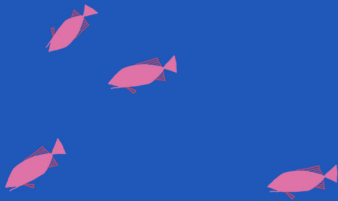




CSR* REPORT

2016-2017



picard

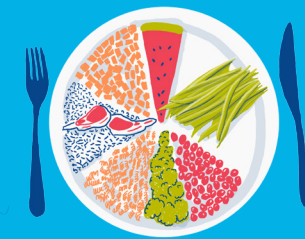


« I AM PROUD OF ALL THE PROJECTS PRESENTED IN THIS REPORT, WHICH UNDERLINE THE COMMITMENT OF OUR TEAMS AND THE PERSPICACITY OF OUR BRAND.

We have renewed some strong commitments this year, such as doubling the number of organic products in 4 years and continuing to prioritize French origin produce. The local organic project perfectly symbolizes this two-fold intention and our ability to support change in society. The launch of our Veggie range marks the commitment we share with WWF, which aims to reduce the impact of our diet on global warming. We also have many reasons to be satisfied by the work we do in our stores and for the transportation of our goods. Thanks to these initiatives, our carbon footprint is steadily improving. However, energy sobriety, in a changing legal and technical environment remains a challenge, and we must be more innovative, listening to technological advances, ready to conceive more economical concepts for our new stores.

All this progress is obviously made with the well-being of the men and women, who make up the Picard team, in mind : 83% of store managers come from internal promotion, we implement important tools to simplify the lives of our employees in store, and we promote intergenerational bonds and give much thought to disability. In doing so, PICARD strengthens its brand and its leadership, in line with the great aspirations for tomorrow's world, of which everybody now feels the deepest resonance. Let's continue ! »

Philippe Dailliez, President



Low carbon menus with WWF.

Picard and the WWF have developed weekly menus to facilitate the transition to a more responsible and balanced diet, in which pleasure is not omitted. Thanks to these low carbon menus, reducing the impact of our diet on climate change is child's play.



Picard, FNAB and Ecoregions 21 are working hand-in-hand with regional producers and processors to develop local organic vegetables in the PACA and Brittany regions.



The snack bar is where work life and conviviality converge. An important evolution for Picard, which aims to transform the place of sale into a lively place where people can eat varied, balanced meals at a good price. The snack bar also creates jobs by increasing payroll by 14% per store.



The ISO 50001 blows out 3 candles at Picard. A 3rd year of certification for our energy management system, applied to the entire store network, the packaging workshop, and the laboratory.



Improve working conditions, a new agreement is signed. Modernization of the equipment, reinforcement of the teams, and a system of holiday exchange between colleagues : all measures which improve the daily life of our collaborators.



New ranges that are all good.

Always listening to its customers, Picard has launched the Veggie range in response to a growing desire for responsible consumption, and is complementary to our work with the WWF. A new range of ice cream for children will reconcile sweet-tooths and healthy diets to the delight of children and their parents!

LAUNCH OF THE LOCAL ORGANIC PROJECT

THE STAKES: 4 STEPS IN 4 YEARS

In 2016, the mapping of agricultural production and processing potentials allowed us to identify 2 priority regions: Brittany and the PACA region.

In 2017 and 2018, meeting organic producers and regional processors to perform tests for contractual agreements with commitments for 2019 production.

In 2019, , first agricultural production and processing in the 2 priority regions, launching tests in other regions.

From 2020, Picard customers should find the first regional organic vegetables in PACA stores and in Brittany!



Since 2016, Picard has had the ambition to develop its organic range by offering its customers products from their own region: this is the **Local Organic project!**
To help us we have outstanding partners: the FNAB network (National Federation of Organic Agriculture) and Ecoregion 21 (association specialized in the construction of local food networks).

STRENGTHS OF THE PROJECT: CO-CONSTRUCTION AND TRANSPARENCY



« The first industrial test took place on June 29, 2017 at our industrial partner's premises. We are still in talks to determine precise specifications that will stand as reference in the contract that we wish to establish together. »

Arnaud Brulair, head of sustainable development, Picard

« The challenge of the Local Organic project is to successfully install a long-term and planned commercial relationship between stakeholders. Pre-series are the opportunity to test processes, adapt requirements and find solutions. »

Samuel Frois, mission manager for relocation and economic development FNAB



« Picard is the first national representative to offer us a fair trade approach. One of the advantages of working with the industry is that it can adapt its schedule to ours, which helps us to market our merchandise during peak production. »

Luc Calvez, organic vegetable producer in the Finistère region, president of APFLBB (Association of Breton Producers of Organic Fruit and Vegetables)



« The Local Organic project is off the beaten track. Picard's willingness to work directly with producers, with a long-term commitment, motivated our own commitment. By associating ourselves with Picard, we can expect visibility and recognition for the quality of organic products in our region. »

Fabien Dijon, organic market gardener in the Vaucluse, member of Solébio (organization of 100% organic producers in the PACA region)

« The idea of an organic sector specific to Brittany is ambitious and consistent with our vision of organic farming. This is a great opportunity for farmers to lay the foundations for a model of fair trade with industry, which remains to be developed for organic products.»

Koulim Stephan, organic farmer in the Côtes d'Armor region and president of Aval Douar Beo (association of organic potato producers)



HIGH STANDARDS: AN EVER MORE COHERENT ORGANIC STATUS

The organic farming that we support through this project is particularly virtuous:

- 100% French-grown and processed vegetables.
- Farms practicing only organic farming.
- Refusal of heated greenhouse crops.
- Refusal of fertilization through irrigation (feeding the soil to feed the plant).
- Plantation in the soil (not "off-ground").
- Limitation of copper use to avoid soil pollution.



