



International Corporate Responsibility Report

Update 2016





Preface

By means of the [International Corporate Responsibility Report 2015](#), we provided the public with information on the entire ALDI SOUTH Group as well as our joint strategies and goals for the first time ever and documented how much we have already achieved.

By means of specifically selected key performance indicators within the fields [Strategy](#), [Supply chain](#), [People](#), [Community](#), and [Environment](#), we inform on the effectiveness of our actions, highlight those areas where we are already on the right path, and identify those areas with further need for action.

This overview of key performance indicators supplements the key figures and data which were published in the [International Corporate Responsibility Report 2015](#) for the reporting year 2016.

Select key figures of the [International Corporate Responsibility Report 2015](#) and the GHG balance of the Company Carbon Footprint 2016 were verified by an independent auditing firm.

The corresponding audit certificate issued by PricewaterhouseCoopers AG WPG concerning the critical verification of key figures of the International Corporate Responsibility Report 2015 can be found [here](#). Verified content is indicated by the symbol ✓.

For this Update 2016, no other figures were subjected to an independent audit. Key performance indicators are subjected to an independent audit every two years within the context of the publication of the International Corporate Responsibility Report. The next report will cover the year 2017 and is scheduled to be released in 2018.

For some key performance indicators, the underlying definitions or methods for data collection were updated in 2016 (see footnotes). All relevant changes compared to the previous year are indicated correspondingly and textual changes highlighted in bold.



Key Figures

Strategy

STORES

As of 31 December

Year	2013	2014	2015	2016
Total ALDI SOUTH	4,868	5,063	5,304	5,605
Germany	1,832	1,851	1,858	1,870
Austria	448	452	457	471
Switzerland	166	175	180	185
Slovenia	74	75	78	81
Hungary	93	100	107	119
UK	514	561	627	693
Ireland	105	113	122	128
USA	1,297	1,370	1,483	1,602
Australia	339	366	392	456

DISTRIBUTION CENTRES

As of 31 December

Year	2013	2014	2015	2016
Total ALDI SOUTH	78	79	81	85
Germany	31	31	31	31
Austria	7	7	7	7
Switzerland	3	3	3	3
Slovenia	1	1	1	1
Hungary	1	1	1	1
UK	7	8	8	8
Ireland	2	2	2	2
USA	21	21	22	24
Australia	5	5	6	8

Supply Chain

PALM (KERNEL) OIL

Year	2015	2016
Conversion of all own-brand food products to RSPO-certified palm oil in Germany, Austria, Switzerland, the UK, Ireland, and Australia	✓	Permanent conversion

WOOD AND PAPER

Included are all products with wood as their primary component and/or with wood applications, all pulp- and cellulose-based products, and products containing paper components. Figure corresponds to the share of articles for which the wood and cellulose components are certified according to FSC or PEFC or made from recycled materials.

Year	2015	2016
Share of certified/recycled products in %	70.23 ✓	66.41

COCOA

Included are all products in the commodity groups chocolates, biscuits, and seasonal confectionary as well as articles in other commodity groups which contain at least 10% cocoa, such as chocolate spreads and drinking chocolate.¹

Year	2013	2014	2015	2016
Total number of relevant products	1,452	1,530	1,541	1,686
Number of products with certified cocoa (Rainforest Alliance, UTZ, Fairtrade, organic ²)	346	907	1,178	1,331
Share of products with certified cocoa in %	23.83	59.28	76.44 ✓	78.94

COFFEE

Year	2015	2016
Share of sustainable coffee (Fairtrade, UTZ, Rainforest Alliance, CAS ³ -verified, organic ⁴) in the total amount (t) of coffee in %	29.96	39.96

FISH AND SEAFOOD

Sales share of certified aquaculture or wild-caught products in the total sales of aquaculture or wild-caught fish and seafood products (based on: retail price, only own-brand products, commodity groups frozen food, chilled food, canned food, and fresh fish)⁵

Year	2013	2014	2015	2016
Share of sales of certified wild-caught products (MSC) in %	41.82	41.84	44.02 ✓	49.81
Share of sales of certified aquaculture products (ASC, Bio (organic), GLOBALG.A.P., BAP minimum 2 stars) in %	49.51	53.10	67.19 ✓	76.53

¹ Until 2015, all products in the commodity groups chocolates, biscuits, and seasonal confectionary, as well as items with a cocoa content of > 40% were included.

