomorrow program*

* Figures at 31 December 2018



26

graduates employed through the Retailer of Tomorrow program

26

students have been offered a paid internship

Employees



Professional growth opportunities

Auchan Retail Ukraine is always working on improving employees professional development through integration trainings, specialised trainings adapted to each professional employee category. Trainings are delivered by different professional institute or through e-learning sessions.

Trainers are usually staff members with significant expertise or invited Auchan Retail countries professionals.

Every year, training materials are reviewed and updated. In 2018, new courses were added such as “Responsible pursues”, “How to be the main character of your own professional growth”, “Vision 2025”, “Collaborative management” etc.



35 hours
of training
per employee

80% employees
assisted to at least
one training in 2018

413 employees
were promoted
in 2018

* Figures at 31 December 2018

Employees



International talents recognition

In Auchan Retail, we are convinced that one of the best motivation for each employee is to be identified as a key trainer for other Auchan countries.

In 2017, our colleague Dmytro Dybash went to Auchan Retail headquarter in France to integrate the Internal Audit department, and in 2018, he returns to become the Deputy Finance Director in Auchan Ukraine.

Pastry chef and baker Maria Kochubey from Auchan Bilychi won the international Auchan Retail's 2018 competition and became the Best Pastry Chef in Auchan Retail. She had been offered the opportunity to study in one of the best French pastry school.

Later in 2018, Kyrylo Chumak, manager of the bakery department in Auchan Zaporizhzhya, became one of 6 selected employees in the world to participate in Erasmus program. He will be sharing his experience in one of French stores for 4 months.



Kyrylo Chumak

*Auchan Zaporizhzhya,
participant of international
Erasmus program*



Maria Kochubey

*Auchan Bilychi,
Best Pastry Chef
among 11 countries of Auchan Retail*



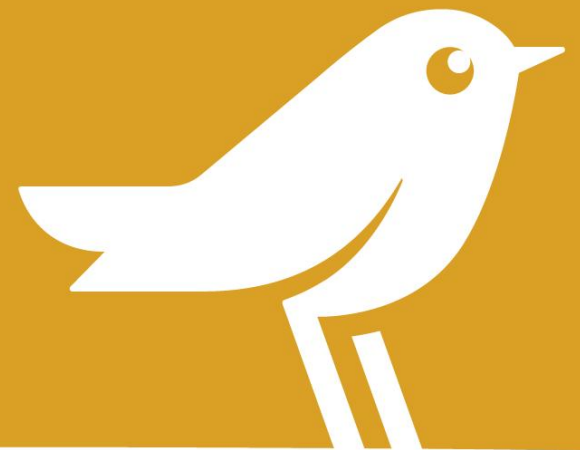
Dmytro Dybash

*Deputy Finance Director in Auchan Ukraine,
has been working in France for 2 years*



We develop a high-standard offering for our customers by combining quality, discount prices and corporate social responsibility

*CSR Focus
"Customers"*



Quality control of products and services

Ensuring the quality and the freshness of the products sold in Auchan Ukraine stores is always a top priority for the company. To ensure to meet the highest standards, the HACCP Food Safety Management System is being implemented in Auchan stores, which helps to control and overview all the stores activities, from the food production to the customers shopping basket. HACCP is already implemented in 9 of our stores.

Monthly physico-chemical and microbiological analyses of Auchan branded products are performed by independent laboratories, accredited according to the DSTU ISO 17025.

Every week, each store carries out laboratory tests on its own products: ready to eat food, bakery products, meat and fish semi-finished products and smoked products.



1 214
tests

of private label products in 2018



1 day before
expiration date

products are removed if its shelf life is longer than 4 days



* Figures at 31 December 2018

Customers



Listening to customers

Auchan Ukraine strives to build relationships based on trust and openness not only with its employees but also with its customers.

Store teams regularly communicate with their customers and respond to their comments. Auchan uses a variety of online interaction tools like the My Auchan app, a dedicated call center, NPS program, Facebook or through offline instruments, such as the Mystery shopper program, Assisted shopping and Auchan Customers club, which allows to discuss store work issues directly with the store manager in a warm atmosphere.

On March 15, for the World Consumer Protection Day, Auchan Ukraine invited customers to store workshop tours, in which each visitor had the opportunity to learn about product creation processes, freshness guarantees, quality control. 150 customers visited 20 stores in 9 cities of Ukraine.