Jean-Paul Gabillard, organic market gardener in Ille-et-Vilaine and national secretary for vegetables at the FNAB.

« Organic farming defends a political, economic, environmental and social project for quality agriculture and quality food. The FNAB upholds this organic approach within the Local Organic project. This is an opportunity to show that retailers like Picard can directly engage with producers for a fair and relocated organic trade. »

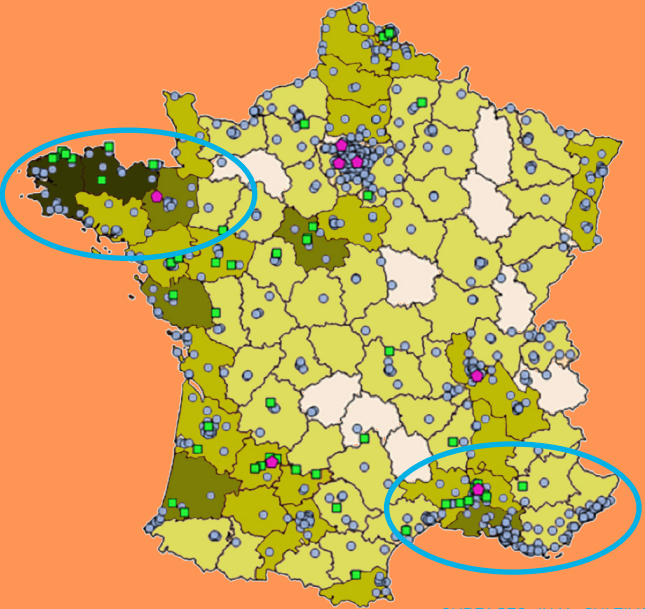
CHALLENGES: COST, VOLUMES AND TRANSPARENCY

« The values we defend through this project can sometimes generate higher prices because of the smaller size of certain farms and local industrial sites, but also because we want to ensure fair remuneration for everyone.

Working at the regional level also raises the question of adequacy between size structures that are not always adapted. The challenge is to find the right balance between agricultural production capacity, industrial processing capacity and local customer demand.

Finally, total transparency between producers, processors and retailers is quite rare but it is an essential value for the sustainability of the project. »

Elizabeth Bouton, director of quality and sustainable development, Picard



SURFACES (HA) CULTIVATED WITH ORGANIC VEGETABLES + CONVERSION

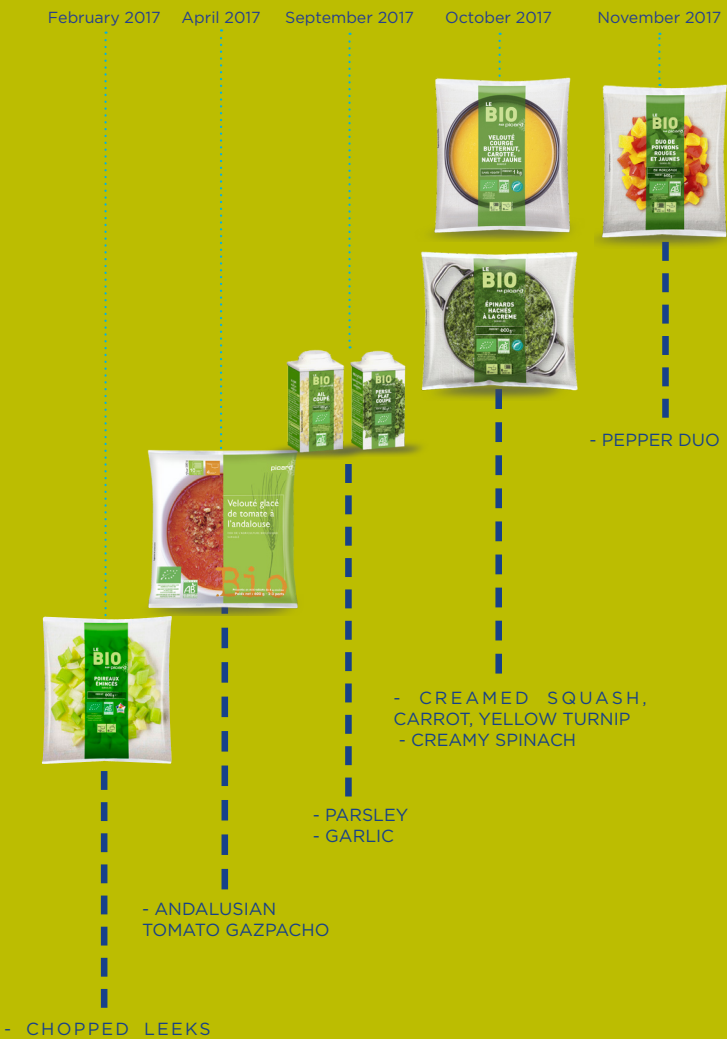
- 0-50
- 50-200
- 200-500
- 500-1000
- 1000-1580

- PICARD LOGISTICS PLATFORM
- PICARD LOGISTICS PLATFORM
- PICARD STORES
- PRIORITY REGIONS

ORGANIC IS GROWING AT PICARD

30% MORE ORGANIC PRODUCTS IN 18 MONTHS
Picard had 37 Organic products at the end of 2015, and will present 49 products in February 2018. These 12 new references mark the desire to develop the organic range that Picard wishes to offer to its customers.

