

2016 LABOR INDICATORS



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LA1 **Types of contract**

	Permanent contracts (%)			Fixed -term contracts (%)		
	2014	2015	2016	2014	2015	2016
Total Grupo DIA	87,24%	86,83%	88,66%	12,76%	13,17%	11,34%

LA4 Collective agreement

2016		Valor	Comentarios
Grupo DIA	Is there works council?		
Argentina	No		
Brazil	No		
China	No		
Spain	Yes		
Portugal	No		There are no workers' commissions, only union representatives and union commissions.
	Indicate number of councils		
Grupo DIA			
España	153		
	Are there representatives of workers?		
Argentina	Yes		
Brazil	No		
China	No		
Spain	Yes		
Portugal	No		

LA4 **Collective agreement
(continuation)**

Grupo DIA		Are there any collective agreement?
Argentina	Yes	The company's business activities are included in two different collective bargaining agreements. The Collective Bargaining Agreement for Commerce Employees (No. 130/75) and the Collective Bargaining Agreement that Applies to Load-Bearing Automotive Transport (No. 40/89).
Brazil	Yes	
China	No	
Spain	Yes	
Portugal	Yes	Yes, between APED (distribution company association) and FPCES (union federation).

Grupo DIA		% Employees under collective agreement
Argentina	67,26%	As of the month of December, 71% of active personnel were protected under a collective bargaining agreement.
Brazil	100%	
China	0,00%	
Spain	100%	
Portugal	100%	The Collective Bargaining Agreement applies to the entire company, including those with suspended remuneration.

Grupo DIA		Union member employees.
Argentina	34	24 shop representatives and 10 lorry driver representatives.
Brazil	0	There are 84 unions, but there are not union representatives employed by DIA.
China	0	
Spain	1,061	
Portugal	32	

LA6

Employees included into the protection of the Health and Safety Committee

2016	Valor	Comentarios
Is there a Health and Safety Committee in the company?		
Grupo DIA		
Argentina	No	
Brazil	Yes	
China	No	
Spain	Yes	
Portugal	No	
Number of workers covered by health and safety committee.		
Grupo DIA		
Brazil	7.947	There are 13 people who have been hired to take charge of safety and health at work for the company
Spain	26.602	
Grupo DIA Is all existing legislation on safety aspects and risk prevention in all countries where the company operates met?		
Argentina	Yes	
Brazil	Yes	
China	Yes	
Spain	Yes	
Portugal	Yes	

LA7 Hour workday

2016	Hours
Argentina	9
Brazil	8,8
China	8
Spain	8
Portugal	8

LA7B Worked hours & absenteeism

Number of work accidents with absent.				Variation 2016 vs 2015
	2014	2015	2016	
Argentina	54	104	198	90,38%
Brazil	229	272	128	-52,94%
China	14	18	4	-77,78%
Spain	1.049	1.718	1.902	10,71%
Portugal	348	410	445	8,54%
Grupo DIA	1.694	2.522	2.677	6,15%

Number of lost hours because work accident - total			
	2014	2015	2016
Total Grupo DIA	0,37%	0,50%	0,47%

Number of absenteeism hours - total			
	2014	2015	2016
Total Grupo DIA	6,21%	6,44%	5,58%

Number of fatal work accidents - total			
	2014	2015	2016
Total Grupo DIA	0	0	0

* Rectification, in previous years appeared "1"

LA7B **Worked hours & absenteeism**
(continuation)

	Worked hours	Accident hours	Absenteeism hours
Spain	45.254.338	285.410	2.844.799
Argentina	10.595.136	44.782	299.971
Brazil	16.649.137	11.661	1.190.202
Portugal	7155442	40976	188454
China	2.232.001	2.678	48.758
Total Grupo DIA	81.886.054	385.507	4.572.184

LA8 Safety and risk prevention training

Hours of training on occupational health and safety matters per employee			
	2014	2015	2016
Argentina	0,5	0,38	1,20
Brazil	1,6	4,39	5,98
China	8,0	0,11	0,14
Spain	1,9	1,89	3,20
Portugal	2,4	2,16	1,35

Total investment in training on occupational health and safety matters [EUR]			
	2014	2015	2016
Argentina	48.295,87 €	18.848,82 €	145.902,77 €
Brazil	7.253,10 €	22.710,92 €	37.074,17 €
China	629,46 €	1.262,87 €	1.233,40 €
Spain	97.114,60 €	138.147,74 €	161.755,00 €
Portugal	34.505,00 €	35.912,00 €	23.813,50 €
Grupo DIA	187.798,02 €	216.882,35 €	369.778,83 €

Did your firm participate in/promote accident prevention and/or workplace monitoring campaigns			
	2014	2015	2016
Argentina	No	Si	Si
Brazil	Sí	Si	Si
China	Sí	No	No
Spain	No	No	No
Portugal	Sí	Si	No

