



Press release
Massy, 19 April 2023

Carrefour is playing its part in championing women's health in the workplace – it is awarding 12 days of medical leave per year to women who suffer from endometriosis

Carrefour is committed to championing women's health in the workplace – it has introduced unprecedented measures to support women suffering from endometriosis, as well as those recovering from miscarriages and undergoing IVF. In so doing, it is reasserting its commitments to equal opportunities with actionable initiatives designed to make women's day-to-day lives easier in the workplace.

Reconciling work and women's health

Carrefour knows very well that women can go through some difficult health challenges that can affect their experience of life in the workplace. It has therefore come up with a number of solutions to help them overcome these challenges more easily, and has introduced a bolstered welfare protection scheme which includes:

- 12 days of authorised medical leave per year for women with endometriosis who are in possession of a document – recognised by the company – confirming their condition (official recognition of their status as a worker with a disability), or an inclusivity card, or a disability certificate issued by the CPAM sickness insurance fund.
- 3 days of authorised medical leave following a miscarriage.
- 1 day of leave for women undergoing IVF at the time of embryo transfer, in addition to the legal measures already in place.

These days of leave – which previously required a medical certificate and which could result in women incurring several days of absence – will henceforth be supported and financed by Carrefour France for all female employees. These three measures will also include an awareness-raising campaign aimed at managers, the aim being to instruct them as to how to behave in relation to the various health problems that women may encounter in the workplace. In particular, they will receive a guide and a series of audio files and videos about what not to do. Women concerned will also be encouraged to consult the free and anonymous psychological support service that is open to all Carrefour France employees.

This whole action plan is intended to improve life for women in the workplace, as well as raising awareness among all employees of the difficulties and inequalities that such situation can sometimes create.

“Gender equality in the workplace is not just a theory for us. On the contrary, it is something quite real that takes women’s specific circumstances into account in the performance of their jobs – particularly when it comes to their health. Through our commitments regarding endometriosis, IVF and miscarriages, we are seeking to improve day-to-day life for our 50,000 female employees, as well as going even further and helping to evolve practices in all companies”, Alexandre Bompard, Chairman and Chief Executive Officer of the Carrefour Group.

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About the Carrefour Group

With a multi-format network of over 14,000 stores in nearly 40 countries, the Carrefour Group is one of the world's leading food retailers. The Group recorded revenue of €90.8 billion in 2022. Its network of consolidated stores has more than 335,000 employees who help to make Carrefour the world leader in the food transition for everyone, providing everybody with access to high-quality, affordable food every day, no matter where they are. In total, more than 500,000 people work for Carrefour throughout the world. For more information, visit www.carrefour.com or find us on Twitter ([@CarrefourNews](https://twitter.com/CarrefourNews)) and LinkedIn ([Carrefour](https://www.linkedin.com/company/carrefour)).

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