AMONG THESE NEW REFERENCES WE CAN MENTION:



ORGANIC WINES AND BIODYNAMICS: HONOURING SMALL PRODUCERS



The Picard wine range now has 10 permanent references, including 4 organic and 2 biodynamic wines, a choice that allows Picard customers to discover unique and "living" wines.

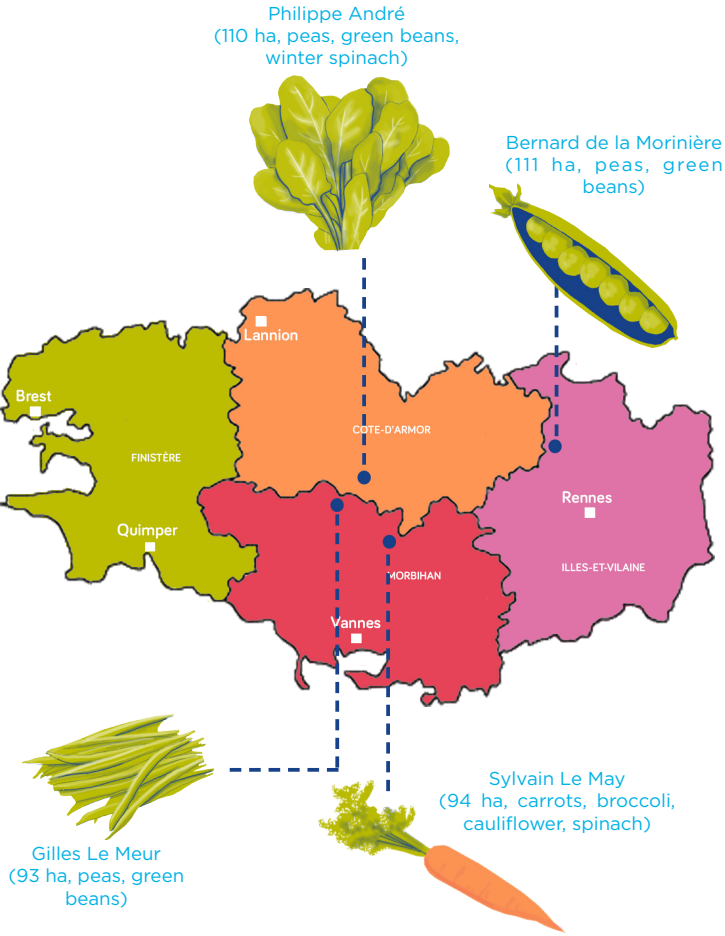
« Thanks to the network of Picard stores, we are reaching new people with our live, gourmet, authentic wines, worthy representatives of their terroir and which proceed from profound inspiration. This inspiration is materialized by the "Bio Ecocert agriculture" and "Biodynamie Biodyvin" certifications received in 2007. Biodynamics have a direct impact on the development of humus and on the soil's aeration by promoting the presence of bacteria and worms, the soil is supple and alive. The wine lives up to it, it is more mineral, it has composure, precision, beautiful acidities, a more noble material, the mouth is wider, the tannins are more melted. From the first cut of secateurs in January to the harvest in September, each year, the domain's closed-knit team has 9 months to bring the best grapes to the press where the wine will naturally blossom without inputs and enable the terroir to fully express itself. The aim? To create a unique and intense emotion during tasting. »



Daniel et Hélène Boule, Côte-du-Rhône
DOMAINE LES APHILLANTHES in Travaillan

AGROECOLOGY: FIRST SUCCESSES OF OUR PILOT FARMS

Started in 2015, the partnership between Picard, the National Institute of Agronomic Research (INRA) and Ardo, one of our vegetable suppliers, is now in its 3rd year of agricultural experimentation with 4 production partners.



2017 was an important year since it allowed us to substantiate many innovative agricultural practices that we had identified: seeding of flower strips, mechanic weeding, use of less polluting products, selection of varieties, new tools for the observation of cultures and culture rotation. The results: 20% less pesticides in 2 years (average for the 4 production partners).



« With this project, our space and time scales have been drastically modified. We no longer work on the few months between the seeding and the harvest of a vegetable but on a period of 5 to 10 years. We no longer think in terms of plots but in terms of the whole farm and its surroundings.

Agroecology's innovative strategies have made us question our agricultural practices, both preventative and curative. The construction, the sharing and the partnership between the project's parties have been the first real successes of the API LEG projects. »

Jérôme Paraiso, Director of Sales, Ardo



« In 2017, the 4 farmers involved in the API LEG project have continued their transition towards agroecology with much motivation. The seeding of flower strips, the use of trap plants or the cartography of azote needs thanks to drones have allowed them to lower their use of pesticides and to better adjust their fertilization. The installation of birdhouses and perches for raptors allowed them to better understand the biodiversity of their farms. Sharing these virtuous practices with others will also allow us to build upon the project's results. »

Camille Puech, INRA research engineer



« This year, we have continued our experiments on the impact of flower strips over aphids. We noticed that this strategy is efficient some years, but not others. Our exchanges have confirmed that tomorrow's farming will be pluralist. Since nature is ever-changing, the work will be complex and fascinating. »

Bernard de la Morinière, farmer in Ille-et-Vilaine

MADE IN FRANCE

WITH 70% OF OUR PRODUCTS MADE IN FRANCE, WE HAVE BUILT A TIGHT BOND WITH OUR FRENCH FOOD SUPPLIERS OVER MANY YEARS.

