







International Corporate Responsibility Report 2017

ALDI SOUTH Group

 Foreword	 Materiality analysis	 Key figures
 CR strategy	 GRI Index	 UN Global Compact and SDGs

Key figures in focus



404

product variants which have undergone optimisation in terms of their salt, sugar, or fat content.



74.16%

of all relevant products contain certified palm (kernel) oil.



99.58%

of all production facilities used by our suppliers which are located in BSCI risk countries have undergone audits.



!

Continuously low quota of work-related accidents



19.6

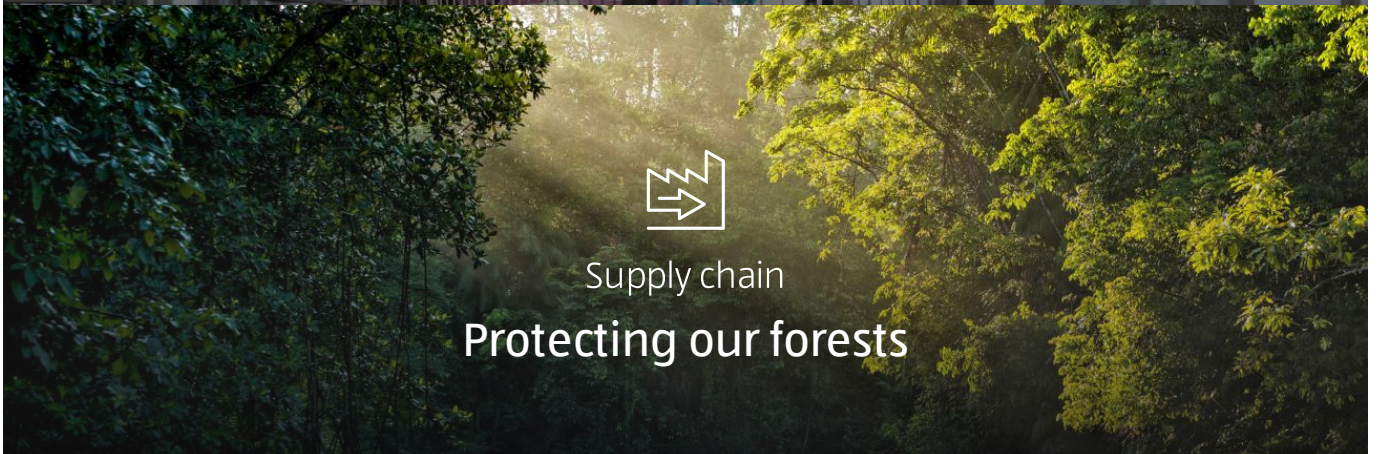
million euros were donated to charitable organisations.

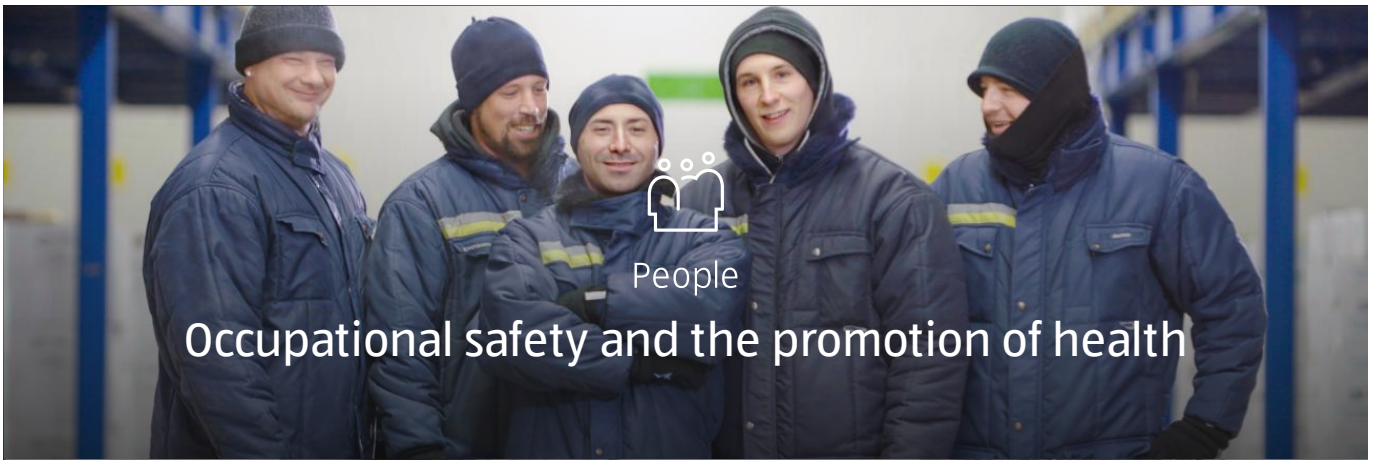


75%

of our refrigeration systems operate on more climate-friendly refrigerants.

CR focus topics





People

Occupational safety and the promotion of health



Community

Long-term partnerships



Environment

Modern refrigeration technology



Foreword

Dear Reader,

Simple, responsible, consistent – this is how we conduct our business operations in 11 countries. Our responsibility for people, planet, and climate forms the guideline for all our actions. With this second Corporate Responsibility Report, we provide information about how we assume responsibility within the central fields of action related to our business operations [Customers](#), Supply chain ([Resources](#) and [Suppliers](#)), [People](#), [Community](#), and [Environment](#). We report on our approaches pursued, our goals, our progress made, and our future challenges.



Since the publication of our first CR Report for the business year 2015 in summer 2016, we have made significant progress in many fields of action. In order to learn more about our achievements, please click [here](#). For further information on key figures from the area of Corporate Responsibility, please refer to the section titled [Facts and figures](#).

In summer 2017, we joined the Global Compact, the United Nations' sustainability network. Committing to the ten principles of the Global Compact is another important step of our responsibility journey. With the present report, we provide information regarding our progress made with respect to the implementation of these ten principles (Communication on Progress, see also [here](#)).

The United Nations have defined the Sustainable Development Goals (SDGs) to be implemented between 2016 and 2030. Together with the Global Compact, the SDGs form the basis for the further development of our sustainability strategy. These include, for example, our current measures for the further development of our climate strategy in line with the requirements stipulated by SDG 13, which is called Climate action. Climate protection is of vital importance to global development, and limiting global warming is a precondition for achieving many of the SDGs. By the year 2020, we intend to reduce our greenhouse gas emissions per square metre of sales floor by 30% compared to the year 2012. In most of our countries of operation, we have achieved this goal already.

Our future climate strategy will be based on the goal of limiting global warming to well below two degrees Celsius (2 °C) compared to pre-industrial times, as defined within the Paris Agreement. In collaboration with experts, we are currently evaluating the consequences of this goal for our business operations and potential contributions to climate protection to be made throughout our supply chain.

The present international CR Report provides an overview of the topics addressed at international level by the national organisations of the ALDI SOUTH Group. We selected the topics to be included in our CR Report based on our stakeholders' expectations, our actual or potential abilities to make a change ([materiality analysis](#)), as well as our general beliefs as detailed in our [CR Principles](#).

In addition to the activities covered by this report, all national organisations of the ALDI SOUTH Group take various other measures, participate in initiatives and projects, and address a broad variety of topics. For further information on the tasks pursued by the national organisations, please refer to the links provided under "International activities" at the end of each chapter.

We hope you enjoy reading our CR Report and are looking forward to hearing from you. Please feel free to send us your questions and comments via email to cri@aldi-sued.com.

Sven van den Boomen

Managing Director Corporate Responsibility International on behalf of the companies of the ALDI SOUTH Group

GRI disclosures

Strategy

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Company profile

ALDI SOUTH – simply successful

Our focus on the essentials and our optimisation of the discount principle has made ALDI SOUTH the leading international retailer it is today. We offer a consciously reduced, carefully selected range of food products and other daily necessities. Throughout our different countries of operation, we offer between 1,390 and 1,800 core range products and a changing selection of 80 to 120 special buys every week. In some countries, we also offer services, such as travel bookings, telephone and photo services, the sale of green electricity, internet streaming, or flower delivery and, in Germany, the delivery of special buys. In addition, our customers in Austria, the United Kingdom, and China can shop online at ALDI.

Our private label brands form the heart of our core product range. These allow us to offer an optimally selected range of products and guarantee quality at the best price. We continually refine our private label brands together with our suppliers while supplementing these with other popular brand-name products.

A company shaped by simplicity and efficiency

Our corporate structure is based on the principle of 'simplicity and efficiency'. The majority of our processes and structures – from buying and IT to logistics and store workflows – are applied consistently across the different countries and are optimised for maximum efficiency. Our organisational structures are always set up in an equal manner at both regional and national level.

Decentralised operations and international alignment are the key to success

Our decentralised business model has been a decisive factor in shaping the positive development ALDI SOUTH has continually experienced. The proximity to our customers and our knowledge of national and regional markets allow us to tailor our range to the needs of our customers.

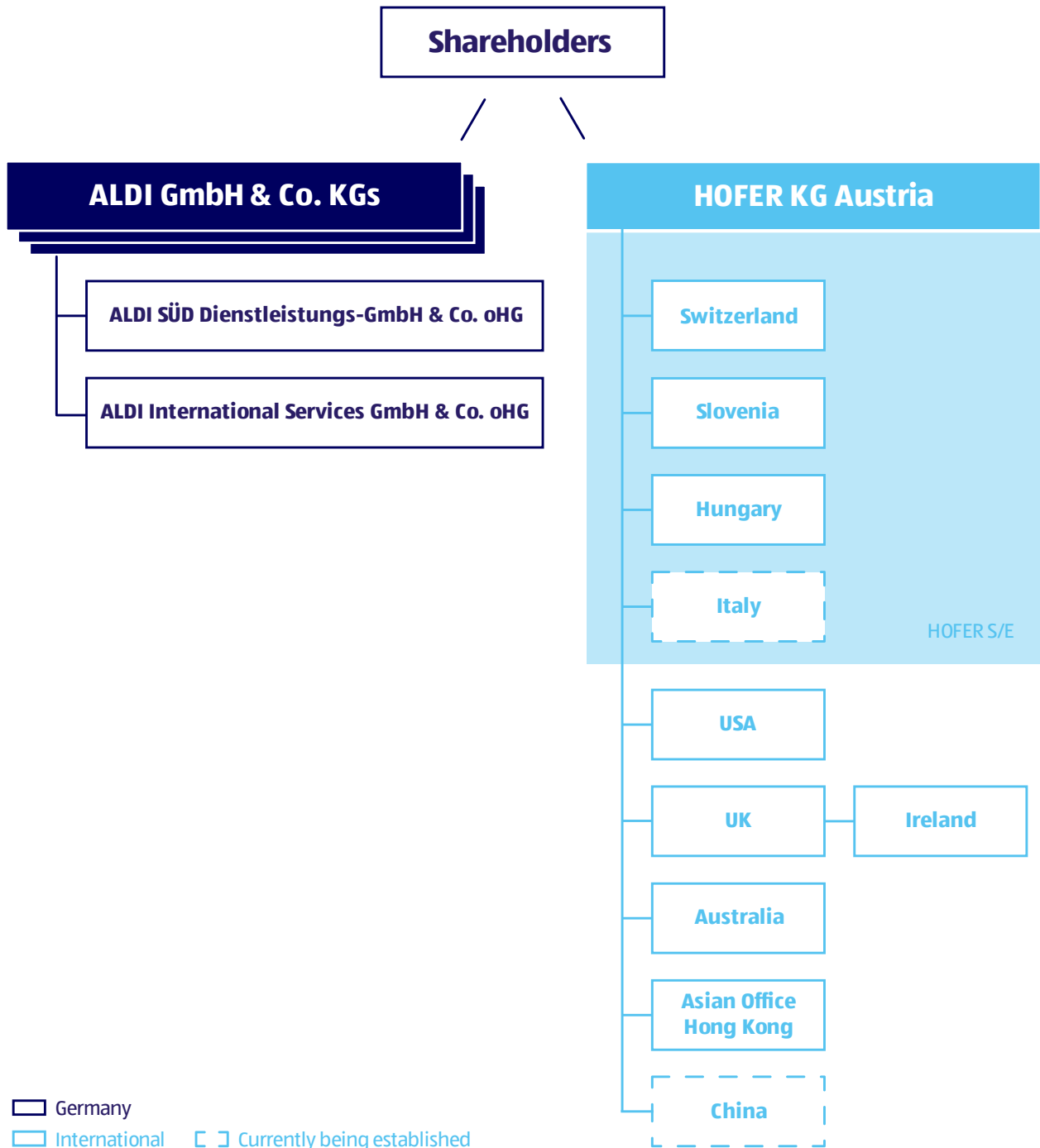
This also applies to the area of corporate responsibility. The expectations and needs of our customers and other stakeholders often differ considerably from country to country. For this reason, we address a variety of topics independently within our individual countries of operation, while other topics are managed based on a common strategic framework and internationally aligned objectives.

Legal structure

From a legal perspective, ALDI SOUTH is structured as a group of companies based on two pillars. In Germany, our business is operated by a group of 30 independent regional companies. Our international operations are legally separated from these and are bundled and coordinated under the umbrella of HOFER KG in Austria. HOFER KG subsidiaries have been carrying out business operations in Switzerland, Slovenia, Hungary, the United Kingdom, Ireland, the US, and Australia for many years now. In 2017, we launched our ALDI web shop in China. At the beginning of March 2018, a separate HOFER KG subsidiary, ALDI Italy, started business in the Italian market.

HOFER KG in Austria as well as its international subsidiaries across the globe have set up a number of regional branches of similar size within their respective countries of operation. The national operations in Austria, Switzerland, Slovenia, Hungary, and Italy are collectively referred to as HOFER S/E (South East).

The Asian Office in Hong Kong provides support for the companies of the ALDI SOUTH Group in the area of buying. For the implementation of CR goals in Asia, we are additionally supported by our CR Units in Hong Kong and Dhaka, Bangladesh.



As of 31 December 2017

Centralised corporate services

ALDI SÜD Dienstleistungs-GmbH & Co. oHG in Mülheim an der Ruhr, Germany, provides central services for the German regional companies in the areas of buying, administration, and IT, marketing and communications as well as logistics and services. Similarly, ALDI International Services GmbH & Co. oHG in Mülheim an der Ruhr provides buying, corporate responsibility, auditing, and IT-related services for all of the companies throughout the ALDI SOUTH Group.

A long tradition

The family-owned business initially founded in 1913 was divided in 1961 to form what has since developed into two groups of companies: ALDI SOUTH and ALDI North. These two business groups have remained linked by family ties, but both are legally and economically independent entities. With the exception of Germany, both groups operate in different countries. (ALDI international: [ALDI.com](https://www.aldi.com))

Today, the ALDI SOUTH Group operates more than 5,900 stores and 85 regional distribution centres around the world. With 126,000 employees, the ALDI SOUTH Group generated net sales of EUR 51.8 billion in 2017.

Ownership structure

The main capital interests of the companies of the ALDI SOUTH Group are held by the two foundations Siepmann-Stiftung and Carolus-Stiftung, both based in Germany. The foundations' management boards primarily represent the founding family. An Advisory Board consisting of foundation representatives and external experts advises the shareholders on economic and strategic matters. Neither the shareholders nor the Advisory Board are involved in day-to-day operations.

51.8
net sales in billion euros

5,903
stores

85
distribution centres

GRI disclosures

Organisational profile

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Governance

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CR strategy

“Simplicity and responsibility are core values of ALDI SOUTH. Our business model is simple: great quality at the best price, fair and honest product offers, and efficient business processes. In all we do, we assume responsibility towards our customers, business partners, employees, the community, and the environment. Our CR Principles summarise our commitments to people and planet. They guide all of us in our day-to-day actions and are a strict requirement of our business partners.”

CR Principles

The companies of the ALDI SOUTH Group are committed to the principles of corporate responsibility (CR). We focus on the essentials and on achieving the greatest possible impact. Concretely, this means that we

1. analyse the impact of our business operations on our community and the environment,
2. identify topics and effective approaches,
3. set measurable goals,
4. plan and implement effective measures, and
5. monitor implementation and adjust measures as required.

CR Principles

In 2010, ALDI SOUTH established a set of international [CR Principles](#), which were last revised in 2015. These principles define our understanding of responsibility towards people and planet. They guide us in our day-to-day actions and are a strict requirement of our business partners. The CR Principles describe our approach in the five key areas of action: Customers, Supply chain, People, Community, and Environment.