380

assisted shopping services

52

customers clubs held in 2018

85.9

average annual result according to Mystery Shopper

* Figures at 31 December 2018

Customers



Diet and organic food

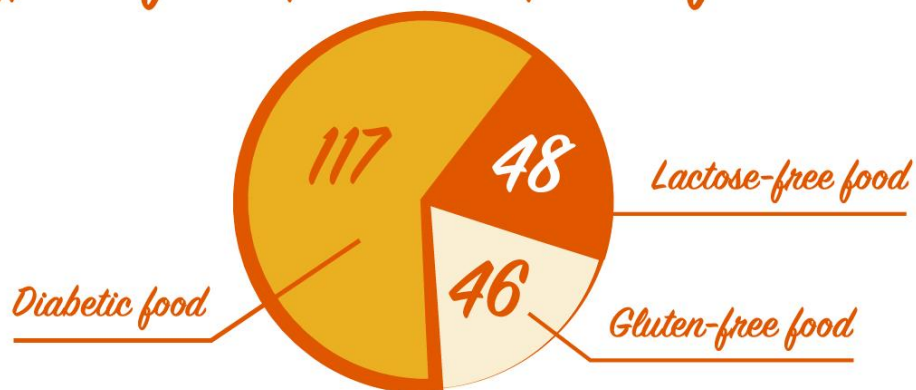
Auchan Ukraine offers its customers a wide range of products, respecting to each individual needs and preferences.

About 20% of Ukrainians have some specific nutritional needs due to their health status. To meet every customers needs, Auchan is selling diabetic, gluten-free, lactose-free and other dietary products.

Auchan supports a responsible approach to consuming food that must be safe for human health and safe for the environment at the same time. It includes certified organic products with no pesticides, synthetic chemicals, and GMOs which were manufactured without harming the environment and with an ethical attitude to animals.



Types of diet products per references



* Figures at 31 December 2018



513 organic product references in our stores

Customers



Supporting small and medium-sized manufacturing businesses

Auchan Retail Ukraine is working to help its local suppliers to grow.

Since 2017, Auchan Ukraine have set up a training program with the International Financial Corporation (IFC) to help producers to acquire their own quality management and food safety systems. We also encourage suppliers of fresh fruits and vegetables to get Global G.A.P. certification. In 2018, 5 ukrainian producers were certified Global G.A.P. compliant, proving that their manufacturing conditions require European standards and that they are ready for export in the EU.

In 2018, the Farm Products initiative was launched in 4 hypermarkets in Kyiv and Lviv for our customers to benefit from fresh and natural products sold by small local producers. Last year, we sold 37 tonnes and 200 000 products according to the project.



375
products
of the Farm
Products initiative
in our stores

25 small
farmers
are selling its
products in Auchan

150 km
is the maximal distance
from the farm to Auchan
store

* Figures at 31 December 2018

Customers



Making our stores accessible to everyone

We are working to meet the needs of all our customers and create the conditions for comfortable shopping for people with disabilities.

Trolleys for customers with children and wheelchairs



Parking spaces less than 50m from the entrance

The main entrance is flat, more than 0,9m wide with automatic glass doors with clear visual marking

Special cash desks with 0,9m aisle where customers with disabilities and pregnant women are served in priority

Customers





*We activate
vital ecological levers
to restrict our
environmental impact*

CSR Focus "Environment"





Energy efficiency

Since 2015, Auchan Retail Ukraine is implementing an ambitious energy-saving program.

In 12 stores, a single system has been installed to monitor energy data in real time. It allows the company to reduce the energy cost and evaluate the impact of local energy saving measures.



23 stores

are equipped with motion detectors



1.1 Gwh of heat

produced by pellet stove at Auchan Petrivka



26 stores

are equipped with LED lamps



-0.7% energy

*consumption per m²
comparing to previous year*

* Figures at 31 December 2018



Waste reduction

We sort and evaluate



Plastic



Glass



Paper



Metal



Organic waste



Wood



*Rechargeable
batteries*



*Fluorescent
lamps*

We promote reasonable consumption



2 126

*employees trained
to reduce food
waste in 2018*



52%

*waste
recycling rate*

* Figures at 31 December 2018

Biking to work

Since 2015, Auchan Retail Ukraine employees join the "Bike to work" flashmob, organised by Cyclists' Associations in Kyiv, Odessa, Kryvyi Rih and Lviv.