But our desire is to always go further and support the development of French agricultural food sectors. Our range already includes more than 50 fruits and vegetables grown in France. 90% of our raw meets (not cooked) come from animals raised on French soil.



The new range of sweet pies: made in France with no additives!

6 new references of sweet pies “made in France” will be launched at the beginning of 2018 using an abundance of French products: butter, flour, apples, eggs (free range), sugar and Isigny cream. This range will also be free of additives and artificial flavours.

Worth noting, a reduction of added sugar and fat for the Tarte Tatin and the Tarte Normande as well as the removal of glucose fructose syrup. Not to mention more fruit in all the pies! Who wants some desert?



FROM LEFT TO RIGHT:

Emilie Ferrari, head of the pastry range, desserts and ice cream.

Céline Lebreton, R&D assistant.

Adeline Bernies, dessert, bakery & pastry buyer.

THE VEGGIE RANGE, PICARD SHAKES UP VEGETARIAN CUISINE

Prepared meals, patties, vegetable and grain dumplings... Picard has launched a range of vegetarian products! This new range meets both the needs of vegetarians and the demand of flexitarians, who wish to limit their consumption of animal protein without compromising quality or taste.

The “All veggie, all good” products have been created with special attention to nutritional balance. The prepared meals are good sources of protein and fiber, notably from grains and legumes.



Why go veggie? Since 2015, Picard has been collaborating with WWF France who recommends lowering our consumption of animal protein while increasing legumes, in order to reduce our ecological footprint and consume more responsibly.



FROM LEFT TO RIGHT:

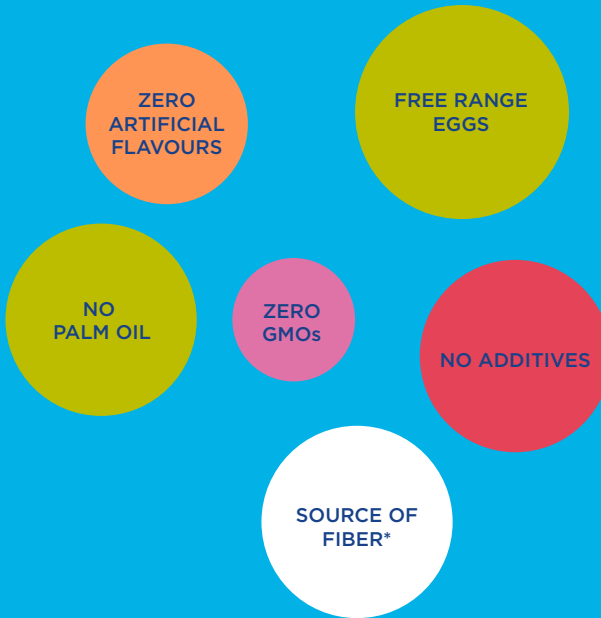
Emilie Labatide, head of cooked vegetables

Noémie Neufond Dia, R&D manager, vegetables

Marine Couteaux, vegetable buyer



These original and delicious recipes are prepared with carefully selected ingredients and feature several benefits:



*Except the banana cake

CHILDREN’S ICE CREAM:

Picard’s new range of children’s ice cream uses mashed fruit, fresh fruit juices and vegetable dyes to educate children to the good taste of fruit from the youngest age. Simplified ingredient lists and improved nutritional profiles also have everything to please parents.



FROM LEFT TO RIGHT:

Anaïs Lefeuvre, head of the ice cream range

Alice Clover, R&D manager, ice cream range

Sandra Nicoli, ice cream range buyer

A MINI REVOLUTION



Most of the water ices were replaced by sherbets made essentially of fruit mashes and fresh fruit juices. The best in show are the 16 Tubes that contain more than 45% fruit in the pineapple and red berries versions.

To give these ices their pretty colors, Picard chose vegetable dyes made with carrot, beetroot, sweet potato, pumpkin, apple, flowers (safflower) and algae (spirulina).

Less than 55 kcal per portion (except for the Kid Cones featuring ice cream) ! Picard accomplished this feat, among other things, by replacing glucose fructose syrup with less than 12g of sugar per portion.

A simple and transparent ingredient list with additives reduced to the bare minimum to reassure parents and help them make better choices for their kids !

PICARD QUALITY COMMITMENTS

COMMITMENT N°1

We commit to organic agriculture by developing our offer every year, with a focus on French suppliers, while maintaining accessible prices.



COMMITMENT N°2

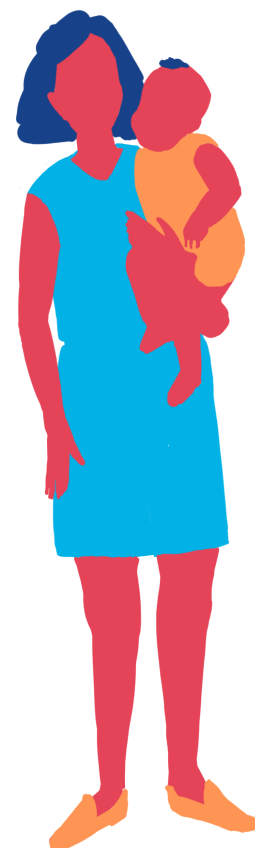
We support French suppliers with a maximum of French vegetables and an important part of French raw meat (90%). We are also increasing French meat in our cooked meals.



COMMITMENT N°5

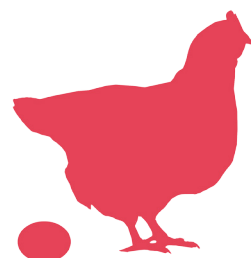
We maintain our historic commitment to our customers' health with 0% hydrogenated fats, 0% sweeteners, 0% nanoparticles and no GMO products.

