



ALDI Corporate Responsibility Policy

Preamble

This ALDI Corporate Responsibility Policy (CR Policy) defines our core value of 'responsibility'. It summarises our commitments to 'people and planet' and guides the day-to-day actions of all our employees and business partners.

As a discount retailer we are active globally through our market presence and our supply chain. Our corporate responsibility stretches to both the direct and indirect impacts of our business. It is an integral part of our business decision making process. This CR Policy defines our overall ambition. The content reflects ALDI's highest priorities as a member of society and as a business. Our foremost responsibility is towards our consumers and for the products we sell. What we offer is directly linked to the way we source our products, as well as how we manage our own operations to transport, handle and sell our products. Our people are in the focus of our company.

We recognise and respect the value they add to the business by providing excellent service day after day.

Our Core Purpose

We provide value and quality to our customers by being fair and efficient in all we do.

Our Core Values

Our business approach is based on our three core values which are consistency, simplicity and responsibility.

Consistency leads to reliability. We mean what we say. We are consistent in our dealings with people, product, price and all other aspects of our day-to-day professional life. Simplicity creates efficiency, clarity and clear orientation within our organisation as well as for our customers.

Responsibility stands for our commitment towards our people, customers, partners and the environment. It also includes principles such as fairness, honesty, openness, service orientation and friendliness.

Our Integrity

We expect our employees to comply with the respective national laws and generally accepted business practices consistent with these laws, wherever we operate.

We are committed to the highest standards of responsible behaviour and integrity in all our relationships with customers, business partners and authorities.

Guidance to our employees is provided on all relevant matters of integrity, such as fair competition, privacy protection, insider knowledge, confidentiality, and the avoidance of bribery and/or corruption.



1. Consumers

ALDI promises its customers quality products for the best price. Our understanding of product quality includes consumer safety, health and well-being and product sustainability.

We want to enable consumers to make informed choices.

We strive to reduce or avoid any negative impacts of our products and operations and maximise their positive attributes and benefits.

Product Safety

The safety of our products for consumption or use is our number one commitment to our consumers. ALDI's safety and quality-management policies and processes are based on the principles of due diligence. As a minimum, we comply with all relevant consumer legislation and safety standards. Our internal standards often go beyond this and we strive to exceed professional industry standards through our entire supply chain. If public safety incidences occur in our supply chain, we have a management system in place to identify any products affected, to remove them from sale and to alert customers about products that need to be returned. We maintain constant vigilance over the ingredients and materials which are used in our products. If new information comes to light indicating that products which were once thought safe are now proven to be hazardous to human health or the environment, then we will react appropriately.

Health & Nutrition

We enable our customers to make informed choices by labelling and communicating nutritional information on all our food products.

All our buyers and manufacturers are tasked with continuing to improve the nutritional profile of each product line in accordance with locally relevant taste profiles.

We prevent sales of alcohol and tobacco as legally stipulated in our markets through a combination of labelling, communication with customers, and strict application of a proof-of-age policy.



2. Suppliers

We believe that longevity and trust in our business relationships are essential to ensure the high quality and reliability of the products we provide to our customers.

We are committed to ensuring that this CR Policy is adhered to throughout our supply chain. We articulate our expectations clearly for all our suppliers and partners in our contractual relationships. Our own buyers, as well as their counterparts with our suppliers and partners, strive to fully understand the wider impacts of our products. We are committed to supporting them as they work to achieve continuous improvement.

Many of our products are being manufactured in countries where existing labour laws may not be sufficiently enforced. Together with our business partners, we strive to establish and maintain social and environmental compliance standards for our supply chain.

As an integral part of our CR Policy, the ALDI Supplier Standards presented below define our commitment to human rights and fair labour standards. They are based on:

- the United Nations Universal Declaration of Human Rights,
- the UN Conventions on the Rights of the Child and
- on the Elimination of All Forms of Discrimination against Women,
- the International Labour Organisation (ILO) Conventions and
- the OECD Guidelines for Multinational Enterprises.

