

LA1.1 HR Types of contract.

Permanent contracts (%)			
	2011	2012	2013
Total DIA	85.34	84.54	86.29

Fixed -term contracts (%)			
	2011	2012	2013
Total DIA	14.66	15.46	13.71

LA4 Collective agreement.

Comments		
Is there works council?		
Argentina	No	
Brazil	No	
China	No	
Spain	Yes	
France	Yes	
Portugal	No	
Indicate number of councils		
Spain	118	
France	9	
Are there workers' representatives?		
Argentina	Yes	
Brazil	No	
China	Yes	They belong to Consulting Company (Chinese partner).
Spain	Yes	
France	Yes	
Portugal	No	
Are there any collective agreement?		
Argentina	Yes	two different collective agreements: Convenio colectivo de Empleados de Comercio N° 130/75 y El convenio colectivo con aplicación para el transporte automotor de cargas N° 40/89.
Brazil	Yes	
China	No	
Spain	Yes	
France	Yes	
Portugal	Yes	Signed by APED (association of distribution companies) and FPCES (union federation).

LA4 **Collective agreement.**

Comments		
% Employees under collective agreement		
Argentina	75	
Brazil	100	
China	0	
Spain	100	
France	100	
Portugal	100	
Union member employees		
Argentina	31	23 trade union delegates and 8 truckers union delegates.
Brazil	0	
China	7	
Spain	812	
France	303	
Portugal	24	The union representatives were broken down as follows: 5 union leaders and 19 union delegates.

Employees included into the protection of the Health and Safety Committee.

Comments

Is there a Health and Safety Committee in the company?

Argentina	No	
Brazil	Yes	
China	No	
Spain	Yes	
France	No	
Portugal	No	
Turquía		

Number of workers covered by health and safety committee [%].

Brazil	100	
Spain	100	Interdepartmental Committee Representation.

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	
France	Yes	
Portugal	Yes	

LA7



Hour workday.

Argentina	9.6
Brazil	8.8
China	8
Spain	8
France	7
Portugal	8

LA7.B **Worked hours & absenteeism.**

Number of work accidents with absent.				
	2011	2012	2013	Variation 2013 vs 2012
Argentina	51	79	80	101%
Brazil	171	116	117	101%
China	66	20	11	55%
Spain	1,523	1,240	1,300	105%
France	1,128	927	812	88%
Portugal	363	346	361	104%
Turquía	194	194	0	0%
Total DIA	3,496	2,922	2,681	92%

Number of lost hours because work accident - total.

Total DIA	0.74%	0.67%	0.71%
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Number of absenteeism hours - total.

Total DIA	8.01	7.85%	6.17%
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Number of fatal work accidents - total.

Total DIA	0	0	2
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Hours of training on occupational health and safety matters per employee.

	2011	2012	2013
Argentina	0.25	0.42	2,950
Brazil	1.7	4	35,147
China	6	6	1.5
Spain	2.33	1.76	1.42
France	0.1	0.85	4,588
Portugal	1.1	4.32	10,559.50

Total investment in training on occupational health and safety matters [EUR].

	2011	2012	2013
Argentina	17,631.00 €	35,464.43 €	53,157.64 €
Brazil	4,597.80 €	29,855.74 €	35,314.49 €
China	445.63 €	501.34 €	139.93 €
Spain	50,163.00 €	47,748.00 €	68,361.12 €
France	150,000.00 €	97,462.18 €	49,368.63 €
Portugal	41,583.00 €	109,627.86 €	37,245.27 €
Total DIA	264,420.43 €	320,659.54 €	243,587.08 €

Did your firm participate in/promote accident prevention and/or workplace monitoring campaigns in the occupational health and safety arena?

	2011	2012	2013
Argentina	Yes	Yes	Yes
Brazil	Yes	Yes	Yes
China	No	No	Yes
Spain	Yes	Yes	Yes
France	No	No	No
Portugal	Yes	Yes	Yes

LA8 Safety and risk prevention training.