We are committed to continuous research to exclude the use of any controversial additive.



COMMITMENT N°3

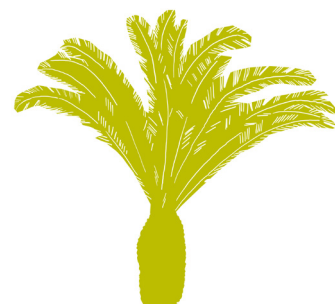
We commit to animal well being by stopping the use of battery cage eggs by 2025 and using Red Label chicken.



Since 2015, we have been developing products with free range eggs (All veggie, all good, savory pies, sweet pies) and commit to using free range eggs in all recipes containing more than 15% eggs.

COMMITMENT N°4

We commit to nutritional balance by conceiving healthy recipes without palm oil. 1,4% of our products contain less than 2% palm oil, which is 100% certified from sustainable sources – RSPO. We commit to removing all palm oil from our products by 2020.



We develop nutritionally balanced products for all diets (gluten free, vegetarian, etc).

LABELS TO GUARANTEE SUSTAINABILITY

Picard continues its efforts towards labeled products.

- The organic offer has increased by 30% with 12 new products since the end of 2015.

- 47 MSC labeled products (Marine Stewardship Council for sustainable fishing practices) from 43 in 2015.

- Our first product from responsible aqua farming (ASC label) in 2017: the Great Scallop.



GUIDING OUR SUPPLIERS TOWARDS MORE SOCIAL AND ENVIRONMENTAL RESPONSIBILITY

Since 2016, we have initiated a social and environmental evaluation process to guide our suppliers towards more sustainability. To this day, 59 production sites that supply 1/3 of our products have been audited, starting with the biggest sites and the most sensitive sectors such as sea products.



The first results show that:

44% of our suppliers have effective CSR strategies: reducing their greenhouse gas emissions, environmental certifications, health and security policies for employees.

47% of our suppliers have improvement goals that will be reevaluated every two years.

9% of our suppliers have to undergo extensive improvements with reevaluations every year.

THE FIGHT AGAINST FOOD WASTE CONTINUES !

Despite a food waste percentage well below the national average (1% against 10% nationwide) Picard continues its efforts with only 0,4% unsold products in 2016 of which:

- **6%** go towards food banks (for an average of 95 000 meals)
- **46%** are used to create energy through methanation

An internal work group of 10 people was created in 2016 to identify food waste reduction strategies:

- Employee training for better practices: careful handling of the packaging, better management of expiry dates, orders matching the store's needs...
- Creating promotional offers to limit unsold products.

ENERGY AND CARBON EMISSIONS: THE PROGRESS CONTINUES

ENERGY SAVINGS: PICARD OBTAINS THE ISO 50001 CERTIFICATION FOR THE 3RD YEAR IN A ROW

For all the stores, the processing site and the laboratory, with -3.9% savings in 2016 (from 2012) due to the installation of new efficient equipment and to the improvement of good practices in stores, even though they have not yet allowed us to reach our reduction goal of 5% by the end of 2016.

Our energy savings represent 25 GWh since 2012 or the equivalent of the energy consumption for the city of Saint-Tropez.

-10% ENERGY CONSUMPTION: THE 2020 GOAL IS MAINTAINED THANKS TO NEW SOLUTIONS

The tension regulator: a technology that uses the difference in tension between the electric network and the optimal performance tension of the electrical equipment. For example, by reducing the tension from 240V to 220V, we save 15% in energy consumption.

The progressive installation of new equipment: propane freezers have been installed for the past 2 years in more than 200 stores and 100 new stores will be equipped every year.

120 stores have been equipped with LED lighting in 2017.

A study in progress: by lowering the temperature of stores from 17 to 15° at night, freezers consume less energy. This creates a slight increase in air conditioning consumption but the lower consumption of the freezers largely makes up for it.

DEEPMI: OUR SYSTEM TO DETECT ENERGY CONSUMPTION LEAKS

With automatic reporting and an easier follow-up.

More than 3 internal services use the application (Energy, Technical, Accounting)



« We've noticed a small internal revolution since we've installed our system to detect energy consumption leaks with our partner Deepmi. Deepmi collects energy consumption data every 10 minutes and summarize this data into a visualization and analysis tool. This way, I can follow the energy consumption at a glance and move directly to the analysis. »

Halimatou Camara, sustainable development manager, Picard

THE SEA PRODUCTS PROCESSING SITE AND THE QUALITY LABORATORY: TOP OF THE CLASS

7% reduced consumption for the processing site and the laboratory between 2013 and 2016 thanks to:

- The optimization of the cooling times in refrigerated areas.
- The replacement of electrical cooling systems with an air treatment system that uses free-cooling technology when it's colder outside.

DECREASING CARBON EMISSIONS

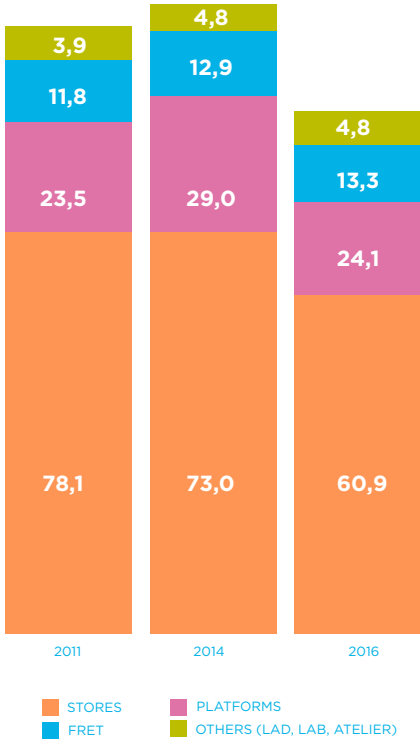
IN STORES our GHG (greenhouse gas emissions) have decreased by 6.6% from 2011 to 2016.