LA8 Safety and risk prevention training
(continuation)

Description of the occupational health & safety prevention and monitoring campaigns your firm participated in or promoted			
Grupo DIA	2014	2015	2016
Argentina		An awareness campaign was launched using internal communication tools in each distribution center since August. Control campaign breaches in stock, led from Safety & Health / RRLL.	An awareness campaign was launched using internal communication tools at each distribution centre and the PPE distribution process was reorganised.
Brazil	Prevention Campaign conjunctivitis - delivering folder to all employees. / Palestra addressed women's health issues such as breast cancer and uterine / Ckeck up -... Top management / prevention campaign against snuff / vaccination campaign against H1N1 with delivery of alcohol gel / Promoting physical activity, by promoting careers and hiking. / Gymnastics Labor distribution Centers. / the monitoring of pregnant workers through Mamãe Gestante Program. / Internal accident Prevention Week.	Prevention campaign conjunctivitis - folder delivery to all employees. / Palestra health of women discussed issues such as breast cancer and uterine / Ckeck up -. Senior management. / Prevention campaign against snuff. / Vaccination campaign against H1N1 with alcohol gel delivery. / Promoting physical activity through the promotion of runs and walks. / Labor Gymnastics in distribution centers. / Monitoring of pregnant workers through Mamãe Gestante Program. / Internal Accident Prevention Week.	Conjunctivitis prevention campaign - folder provided to all employees. / Women's Health forum which tackled topics such as breast cancer and uterine cancer. / Check-up: senior management. / Preventative campaign against tobacco. / H1N1 flu vaccination campaign with provision of alcohol gel hand sanitiser. / Promotion of physical activity by promoting races and walks. / Workplace gym in distribution centres. / Monitoring of pregnant workers through Programa Mamãe Gestante. / Internal accident prevention week.

LA8**Safety and risk prevention training
(continuation)**

Descripción de estas campañas de prevención y vigilancia laboral en las que se ha participado o promovido			
Grupo DIA	2014	2015	2016
China	Education for the safe and practical production of fire evacuation.	-	-
España		-	-
Portugal	Information with some details in Annex 1 (in Portuguese)	-	-

Annual number of training hours			
	2014	2015	2016
Argentina	50.006	37.310	60.279
Brazil	295.811	151.962	234.401
China	9.801	9.602	6.543
Spain	107.002	107.997	111.057
Portugal	43.351	67.485	63.736
Total Grupo DIA	505.971	374.356	476.016

Average training hours by employee			
	2014	2015	2016
Argentina	10,95	7,76	12,61
Brazil	37,40	19,91	30,77
China	5,15	7,20	5,75
Spain	3,94	3,75	3,91
Portugal	10,76	18,16	16,26

LA12 Percentage of employees evaluated for their performance

Men assessment (% of employees assessed)			
	2014	2015	2016
Argentina	100%	100%	100%
Brazil	100%	100%	100%
China	67,00%	70,00%	88,50%
Spain	68,90%	65,27	75,49%
Portugal	100%	100%	100%

Women assessment (% of employees assessed)			
	2014	2015	2016
Argentina	100%	100%	100%
Brazil	100%	100%	100%
China	87,00%	79,00%	87,10%
Spain	98,20%	96,78	94,07%
Portugal	100%	100%	100%

LA13B

Composition of corporate governance bodies by gender and university degree

Board of Directors			
	Men	Women	Total
Grupo DIA	7	3	10

Board of Directors					
	Non-executive chairman (councillor others)	Executive director C.E.O.	Independent director.	Proprietary director	Total
Grupo DIA	1	1	8	0	10

Country Executive Committee (Comex)					
	Male members		Female members		Total
	30-50 years	>50 years	30-50 years	>50 years	
Argentina	5	1	1	0	7
Brazil	4	2	1	0	7
China	3	0	3	0	6
Spain	5	4	1	0	10
Portugal	4	2	2	0	8

LA13B

Composition of corporate governance bodies by gender and university degree (continuation)

Country Executive Committee (Comex)			
	% Of country Comex members with an university degree 30-50 years	% Of country Comex members with an university degree >50 years	Comex members with an university degree
Argentina	100%	100%	7
Brazil	100%	100%	7
China	100%	0,00%	6
Spain	100%	100%	10
Portugal	83%	50%	6

LA Disability

Average Handicapped	% Full Time Equivalent Employees		% Full Time Equivalent Employees		% Full Time Equivalent Employees	
	2014	2015	2015	2016	2016	2016
Argentina	1	0,02%	1	0,02%	1	0,02%
Brazil	239	3,24%	280	3,62%	267	3,53%
China	0	0,00%	0	0,00%	11	1,02%
Spain	194	0,99%	258	1,00%	238	0,93%
Portugal	14	0,40%	14	0,39%	19	0,51%
GRUPO	448	1,24%	553	1,30%	536	1,27%