As some Auchan hypermarkets are located in the cities suburbs, and due to the shops large range of opening hours, Auchan is offering to its employees with the possibility to use the bike as their main locomotion mean. Shops and offices are therefore equipped with showers, changing rooms, dryers as well as bicycle parking.



employees usually bike to work



km is the average distance per day for Auchan cyclists

* Figures at 31 December 2018

Environment



Environmental Initiatives

For 7 years now, Auchan Retail Ukraine team take part in “Let’s clean up Ukraine”, a large-scale event organised by the NGO Let’s do it Ukraine.

In September 2018, during the World Clean Up Day, held in September, 250 employees, together with TOP managers collected 195 bags of trash on 12 areas in 9 cities of Ukraine from Chernivtsi to Kharkiv and from Zhytomyr to Odessa.

Moreover, employees often go cleaning the countryside or join the event organised by local activists.



5 ecological activities

held by employees



1 560 kg of trash

collected by employees



* Figures at 31 December 2018

Environment



Stopping the sales of Christmas trees to protect biodiversity

The Christmas tree is an traditional attribute of the New Year holidays, including natural trees. Legal, grown on a special plantation Christmas tree can be purchased in the forestry together with the tag. However, observations of WWF specialists in Ukraine over the past few years have shown that due to massive frauds and problems of traceability, it is almost impossible to establish the true origin of the tree for both buyers and the local authorities.

To tackle this issue and preserve the biodiversity of Ukraine forests, Auchan Retail Ukraine have been refusing to sell chopped Christmas trees since 2018. Alternatives have been developed for Auchan clients such as:

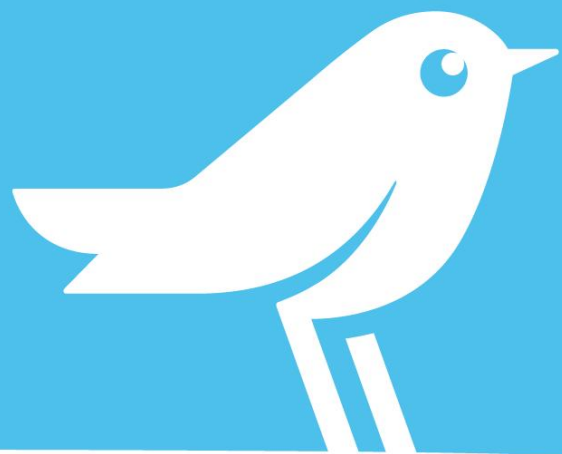
- live fir trees in a frame, which can be later replanted in the ground;
- artificial Christmas trees that can be used for up to 20 years;
- Christmas decoration items that will create a festive atmosphere.





*We develop
Auchan Retail's openness
and commitment to society*

*CSR Focus
"Society"*



Partnership with orphanages

All Auchan Retail stores in Ukraine have established partnerships with orphanages that are visited by our employees every 3 months.

Since 2015, our customers are invited to support children in need by joining our annual charity event Christmas Tree wishes. In 2018, 747 children from 15 orphanages and 6 charitable organizations in 9 cities of Ukraine received gifts thanks to this operation.

In 2018, we launched another event called "Tree of knowledge", in which the customers can help to collect new school supplies to children with disabilities or orphans, helping 275 children to be ready for the new school year.



92 visits

to children in need in 2018



* Figures at 31 December 2018

Auchan For Youth Foundation

The Auchan For Youth Foundation is a corporate foundation of Auchan Retail, supporting charitable projects that help improve health and nutrition among young people living in Auchan stores neighbourhoods. Over 1000 social projects in 10 countries have been funded by the Foundation since its beginnings.

A special feature of the Foundation's projects is the involvement of Auchan stores employees for any project to be funded.

In Ukraine, the Foundation operates since 2011 and have contributed to fund 29 social initiatives, from which 15 were targeting young children with disabilities.



20 778
children
received help

21 non-profit
organisations
funded

7 085 420
UAH
granted to support
projects in Ukraine

* Figures 2012-2018

Best social projects competition

To celebrate its 10 years since the beginning of the first Auchan stores in Ukraine, Auchan Retail Ukraine launched a call for projects in April 2018.