84% of emission reductions come from electricity with a decrease in volume of 4%, mostly due to the use of 100% renewable energy.

35% decrease on emissions linked to refrigerant fluids since 2011 :

- Replacing air conditioning units with split groups.
- Better management of equipment breakdown and refrigerant fluid leaks from our maintenance suppliers.
- Installations using welded rather than screwed connectors.
- Integration of the leaking percentage into our replacement criteria during store renovations, with special attention given to maintenance follow-ups in these stores.
- Legislation changes that speed up the replacement of some installations.

DISTRIBUTION OF THE GHG* EMISSIONS WITHIN OUR COMMITMENT TO THE CLUB DEMETER, PICARD



*greenhouse gas

In the framework of its commitment with the Club Demeter, Picard takes part in experiments to limit the environmental impact of transport in France: CO2 emissions, packaging, sound pollution, empty kilometers... These are the main projects that Picard follows today:

FOR TRANSPORTATION we focus on delivery optimization:

- 90% of our transporters have signed the CO2 emissions reduction chart "Objectif CO2".
- Our biggest transporters (representing 50% of our volumes) have the "Objectif CO2" label.
- The TMS tool (Transport Management System) helps optimize routes.
- The trucks are filled to 81% on average.



Silent nighttime delivery

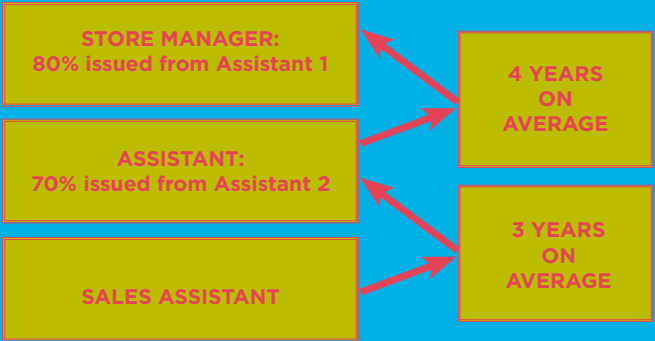
After Lyon, the experiment of silent deliveries with the Club Demeter continues in Bordeaux and shows a decrease in fuel consumption as well as in the drivers' work hours.

Biofuel, a promising alternative to diesel trucks

In 2016, Picard partnered with the transporter STFV (refrigerated transport company) and GRDF (national gas supplier) to test biofuel trucks in Villeneuve-sur-Lot. A biofuel station should see the day by the end of 2018 and investment in a range of vehicles that are more respectful of the environment will allow for deliveries in the 108 stores of the region.

INTERNAL PROMOTION AND TRAINING: OUR COMPANY'S STRENGTHS!

We encourage career progression from the start with new collaborators thanks to a skill-development plan implemented in May 2017, which continues throughout the collaborator's employment with Picard.



« In 2016, we achieved more than 31000 hours of training, of which 5500 of e-learning. This represents on average 1 day of training per employee per year. Our 370 managers are also trained on diversity, on the prevention of psycho-sociological risks, on the behavior of change and interpersonal qualities. »



Cécile Bruneau,
training manager, Picard.

A NEW AGREEMENT TO SIMPLIFY LIFE AT WORK

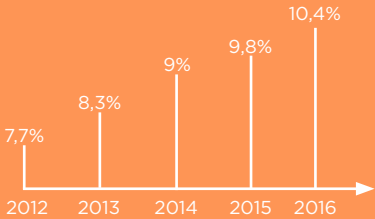
The improvement of work conditions is a central and continuous concern for our company.
On September 13th 2016, a new agreement, valid for 3 years and listing measures for prevention and improved work conditions, was signed with the FGTA-FO and CFDT syndicates:

- Improvement of the tools and equipment for each sector. For example, simplified orders on tablets in store. A modern ordering tool that also allows employees to be more present in the store for our customers:
- 400 STORES HAVE BEEN EQUIPED IN SEPTEMBER 2017
ALL STORES WILL BE EQUIPED BY THE END OF 2019
- More employee training to maintain health, respond to incivilities, improve management or prevent road risks for employees using vehicles.
 - A system to share off-days. Employees who wish to do so will now be able to express their solidarity by offering off-days to a colleague faced with a difficult situation.

PICARD: A MODEL OF CORPORATE CITIZENSHIP

INTERGENERATIONAL, ALWAYS MORE INCLUSIVE

Employment rate in the 50+ age



61 people aged 50 years and over recruited since 2014.