Implementation

Up to top management level, representatives of the CR departments participate in all important international committees of the ALDI SOUTH Group. Consequently, CR-related aspects are considered within the scope of decision-making processes at top level.

We develop international strategies for fulfilling our responsibility across all areas of our business. These strategies are then implemented by the ALDI SOUTH Group's national organisations in each of the countries where we operate. In addition, each national organisation also develops its own national set of CR activities according to country-specific conditions.

The international goals are summarised in our International Action Plan (IAP), which also defines key performance indicators for measuring our progress. Progress is measured at least once a year and reported on by each of the national organisations. The summary of these national progress reports forms the basis for internal reporting activities and external communication of goal achievement.

All national organisations maintain communication with their relevant stakeholders. At international level on behalf of the national organisations, the Corporate Responsibility International department is responsible for communicating with stakeholders and representing the positions jointly adopted by the ALDI SOUTH Group's national organisations in international bodies and associations.

In 2017, we conducted an international survey of over 5,900 internal and external stakeholders and interviewed over 40 field experts. The goal of this survey was to determine whether we currently address the most important CR-related issues, and whether we prioritise these appropriately from a stakeholder perspective. The results of this survey are reflected within a comprehensive [materiality analysis](#), which forms the foundation for further developing our international and national CR strategies.

Decentralised company structure

For the planning, monitoring, and implementation of measures, each of the ALDI SOUTH national organisations has established its own CR department, which is responsible for the majority of CR activities. In some countries, certain topics, particularly in the areas of climate and environmental protection and human resources, are coordinated by one of the regional companies or a specific department.

International coordination and presence in Asia

The department Corporate Responsibility International (CRI) is a central service unit for the national organisations when it comes to topics with international relevance. CRI supports the national organisations in developing and coordinating strategies and operational approaches. On their behalf, CRI also analyses future trends and developments in the area of sustainability, prepares proposals for the strategic coordination of relevant activities, coordinates the internal reporting process, and coordinates external CR communication at group level. CRI also maintains dialogue with international stakeholders and represents the ALDI SOUTH Group's national organisations in international committees and multi-stakeholder initiatives.

Each of the ALDI SOUTH Group's national organisations sources a portion of their products from Asia. To minimise the risks relating to production conditions and ensure compliance with our high standards, the ALDI SOUTH Group has been operating its CR Unit Asia in Hong Kong since 2012 and established a second CR Unit in Bangladesh in 2017. The focus of these CR Units is to monitor our suppliers' production facilities and the performance of our suppliers with regard to

corporate responsibility. For this purpose, the CR Units conduct audits of the working conditions in the production facilities on behalf of the national organisations of the ALDI SOUTH Group and provide support to suppliers in implementing specific social and environmental standards.

Goals

The strategies established for implementing the CR Principles in each of the different modules include international goals which provide direction for each of the ALDI SOUTH Group’s national organisations. In addition to the range of international goals presented here, the national organisations also set their own goals to pursue as part of their national CR strategies.

1. Customers

Goal	Status as of 2017	Time frame
<p>Food safety standards: Production facilities commissioned for food products are to be certified according to an internationally recognised food safety standard.</p>	96.25%	Ongoing
<p>Responsible marketing: Each national organisation of the ALDI SOUTH Group is to approve a national policy for responsible marketing.</p>	Implemented throughout all ALDI SOUTH countries	Since 2017

2. Supply chain – Resources

Goal	Status as of 2017	Time frame
Palm oil/palm kernel oil: All palm oil/palm kernel oil used in our private label food products is to be certified .	90%	Since the end of 2015: DE, UK, IE, AT, CH, AU By the end of 2018: US, SI, HU
All palm oil/palm kernel oil used in our private label non-food products is to be certified .	13%	By the end of 2018
Sustainable forestry: All wood and paper-based product components are to be produced from certified raw materials or recycled materials.	80%	By the end of 2020
All wood and paper-based components contained in the product packaging of our everyday product range are to be produced from certified raw materials or recycled materials.	52%	By the end of 2020
Cocoa: All cocoa contained in the relevant private label products is to be certified .	80%	By the end of 2020
Coffee: The percentage of certified coffee is to be steadily increased.	43%	Ongoing
Fish sourced from responsible fisheries: Products containing fish and seafood are to be sourced from responsible fisheries .	82%	Ongoing

3. Supply chain – Suppliers

Goal	Status as of 2017	Time frame
Social Monitoring Programme: All non-food commodity groups are to be integrated within the Social Monitoring Programme (SMP).	Implemented throughout all ALDI SOUTH countries	Since the end of 2017
Auditing: All main production facilities used for non-food items which have been integrated within the Social Monitoring Programme are to possess a valid social audit report or certificate accepted by ALDI SOUTH.	Ongoing	Since 2008
All new non-food production facilities located in Bangladesh are to be visited within the scope of an ALDI Social Assessment.	Ongoing	Seit 2015
Detox Commitment: Transparency concerning all main and pre-production facilities used for textiles and shoes.	Ongoing	Since 2015
Wastewater and sludge analyses are carried out at all wet-processing facilities used for textiles and shoes.	89%	Since 2015
All textiles and shoes are to be produced in compliance with the ALDI threshold values defined for alkylphenol ethoxylates (APEOs) and perfluorinated compounds (PFCs). (see Detox Commitment)	Ongoing	Since 2017
The quantities of fibres used for garment and household textile products are being monitored.	Ongoing	Since 2017
The leather used as a main component of textiles and shoes is to be sourced solely from tanneries which possess a certificate issued by the Leather Working Group (LWG).	Ongoing	By 2020
A system is to be implemented for recording and donating product samples (of textiles and shoes) to non-profit organisations.	Implemented in 8 of 9 ALDI SOUTH countries	By 2020
Information on Detox-relevant topics is to be published regularly.	Ongoing	Since 2017

4. People

Goal	Status as of 2017	Time frame
Professional development: The training programme offered by the ALDI Academy/ALDI University is to be continuously improved with regard to its range of target groups and their individual needs.	Ongoing	Since 2010
A global competency model as well as requirement profiles tailored to the needs of different groups of employees are to be established.	Planned	By 2020
Corporate health management: A corporate health management system is to be implemented in each ALDI SOUTH country.	Planned/Currently being implemented	By 2018
Diversity: A global guideline for equal opportunities is to be implemented.	Currently being planned	By 2020

5. Community

Goal	Status as of 2017	Time frame
Strategy: An impact-oriented strategy for community activities is to be implemented throughout all ALDI SOUTH countries.	Implemented throughout all ALDI SOUTH countries	Since 2016

6. Environment

Goal	Status as of 2017	Time frame
<p>Company Carbon Footprint: Reduction of greenhouse gas emissions generated per m² of sales floor by 30% throughout all ALDI SOUTH countries or country clusters (base year: 2012).</p>	Achieved or exceeded in 3 out of 5 ALDI SOUTH country clusters	By 2020
<p>Energy management system: An energy management system based on the requirements of the ISO 50001 norm is to be implemented throughout all ALDI SOUTH stores.</p>	100%	Since 2016
<p>Refrigeration technology: In the refrigeration systems installed in all stores, refrigerants with a global warming potential (GWP) of > 2,200 are to be replaced by an alternative refrigerant with a lower GWP.</p>	75%	By 2025
<p>Lighting: In all stores, chiller cabinets are to be illuminated using LED bulbs instead of conventional fluorescent tube lighting.</p>	80%	By 2017
<p>In all stores, chest freezers are to be illuminated using LED bulbs instead of conventional fluorescent tube lighting.</p>	63%	By 2017
<p>All new ALDI SOUTH stores are to be fitted entirely with LED-based interior lighting.</p>	Ongoing	Since 2017
<p>Waste: In all countries of the ALDI SOUTH Group, waste volumes and disposal methods for the most relevant waste fractions are to be recorded by means of adequate monitoring systems.</p>	Implemented throughout all ALDI SOUTH countries	Expansion to include further waste fractions as of 2018

GRI disclosures

Organisational profile

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Materiality analysis ✓

Selection of topics

We selected the topics to be included in our CR Report based on our stakeholders' expectations, our actual or potential impact, and our general belief as expressed in our [CR Principles](#).

Approach

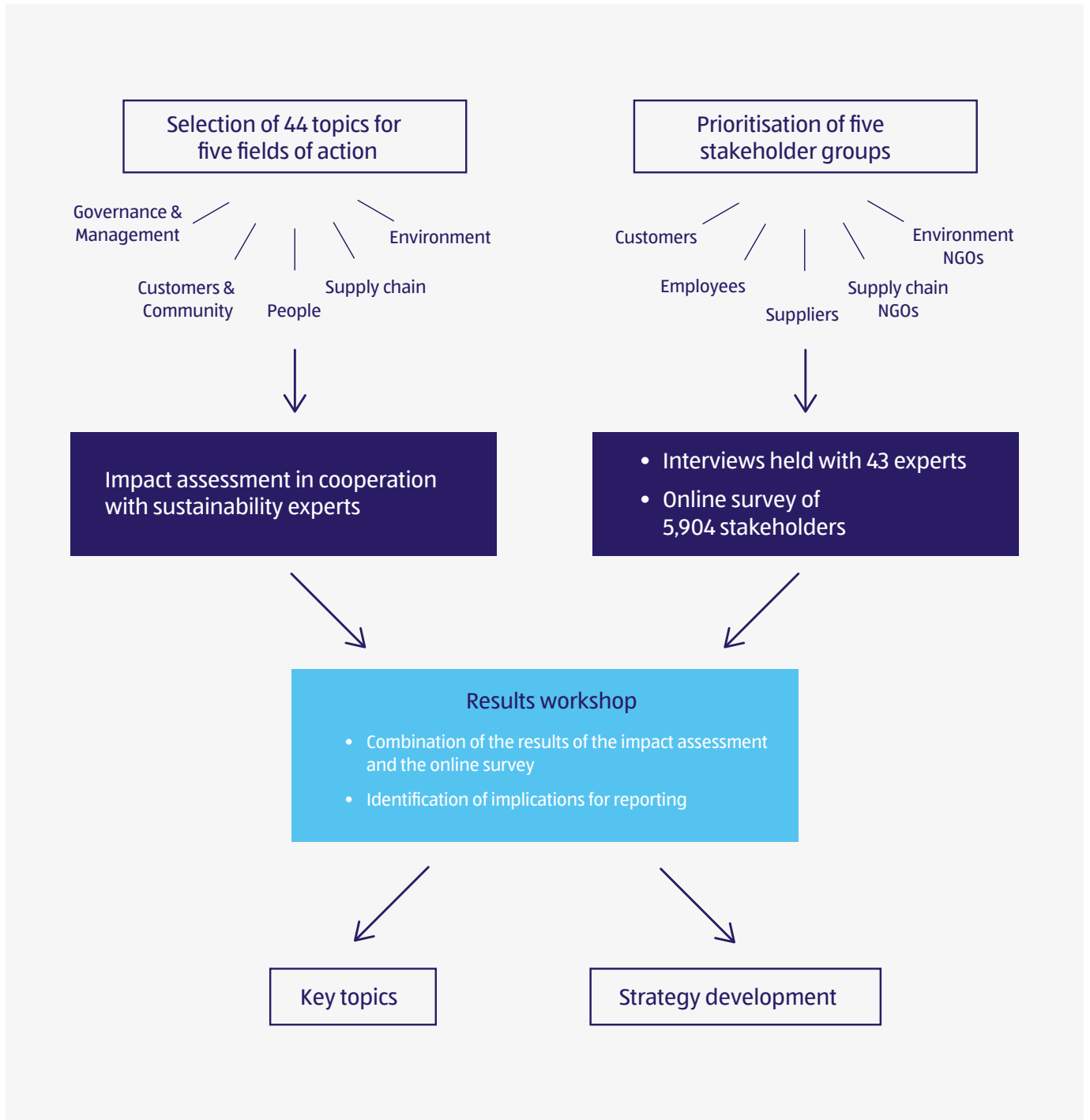
In 2017, more than 5,900 stakeholders from all countries where the ALDI SOUTH Group conducts its business participated in an online survey. We asked our stakeholders to rate the importance they attach to various sustainability-related topics. The surveyed stakeholder groups included customers, employees, suppliers, and non-governmental organisations specialising in supply chain and environmental protection. These groups were identified as being most relevant based on the criteria of 'potential influence of ALDI SOUTH', 'potential influence of the stakeholder group on ALDI SOUTH', and 'possible potential for conflict'. In addition, we also conducted detailed interviews with 43 experts from the same areas across all ALDI SOUTH countries.

The online questionnaire had a total of 44 topics which were allocated to the following fields of action: Governance & Management, Customers & Community, Supply chain, People, and Environment. To identify the topics for the survey, we reviewed internal strategy papers and external analyses as well as materiality analyses prepared by other market agents and results from market research, and created a comprehensive list of potential aspects. Through a series of workshops held with the internal experts of the Corporate Responsibility International (CRI) department, we grouped the numerous aspects within 44 topics. The online questionnaire provided detailed explanations of the individual topics and clear distinctions between them. These topics ranged from emission prevention to work-life balance.

The online survey participants were asked to indicate to which extent the individual topics influenced their assessments and decisions vis-à-vis ALDI SOUTH (or ALDI, HOFER, or ALDI SUISSE, respectively depending on the country), using a scale ranging from 'not important at all' to 'very important'. Furthermore, the participants could specify additional topics they deemed relevant using free-text fields. The participants initially completed the field of action allocated to them – for example, suppliers completed the topics from the 'Supply chain' field of action. Subsequently, the participants were also free to answer questions from other fields of action. More than 90% of the surveyed consumers not only completed the topics from the 'Customers' field of action allocated to them but also voluntarily answered questions from other fields of action, such as 'Supply chain' or 'Environment'.

In addition, for each topic, our internal sustainability experts assessed the impact level of our business operations in accordance with the requirements defined by the Global Reporting Initiative. In doing so, they considered the actual current impacts of the business operations on the respective topic. To simplify comparison, all topics were grouped into 'low', 'medium', and 'high' impact topics by our internal experts.

The external expert interviews provided a more comprehensive assessment of the ALDI SOUTH Group's present CR performance. Moreover, they helped us identify trends and provided indications regarding potential future developments.



Materiality matrix

The results of the stakeholder analysis and the impact assessment formed the basis for the materiality matrix displayed below. The vertical position on the y-axis (relevance) corresponds to the average assessment of the topic across all stakeholder groups and countries. All stakeholder groups were weighted equally, while the countries were weighted depending on the number of stores in each country. The allocation to one of the three groups on the horizontal x-axis is based on the impact assessment provided by our internal sustainability experts.

The topics' boundaries can be illustrated by displaying or hiding those topics which are allocated to the 'Supply chain', 'Own activities', 'Customers', and 'Community' areas of impact along the value chain.

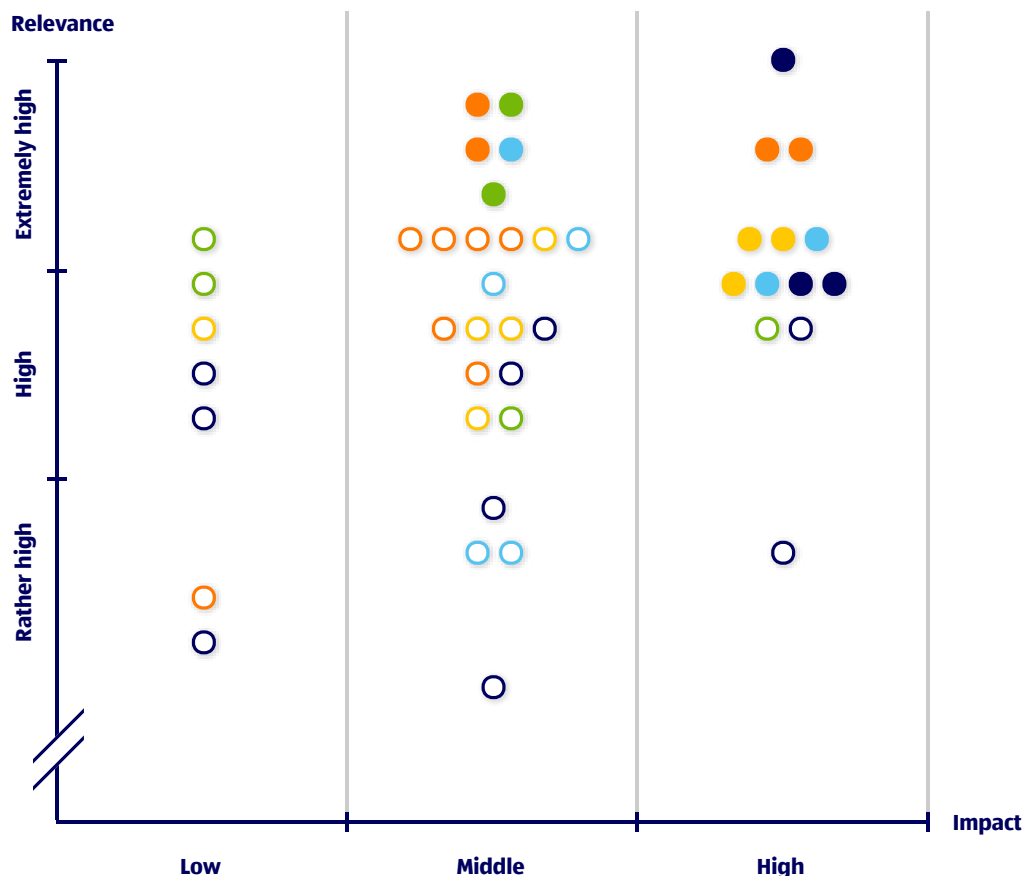
The colours show the field of action of a topic. Those 15 topics which are characterised by particularly high relevance and/or impact are highlighted in full colour.