7 projects of 7 charitable organizations in 4 cities of Ukraine received financial support from Auchan For Youth Foundation:

- 1) city eco-farm for growing microgreens for young people with Down Syndrome in Kharkiv (CF "Caritas Kharkiv");
- 2) greenhouse and cycling school in a family-type children's home "Otradhoe" (KRCF "Social Assistance Service");
- 3) arrangement of a kitchen for teaching young people with cerebral palsy and orphans (NGO "Emmaus" in Kharkiv);
- 4) arrangement of the kitchen in the "City of Good", where single mothers with children live (CF "Safe Life Development");
- 5) establishment of a sports ground on the territory of the school #7 in Zhytomyr (ZhMDGO "We do everything ourselves");
- 6) dining room for healthy eating at the Kiev School 285 (CF "Zorepad Nadiy");
- 7) kitchen for the professional integration of children with Down Syndrome in boarding school # 8, Kyiv (the Ukrainian Down Syndrome Organisation).

11 715
children
received help

40
employees
became volunteers in
projects

2 154 437
UAH
granted to support
projects



* Figures at 31 December 2018

Chestnut Run

Since 2013, Auchan Retail Ukraine employees are participating to the Chestnut Run, a charity event supporting children with congenital heart diseases.

All registration fees were collected to help the purchase of the necessary equipment and medical supplies for the Scientific and Practical Medical Center of Pediatric Cardiology and the Cardiac Surgery Ministry Of Health of Ukraine. Over 3000 children receive treatments at these medical centers every year.

It is a great opportunity to increase public awareness, contributing to provide medical equipments as well as sharing fun moments with families and colleagues.



181
runners
from Auchan

27 150
UAH
raised by Auchan

905
km
run by Auchan employees

* Figures at 31 December 2018

Cup of Open Hearts

Since 2012, Auchan Retail Ukraine joins the annual charity football tournament Cup of Open Hearts. The charity tournament was aimed at raising funds for children's Early Development Centre, run by the Ukrainian Down Syndrome Organization.

In 2018, Auchan team did not only play football, but volunteering on catering, together with 7 people with Down syndrome, including 4 Auchan Ukraine employees. All football players from 16 corporate teams were offered tasty sandwiches made with love by people with Down Syndrome.



180 hours
of corporate
volunteering



38 volunteers
among employees

* Figures at 31 December 2018

Society



Creating a new future

International Children's Day in Auchan Ukraine symbolizes the beginning of a charity project "Creating a new future" which support children and youth with Down Syndrome.

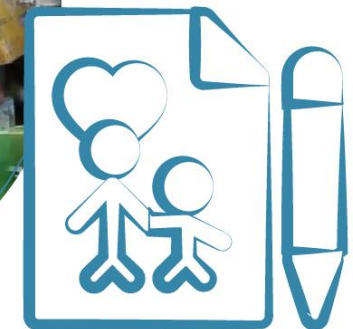
For the last six years, in June, every customer can make a donation in dedicated boxes which can be found at the cash register of every Auchan stores, in each of the 9 Ukraine's regions.

804 973,51 UAH were collected in six years allowed to provide 254 group classes for children and over 200 counselling involving experts for more than 100 children and their parents.

In 2018, project objectives were broaden, and part of the money collected was used to fund an employment program for people with Down syndrome



212 563 UAH
raised in 2018



* Figures at 31 December 2018

Giving Tuesday

The monthly minimum pension in Ukraine is 1435 UAH, including 215 UAH (with subsidies). Pensioners have to spend on utilities and rent, and usually spend 300-400 UAH for medicine. They have only 820 UAH left for food. This left them with only 27.33 UAH (around 1 USD) a day to spend. In Ukraine, nobody is certain not to be someday in this type of precarious situation.

For November 27, on Giving Tuesday, Auchan Retail Ukraine together with the Let's Help foundation took part in a flashmob #let's_help_babushka, giving for free goods for seniors.

Meanwhile, in each store 2 Auchan volunteers discussed with the seniors about daily-life and health.



10 stores
took part in the flashmob



43 seniors
received goods for free

* Figures at 31 December 2018



Case for Goods

In order to support families and elderly people in need, in 3 Auchan stores in Lviv (since November) and in Kharkiv (since December), a social project "The Case for Goods" was launched in partnership with the NGO "Community development" and the Social service Foundation.

All customers were able to buy some goods in order to leave it for charity in a dedicated case. Every two weeks representatives of the foundation pick up the goods and delivered food parcels to beneficiaries.



23 food parcels
offered by customers



3 stores
involved in the project



* Figures at 31 December 2018

Medical check-ups

On the occasion of the European HIV-Hepatitis testing week in November, all the customers of 5 supermarkets located in Kharkiv and Dnipro were invited to get tested and to receive counselling by health-care professionals supported by AHF Ukraine.