DISABILITY, ADAPTING POSITIONS

« I accepted the mission of disability referent 3 years ago. Along with my counterpart in support functions, Natacha Batreau, we created the disability policy: communicating to employees, educating managers, training our HR colleagues who are the key players in this strategy. Results are already visible: 78 colleagues have already made the first step and entrusted us with their situation. We help them by facilitating their administrative tasks and the dialogue with their teams. What I'm proudest of is when we manage to adapt a position to make up for a disability and improve someone's day-to-day life by working with external organizations. Specifically, there's the example of an employee for whom we installed a

standing/sitting chair at the cash register and two elevated and wider carts to relieve her arms and back as well as an automatic assist that helps bring products closer to her so she doesn't have to extend her arms so much at the register. With less manipulation, her pain has decreased. She's also proud and relieved to be able to perform the same tasks as the rest of the team. »

Touria Ait Salah, store HR team, store disability referent



THE SNACK BAR: A USER-FRIENDLY OFFER CREATING NEW EMPLOYMENT



« This model is an important evolution for Picard. We are proud to open ourselves even more to our clients and offer them a user-friendly dining space. The breadth of Picard's range allows us to offer a real alternative to fast food with varied, balanced menus at good prices. In terms of energy, we are only transferring the client's energy consumption from their home to the stores. Finally, we are creating employment with a 14% average increase per store equipped with a snack bar »



Philippe Maitre,
director of sales, Picard

IN THE KITCHEN WITH PICARD AND THE WWF !

To take action right now and right in your plates, Picard and the WWF have created a week of delicious, sustainable menus, containing, among others, Picard recipes. From breakfast to dinner, we thought of everything. All you have to do is get into the kitchen and enjoy !



« Farming and food represent 36% of French greenhouse gas emissions. WWF has chosen to work with Picard to develop menus that meet the GHG emission reduction goals, nutritional balance but also culinary pleasure. We recommend limiting animal product consumption (meat, eggs, dairy products, fish), diversifying vegetable consumption (mixing grains and legumes, fruits and vegetables) but also choosing certified products, that have been produced with respect for the planet. »

L  na  c Moniot, manager of sustainable agriculture projects, WWF

PICARD COMMITS TO SUSTAINABLE FISHING PRACTICES WITH THE WWF

Besides its development of the MSC label (more than 50% of the wild caught fish in the present range), Picard also wants to work on the rest of its sea products. WWF is helping us build a methodology that limits risks of overfishing and deterioration of the sea environment.



« Sea products play a key role in global food security. However, of the total supply subjected to scientific evaluation, 31% is considered as suffering from overfishing and 58% as fully exploited. We can therefore easily understand that it is delusive to intensify fishing efforts and that we urgently have to change our habits. We have to reduce our consumption and diversify our menus by cooking overlooked species and choosing certified products such as those we are working on with Picard. »

Selim Azzi, manager of the sustainable fishing project, WWF



THE PICARD FOUNDATION

FOR THE 3RD YEAR IN A ROW, THE PICARD FOUNDATION, UNDER THE AEGIS OF THE FONDATION DE FRANCE, SUPPORTS 3 PROJECTS IN FAVOR OF A DIET MORE RESPECTFUL OF NATURE AND HUMANS.

ARBRATATOUILLE

« The study on agroforestry vegetable farming systems continues with a principle of participative research pushed to the maximum, we are consulted on every step of the project. Among the first results, I have noticed that pollarded trees offer another approach to my tree management. Rather than removing one out of two tree lines, I can keep the benefits of the tree while gaining light on the ground simply by strongly pruning the top branches. »



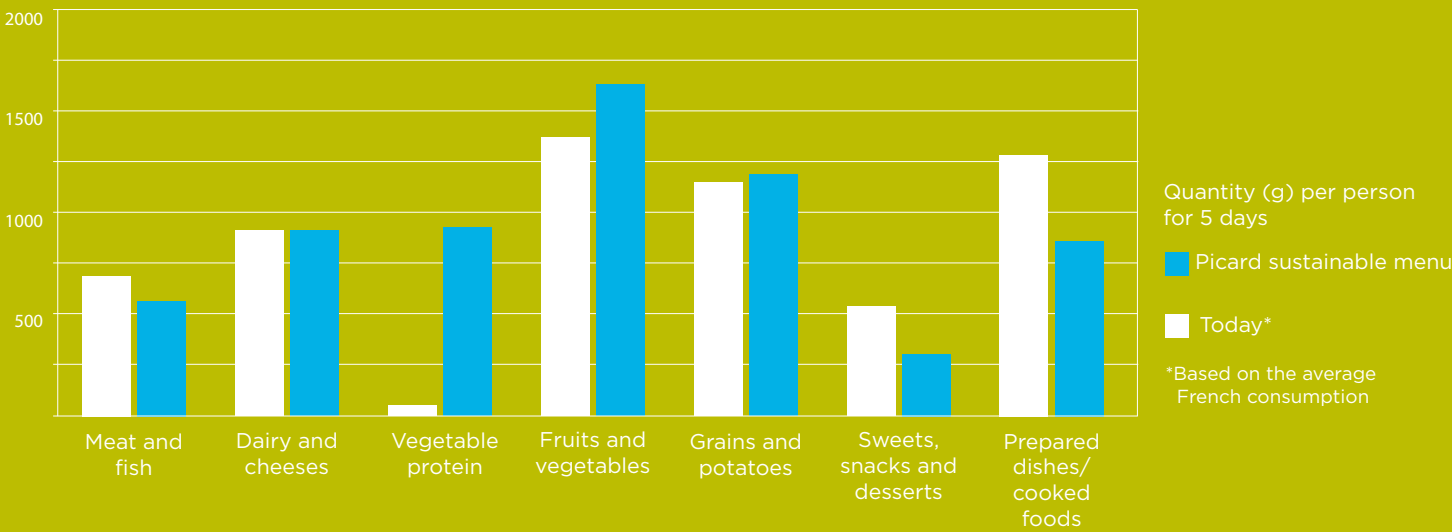
Denis Flor  s, partner vegetable farmer

LE BEC HELLOUIN

The research program on the permaculture microfarm continues. Biodiversity study: an inventory of 45 species of wild pollinating insects were found on the farm in 2016. The presence of wild flower strips among the cultivated spaces is key. A new sample was done in 2017 to confirm results and create new spaces to promote biodiversity.