Fields of action

- Supply chain
- People
- Environment
- Governance & Management
- Customers & Community

Impact in the area of

- Supply chain
- Internal activities and people
- Customers
- Community



Results of the materiality analysis

The results of the materiality analysis generally confirmed our previous assessment. The three topics rated 'very important' most often across all stakeholder groups and countries are 'Working conditions throughout the supply chain' for the 'Supply chain' field of action, 'Product quality and safety' for the 'Customers' field of action, as well as 'Ethical business practices and compliance' for the 'Governance & Management' field of action.



Focus topics

The focus topics for this CR Report were selected based on the results of the materiality analysis.

'Customers' focus: health and well-being

'Range of affordable, healthy food products' was one of the top-rated topics in the 'Customers' field of action. The topic of 'Promoting a healthy and sustainable lifestyle' was also rated as important.

'Resources' focus: protecting our forests

The top-rated topics in the 'Supply chain' field of action include 'Environmental impacts of agriculture, forestry, and fishery' and 'Sustainable purchasing practices'. In the 'Customers' field of action, the topic of 'More sustainable products' belongs to the most important topics. We chose the topic of 'Protecting our forests' as an area of focus to explain the potential impact of our activities on important ecosystems and to show the measures we take in order to contribute to the protection of forests.

'Supply chain' focus: supplier assessments

The topics rated by many stakeholders as 'very important' include 'Working conditions throughout the supply chain', 'Fair business relationships', and 'Sustainable purchasing practices'. One of the instruments we use to promote further improvement in these areas is the systematic assessment of our suppliers' CR performance.

'People' focus: occupational health and safety

Both the topics of 'Occupational safety' and 'Health of employees' were priority topics in the 'People' field of action. Since we attach high importance to our employees' health and safety, we selected this focus topic for the 'People' chapter of the CR Report.

'Environment' focus: modern refrigeration technology

Our stakeholders consider the 'Reduction of GHG emissions caused by business operations' to be important. Our efforts for modernising our refrigeration equipment provide us with particularly great influence as refrigeration accounts for a large portion of our energy consumption and the refrigerants used are of considerable relevance to our GHG balance.

'Community' focus: long-term partnerships

The materiality analysis shows that from our external stakeholders' view, our company's community activities are not considered a priority. However, we, and our employees, attach increasing importance to this commitment. Within this area of focus, we present our approach to achieving a particularly high societal impact by concentrating on long-term partnerships.

In addition to these areas of focus, the survey also showed a number of topics which are of great importance to our customers, employees, and other stakeholders.

Within the 'People' field of action, the topics of 'Diversity and equal opportunities', 'Work-life balance and compatibility of job and family', and 'Attractiveness as an employer' were rated as 'very important'. The concept of diversity and equal opportunities is deeply rooted within our corporate culture and forms part of our CR Principles. Within the scope of implementing our strategy to become an employer of choice within the retail industry, we are currently developing several initiatives to provide our employees with an attractive working environment.

For our customers, 'More sustainable packaging' is an important field of action. Plastic shopping bags are a striking example in this context. As a matter of principle, we do not offer such shopping bags free of charge – not even in countries where free shopping bags are common practice. In various countries, we have already replaced disposable shopping bags with reusable shopping bags. We are making the gradual transition of the packaging of our core range products made from cardboard or paper to raw materials originating from certified sources or recycled materials. In this context, we will need to face various challenges as product packaging must fulfil a broad variety of requirements (including sustainability, hygiene and protection of the merchandise against damage, consumer-oriented presentation, and efficient transport).

'Avoiding food waste' is one of the most highly ranked topics in the 'Environment' field of action. Although we continuously increase our range of fresh products offered, we still succeed in reducing food waste to a minimum. This is possible because of our focused range of products and our appropriate merchandise planning methods. We donate unsold but still sound merchandise to charitable organisations, while organic waste is repurposed as animal feed or for the production of bioenergy. Additionally to raising awareness on the topic among consumers, for example through the "Reste Retten" ("Save food scraps") campaign in Germany, we intend to reduce food waste caused during agricultural production and transport in cooperation with our suppliers.

Insights gained from the expert interviews

The interviews held with external experts provided us with many important indications concerning the ongoing development of our corporate responsibility strategy. The multitude of challenges faced throughout our supply chains continue to provide potential for optimisation. We deem an ever stronger integration of sustainability requirements into our other business processes – with a particular focus on buying operations – and adequate consideration of the related performance of suppliers and producers within the scope of product selection to be important tasks for the ALDI SOUTH Group. At the same time, we were happy to hear that the interviewed experts – most of them from the 'Supply chain' field of action – perceive our efforts to be serious and credible.

GRI disclosures

Stakeholder engagement

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Reporting practice

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Compliance and risk management

In addition to the requirements defined by national and international law, the ALDI SOUTH Group is committed to upholding its own set of ethical values and standards. The Code of Conduct of the ALDI SOUTH Group, which defines our expectation of integrity and legal compliance, was approved in 2015. The Code of Conduct forms the basis for the national codes of conduct which provide guidance for our employees worldwide.

Comprehensive training

All employees receive regular training to keep them up to date on relevant legal topics. The frequency and scope of these training measures are aligned with the requirements of the different areas of responsibility. For example, the training measures provided for employees within our Buying departments cover areas such as competition law, while employees with HR responsibilities are trained in areas such as data protection. We also organise tailored individual training sessions on the adequate handling of customer data.

Alert lines

We have created independent points of contact within all national organisations of the ALDI SOUTH Group. Our employees and, in most countries, our third-party service providers and suppliers can contact these alert lines in order to report potential instances of non-compliance, discrimination, or other forms of misconduct. To ensure that incidents are in fact reported and the individuals remain anonymous, all information is anonymised and treated as confidential on request before being forwarded to the responsible parties within the ALDI SOUTH Group.

In line with the relevant national framework conditions, alert lines have been established in the United Kingdom, Ireland, the US, Australia, and China. In Germany, Austria, Slovenia, Switzerland, Hungary, and Italy, independent counsels of trust are available. These counsels of trust serve as a neutral point of contact. The process allows both the informant and the person(s) against whom a complaint has been made to state their view.

Internal structures for a zero-tolerance policy

The internal monitoring system of the ALDI SOUTH Group is supported by the International Internal Auditing department. This department performs regular audits in accordance with specific standards. We thoroughly investigate any irregularities detected and adhere to a zero-tolerance policy with respect to violations of our Code of Conduct. If a supplier or service provider is found to have committed a serious violation, we reserve the right to terminate the business

relationship. Serious misconduct by an employee may result in termination of the employment contract and claims for damages.

We monitor working conditions and social standards at the production facilities used throughout our supply chain as part of our Social Monitoring Programme. Moreover, we supplement external audits with internal reviews and work together with our business partners to continually improve social and environmental standards in production throughout the supply chain.

Data protection

Within the scope of its business operations, the ALDI SOUTH Group processes personal data. In individual cases, the national organisations of the ALDI SOUTH Group process personal customer data, mostly in order to follow up on complaints, but also in order to adjust our offers even better to the requirements of our customers. We strive to collect only data absolutely required for the specific purpose and treat all data confidentially in accordance with the applicable national laws. Within the scope of our online business operations in China and the United Kingdom as well as for the purpose of home deliveries in Germany and Austria, data is gathered, processed, and stored in accordance with each country's applicable legal requirements. Prior to releasing new systems, processes, and individual measures, the responsible data protection officers are consulted. In Germany, an external data protection officer can also be contacted in the event of questions concerning data collection and processing.

Risk management

To ensure our company's success and future operations, we have established appropriate risk management systems at both national and international level. We analyse existing risks, monitor future trends, and evaluate different scenarios to regularly identify, assess, and evaluate arising uncertainties. It is our aim to effectively mitigate and manage risks, and to ultimately prevent them wherever possible.

The risk management approach taken by the ALDI SOUTH Group is subject to continuous improvement. In 2014, we established an international Risk Management and Compliance department. At the same time, a risk management system based, among other things, on the internationally recognised COSO Enterprise Risk Management framework was also introduced.

GRI disclosures

Organisational profile

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Ethics and integrity

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Anti-corruption

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Initiatives and associations

Memberships	Country/country clusters
Accord on Fire and Building Safety in Bangladesh	ALDI SOUTH Group
actionsanté - eine Initiative des Bundesamt für Lebensmittelsicherheit und Veterinärwesen und des Bundesamt für Gesundheit	Switzerland
Aktionsplattform Lebensmittelhandel zur Förderung der Tafelarbeit und zur Vermeidung von Lebensmittelabfall	Austria
amfori BSCI	ALDI SOUTH Group
amfori BEPI	ALDI SOUTH Group
Altstoff Recycling Austria AG	Austria
Arbeitsgemeinschaft Verpackung + Umwelt e. V. (AGVU)	Germany
ARGE Gentechnik-frei	Austria, Switzerland
ARGE Nachhaltigkeitsagenda für Getränkeverpackungen	Austria
Australian Packaging Covenant Organisation (APCO)	Australia
Better Cotton Initiative	Germany
Bord Bia	Ireland
British Dietetic Association	UK
British Nutrition Foundation	UK/Ireland
British Retail Consortium	UK
Bundesdeutscher Arbeitskreis für Umweltbewusstes Management (B.A.U.M.) e. V.	Germany
Business in the Community	UK/Ireland
Champions12.3	UK/Ireland
Change4Life	UK/Ireland
Childhood Obesity Strategy as part of the UK government	UK/Ireland
Community Alcohol Partnerships	UK
Cotton made in Africa	Germany

Council für nachhaltige Logistik	Austria
Courtauld2025	UK/Ireland
Deutsche Gesellschaft für Personalführung e.V.	Germany
Donau Soja	Austria, Switzerland
DrinkAware	UK/Ireland
EHI - Retail Institute	Germany
Environmental Protection Agency GreenChill Partnership	USA
EU GreenBuilding Programme	Austria
Fair Company	Germany
Farm Africa	UK
Feeding America	USA
Food Marketing Institute Health & Wellness Council	USA
Food Standards Agency Salt Targets as supplements to the Childhood Obesity Strategy as part of the UK government	UK/Ireland
Forum Nachhaltiger Kakao	Germany
Fur Free Retailer Program	Germany, Austria, Switzerland, Slovenia, Hungary, Italy
Groceries Supplier Code of Practice	UK
Handelsverband Deutschland - HDE e.V.	Germany
IGD Services	UK/Ireland
Imkerverband Slowenien	Slovenia
Initiative Tierwohl	Germany
Irish Food Waste Charter	UK/Ireland
Juice CSR Platform	Germany
KlimaExpo.NRW	Germany
Klimaschutz-Unternehmen e.V.	Germany
Landschaftt Leben	Austria
Lean and Green	Germany
Leather Working Group	ALDI SOUTH Group
London Benchmarking Group	UK/Ireland
Mitglied der Initiative „Lebensmittel sind kostbar!“ des Bundesministeriums für Land- und Forstwirtschaft, Umwelt und Wasserwirtschaft	Austria
National Farmers Union (NFU) Fruit and Veg Pledge	UK/Ireland
North American Sustainable Palm Oil Network	USA
öbu - Der Verband für Nachhaltiges Wirtschaften	Switzerland

Portman Group	UK/Ireland
Red Tractor	UK/Ireland
REFRESH	Germany
respACT - Austrian Business Council for Sustainable Development	Austria
Responsible Use of Medicines in Agriculture (RUMA)	UK/Ireland
Round Table on Responsible Soy	ALDI SOUTH Group
Roundtable on Sustainable Palm Oil (RSPO)	ALDI SOUTH Group
RSPCA Assured	UK/Ireland
Schweizerische Gesellschaft für Ernährung SGE	Switzerland
Seafood Task Force	USA
Sedex Supplier Ethical Data Exchange	UK, Australia
Soja Netzwerk Schweiz	Switzerland
Stiftung 2°	Germany
Stiftung Lesen	Germany
Sustainable Fisheries Partnership	UK/Ireland, USA, Australia
Sustainable Packaging Coalition	USA
Swiss Platform for Sustainable Cocoa	Switzerland
Swiss Retail Federation	Switzerland
Szövetség az ifjúságért	Hungary
Bündnis für nachhaltige Textilien	Germany
The Global Coffee Platform	Germany, Austria, Switzerland, Slovenia, Hungary, Italy
The Royal Society for the Protection of Birds (RSPB)	UK
The Supply Chain Initiative	Germany, Austria, Slovenia, Hungary, UK/Ireland
The Wine and Spirit Trade Association	UK/Ireland
Verband Lebensmittel ohne Gentechnik (VLOG)	Germany
Mreža za družbeno odgovornost	Slovenia
Verein für kontrollierte alternative Tierhaltungsformen e. V. (KAT)	Germany
Združenje delodajalcev Slovenije	Slovenia

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Customers

“We promise our customers quality products at the best prices. [...] It is our responsibility to design our select product range in a way that meets our customers’ everyday needs. For us, quality includes consumer safety, health and well-being, and the sustainability of our products and their production. The safety of our products is one of our core commitments to our customers.”

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Every day, millions of customers visit one of over 5,900 ALDI SOUTH stores worldwide and rely on our value proposition of quality at the best price. Our customers have come to rely on safe and high-quality products, and they also value products which promote a healthy lifestyle, cater to special dietary needs, and are manufactured in a more sustainable manner.

We constantly develop our product range and business processes, as we always want to meet our customers' expectations. Product quality and safety are our first priority. The establishment of comprehensive quality assurance controls at all stages of the supply chain – from manufacture to sale – is a crucial factor of this approach. In this respect, we benefit from the fact that about 90% of the products we sell are offered under our own private labels. This enables us to work closely together with our suppliers to ensure our products meet quality, composition, and sustainability criteria. We are continually adding new products, and we regularly find improved alternatives to existing products within our range. This includes, for example, vegetarian, vegan, lactose and gluten-free products, as well as organic products and products certified according to sustainability standards. As a result, our customers can rely on us to provide the highest quality at the best possible price.

More than 96% of the production facilities used to manufacture the private label food products offered by ALDI SOUTH are certified according to strict food safety standards, which are recognised by the Global Food Safety Initiative (GFSI). For the rest of the production facilities, such a certification cannot be obtained for reasons such as small company size. Both food and non-food products are required to undergo comprehensive quality testing and evaluation, both internally and through our third-party service providers, before being introduced to our product range or sold as special buy. In the rare instance that a product must be removed from sale as a matter of precaution, we ensure that we react quickly and thoroughly.

In the future, we will continue to offer products and services which meet the desires and expectations of customers in each of our national markets. In doing so, we have recognised the growing importance of maintaining dialogue with our customers – not least via social media platforms. Through all national markets, ALDI SOUTH is becoming increasingly present on platforms such as Facebook, Twitter, Instagram, and Pinterest. Furthermore, we have established internal corporate policies concerning responsible marketing practices in each of the countries where we operate.