For the World Stroke day, on October the 29th, Auchan Zapo. customers could check their blood pressure, glucose level and assist to first-aid training sessions delivered by the Ukrainian Red Cross Society.

For the World Heart Day in September, Auchan Petrivka customers could check their blood pressure, glucose level, and get some personalised exchanges about nutrition and smoking-related health risks with experts of the Center for Public Health of the Ministry of Health of Ukraine.



* Figures at 31 December 2018

#AuchanRun

In September-October 2018, 14 306 employees from 14 Auchan Retail countries ran or power-walked 409 593 km to raise money for the charity SOS Children's Villages and for projects promoting good nutrition and health in all the countries where Auchan Retail operates.

A dedicated app, Runator, counted the number of kilometers run by each participant in a real time. Oleksandr Kolomojets from Auchan Kharkiv run 517km in 11 days finishing first in all Auchan employees.



8 193 km

run by Auchan Ukraine



181 runners

from Auchan Ukraine



30 000 UAH

raised by Auchan Ukraine

Oleksandr Kolomojets
*Auchan Tandsivska,
Auchan Retail best performer*

Society



Our rewards 2018

Company with no discrimination

TOP-3 according to the Ukrainian Corporate Equality Index

Partnership for sustainable development

award in the category "Society" according to Global Compact Network Ukraine

Business that changes the country

according to the Green Economy Platform at CSR Business Cases Contest



GRI Content Index

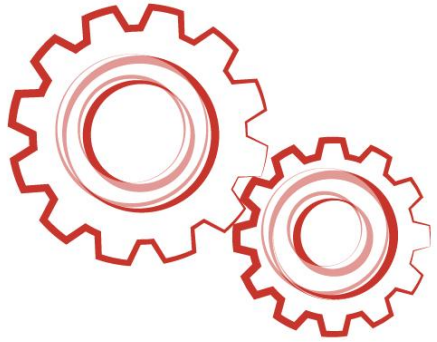
The Auchan Retail Ukraine CSR report is prepared in accordance with the GRI Standards.

Standard GRI	Description	Cross-reference
102-1	Name of the organization	Auchan Ukraine Hypermarket
102-2	Activities, brands, products, and services	p. 6
102-3	Location of headquarters	04073 Kyiv, Stepana Bandery av, 15-a
102-4	Location of operations	p. 4-5
102-5	Ownership and legal form	Private company
102-6	Markets served	p. 4-6
102-7	Scale of the organization	p. 4-6
102-8	Information on employees and other	p. 11-19
102-9	Supply chain	p. 24
102-10	Significant changes to the organization and its supply chain	p. 3, 7
102-12	External initiatives	p. 15-17, 24-25
102-13	Membership of associations	European Business Association Ukrainian Retail Association
102-14	Statement from senior decision-maker	p. 3
102-15	Key impacts, risks, and opportunities	p. 3, 8
102-16	Values, principles, standards, and norms of behavior	p. 9
102-17	Mechanisms for advice and concerns about ethics	auchan.ua
102-40	List of stakeholder groups	p. 8, 15-17, 22, 24, 29-30, 34-42
102-41	Collective bargaining agreements	100% employees are covered by collective bargaining agreements

GRI Content Index

Standard GRI	Description	Cross-reference
102-42	Identifying and selecting stakeholders	p. 22, 34
102-43	Identifying and selecting stakeholders	p. 22
102-46	Defining report content and topic Boundaries	p. 8
102-47	List of material topics	p. 2
102-50	Reporting period	01.01.2018 - 31.12.2018
102-51	Date of most recent report	This is the first CSR report
102-52	Reporting cycle	Every year
102-53	Contact point for questions regarding the report	communication@auchan.ua
102-55	GRI content index	p. 45-46
102-56	External assurance	Not assured
302-1	Energy consumption within the organization	p. 27
302-4	Reduction of energy consumption	p. 27
401-2	Benefits provided to full-time employees	p. 11
403-6	Occupational health services	p. 14
404-1	Average hours of training per year per employee	p. 18
404-3	Percentage of employees receiving regular performance and career development reviews	100% employees make performance and career review with their manager
405-1	Diversity of governance bodies and employees	p. 12-13
416-1	Assessment of the health and safety impacts of product	p. 21
417-1	Requirements for product and service information and labeling	p. 24

Notes



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communication@auchan.ua