² Products with certified organic cocoa are included since 2016.

³ Coffee Assurance Services - formerly 4C Association.

⁴ Products with certified organic coffee are included since 2016.

⁵ In the reporting year 2015, the following definition was included: "Sales share of certified aquaculture or wild-caught products in the total sales of aquaculture or wild-caught fish and seafood products (based on: retail price, only own-brand products, commodity groups frozen food, chilled food and fresh fish)". Canned food has also been part of the assurance, but has not been part of the definition.



AUDITS, ALDI SOCIAL ASSESSMENTS (ASA), AND ALDI FACTORY ADVANCEMENT (AFA) PROJECT

- 1) Share of audited non-food production facilities (as contractually agreed in the reporting period) in relation to the total number of production facilities in Business Social Compliance Initiative (BSCI) risk countries⁶
- 2) Share of production facilities (as contractually agreed) visited within the scope of an ALDI Social Assessment (ASA) in relation to the total number of textile production facilities (as contractually agreed) in Bangladesh
- 3) Share of buying volume (based on the purchase price) of textiles in Bangladesh produced by the production facilities that were part of the ALDI Factory Advancement (AFA) Project⁷

Year	2015	2016
Share of audited production facilities in %	96.4 ⁸ ✓	99.5 ⁹
Share of production facilities visited within the scope of an ASA in Bangladesh in %	98.6 ✓	93.0 ¹⁰
Share of production facilities participating in the AFA Project in the buying volume of textiles in Bangladesh in %	41.7 ✓	44.9

People

All figures are based on the average number of employees during the year, unless stated otherwise. Deviations in the total number of employees may occur as a result of rounding.

EMPLOYEES BY COUNTRY

Number of employees (not including coffee roasteries, chocolate factory, and International Services)

Year	2013	2014	2015	2016
Total ALDI SOUTH	81,878	92,828	104,400	112,666
Germany	29,028	30,070	32,110	33,663
Austria	7,073	7,883	9,073	9,824
Switzerland	1,998	2,242	2,410	2,572
Slovenia	926	1,130	1,364	1,449
Hungary	1,390	1,584	1,883	2,226
UK	14,232	20,032	23,620	25,674
Ireland	2,329	2,707	2,965	3,035
USA	18,074	18,825	21,604	24,383
Australia	6,829	8,355	9,372	9,841

⁶ In the reporting year 2015, the following definition was included: "Share of audited production facilities (as contractually agreed in the reporting period) in relation to the total number of production facilities in Business Social Compliance Initiative (BSCI) risk countries for the commodity groups textiles, shoes, and toys".

⁷ In the reporting year 2015, the following definition was included: "Share of buying volume (based on the purchase price) of textiles in Bangladesh produced by the 20 production facilities that were part of the ALDI Factory Advancement (AFA) Project in 2015".

⁸ The data collection was conducted for the commodity groups textiles, shoes, and toys.

⁹ The data collection was conducted for the commodity groups textiles, shoes, and toys and further risk-relevant non-food commodity groups.

¹⁰ Due to riots and attacks and an associated travel warning, travel activities to Bangladesh were limited in 2016. This led to a temporary decline in this figure.

EMPLOYEES BY AREA OF EMPLOYMENT

Employees by area of employment and share of the total number of employees

Year	2015	2016
Stores (share in %)	83,034 (80%)	88,772 (79%)
Logistics (share in %)	14,978 (14%)	16,585 (15%)
Central departments ¹¹ (share in %)	6,388 (6%)	7,309 (6%)

WOMEN IN MANAGEMENT POSITIONS

In full-time equivalents as of 31 December

Year	2015	2016
Share of female employees in the total number of employees in %	65.16 ¹²	60.09
Share of female employees in the total number of employees in management positions (store management and above) in %	39.21 ✓	38.36

EMPLOYEE SATISFACTION

Year	2014	2016
Share of employees who answered "I agree" or "I fully agree" to the following question from the 2016 Employee Satisfaction Survey, in %: "I would recommend ALDI/Hofer as an excellent employer." ¹³	80.25 ✓	79.30