Focus: health and well-being

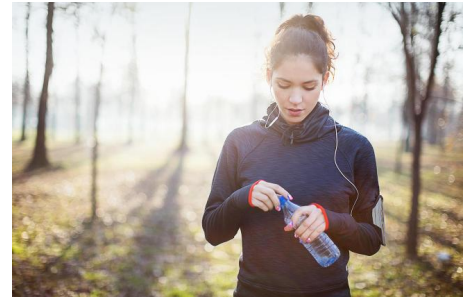
A balanced diet and routine physical activity are the foundation for a healthy and happy life. We want to make it as simple as possible for our customers to lead a healthy and active lifestyle. For this reason, we have an international strategy for health and well-being in place, which was subsequently adapted to national market requirements and is being implemented worldwide.

Within each of our national organisations, we continuously analyse and improve the composition and nutritional profile of our various food products. According to national priorities, we focus on reducing salt, sugar, fats, trans fats, additives, and the overall calorie content in our products. In 2017, we reformulated more than 400 processed product variants in collaboration with our suppliers, optimising the sugar, salt, and/or fat content of these products without compromising on quality.

The desires, expectations, and needs of our customers are just as diverse as the customers themselves. For this reason, over the past few years, we have introduced more vegan, vegetarian, lactose and gluten-free products to our range. In 2017, we listed various product options labelled as suitable for vegetarians or vegans. For example, in Austria, a total of 416 product variants (275 vegan and 141 vegetarian product variants) carried the 'V label', an internationally protected quality seal issued by 'Vegane Gesellschaft Österreich'. Increasingly, our customers are interested in supporting local producers and sustainable development. By offering certified organic and local products, as well as products certified by organisations such as Fairtrade and Rainforest Alliance, we enable our customers to purchase these at a discount price. For example, organic products accounted for a sales share of 4.5% in the whole group in 2017.

We support our customers in making healthy lifestyle choices, for example by offering products, such as fresh fruit and vegetables, at affordable prices all year round. In addition, we provide our customers with recipes for simple, healthy meals and with information and short videos on leading a healthy lifestyle. One example is our German online portal 'www.aldi-inspiriert.de' (ALDI inspires), which offers our customers access to a range of free and personal advice on sport, fitness, nutrition, and overall health. In several of the countries we operate in, ALDI SOUTH also supports charities in order to motivate children and young people to lead healthy and active lifestyles and impart important information on healthy nutrition.

We always want to offer the right selection of products at the best price. Therefore, we constantly develop our product range in coordination with our customers, suppliers, and experts, and we will continue to improve our range without compromising on taste and quality in future.



Offering product options for specific dietary needs



Improving ingredients and nutritional profile of our food products



Promoting a healthy lifestyle

Key figures

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product variants which have undergone optimisation in terms of their salt, sugar, or fat content.

Product safety

The indicator is based on the last production facility in the supply chain which adds value to the product.
GFSI: Global Food Safety Initiative

Percentage of food production facilities for the manufacture of food items which are certified in accordance with a GFSI-recognised standard

96.25 ✓

The indicator is based on all publicly recalled food and non-food products.

Number of public product recalls

47 ✓

Health and well-being

Percentage of sales of organic food products (labelled EU organic, Bio Suisse, Australian certified organic, USDA organic)

4.5 ✓

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Resources

“Our aspiration is that all our products be made in a sustainable way. We consider environmental and social criteria, including animal welfare, throughout our product supply chains – from raw materials to final production. Raw materials include agriculture and forestry, livestock and fish, and other natural resources used for our products and packaging.”

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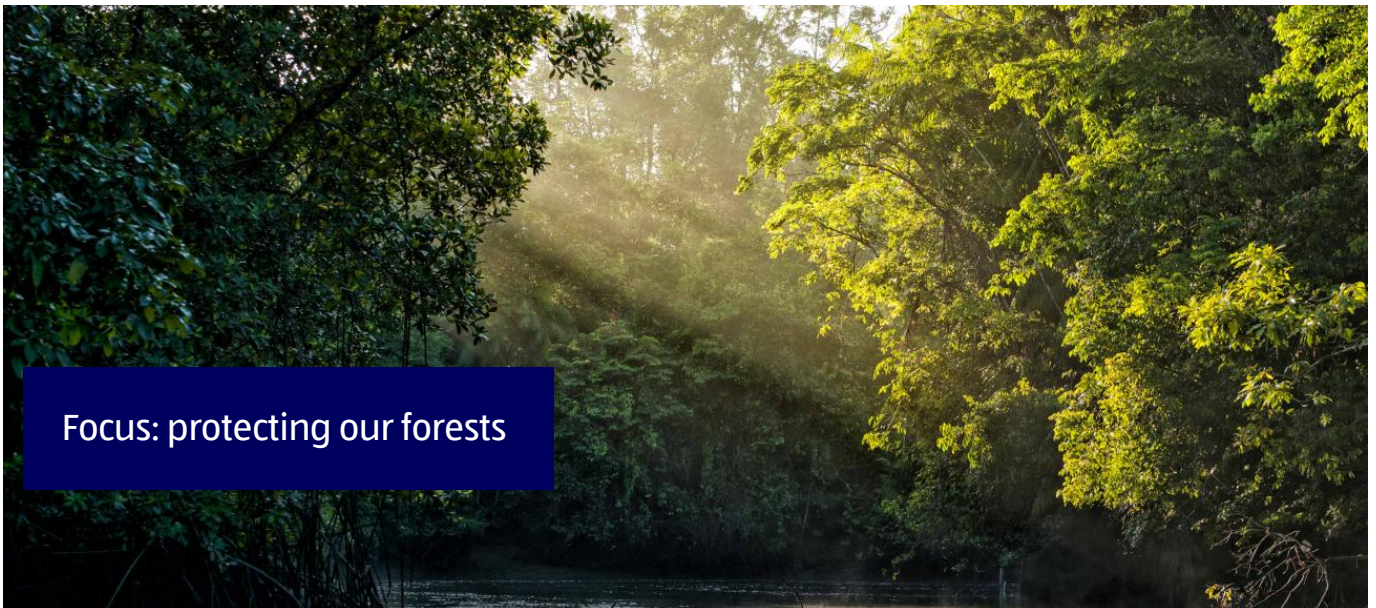
[International activities](#)

A large variety of different agricultural commodities and natural resources are required for the manufacture of our products. The cultivation of crops, the rearing of animals, and the extraction of raw materials often involve consequences for the environment, climate, wildlife, and population. The same is true for certain processing and production processes.

We strive to achieve an increased sustainable use of global resources. To achieve this, we analyse the resources used for our products and the possible risks or negative impacts associated with these resources that need to be considered. For the relevant resources, we define strategies in order to ensure their long-term availability and minimise the associated negative impacts to the greatest extent possible. Within the scope of our cooperation with suppliers and our dialogue with experts and non-governmental organisations (NGOs), we work to successively improve the sustainability of our entire supply chain. For the practical implementation of this goal, the individual national organisations of the ALDI SOUTH Group define their own tailored buying policies and guidelines for many areas.

At international level, the ALDI SOUTH Group primarily focuses on the resources of wood and paper, palm oil/palm kernel oil, coffee, cocoa, fish and seafood, as well as cotton. Over the past few years, we have made considerable adjustments to our product range. For example, we have increased the share of certified wild-caught fish and seafood products from 44% to 55% and the share of certified aquaculture products from 67% to 84% between 2015 and 2017. In 2017, we published an [International Position Statement on Sustainable Product Packaging](#). In addition, we developed an internal guideline which aims to support our buyers in using the most environmentally friendly packaging possible. Moreover, we also published an [International Position Statement on Animal Welfare](#) in 2017, which formed the basis for the review and implementation of the relevant national requirements in close cooperation with our suppliers. Among other things, in every country of the ALDI SOUTH Group and with that also outside of the European Union, we are committed to sourcing 100% of our shell eggs from cage-free supply chains by 2025 at the latest.

At present, we are developing activities at international level and considering initiatives from the areas of product packaging and tea. We have established international working groups entrusted with the task of developing an international strategy for increasing the sustainability of our supply chain and our involvement, for example, in multi-stakeholder initiatives. We will continue to assess our product supply chains with regard to particular risks concerning compliance with human rights and possibilities for the ALDI SOUTH Group to contribute to the reduction of these risks.



Focus: protecting our forests

Around 30% of the Earth's land area is covered by forest. The Earth's forests are of vital importance to global ecosystems – they provide habitats for a diversity of species and have important functions for the Earth's climate. In this respect, the tropical rainforests in South America and Southeast Asia are of particular importance. However, millions of hectares of forest are destroyed each year to make way for agricultural and urban areas. Deforestation significantly contributes to global greenhouse gas emissions.

A large share of forests are destroyed in order to create cultivation areas for animal feed, such as soy, crop plants, such as oil palms, or grazing land for cattle farming. In addition, logging for obtaining wood as a construction or working material and the production of paper and cardboard also causes the further reduction of global forests.

In terms of our buying activities, we aim to ensure that the products we offer do not contribute to illegal logging. In this respect, we initially focus on four key areas: soy cultivation, palm oil/palm kernel oil production, forestry, and cattle farming.

Our aim is to ensure that the cultivation of soy, which is primarily used as animal feed within our supply chains, has no negative impacts on forest areas. For this purpose, we maintain intensive dialogue with our stakeholders and became a member of the Roundtable on Responsible Soy (RTRS) and the Retailer Soy Group (RSG) in May 2017. Within the scope of further developing our strategy for ensuring the ecologically and socially responsible cultivation of soy, we calculated a soy footprint for our business operations in Germany, the UK, Ireland, and across HOFER S/E for the first time in 2017 with the aim of providing a quantitative impact assessment of our supply chain. This soy footprint reflects the soy usage of relevant animal products, which account for the majority of the soy footprint in our supply chain. Based on the updated soy footprint, we will develop appropriate measures and intensify our involvement in multi-stakeholder initiatives over the course of the next year.

In many cases, the palm oil/palm kernel oil contained in our products cannot be readily replaced by other fats or oils. One aspect which needs to be considered is the higher yield achieved with oil palms compared to all other oil plants. In order to obtain the same quantity of oil from other plants, significantly larger cultivation areas would be required – meaning the problem would only be displaced. This is why we rely on the use of palm oil/palm kernel oil from certified sources. We joined the Roundtable on Sustainable Palm Oil (RSPO) in 2011 and, since late 2015, the palm oil/palm kernel oil contained in our private label food products sold in Germany, Austria, Switzerland, the United Kingdom, Ireland, and Australia is certified according to the RSPO chain of custody standards. By the end of 2018, we aim to complete the transition to certified palm oil/palm kernel oil for all of our private label products worldwide. For derivatives and fractions contained in

non-food products, we will also accept RSPO Palm certificates. We are also actively involved in the Retailer Palm Oil Group and the Retail Palm Oil Transparency Coalition.

A significant share of the globally traded palm oil/palm kernel oil is produced by smallholders. In order to account for these smallholders within the scope of our commitment to using sustainable palm oil/palm kernel oil, we employ a combination of three measures: We purchase RSPO Independent Smallholder Credits to support their work, we participate in the RSPO Smallholder Working Group in order to further support and integrate smallholders, and since 2017, we have been supporting a smallholder project in Côte d'Ivoire in order to pave the way for a sustainable cultivation of palm (kernel) oil. In close cooperation with our partner, the NGO Solidaridad, we have developed a project focussing on the protection of native forests and environmentally friendly cultivation methods. Solidaridad offers intensive training which builds on an existing RSPO Smallholder Support Fund project supporting 5,000 smallholders and is intended to qualify up to 3,200 smallholders to protect their forests as well as align their cultivation methods with environmental and resource conservation requirements.

For all products which are made of wood or contain wooden components as well as our paper products and cardboard packaging, we pay attention to sourcing our raw materials in a sustainable manner. The share of products which are certified according to the FSC®, PEFC, or SFI standard or made from recycled materials amounts to 80%. For products and product packaging of our core range products made of paper or cardboard, we have set the goal to only use certified or recycled materials by the end of 2020. In addition to this, we already completed the transition to sustainable paper for all our advertising materials in 2012.

Moreover, both the impacts of cattle farming in South America and the accompanying deforestation of native forests are important issues to be addressed in the future. We are currently analysing potential connections with products we source as well as suitable measures for addressing this issue. One major challenge in this respect is the complex supply chain with its many stages of cattle farming.

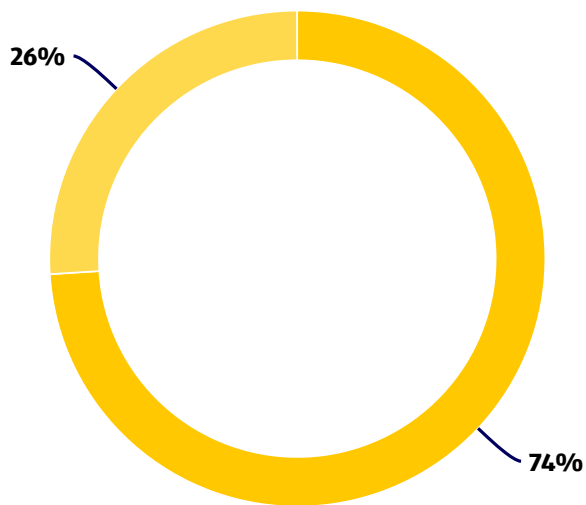
Over the next few years, the focus of our efforts will be on enhancing the traceability of our products and the resources used. In close cooperation with our suppliers and other stakeholders, we will continue to work to increase the number of products derived from sustainable sources and thus contribute to the protection of our forests.



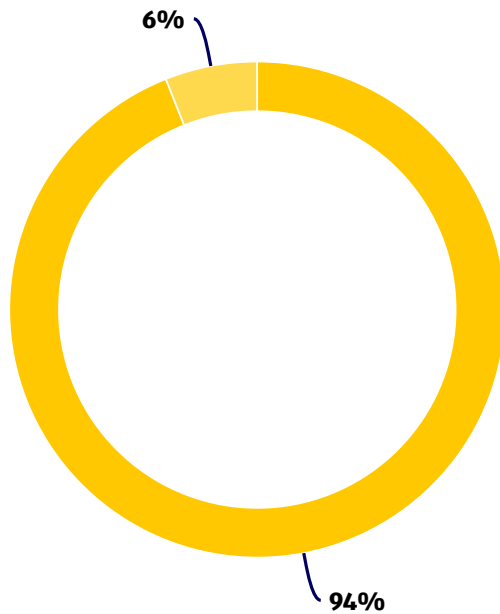
Key figures

Palm oil/palm kernel oil: percentage of certified products ✓

Paper products: percentage of sales of certified/recycled products ✓



- **PALM OIL/PALM KERNEL OIL (CERTIFIED)**
- **PALM OIL/PALM KERNEL OIL (NON-CERTIFIED)**



- PAPER PRODUCTS (CERTIFIED/RECYCLED)
- PAPER PRODUCTS (NON-CERTIFIED/NON-RECYCLED)

Palm oil/palm kernel oil

The indicators are based on the total amount of palm oil/palm kernel oil used for our products and derived from the physical supply chain options 'Identity Preserved' (IP), 'Segregated' (SG), or 'Mass Balance' (MB) as defined by the Roundtable on Sustainable Palm Oil (RSPO).

Percentage of certified products (food and non-food products) compared to the total number of products containing palm oil/palm kernel oil

74.14 ✓

Percentage of tonnage for certified palm oil/palm kernel oil in food products

90.18

Percentage of tonnage for certified palm oil/palm kernel oil in non-food products

12.68

Wood and paper

The indicators are based on all products with wood-based components. The sales share is specified for all products for which the wood-based components are certified according to FSC®, PEFC, or SFI or made from recycled materials. SFI-certified products are included as of 2017.

Percentage of sales of certified/recycled products	80.45 ✓
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Paper products: percentage of sales of certified/recycled products	94.19 ✓
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The indicator is based on all core range products with wood-based product packaging. The percentage specified refers to all products which are certified according to FSC®, PEFC, or SFI or which contain a minimum of 70% recycled material.

Percentage of products with certified/recycled product packaging	51.74
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Cocoa

The indicator is based on all products from the chocolates, biscuits, and seasonal confectionary commodity groups as well as products from other commodity groups which contain at least 10% cocoa, such as baking chocolate and drinking chocolate.