Technical-economic study : can one make a living from a forest-garden? The mini forest-garden planted in 2016 has already produced a 3059   revenue (91% from aromatic plants) for a total area of 250 m2. In 2017, a new experimental model was born: the edible forest, that spans 3,4 hectares. In total: 2 134 trees were planted including 767 fruit trees.

What should we change to reduce our diet's climate impact?



FERMES D'AVENIR : THE MOBILE AND BIOCLIMATIC GREENHOUSE

« The Fermes d'Avenir research and development program regarding mobile and bioclimatic greenhouses aims at improving the production tools of small vegetable farmers who want to develop an ecological approach. A light and insulating wooden structure allows us to develop double partition greenhouses without thermal bridges that remain light enough to move. The prototypes built in 2017 work well. The construction of a full farm greenhouse is planned for 2018. »



Gildas V  ret, engineer, Fermes d'Avenir

CSR INDICATORS

	G R E N E L L E INDICATORS (article R. 225-105)	PICARD INDICATORS	2014 France	2015 France	2016 France
Global activity		- Revenue (in M€ taxes incl.) - Number of stores (au 31/12) - Number of employees (au 31/12)	1358 926 4519	1369 945 4534	1403 963 4579
Social	Total number and distribution of employees by gender, age and geographical area	- Share of men	29,9%	30,7%	30,1%
		- Share of women	70,1%	69,3%	69,9%
		- Share of CDD au 31/12	7,5%	7,1%	6,7%
		- Share of 16 to 25-year-olds	22,8%	20,2%	19,6%
		- Share of 25 to 35-year-olds	39,1%	39,9%	38,2%
		- Share of 35 to 55-year-olds	35,1%	36,6%	38,4%
		- Share of 56-year-olds and above	3,0%	3,3%	3,7%
	Hiring and dismissal	- Total hires in CDI	524	495	588
		- Transformation of CDD to CDI	204	207	229
		- Total dismissals	227	254	257
	Wages and their evolution	- Number of internal promotions	189	259	222
		- Average annual salary (payroll € / employee monthly average full time equivalent)	25797	26028	25589
	Organization of work time	- Number of part time employees (CDI population)	1110	1098	1127
	Organization of social dialogue	- Participation in elections of employee representatives	Not applicable	Not applicable	Not applicable
		- Number of meetings with employee representatives	165	161	161
	Results of collective agreements	- Agreements signed in the company during the year	2	2	2
	Health and safety conditions at work	- Rate of frequency of workplace accidents (number of accidents / number of working hours x 1 000 000)	40	49	42
		- Employees trained in safety during the year	1309	1393	1417
		- Company safety expenditure (in K€)	4451	4485	4486
	Policies implemented for training	- Payroll devoted to training	3,38%	3%	2,6%
		- Total number of training hours (except e-learning)	33154	27519	25500
	Measures in favor of male/female equality	- Percentage of women on the management committee	44,8%	46,2%	47,3%
		- Percentage of women among employees	70,1%	69,3%	69,9%

	G R E N E L L E INDICATORS (article R. 225-105)	PICARD INDICATORS	2014 France	2015 France	2016 France
Social	Measures taken in favor of employment and inclusion of people with disabilities	- Rate of employment of handicapped workers at 31/12	6,80%	5,60%	5,70%
	Policy against discrimination	- Number of executives trained in diversity management	40%	31%	75%
Environment	Preventative measure for recycling and elimination of waste	- Rate of freezers given a second life (gifts to charity organizations, low price sales)	98%	98%	88%
		- Recycling rate of cardboard boxes used in stores	100%	100%	100%
		- Picard waste rate (warehouses + stores + food bank)	0,49%	0,50%	0,50%
		- Percentage of (T8) lighting tubes recycled after use	100%	100%	100%
	Consumption of raw materials and measures to improve efficiency in their use	- Annual weight of commercial publications (tons)	4336	4898	4914
		- Percentage of PEFC certified paper in commercial	100%	99,8%	99,8%
		- Packaging rate (g. of packaging per kg of products sold)	89	88,7	90,3
	Energy consumption, measures to improve energy efficiency and use of renewable energy	- Energy consumption of stores (100% electricity) in Mwh	172 439	173 073	175 544
		- Energy consumption per store (in Mwh)	186	183	183
		- Percentage of renewable energy used	0	100 % (origin guaranteed) since november 2015	100% (origin guaranteed)
	Greenhouse gas emissions	- Picard Carbon results (excluding products) in equivalent CO2 tons (T.eq CO2)	221 230 Teq.CO2	ND	218 463 TeqCO2
		- Carbon results per store (T.eq CO2/store excluding client travel)	129 Teq.CO2/store		114 Teq. CO2/store
	Measures taken to preserve or develop biodiversity	- Carbon footprint per € revenue (g.eq CO2/€ HT)	93		81
		- Number of organic products	37	37	45
		- Number of MSC products	24	43	47
Social commitments	Regional employment and development measures	- Percentage of revenue made with French suppliers	70%	70%	70%
	Partnerships and sponsorships	- Donations to the Restos du Coeur charity and food - Activity in favor of the Telethon (€)	63 (or 126 000 meals) 81286	85 (or 170 000 meals) 64274	95,8 (or 191 600 meals) 52 467

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