APPRENTICES, STUDENTS IN DUAL-STUDY PROGRAMMES, INTERNS, AND WORKING STUDENTS

As of 31 December¹⁴

Year	2015	2016
Total number of apprentices at ALDI SOUTH	6,301	6,357
Germany	5,058	5,019
Austria	357	357
Switzerland	173	207
Slovenia	4	1
Hungary	15	73
UK	694	700
Share of apprentices who received offer of permanent position following completion of their training in %	70.51	69.50
Total number of students in dual-study programmes at ALDI SOUTH	277	307
Total number of interns and working students	691	448

OPEN-END EMPLOYMENT

Year	2015	2016
Share of employees employed on open-end basis in total number of employees in %	97.5	97.5

¹¹ Not including coffee roasteries, chocolate factory, and International Services.

¹² This figure was subsequently corrected from 65.91% to 65.16%.

¹³ In the 2014 Employee Satisfaction Survey, the following question was asked: "In general, ALDI/Hofer is an excellent employer."

¹⁴ Not including coffee roasteries, chocolate factory, and International Services.



Community

MONETARY DONATIONS

Monetary donations to charities or other social organisations without the expectation of any form of consideration in return

Year	2015	2016
Amount of money donated in million euros	12.1 ✓	15.2

Environment

COMPANY CARBON FOOTPRINT

Company Carbon Footprint in kg CO₂e per m² of sales area by country/country group; change to the base year 2012 in %¹⁵

Year	2012	2014	2016
Germany	209	156	120 (-43%)
Hofer S/E	205	93	89 (-56%)
UK/Ireland	357	215	178 (-50%)
USA	537	528	562 (+5%)
Australia	846	727	711 (-16%)

ABSOLUTE GHG EMISSIONS

Absolute GHG emissions in thousand tonnes CO₂e by country/country group¹⁵

Year	2012	2014	2016
Total ALDI SOUTH	1,464	1,330	1,421 ✓
Germany	344	268	208 ✓
Hofer S/E	138	65	66 ✓
UK/Ireland	187	131	131 ✓
USA	579	628	747 ✓
Australia	215	237	269 ✓

LIGHTING

Year	2015	2016
Share of stores equipped with LED lighting in chiller cabinets in the total number of stores in %	52.83	72.76

REFRIGERANTS

Number of stores with a medium-temperature application (cooler/chiller) using a refrigerant with a GWP < 2,200

Year	2013	2014	2015	2016
Share in the total number of stores in %	21.68	39.78	50.57 ✓	62.66
Total ALDI SOUTH	1,064	2,014	2,682 ✓	3,512

Germany	577	756	984	1,364
Hofer S/E	168	200	321	399
UK/Ireland	89	659	749	821
USA	110	204	373	580
Australia	120	195	255	348

Number of stores with a medium-temperature application (cooler/chiller) using a refrigerant with a GWP > 2,200

Share in the total number of stores in %	78.14	60.22	49.43	37.34
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Total ALDI SOUTH	3,804	3,049	2,622	2,093
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Germany	1,255	1,095	874	506
Hofer S/E	613	602	501	457
UK/Ireland	530	15	0	0
USA	1,187	1,166	1,110	1,022
Australia	219	171	137	72

PHOTOVOLTAICS

Year	2013	2014	2015	2016
Total electricity generated by ALDI SOUTH photo-voltaic units in kWh	30,010,490	63,453,275	108,128,344	140,921,931
Electricity generated by third-party tenants on leased ALDI SOUTH property in kWh	31,246,643	32,080,810	38,224,219	36,057,108
Total electricity generated by photovoltaic units in kWh	61,257,133	95,534,085	146,352,563	176,979,039
Total electricity generated and consumed by the ALDI SOUTH Group in kWh	24,445,132	50,280,271	84,849,669	113,665,609

RECYCLING OF TRANSPORT PACKAGING

Year	2015	2016
Share of recycled cardboard, paper, and cardboard boxes from transport packaging in %	99.95	99.89
Share of recycled plastic wrap from transport packaging in %	99.93	95.00

AVOIDING FOOD WASTE

Year	2015	2016
Share of stores cooperating with charitable organisations to donate unsold, but qualitatively unobjectionable food in %	81	76

¹⁵ The greenhouse gas emission data compiled within the scope of the Company Carbon Footprint 2012 and 2014 has now been updated for the 2016 reporting year based on new emission factors.



Legal notice

Reporting period:

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