Percentage of sales of products containing certified cocoa (Fairtrade/Fairtrade Sourcing Program for cocoa, UTZ, Rainforest Alliance, organic)	79.76 ✓
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Coffee

Percentage of certified coffee (Fairtrade, UTZ, Rainforest Alliance, organic) contained in the total amount (in tonnes) of coffee	43.44
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Fish and seafood

Sales share of certified aquaculture or wild-caught fish products in the total sales of aquaculture or wild-caught fish and seafood products

Percentage of sales of certified wild-caught products (MSC)	55.31 ✓
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Percentage of sales of certified aquaculture products (ASC, organic, GLOBALG.A.P., BAP, minimum two stars)	83.94 ✓
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Our criteria for the responsible sourcing of fish:

1. Certification in accordance with one of our recognised standards (Marine Stewardship Council (MSC), Aquaculture Stewardship Council (ASC), Organic, GlobalG.A.P., Best Aquaculture Practices (BAP) and further by Global Sustainable Seafood Initiative (GSSI) recognised standards), or
2. World Wide Fund for Nature (WWF) or Sustainable Fisheries Partnership (SFP) rating shows a low or medium risk, or
3. the raw material originates from a fishery participating in an Fishery Improvement Project (FIP) or Aquaculture Improvement Project (AIP).

Additional criteria for tuna: the producer is a member of the International Seafood Sustainability Foundation (ISSF) or the fishing vessel is registered within the ProActive Vessel Register (PVR).

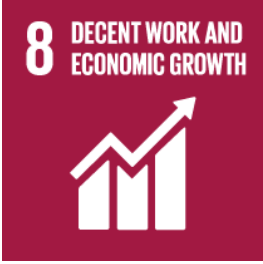
Percentage of products which comply with our criteria for the responsible sourcing of fish	81.63
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Soy

Fresh meat products, consumer milk products, and shell eggs were included in the calculation of the soy footprint. The soy footprint does not contain products sourced from deforestation-free supply chains which are defined as products certified in accordance with the standards set by ProTerra/Danube Soya/Europe Soya and not originally sourced from South America.

Soy footprint (in tonnes)	298,174
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Suppliers

“For our suppliers, we are a fair and reliable business partner. Together, and in cooperation with other stakeholders, we are committed to improving the living and working conditions throughout the supply chain. We articulate our expectations clearly to all our suppliers and business partners. Together with our suppliers, we work towards increased transparency and continuous improvement within the supply chain.”

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Ranging from textile products and household appliances to food from all over the world, we offer our customers a wide variety of different products, both through our core range and our weekly range of special buy items. Throughout our global supply chains, we assume responsibility for promoting fair working conditions and environmental compliance.

Our requirements towards suppliers and products are recorded within the [ALDI "Social Standards in Production"](#) as well as other specific standards. Using suitable monitoring approaches, audits, and training measures, we strive to ensure that our suppliers are able to fulfil our requirements. In this context, we closely collaborate with our suppliers in order to achieve continuous improvements.

We regularly review and, if necessary, update our requirements. For example, having joined the Greenpeace [Detox campaign](#) in 2015, we are committed to eliminating certain chemicals from textile and shoe production by 2020. By participating in industry and multi-stakeholder initiatives, we actively contribute to the further development of standards and practical approaches as well as knowledge sharing.

On a regular basis, we assess the potential risks related to social and environmental standards connected to the production of certain goods or in certain regions, and then prioritise our planned measures accordingly. For several years now, a major focus of our efforts has been on the production of textiles and shoes in Bangladesh, China, and other countries in Asia.

Through our programme aimed at reviewing and improving social standards ([Social Monitoring Programme, SMP](#)) and the implementation of the Detox Commitment, we have seen great achievements over the past few years. 99.58% of the non-food production facilities used for the manufacture of products which are covered by an SMP could present valid social audits in 2017. All Bangladeshi production facilities which were used by our suppliers in 2017 have already been visited by ALDI representatives within the scope of an [ALDI Social Assessment \(ASA\)](#). Through our [ALDI Factory Advancement \(AFA\) Project](#), which we conduct in Bangladesh, we offer additional training measures at almost 40 production facilities with the highest relevance for ALDI. Regarding the implementation of the Detox Commitment, we have achieved important initial milestones. Among others, wastewater analyses – which provide information on the use of chemicals in production – are already available for 89% of all pre-suppliers using wet processes.

We are committed to continuing our efforts in this area. To do so, we will continue to increase the transparency of our supply chains and work towards continuous improvements at all levels of the supply chain together with our suppliers. We regularly review new requirements and integrate them into our processes.



Focus: supplier assessments

A strategy is only as good as its implementation. With regard to sourcing, this means that our commitment to sustainability and responsibility needs to be reflected in our purchasing practices. The majority of our products are not sourced directly from producers, but from suppliers who commission the manufacture or import of the products. Therefore, collaborating with our suppliers is an essential factor in achieving our sustainability goals.

In 2017, we began consolidating our global garment textile supply chain and intensifying discussions with suppliers about Corporate Responsibility (CR)-related topics. As a result, the number of production facilities used by our suppliers in this sector has already decreased by 31%. Thus, our suppliers are able to achieve better capacity utilisation of production facilities, enabling investments in the improvement of working conditions and environmental compliance to pay off sooner.

To ensure continued compliance with our high standards in the future, new garment textile suppliers must first undergo an auditing and approval process conducted by the responsible CR department. Furthermore, these suppliers are obliged to specify a fixed production facility pool for the production of ALDI merchandise. New production facilities may only be used once we have confirmed that they adhere to our requirements.

At the same time, we have begun to systematically assess our suppliers' CR performance. On the one hand, we wish to support our business partners in improving their performance. On the other hand, we aim to increase collaboration with those suppliers implementing our CR requirements to a particularly high degree. During the introduction phase, we initially accepted various suppliers of garment textiles and other non-food items into the programme. In the future, we will extend the CR performance assessment programme to include additional suppliers.

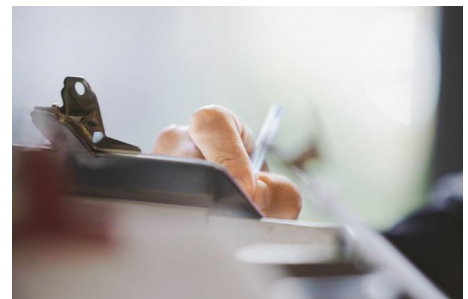
The starting point of our CR performance assessment programme for suppliers is a review of all available information on our business partners and their production facilities. In order to evaluate our suppliers' CR set-up, we analyse a wide variety of information. In doing so, we not only take their plans and CR strategies into account but also query information on personnel resources and organisational structures for the implementation of our CR requirements. For the verification of these information, we use the findings gained during on-site visits conducted as part of our ALDI Social Assessments. As a rule, these on-site visits are conducted by employees of our ALDI CR Units in Hong Kong and Dhaka together with independent auditors and supplier representatives.

Based on our assessments, we regularly conduct supplier interviews in order to identify potential for improving our suppliers' CR performance. Wherever required, we support our suppliers in further developing their processes by

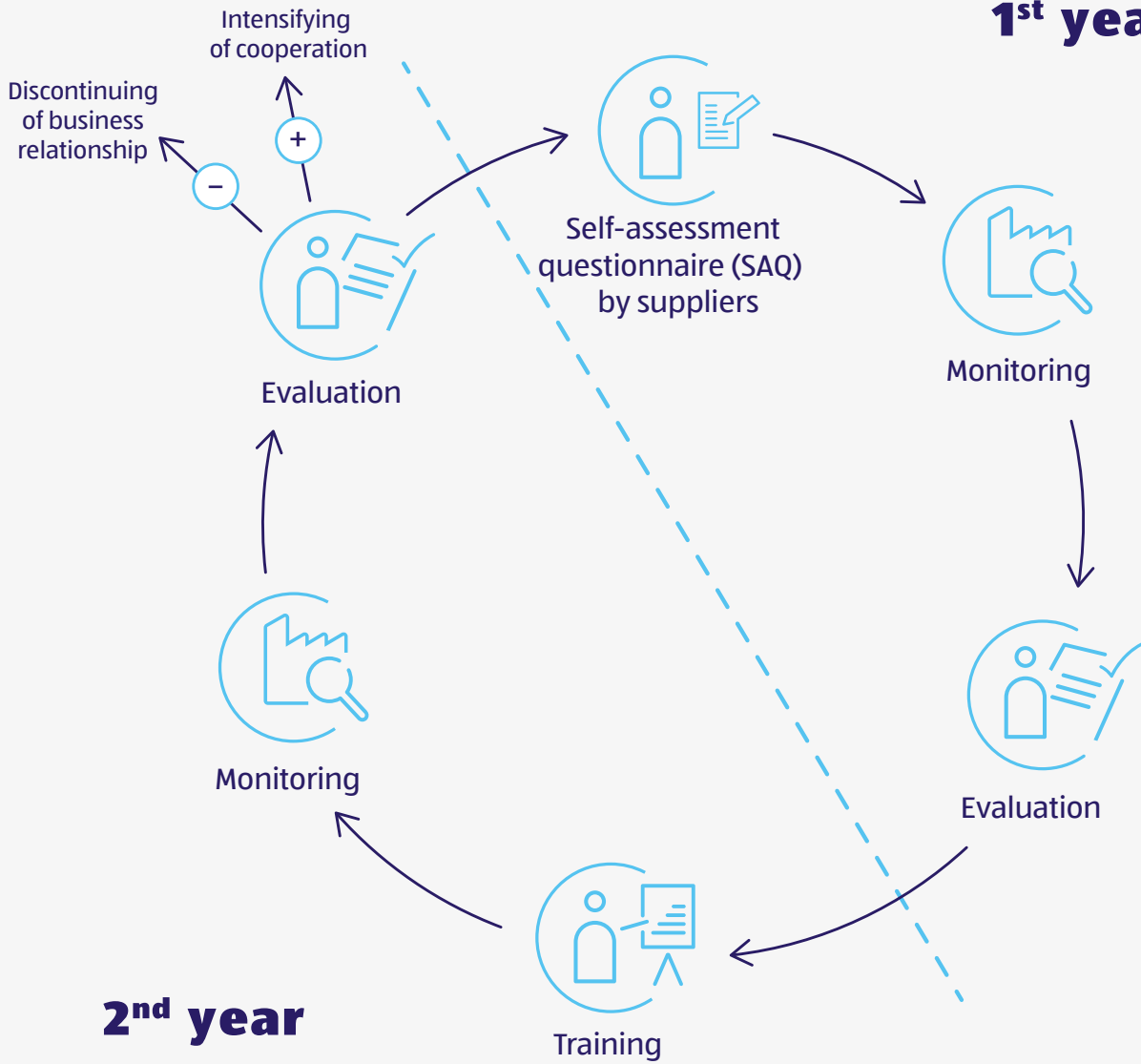
providing targeted training sessions.

The CR assessment is an increasingly important factor which influences contract placement. In future, we plan to increase our cooperation with those suppliers which fulfil our CR requirements to a particularly high degree and to discontinue our business relationships with other suppliers. Consequently, particularly committed suppliers will be able to expand their collaboration with us by increasing their investments in sustainability.

Continuously increasing the sustainability of our supply chain is a task we face together with our suppliers. In order to achieve effective changes, we need to steadily enhance the knowledge of our own supply chains and our understanding of the related challenges and opportunities. Therefore, measures for improving transparency are the initial focus of many of our initiatives. By assessing the CR performance of our suppliers, we are taking an important step towards ensuring that we can meet the ever increasing challenges of the future together.

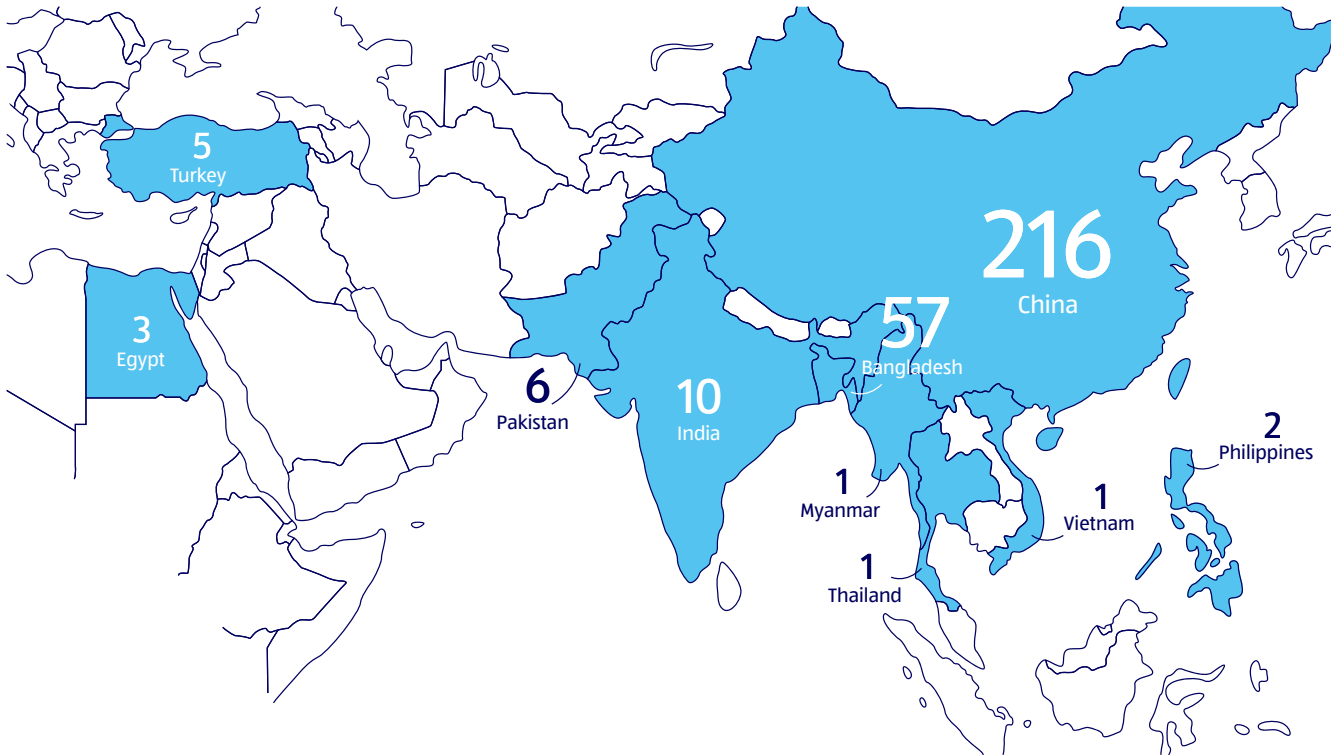


1st year



Key figures

Number of ALDI Social Assessments (ASAs) conducted per country of production



ASAs are audits of production facilities that are carried out by ALDI SOUTH employees together with external auditors and supplier representatives mainly in Bangladesh and China.

ALDI Social Assessments (ASAs)

Number of countries in which an ASA has been conducted	10
Number of ASAs conducted	302

Third-party social audits

The indicator takes into account all contractually agreed main non-food production facilities located in risk countries, as defined by the amfori Business Social Compliance Initiative (amfori BSCI), and which are already integrated within an ALDI SOUTH Social Monitoring Programme as well as all social audit reports and certificates accepted by ALDI SOUTH.

Percentage of non-food production facilities with a valid social audit report	99.58 ✓
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ASAs in Bangladesh

The indicator is based on all contractually agreed, main non-food production facilities used for ALDI SOUTH production which are located in Bangladesh.

Percentage of production facilities located in Bangladesh which have been continuously visited within the scope of an ASA 100 ✓

Supplier assessments

The indicator is based on all risk-relevant garment textiles suppliers of ALDI SOUTH.

Percentage of garment textiles suppliers for which a supplier assessment was conducted 100

Wastewater and sludge analyses

The indicator is based on all wet-processing facilities used for textiles and shoes which have been contractually agreed with ALDI SOUTH and on test reports for wastewater and sludge analyses which are no older than one year.

Percentage of wet-processing facilities for which a valid wastewater and sludge analysis report has been provided 89

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“Our employees are the key to our success. They are the ones that define the ALDI business day after day and distinguish us from our competitors. For ALDI to continue on the path of success, we want to be the employer of choice within the retail sector and to attract talented professionals who work together with us to further develop the global market.”

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Across the globe, the ALDI SOUTH Group employs over 125,900 people. Over the past few years, the number of employees has increased impressively. This growth is a strong indicator of our success. At the same time, it poses the challenge of continuing to preserve our strong corporate culture of respect and fairness, as outlined within our [ALDI Management System \(AMS\)](#).

We want to be perceived as a reliable employer at all locations where we operate. All of our employees are treated equally. We offer our employees job security, attractive remuneration and benefits, as well as comprehensive training measures and development opportunities. An important success factor is constituted by efficient workflows and clearly defined responsibilities. Within our growing company, the commitment and motivation of our employees are of central importance. For that, a good cooperation and communication are key factors. Both are described in our AMS.