Description of the occupational health & safety prevention and monitoring campaigns your firm participated in or promoted.			
	2011	2012	2013
Argentina	Campaigns regarding the use of helmets for employees using motorbikes and bikes for commuting purposes. We also ran a campaign together with IRAM with a view to reducing workplace risks for operators that use pickers and forklifts. We also ran a fire prevention drive with the Almirante Brown fire brigade service targeted at workers at the Campana distribution centre.	Campaigns regarding the use of helmets for employees using motorbikes and bikes for commuting purposes. We also ran courses covering the use of forklifts with a view to reducing these operators' risk of an accident in the workplace.	Work began on raising awareness of how to prevent accidents in the home and during the commute with a view to bringing down accident and absenteeism rates. The company also stepped up its efforts to raise awareness of how to care for and safeguard the company's assets in order to reduce maintenance costs and the likelihood of accidents.
Brazil	Health and quality of living related programs and the provision on guides regarding the use of new personal protection equipment and work instruments with the goal of reducing workplace accidents.	Campaigns: Prostate Cancer, Healthy Eating, Diabetes and Hypertension, Blood Donation, Conjunctivitis, Women's Health, Ophthalmologic examinations, H1N1 Flu Vaccinations, Encouraging exercise, Occupational Health and Safety Week.	Conjunctivitis prevention campaign - information provided to all employees. Women's health drive tackling issues such as breast and ovarian cancer checks./ Senior management check-ups./ Anti-smoking campaign/H1N1 flu vaccine drive including./ Promotion of exercise by means of races and walks./Workplace gymnastics at the distribution centres./Monitoring of pregnant employs under the Mamãe Gestante program./ Occupational health and safety week..
China			Education on safe production and fire drills.

Description of the occupational health & safety prevention and monitoring campaigns your firm participated in or promoted.			
	2011	2012	2013
Spain	Road safety drives targeted at the prevention of accidents during commutes and at work; Manual load handling to emphasis the risks implicit in load handling; Health week designed to address general risks: ergonomics and work loads.	Road safety drives targeted at the prevention of accidents during commutes and at work; Eyesight campaign to encourage check-ups; Flu jab campaign; World Day for Safety and Health at Work event to mark and participate in the initiative launched by the WLO in 2012 and encourage workplace safety awareness; Health Week to encourage employees to adopt healthy living habits.	World Day for Safety and Health at Work (28 April) to commemorate this WLO initiative. The idea underpinning this event is to emphasise the importance placed by DIA on workplace safety and to foster a preventative approach to accidents. Health Week (23 - 27 September): A week devoted to encouraging healthy living habits. The event was marked by a number of activities and workshops designed around healthy eating, exercise and emotional well-being.
Portugal	See attached file.	See attached file.	See attached file.

Annual number of training hours.			
	2011	2012	2013
Argentina	32,858	31,553	25,205
Brazil	99,881	278,523	231,269
China	44,160	23,435	13,383
Spain	55,549	55,919	71,914
France	77,363	87,227	57,466
Portugal	57,947	63,762	46,900
Turkey	122,566	85,062	0
Total DIA	490,324	625,481	446,137

Average training hours by employee.			
	2011	2012	2013
Argentina	9.608	8.103	7.088
Brazil	17	45.05	33.67
China	14.1	7.365	5.917
Spain	2.849	2.884	3.194
France	8.907	11.46	7.937
Portugal	14.87	16.94	12.33
Turkey	31.14	22.76	0

LA12 Percentage of employees evaluated for their performance.

Men assessment (% of employees assessed).			
	2011	2012	2013
Argentina	100	100	41
Brazil	88	100	100
China	93	80.3	100
Spain	48	62.8	63.07
France	100	100	100
Portugal	100	100	100
Turkey	96.87	100	

Women assessment (% of employees assessed).			
	2011	2012	2013
Argentina	100	100	59
Brazil	93	100	100
China	96	90.5	100
Spain	92	95.02	97.4
France	100	100	100
Portugal	100	100	100
Turkey	94.75	100	

LA13B [Composition of corporate governance bodies by gender and university degree.

Board of Directors.			
	Men	Women	Total
DIA	8	2	10

Board of Directors.					
	Non-executive chairman (councillor others)	Executive director C.E.O.	Independent director	Proprietary director	Total
DIA	1	1	6	Total	10

Country Executive Committee (Comex).						
	Male members COMEX	Female members COMEX	Total	% Of country COMEX members with an university degree	COMEX members with an university degree	
Argentina	8	0	8	100%	8	
Brazil	6	0	6	100%	6	
China	3	4	7	100%	7	
Spain	9	1	10	100%	10	
France	9	0	9	89%	8	
Portugal	8	0	8	63%	5	
Turkey	9	0	9	100%	9	
Average	7.4	0.7	8.1	93,1%	7,6	