The ALDI Supplier Standards reflect our minimum requirements which we strive to exceed wherever possible. We expect all our business partners to adhere to these standards. They in turn have to apply them to all subcontractors along the entire production process.

ALDI Supplier Standards

We expect our business partners to be in full compliance with all applicable national laws and regulations, industry minimum standards, ILO and UN Conventions where they are consistent with national law, and/or any other relevant statutory requirements.

We respect the right of all personnel to form and join trade unions of their choice and to bargain collectively in a way which is consistent with national law.

We will not tolerate any form of discrimination in hiring, remuneration, access to training, promotion, termination or retirement based on gender, age, religion, race, caste, social background, disability, ethnic and national origin, nationality, membership of workers' organisations, political affiliation, sexual orientation, or any other personal characteristics.

Wages paid for regular working hours, overtime hours and overtime differentials shall meet or exceed legal minimums or industry standards whichever is more stringent.
We don't accept illegal, unauthorised or disciplinary deductions from wages.



All our business partners have to comply with applicable national laws, industry standards and the ILO conventions regarding working hours.

We expect our business partners to establish and follow a clear set of regulations and procedures regarding occupational health and safety. Workplace practice and conditions which violate basic human rights are not tolerated.

We will not tolerate child labour as defined by ILO and United Nations Conventions and/or by national law and expect our business partners to adhere to the one standard which is most stringent.

We will not tolerate any form of forced labour and related practices, such as lodging deposits or the retention of identity documents from personnel upon commencing employment. The use of corporal punishment, mental or physical coercion and verbal abuse is forbidden.

We expect our business partners to ensure that work performed for them is carried out on the basis of recognised legal employment relationships.

Procedures and standards for waste management, handling and disposal of chemicals and other dangerous materials, emissions and effluent treatment must meet or exceed legal requirements. All local and national environmental regulations and relevant provisions of the ALDI CR Policy and environmental standards must be met.

We expect our business partners to have defined and implemented a policy for social accountability. A management system must be established to ensure these standards will be achieved.



3. Resources for our Products

The long term success of our business depends on raw materials of all our products being sourced and produced in a sustainable way.

We strive to minimise both the resource intensity of our products and the negative environmental impacts of their production. To ensure this we work closely with our suppliers.

We will seek to reduce, reuse and recycle packaging.

We do not accept animal testing for any of our products other than where legally required.

Our approach to genetically modified foods is guided by the preferences of consumers and legal requirements.

We are committed to our agricultural raw materials and livestock products being produced to high industry standards and in an ever more sustainable way.

For beef, pork, poultry and other meats, we insist on good animal welfare standards.

We are committed to the principle of sustainability in our seafood and fisheries sourcing.

We have strict policies and testing regimes that will match, and in some cases exceed, national testing requirements.

We are committed to the principle of sustainability in our paper and wood product sourcing.



4. Operations

We strive to reduce the environmental impact of our entire business.

We are committed to continuously reducing our greenhouse gas emissions, i.e., company carbon footprint.

We aim to maximise energy efficiency in our entire business.

We strive to minimise the impact of our coolants and their global warming potential by switching to more environmentally friendly alternatives.

We are guided by the principle to reduce, reuse and recycle waste.

We are working with our partner architects, planners and developers to constantly improve the design and materials of our stores, warehouses and administration buildings to meet leading global green building standards.



5. Our People

Our people are the focus of our company. Our ALDI Management System governs in detail all aspects of leadership, employee management and personal development. It is well established and known to all employees.

Our relationships are built on the principles of cooperation, honesty, trust, respect, individual empowerment and accountability, mutual support and learning.

We are committed to providing our employees with personal fulfilment and development, training, recognition, attractive remuneration and job security.



6. Implementation

The implementation of this CR Policy is achieved through detailed management and implementation programs for the ALDI SOUTH group in the countries in which we operate.

They are documented in separate companion documents, the International and National CR Action Plans. These plans describe in detail how we set targets and measure our performance against carefully selected Key Performance Indicators (KPIs).

This policy is subject to ongoing and continuous improvement.