Our 2016 employee survey showed that our employees' motivation levels throughout the different national organisations are well above the respective industry averages. The positive mood of our employees shows that our efforts help us to reach our goal of being an employer of choice within the retail sector.

At the end of 2016, we adopted an international employee strategy in order to provide a common strategic framework. The detailed implementation of this strategy is the responsibility of the individual national organisations. Other topics which are currently addressed both by the national organisations and at international level include talent attraction, staff turnover reduction, and training as well as development.



**Focus: occupational safety
and the promotion of health**

We strive to promote the health and well-being of our employees. This involves not only the prevention of workplace accidents but also various measures and initiatives concerning the protection and promotion of overall health. The strong importance attached to occupational health and safety within our company is also reflected by the results of our employee surveys and the materiality analysis conducted in 2017.

The majority of our staff work in stores or logistics. In order to prevent accidents, we utilise modern equipment and appropriate workwear, and we strategically design our workplaces and workflows to ensure maximum safety. For example, when working in our freezer warehouses, employees are obliged to wear special protective clothing. Within our regular warehouses, a 'pick-by-voice' system was developed so employees have both hands free when packing and moving bulk merchandise. In order to design the check-out process at our stores as ergonomically as possible, the barcodes printed on our products are placed in such a way that the merchandise does not need to be lifted or turned at checkout.

However, technology alone is not enough to ensure workplace safety. We attach great importance to providing regular staff training on operational health and safety, and the compliance with safety regulations – such as wearing protective footwear, and the correct use of potentially dangerous equipment – is monitored and reviewed on a regular basis. In several of our countries of operation, not only our technical equipment but also our health protection measures are subject to regular external reviews.

For years now, we have been able to maintain a constantly low accident rate throughout the ALDI SOUTH Group. In many ALDI countries, the statistical development of accident rates is regularly monitored. By the end of 2018, we plan to align our efforts for the promotion and protection of our employees' health undertaken in all our countries of operation within a corporate health management system.



Prevention
of workplace
accidents



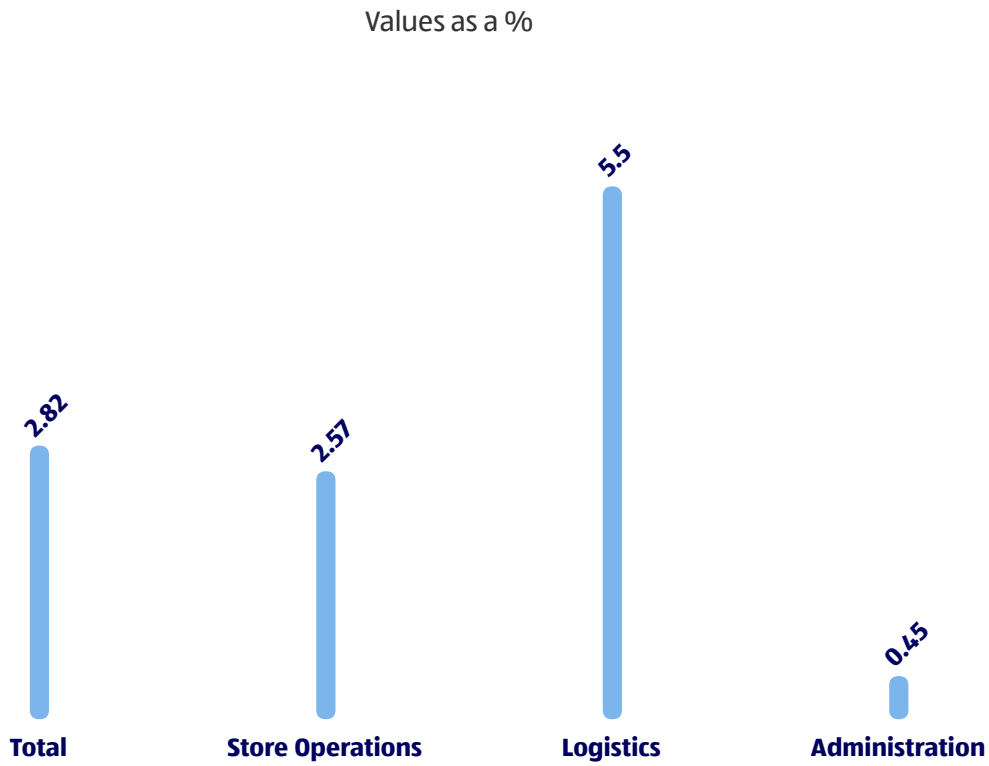
Measures and
initiatives



Safe and healthy
working environment

Key figures

Accident rate per area



Unless indicated otherwise, the information provided is based on the number of employees per capita as of 31 December (excluding employees within special operating units, such as the coffee roasting plants and chocolate factory). Deviations from the total number of employees may be due to rounding.

Employment structure

Average number of employees

125,977

Percentage of newly recruited employees compared to the average number of employees	28.73
<hr/>	
Percentage of part- and full-time employees compared to the total number of employees	
Full-time	39.01
Part-time	60.99
<hr/>	
Percentage of permanent employees compared to the total number of employees	97.9
Number of staff on parental leave	6,734
Number of employees with over 10 years of service with the company	25,569
<hr/>	
Average number of employees per area of employment (percentage of the average number of employees)	
Store Operations	97,232 (77.18%)
Logistics	19,423 (15.42%)
Administration	9,322 (7.4%)

Age structure

Percentage of employees under the age of 30 compared to the total number of employees	43.79
Percentage of employees between the ages of 30 and 50 compared to the total number of employees	45.28
Percentage of employees aged 50 years or older compared to the total number of employees	10.92

Women in management positions

Information provided in full-time equivalents

Percentage of female employees compared to the total number of employees	62.47
Percentage of female employees compared to the total number of employees in management positions	40.81 ✓
Lower management	41.65
Middle management	32.3

Employee satisfaction (2016)

Information provided includes the coffee roasting plants and the chocolate factory

Average engagement index as a %

86 ✓

Apprentices

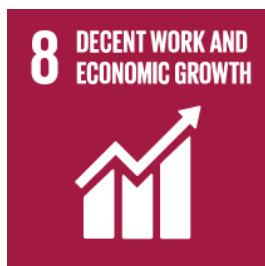
Number of apprentices at ALDI SOUTH

6,160

Percentage of apprentices who were placed permanently following completion of their training

70.37

Sustainable Development Goals



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Training and education

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“ALDI is part of the community. To us, responsibility means making a positive contribution to the community by applying our skills and resources beyond our core business operations. The objective of our community activities is to deliver a sustainable societal impact. This will be achieved by engaging in long-term partnerships with charitable organisations and focusing on key issues and target groups.”

[CR Principles](#)

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[Focus: long-term partnerships](#)

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The ALDI SOUTH Group contributes to public welfare through donations, the engagement of its employees, and long-term partnerships with social organisations.

In each of our countries of operation, we sustainably support effective social initiatives and offers. For this purpose, we commit to long-term partnerships with selected charitable organisations, which, above all, provide services in the areas of education, health, nutrition, social affairs, and environmental protection. In addition to money donations, we also donate products. By means of sales campaigns, as part of which we donate parts or the entirety of the sales proceeds of a selected product, we do not only generate additional donations but also provide our partner organisations with positive exposure and the opportunity to promote their vision and services to millions of our customers. We do not make any donations to political parties or organisations affiliated with political parties.

In 2017, we provided funding in the amount of approximately EUR 19.6 million in order to support charitable causes across all of our countries of operation. In addition, we donated various products with a total sales value of more than EUR 660,000. Practically all of our stores and regional distribution centres cooperate with organisations which collect unsold food products and donate these to charitable causes. Also, more than 2,900 of our employees participated in corporate volunteering activities.



Focus: long-term
partnerships

Societal changes do not occur overnight. Developing, implementing, and making available effective solutions requires patience and perseverance. We therefore focus on establishing long-term partnerships with charitable organisations in order to support our partnering organisations in ways which enable them to reach their desired target groups with particularly effective services.

The starting point for these partnerships is an intensive selection process during which we get to know our potential partners and jointly develop concepts for long-term cooperation. We expect our partnering organisations to thoroughly plan the impact of their activities and to assess whether the projected impact actually occurs. Throughout each

partnership, we do not only cover project costs but also provide funds for the further development and management of the partnering organisation.

In addition to money donations, we also use other resources available to our company and increasingly combine different types of support. For example, the knowledge and experience of our employees can be a valuable resource for our partners. Sales campaigns help increase public awareness and generate additional funds.

One example of this approach is our cooperation with the non-profit organisation Feeding America in the US. Feeding America is an umbrella organisation of regional and local food banks which receive product donations from ALDI and other retailers and distribute them to those in need. Next to donating over 20 million pounds of food annually, ALDI US also supports Feeding America with money donations to cover organisation costs. In 2017, for the first time ever, we also encouraged our employees and customers in the US to make donations for those affected by the Hurricanes Harvey, Irma, and Maria. As a result, ALDI US and our employees collectively donated over USD 275,000 (EUR 243,432). Within a matter of days, our customers also showed their generosity by donating USD 400,000 (EUR 354,082) to Feeding America to help those impacted by the hurricanes.

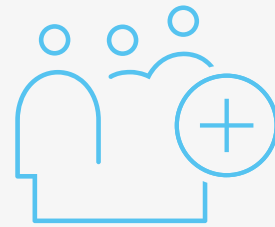
In other countries, we also focus on maintaining long-term partnerships: in Australia, we have been supporting Barnardos Australia, one of the country's leading child protection charities, for many years. This year, we celebrate 15 years of support in the form of monetary donations, sales campaigns, and more recently, by becoming the principal supporter of the annual Barnados 'Mother of the Year' award. In the UK, ALDI UK/Ireland and many of its employees provide various forms of support to the Teenage Cancer Trust, which offers special facilities and services for teenagers suffering from cancer. With these forms of long-term cooperation, we aim to make the best use of our resources for the benefit of societal causes beyond our core business.

Since 2006, ALDI SOUTH Germany has provided over EUR 60 million in funding in order to support the charitable organisation Auridis gGmbH, which also belongs to the ALDI SOUTH Group. Above all, Auridis uses these funds to provide effective services for socially disadvantaged families throughout Germany. In addition to this, we maintain funding partnerships with charitable organisations, such as the 'GemüseAckerdemie', which implements innovative approaches to promoting healthy nutrition and sustainable consumption.

In Austria, HOFER dedicated its efforts in 2017 to the area of farming and agriculture and to supporting social integration within the agricultural industry. This included regional projects by HOFER aimed at providing socially disadvantaged young adults with job prospects in agriculture, as well as the 'HOFsuchtBAUER' ('Farm seeks Farmer') platform, which helps to connect farmers with potential young successors for running their farms. In Hungary, ALDI works with its long-term strategic partner 'Bátor Tábor', a foundation which supports children suffering from severe or incurable illnesses and their families. In Slovenia, HOFER provides monthly donations to the sponsorship project 'Botrstvo', which is dedicated to supporting socially disadvantaged children, while in Switzerland, ALDI SUISSE cooperates with UNICEF Switzerland within the scope of a multi-year funding campaign called 'IMAGINE', which benefits children in Malawi and across Switzerland.



Long-term partnerships



Big effects on the community

Key figures

19.6

million EUR were donated to
charitable organisations. ✓

Money donations: monetary donations made to charities or other social organisations for the promotion of non-material causes without the expectation of any form of consideration in return

Donations

Sales value of foodstuffs and other products not withdrawn from sale which were donated to charities in EUR	668,464
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Number of product collaborations and/or sales campaigns conducted for the benefit of non-profit organisations	28
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Long-term partnerships

Number of organisations supported within the scope of long-term (≥ 1 year) partnerships at national level	42
---	----

Employee volunteering

Number of employees who participated in corporate volunteering activities	2,909
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Sustainable Development Goals



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Environment

“We aim to minimise the ecological footprint of our entire business. We strive to become a climate-neutral company and are therefore committed to the continuous reduction of our greenhouse gas emissions.”

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Climate protection, waste reduction, and green building are the topics at the centre of our environmental protection activities. Currently, we primarily focus on areas under our direct control, i.e. our stores, regional distribution centres, and transport logistics.

Our climate protection goal is to reduce our greenhouse gas emissions – measured in carbon equivalents per square metre of sales floor – by at least 30% compared to 2012 by 2020. For this purpose, we calculate our [Company Carbon Footprint \(CCF\)](#) on a regular basis. The CCF was last calculated for the year 2016. The largest share of our greenhouse gas emissions was caused by energy consumption, followed by fuel consumption, refrigerant leakages, and heating energy consumption. Wherever possible, we employ energy-efficient modern technologies, such as state-of-the-art refrigeration systems and LED lighting. In several countries, we already use green electricity, which is produced without any carbon emissions, exclusively. We focus on conserving fuel in our logistics operations by optimising trailer capacity utilisation, developing new logistics concepts, and operating a modern fleet of vehicles. We increasingly use more environmentally friendly refrigerants for our chest freezers and chiller cabinets, and we focus on modern, energy-efficient technology for heating purposes.

With regard to waste management, we follow the principle “reduce, reuse, recycle”. We strive to minimise the volume of our operational waste which is incinerated or sent to landfill. In order to avoid food waste, we offer products at reduced prices shortly before their best-before dates expire and donate unsold volumes of food products to charity, farmers, or for the production of biogas.

With regard to the implementation of our climate protection goal, we are making solid progress. In almost all countries the ALDI SOUTH Group operates in, we have been able to significantly reduce our relative greenhouse gas emissions. The switch to green electricity throughout the European countries where ALDI SOUTH Group operates was an essential step. In addition, in several countries we generate electricity with photovoltaic systems on the roofs of our stores, regional distribution centres, and administrative buildings. For example, in 2016, we already covered 15% of our energy demand in Germany with solar power generated by more than 1,250 photovoltaic systems installed on our roofs. The replacement of standard refrigerants by more environmentally friendly alternatives is also progressing according to plan (see [focus: modern refrigeration technology](#)). With regard to transport logistics, we were able to reduce the emissions produced per kilometre travelled by our logistics vehicles in most countries. In Germany, Austria, Switzerland, and Slovenia, we have become climate-neutral through modernisations, the use of electricity from renewable sources, and the compensation of unavoidable emissions by supporting various climate protection projects.

We are currently establishing waste monitoring systems in all countries. Cardboard, paper, and cardboard packaging as well as plastic film/shrink wrap used in our operations, together with batteries from material handling equipment (MHE), are almost entirely recycled. Nearly all of our stores collaborate with local, regional, or national charitable organisations which distribute donated food products to people in need.

To ensure that our buildings are fit for the future, we increasingly apply sustainability standards. More than 45% of our Austrian stores are certified in accordance with the EU GreenBuilding standard, and five stores are even certified as ‘emission-free’. Our new stores in Germany are constructed based on the silver standard of the German Sustainable Building Council (‘Deutsche Gesellschaft für nachhaltiges Bauen’, DGNB).

With regard to environmental protection, we have already reached very high standards in many areas. While we continue to optimise our operational procedures, we will increasingly focus on our supply chains and our cooperation with service providers and suppliers in the future. For example, in order to develop a long-term climate strategy beyond 2020, we are currently evaluating our potential contributions throughout the supply chain, for instance, within the area of procurement logistics or with regard to products and production methods. The 2015 Paris Agreement on climate protection and the goal to limit global warming to well below 2 degrees Celsius (2 °C) above pre-industrial levels form the framework for our

strategic thinking. With regard to waste management, we focus, among other things, on the topic of packaging and strive to better implement the principle “reduce, reuse, recycle” in collaboration with our suppliers and service providers.



The refrigeration technology used in our stores, regional distribution centres, and logistics vehicles essentially influences the achievement of our climate protection goals. On the one hand, the discharge of refrigerants into the environment cannot be entirely avoided. On the other hand, refrigeration systems are responsible for a large share of our energy consumption.

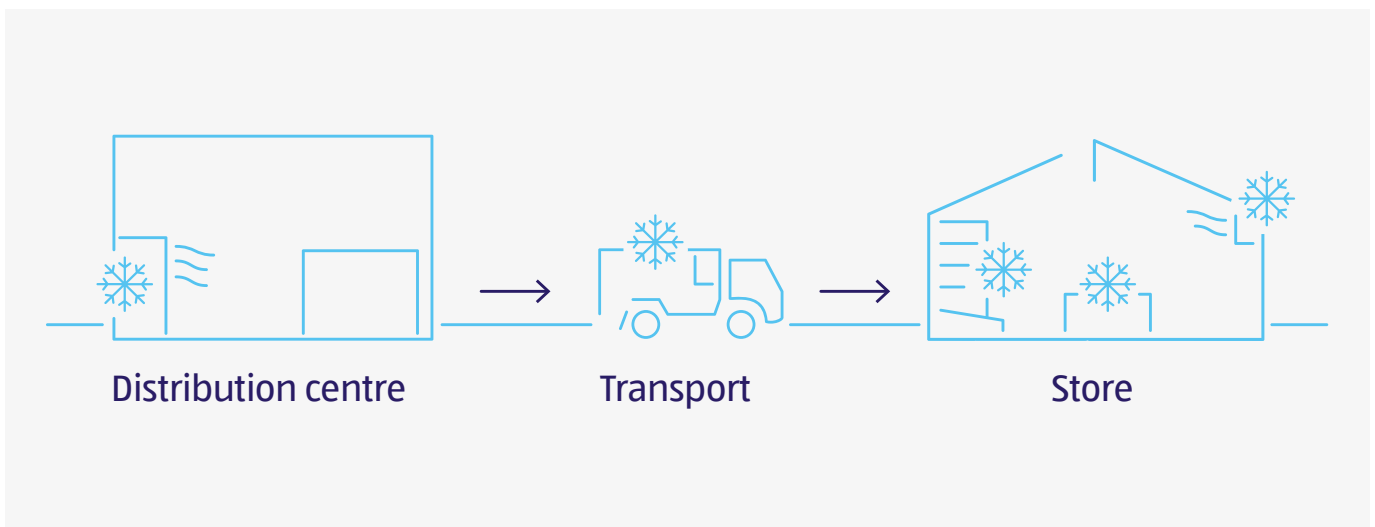
Using modern, environmentally sound, and climate-friendly refrigerants is an essential approach to reducing harmful greenhouse gas emissions. Until very recently, the refrigerants used were almost exclusively halogenated hydrocarbons, i.e. compounds of hydrocarbons and substances such as fluorine and chlorine. Compared to carbon dioxide, the potential of these F-gases to contribute to the greenhouse effect (global warming potential, GWP) is up to 4,000 times higher. Moreover, several refrigerants are suspected to accelerate the depletion of the ozone layer.

For this reason, refrigerants with a significantly lower GWP, such as carbon dioxide (GWP of 1) or ammonia (GWP of 0), are increasingly used. At present, approximately 25% of our stores are equipped with carbon dioxide-based refrigeration systems for the chiller cabinets and storage areas, and ammonia-based refrigeration systems are used in the majority (2016: 83%) of our regional distribution centres. All new free-standing chest freezers within our stores which are not connected to the central refrigeration system operate on propane, which possesses a low GWP and does not deplete the ozone layer. Moreover, we are successively replacing the refrigerants used within our logistics vehicles with modern alternatives. In all our refrigeration systems, including those in chest freezers and logistics vehicles, we monitor any refrigerant leakages in order to identify and repair defects at an early stage.

Within our modern refrigeration systems, efficient technology, electronic controls, and continuous monitoring of electricity consumption help us to save both costs and energy and thereby avoid unnecessary emissions. The use of LED lighting in chest freezers and chiller cabinets also contributes to saving energy. In addition to being more energy-efficient, LED lighting also emits less heat. Further energy savings are achieved by optimising the temperature settings of our refrigeration equipment. Reliable technology enables us to reduce cooling performance without running the risk of

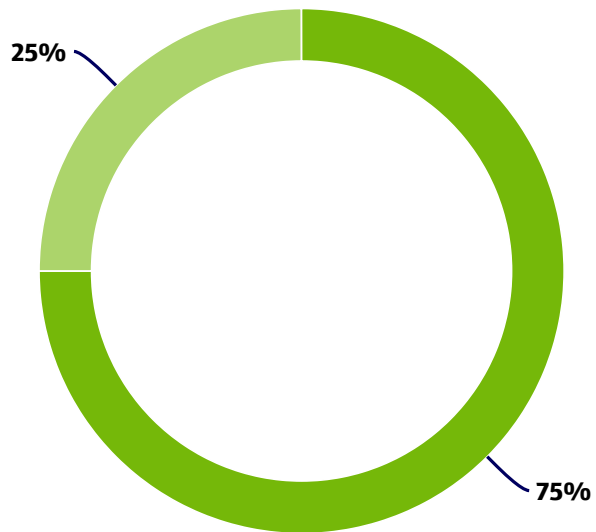
exceeding the required minimum temperatures. Increasing the temperature in a chest freezer used at ALDI SOUTH from -21 to -19 degrees Celsius alone can reduce energy consumption by 200 kWh per year per chest freezer. This corresponds to an overall energy saving of 10%.

Our efforts are coming to fruition. At present, we are using a refrigerant with a GWP of less than 2,200 for medium-temperature refrigeration in 75% of our stores and aim to increase this share to 100% of our stores by 2025. Currently, some of our refrigeration systems are so efficient that we can no longer use their exhaust heat in order to heat our stores and thus need to consider alternatives. Our leading position with regard to the use of modern refrigeration technology has been confirmed multiple times: the non-governmental organisation Environmental Investigation Agency (EIA) awarded us the title of 'Green Cooling Leader' in Europe in 2013, 2014, and 2016, and we received the 2016-2017 'Best of the Best' award from the United States Environmental Protection Agency's GreenChill Partnership.



Key figures

Percentage of stores with medium-temperature refrigeration systems (coolers/chillers) using a refrigerant with a GWP < 2,200 ✓



● PERCENTAGE OF STORES GWP < 2,200 ● PERCENTAGE OF STORES GWP > 2,200

The damage potential of refrigerants is reported as Global Warming Potential (GWP). The GWP value indicates a refrigerant's potential greenhouse effect in comparison to the same amount of carbon dioxide (CO₂).

Refrigeration

Number of stores with CO₂-based integrated refrigeration systems 1,496

Heating

Percentage of stores equipped with a system for heat recovery from refrigeration compared to the total number of stores	44.82
---	-------

Company Carbon Footprint (2016)

Company Carbon Footprint in kg of CO₂e per m² of sales floor by country/country group (change compared to the base year 2012 as a %)

Germany	120 (- 43%)
HOFER S/E	89 (- 56%)
UK/Ireland	178 (- 50%)
US	562 (+ 5%)
Australia	711 (- 16%)

Greenhouse gas emissions (2016)

Absolute amount of greenhouse gas emissions in 1,000 t of CO ₂ e (change compared to the base year 2012 as a %)	1,421 (- 3%) ✓
--	----------------

Direct greenhouse gas emissions (Scope 1) in t CO₂e

Heating	104,330
Fuel	160,636
Refrigeration	205,051

Indirect greenhouse gas emissions (Scope 2) in t CO₂e

Electricity	761,247
District heating	2,358

Indirect greenhouse gas emissions (Scope 3) in t CO₂e

Third-party logistics	199,367
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Greenhouse gas emissions in transport logistics in kg CO ₂ e/km	0.87
--	------

Energy and electricity (2016)

Energy consumption in GWh	4,202
---------------------------	-------

Percentage of energy consumption per source

Electricity	54.5
-------------	------

Heating	13.76
---------	-------

Fuel	31.73
------	-------

Total electricity generated by ALDI SOUTH-owned photovoltaic units in kWh	140,921,931
---	-------------

Lighting

Percentage of stores equipped with LED lighting in chiller cabinets compared to the total number of stores	80.06
--	-------

Percentage of stores equipped with LED lighting in chest freezers compared to the total number of stores equipped with lighting in chest freezers	63.32
---	-------

Management of recyclable materials

Total tonnage per waste fraction

Cardboard, paper, and cardboard packaging	609,794
---	---------

Plastic film/shrink wrap	14,405
--------------------------	--------

Recycling of transport packaging

Percentage of transport packaging recycled from cardboard, paper, and cardboard packaging	98.82
---	-------

Percentage of transport packaging recycled from plastic film/shrink wrap	98.68
--	-------

Avoiding food waste

Percentage of stores cooperating with charitable organisations to donate unsold food of sound quality compared to the total number of stores	82.28
--	-------

Future-oriented construction methods

Number of stores built in accordance with a green building standard (LEED, BREEAM, DGNB, Green Star, etc.) or voluntary energy efficiency standard (Minergie, Energy Star, Nullenergie, etc.)

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About this report

This Corporate Responsibility Report for the ALDI SOUTH Group is available electronically in both English and German. Our first-ever report was published in 2016 and covered the reporting year 2015.

Target groups

The report addresses both internal and external stakeholders, in particular our employees, customers, business partners, and interested members of the public.

Reporting period

The reporting period is 1 January to 31 December 2017. Any activities undertaken outside of this reporting period are indicated accordingly. The editorial deadline was 9 July 2018.

Reporting scope

The subject of the report is the ALDI SOUTH Group. During the reporting period, this business group comprised the companies of the ALDI SOUTH Group in Germany as well as HOFER KG in Austria with its direct and indirect subsidiaries operating under the HOFER or ALDI name in Switzerland, Hungary, Slovenia, Italy (initial store openings in 2018), the United Kingdom, Ireland, the US, Australia, and China (online mail order service since 2017), including the respective national and international administrative and service organisations. Any information referring to a specific national organisation of the ALDI SOUTH Group is indicated accordingly. Due to their very recent market entry, ALDI Italy and ALDI China are not considered within the scope of the goals or key performance indicators (KPIs) specified within this report.

Reporting content

This report has been prepared in accordance with the 'Core' option of the Sustainability Reporting Standards developed by the Global Reporting Initiative (GRI). Individual exceptions were made in the case of indicators for which reliable data can presently not be gathered.

The report's structure is based on the ALDI SOUTH Group's strategic orientation and the five fields of action as defined in our CR Principles: Customers, Supply chain, People, Community, and Environment.

Throughout all five fields of action, the Sustainable Development Goals (SDGs) issued by the United Nations serve as the framework for our activities within the area of sustainability. The specific SDGs considered within the scope of the individual fields of action are indicated accordingly within each chapter.

The report focuses on the jointly coordinated activities of the national organisations of the ALDI SOUTH Group. Furthermore, the report contains references to the websites of the national organisations, which provide detailed information on the different goals set and measures taken in the area of Corporate Responsibility. Please note that these are not included in this report and may change over time.

The content of the report was selected based on the materiality principle. The process of the materiality analysis is presented in detail [here](#).

KPIs for measuring the progress of our CR activities, together with information concerning the method of their selection and data collection, are provided in each of the corresponding chapters as well as the KPI overview.

Reporting cycle

The International Corporate Responsibility Report is published every two years. The next report for the reporting year 2019 is due to be published in 2020. In the years between the publications, information on the development of relevant KPIs is provided in the form of a data update which will be published online.

Audit of the report

Together with the materiality analysis conducted within the scope of the International Corporate Responsibility Report 2017, selected KPIs for the reporting year 2017 were verified by the auditing firm KPMG AG. The corresponding audit certificate issued by KPMG AG can be accessed [here](#).

Selected KPIs from the International Corporate Responsibility Report 2015, together with the GHG balance and the Company Carbon Footprints for the years 2012, 2014, and 2016, were verified by the auditing firm PricewaterhouseCoopers AG. The audit certificate issued by PricewaterhouseCoopers AG can be accessed [here](#).

Verified content is indicated by a tick (✓). A grey tick (✓) indicates content verified by PricewaterhouseCoopers AG, while a black tick (✓) indicates content verified by KPMG AG.

Editorial note

For the sake of simplicity, all statements within the report are gender-neutral.

Contact

If you have any questions or comments, please contact our Corporate Responsibility International (CRI) department via email to cri@aldi-sued.com.

Further information

For further information, please visit the websites of the individual national organisations of the ALDI SOUTH Group:

- [ALDI SOUTH Germany](#)
- [HOFER Austria](#)
- [ALDI SUISSE Switzerland](#)
- [HOFER Slovenia](#)
- [ALDI Hungary](#)
- [ALDI Italy](#)
- [ALDI United Kingdom](#)
- [ALDI Ireland](#)
- [ALDI US](#)
- [ALDI Australia](#)
- [ALDI China](#)

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Key figures

Using selected key performance indicators (KPIs) in the areas of Company, Customers, Supply chain, People, Community, and Environment, we provide information on the effectiveness of our actions whilst highlighting areas where we are already making strong progress as well as other areas where further action is still required.

Together with the materiality analysis conducted within the scope of the International Corporate Responsibility Report 2017, selected KPIs for the reporting year 2017 were verified by the auditing firm KPMG AG. The corresponding audit certificate issued by KPMG AG can be accessed [here](#).

Selected KPIs from the International Corporate Responsibility Report 2015, together with the GHG balance and the Company Carbon Footprints for the years 2012, 2014, and 2016, were verified by the auditing firm PricewaterhouseCoopers AG. The audit certificate issued by PricewaterhouseCoopers AG can be accessed [here](#).

Verified content is indicated by a tick (✓). A grey tick (✓) indicates content verified by PricewaterhouseCoopers AG, while a black tick (✓) indicates content verified by KPMG AG.

Deviations compared to previous reports

Important criteria in selecting the KPIs to be reported are our [materiality analysis](#) as well as the relevance of these KPIs for managing our internal processes. For this reason, several KPIs are no longer reported for 2017. At the same time, there are KPIs which are included for the first time, some of them even retrospectively for previous reporting years (such as KPIs regarding GHG emissions). Compared to the report for 2015 and the update for 2016, we have introduced 29 additional KPIs for 2017. In several cases, the report for 2017 specifies figures for the individual ALDI SOUTH national organisations in addition to the figures which apply to the ALDI SOUTH Group as a whole.

For some KPIs, the underlying definitions and/or methods of data collection have been modified compared to previous years. As a result, some figures deviate from the figures reported in previous years.

Supply chain

Wood and paper:

SFI-certified items are included as of 2017.

Coffee:

The value of 39.96% reported for 2016 has been corrected to 35.43%.

Fish and seafood:

For the reporting year 2015, the following KPI definition was applied: "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 fish products were also evaluated but not included within this definition.

Audits:

For the reporting year 2015, the following KPI definition was applied: "Share of audited production facilities (as contractually agreed in the reporting period) in relation to the total number of production facilities located in Business Social Compliance Initiative (BSCI) risk countries for the commodity groups textiles, shoes, and toys". For the reporting year 2016, the respective data was queried for the textile, shoes, and toys commodity groups as well as for other risk-relevant non-food commodity groups.

ALDI Social Assessments:

For the reporting years 2015 and 2016, the following KPI definition was applied: "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) located in Bangladesh".

Environment

GHG emissions:

The GHG emissions reported within the scope of the Company Carbon Footprint in 2012 and 2014 were recalculated for the reporting year 2016 based on updated emission factors.

Management of recyclable materials:

The value of the KPI "Percentage of stores cooperating with charitable organisations to donate unsold food of sound quality compared to the total number of stores" of 81% reported in 2015 has been corrected to 80.26%.



Company

Net sales

Figures in billion EUR	2015	2016	2017
ALDI SOUTH total	45.5	47.9	51.8

Number of stores

As of 31 December	2015	2016	2017
Total	5,304	5,605	5,903
Germany	1,858	1,870	1,886
Austria	457	471	485
Switzerland	180	185	189
Slovenia	78	81	83
Hungary	107	119	127
UK	627	693	762
Ireland	122	128	130
US	1,483	1,602	1,739
Australia	392	456	502

Number of distribution centres

As of 31 December	2015	2016	2017
Total	81	85	85
Germany	31	31	30
Austria	7	7	7
Switzerland	3	3	3
Slovenia	1	1	1
Hungary	1	1	1
UK	8	8	9
Ireland	2	2	2
US	22	24	24
Australia	6	8	8



Customers

Product safety

The indicator is based on the last production facility in the supply chain which adds value to the product.

GFSI: Global Food Safety Initiative

Percentage of food production facilities for the manufacture of food items which are certified in accordance with a GFSI-recognised standard *

	2016	2017
Total	96.64	96.25 ✓
Germany	99.09	98.52
HOFER S/E	96.72	94.01
UK/Ireland	98.21	98.44
US	97.51	98.79
Australia	88.82	88.28

* In cases where GFSI recognised standards are not applied, ALDI requires the most comparable national standard or applies its own.

The indicator is based on all publicly recalled food and non-food products.

Number of public product recalls

	2017
Total	47 ✓
Germany	7
HOFER S/E	6
UK/Ireland	11
US	17
Australia	6

Health and well-being

Number of product variants which have undergone optimisation in terms of their salt, sugar, or fat content

2017

ALDI SOUTH total

404

Percentage of sales of organic food products (labelled EU organic, Bio Suisse, Australian certified organic, USDA organic)

2017

Total

4.5 ✓

Germany

6.95

HOFER S/E

8.94

UK/Ireland

1.12

US

4.16

Australia

1.45



Supply chain

Resources

Palm oil/palm kernel oil

The indicators are based on the total amount of palm oil/palm kernel oil used for our products and derived from the physical supply chain options 'Identity Preserved' (IP), 'Segregated' (SG), or 'Mass Balance' (MB) as defined by the Roundtable on Sustainable Palm Oil (RSPO).

Percentage of certified products (food and non-food products) compared to the total number of products containing palm oil/palm kernel oil

	2015	2016	2017
Total	66.81	68.68	74.14 ✓
Germany	65.72	77.56	74.56
HOFER S/E	59.99	67.05	67.84
UK/Ireland	78.46	77.54	81.81
US	31.77	30.04	71.86
Australia	84.1	69.43	73.01

Percentage of tonnage for certified palm oil/palm kernel oil in food products

	2015	2016	2017
Total	71.5	84.99	90.18
Germany	95.38	99.99	99.99
HOFER S/E	89.21	90.76	88.66
UK/Ireland	87.84	100	99.98
US	11.33	27.86	65.24
Australia	95.71	100	100

Percentage of tonnage for certified palm oil/palm kernel oil in non-food products

	2015	2016	2017
Total	9.09	10.59	12.68
Germany	18.07	22.06	16.46
HOFER S/E	4.56	4.34	10.15
UK/Ireland	0	0.68	15.74
US	2.99	0	0.07
Australia	0.08	12.38	17.09

Wood and paper

The indicators are based on all products with wood-based components. The sales share is specified for all products for which the wood-based components are certified according to FSC®, PEFC, or SFI or made from recycled materials. SFI-certified products are included as of 2017.

Percentage of sales of certified/recycled products

	2016	2017
Total	83.87	80.45 ✓
Germany	87.87	89.03
HOFER S/E	88.2	88.96
UK/Ireland	85.41	84.79
US	66.51	56.19
Australia	85.41	78.96

Paper products: percentage of sales of certified/recycled products

	2015	2016	2017
Total	87.76	95.12	94.19 ✓
Germany	97.05	99.8	100
HOFER S/E	100	100	99.88
UK/Ireland	100	99.9	100
US	52.8	78.87	78.75
Australia	94.69	99.75	99.76

The indicator is based on all core range products with wood-based product packaging. The percentage specified refers to all products which are certified according to FSC®, PEFC, or SFI or which contain a minimum of 70% recycled material.

Percentage of products with certified/recycled product packaging 2017

ALDI SOUTH total	51.74
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Cocoa

The indicator is based on all products from the chocolates, biscuits, and seasonal confectionary commodity groups as well as products from other commodity groups which contain at least 10% cocoa, such as baking chocolate and drinking chocolate.

Percentage of sales of products containing certified cocoa (Fairtrade/Fairtrade Sourcing Program for cocoa, UTZ, Rainforest Alliance, organic)

	2016	2017
Total	78.85	79.76 ✓
Germany	99.95	99.96
HOFER S/E	93.28	96.76
UK/Ireland	62.06	65.3
US	42.21	41.57
Australia	63.71	78.16

Coffee

Percentage of certified coffee (Fairtrade, UTZ, Rainforest Alliance, organic) contained in the total amount (in tonnes) of coffee

	2016	2017
Total	35.43	43.44
Germany *	49.36	59.44
HOFER S/E	59.56	67.93
UK/Ireland	13.12	14.39
US	9.18	25.62
Australia	5.69	5.82

*Additionally for ALDI SOUTH Germany: percentage of verified coffee (CAS-verified) contained in the total amount (in tonnes) of coffee: 7.52 (2016) and 7.58 (2017)

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

Percentage of sales of certified wild-caught products (MSC)	2015	2016	2017
Total	44.02 ✓	49.81	55.31 ✓
Germany	64.66	63.84	66.44
HOFER S/E	51.19	52.45	52.03
UK/Ireland	29.41	34.05	50.35
US	35.59	56.21	57.74
Australia	27.07	37.32	36.36

Percentage of sales of certified aquaculture products (ASC, organic, GLOBALG.A.P., BAP, minimum two stars)	2015	2016	2017
Total	67.19 ✓	76.53	83.94 ✓
Germany	78.98	88.35	96.18
HOFER S/E	55.09	75.75	85.26
UK/Ireland	38.25	55.68	64.38
US	95.57	97.84	96.77
Australia	61.56	62.32	60.41

Our criteria for the responsible sourcing of fish:

1. Certification in accordance with one of our recognised standards (Marine Stewardship Council (MSC), Aquaculture Stewardship Council (ASC), Organic, GlobalG.A.P., Best Aquaculture Practices (BAP) and further by Global Sustainable Seafood Initiative (GSSI) recognised standards), or
2. World Wide Fund for Nature (WWF) or Sustainable Fisheries Partnership (SFP) rating shows a low or medium risk, or
3. the raw material originates from a fishery participating in an Fishery Improvement Project (FIP) or Aquaculture Improvement Project (AIP).

Additional criteria for tuna: the producer is a member of the International Seafood Sustainability Foundation (ISSF) or the fishing vessel is registered within the ProActive Vessel Register (PVR).

Percentage of products which comply with our criteria for the responsible sourcing of fish	2017
ALDI SOUTH total	81.63

Soy

Fresh meat products, consumer milk products, and shell eggs were included in the calculation of the soy footprint. The soy footprint does not contain products sourced from deforestation-free supply chains which are defined as products certified in accordance with the standards set by ProTerra/Danube Soya/Europe Soya and not originally sourced from South America.

Soy footprint (in tonnes)	2017
Total	298,174
Germany	103,408
HOFER S/E	24,957
UK/Ireland	169,808
US	n/a
Australia	n/a

Suppliers

ALDI Social Assessments (ASAs)

ASAs are audits of production facilities that are carried out by ALDI SOUTH employees together with external auditors and supplier representatives mainly in Bangladesh and China.

Number of countries in which an ASA has been conducted	2015	2016	2017
ALDI SOUTH total	5	8	10

Number of ASAs conducted	2015	2016	2017
ALDI SOUTH total	269	286	302

Third-party social audits

The indicator takes into account all contractually agreed main non-food production facilities located in risk countries, as defined by the amfori Business Social Compliance Initiative (amfori BSCI), and which are already integrated within an ALDI SOUTH Social Monitoring Programme as well as all social audit reports and certificates accepted by ALDI SOUTH.

Percentage of non-food production facilities with a valid social audit report	2015	2016	2017
ALDI SOUTH total	96.4 ✓	99.54	99.58 ✓

ASAs in Bangladesh

The indicator is based on all contractually agreed, main non-food production facilities used for ALDI SOUTH production which are located in Bangladesh.

Percentage of production facilities located in Bangladesh which have been continuously visited within the scope of an ASA	2015	2016	2017
ALDI SOUTH total	98.6 ✓	93	100 ✓

Supplier assessments

The indicator is based on all risk-relevant garment textiles suppliers of ALDI SOUTH.

Percentage of garment textiles suppliers for which a supplier assessment was conducted

2017

ALDI SOUTH total

100

Wastewater and sludge analyses

The indicator is based on all wet-processing facilities used for textiles and shoes which have been contractually agreed with ALDI SOUTH and on test reports for wastewater and sludge analyses which are no older than one year.

Percentage of wet-processing facilities for which a valid wastewater and sludge analysis report has been provided

2016

2017

ALDI SOUTH total

86

89



People

Unless indicated otherwise, the information provided is based on the number of employees per capita as of 31 December (excluding employees within special operating units, such as the coffee roasting plants and chocolate factory). Deviations from the total number of employees may be due to rounding.

Employment structure

Average number of employees	2015	2016	2017
Total	105,036	113,478	125,977
Germany	32,110	33,663	35,152
HOFER S/E	14,730	16,070	18,216
UK/Ireland	26,585	28,709	30,916
US	21,604	24,383	30,517
Australia	9,372	9,841	10,106
International Services	636	812	1,069

Percentage of newly recruited employees compared to the average number of employees

	2017
Total	28.73
Germany	21.32
HOFER S/E	32.05
UK/Ireland	22.48
US	40.08
Australia	33.75
International Services	24.41

Percentage of part- and full-time employees compared to the total number of employees

	2015	2016	2017
Full-time	36.09	37.92	39.01
Part-time	63.91	62.08	60.99

	2015	2016	2017
Percentage of permanent employees compared to the total number of employees	97.5	97.5	97.9
Number of staff on parental leave	5,218	6,166	6,734
Number of employees with over 10 years of service with the company	21,848	24,133	25,569

Average number of employees per area of employment (percentage of the average number of employees)

	2015	2016	2017
Store Operations	83,034 (79.05%)	88,772 (78.23%)	97,232 (77.18%)
Logistics	14,978 (14.26%))	16,585 (14.62%)	19,423 (15.42%)
Administration	7,025 (6.69%)	8,121 (7.16%)	9,322 (7.4%)

Age structure

Age structure (including apprentices as of 2017)	2016	2017
Percentage of employees under the age of 30 compared to the total number of employees	42.08	43.79
Percentage of employees between the ages of 30 and 50 compared to the total number of employees	46.65	45.28
Percentage of employees aged 50 years or older compared to the total number of employees	11.26	10.92

Women in management positions

Information provided in full-time equivalents

Women in management positions	2015	2016	2017
Percentage of female employees compared to the total number of employees	65.16	60.09	62.47
Percentage of female employees compared to the total number of employees in management positions	39.21 ✓	38.36	40.81 ✓
Lower management	40.14	39.12	41.65
Middle management	29.53	30.87	32.3
Upper management	10.22	11.56	12.22

Employee satisfaction

Information provided includes the coffee roasting plants and the chocolate factory

Average engagement index as a %	2016
ALDI SOUTH total	86 ✓

Apprentices

Number of apprentices	2015	2016	2017
Total	6,312	6,371	6,160
Germany	5,058	5,019	4,923
Austria	357	357	384
Switzerland	173	207	213
Slovenia	4	1	0
Hungary	15	73	74
UK	694	700	548
International Services	11	14	18
Percentage of apprentices who were placed permanently following completion of their training	70.51	69.5	70.37

Occupational health and safety

Accident rate	2015	2016	2017
Total accident rate	2.82	3.06	2.82
Store Operations	2.96	2.78	2.57
Logistics	4.45	5.75	5.5
Administration	0.44	0.48	0.45



Community

Money donations

Money donations made to charities or other social organisations for the promotion of non-material causes without the expectation of any form of consideration in return

Amount of money donated in EUR	2015	2016	2017
Total	12,097,882 ✓	15,193,471	19,604,800 ✓
Germany	9,100,343	9,655,514	10,762,080
HOFER S/E	802,187	767,488	1,268,050
UK/Ireland	1,323,593	2,882,310	4,369,068
US	632,904	1,346,142	2,574,811
Australia	238,855	542,017	630,792

Number of product collaborations and/or sales campaigns conducted for the benefit of non-profit organisations	2016	2017
Total	22	28
Germany	0	2
HOFER S/E	13	14
UK/Ireland	7	7
US	0	1
Australia	2	4

Product donations

Sales value of foodstuffs and other products not withdrawn from sale which were donated to charities in EUR	2015	2016	2017
Total	1,041,516	1,647,422	668,464
Germany	274,265	51,912	61,225
HOFER S/E	240,425	213,764	48,702
UK/Ireland	526,827	1,381,746	359,367
US *	n/a	n/a	199,171
Australia **	n/a	n/a	n/a

* Data on product donations for the US for 2015 and 2016 is not available.

** Data on product donations for ALDI Australia for 2015, 2016, and 2017 is only available in tonnage.

Long-term partnerships

Number of organisations supported within the scope of long-term (\geq 1 year) partnerships at national level	2017
Total	42
Germany	4
HOFER S/E	25
UK/Ireland	6
US	4
Australia	3

Corporate volunteering

Number of employees who participated in corporate volunteering activities	2016	2017
Total	1,289	2,909
Germany	82	837
HOFER S/E	760	764
UK/Ireland	34	61
US	402	1,219
Australia	11	21



Environment

Company Carbon Footprint

Company Carbon Footprint in kg of CO₂e per m² of sales floor by country/country group (change compared to the base year 2012 as a %)

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

Greenhouse gas emissions

The GHG emissions reported within the scope of the Company Carbon Footprint 2012 and 2014 were recalculated for the reporting year 2016 based on updated emission factors.

Absolute amount of greenhouse gas emissions in 1,000 t of CO₂e (change compared to the base year 2012 as a %)

	2012	2014	2016
Total	1,464 ✓	1,330 ✓	1,421 (- 3%) ✓
Germany	344 ✓	268 ✓	208 (- 40%) ✓
HOFER S/E	138 ✓	65 ✓	66 (- 52%) ✓
UK/Ireland	187 ✓	131 ✓	130 (- 30%) ✓
US	579 ✓	628 ✓	747 (+ 29%) ✓
Australia	215 ✓	237 ✓	269 (+ 25%) ✓

Direct greenhouse gas emissions (Scope 1) in t CO₂e

	2012	2014	2016
Heating	80,451	90,548	104,330
Fuel	98,019	118,296	160,636
Refrigeration	158,386	223,154	205,051

Indirect greenhouse gas emissions (Scope 2) in t CO ₂ e	2012	2014	2016
Electricity	957,231	780,089	761,247
District heating	2,810	2,390	2,358

Indirect greenhouse gas emissions (Scope 3) in t CO ₂ e	2012	2014	2016
Third-party logistics	164,110	210,676	229,449

Greenhouse gas emissions in transport logistics in kg CO ₂ e/km	2012	2014	2016
Total	1.05	1.08	0.87
Germany	0.98	0.96	0.91
HOFER S/E	0.99	1	0.96
UK/Ireland	0.83	0.91	0.76
US	1.10	1.19	0.86
Australia	1.49	1.29	1.07

Energy and electricity

Energy consumption in GWh	2012	2014	2016
ALDI SOUTH total	3,294	3,756	4,202

Percentage of energy consumption per source	2012	2014	2016
Electricity	56.72	54.05	54.53
Heating	13.53	13.41	13.76
Fuel	29.75	32.53	31.73

Total electricity generated by ALDI SOUTH photovoltaic units in kWh	2015	2016
ALDI SOUTH total	108,128,361	140,921,931

Lighting

Lighting	2015	2016	2017
Percentage of stores equipped with LED lighting in chiller cabinets compared to the total number of stores	52.83	72.76	80.06
Percentage of stores equipped with LED lighting in chest freezers compared to the total number of stores equipped with lighting in chest freezers	32.73	44.09	63.32

Refrigeration

The damage potential of refrigerants is reported as Global Warming Potential (GWP). The GWP value indicates a refrigerant's potential greenhouse effect in comparison to the same amount of carbon dioxide (CO₂).

Percentage of stores with medium-temperature refrigeration systems (coolers/chillers) using a refrigerant with a GWP < 2,200 in the total number of stores

	2015	2016	2017
Total	50.57 ✓	62.66	75 ✓
Germany	52.96	72.94	88.02
HOFER S/E	39.05	46.61	49.21
UK/Ireland	100	100	100
US	25.15	36.2	58.88
Australia	65.05	76.32	82.87

Number of stores with CO₂-based integrated refrigeration systems

	2015	2016	2017
Total	607	1,063	1,496
Germany	588	990	1,324
HOFER S/E	11	20	24
UK/Ireland	3	4	42
US	4	46	101
Australia	1	3	5

Heating

Percentage of stores equipped with a system for heat recovery from refrigeration compared to the total number of stores

	2015	2016	2017
Total	41.57	39.98	44.82
Germany	46.29	36.26	42.63
HOFER S/E	93.67	96.38	95.25
UK/Ireland	36.18	41.66	46.41
US	20.5	24.72	33.7
Australia	0	0	0

Management of recyclable materials

Total tonnage per waste fraction

	2015	2016	2017
Cardboard, paper, and cardboard packaging	513,103	553,204	609,794
Plastic film/shrink wrap	13,244	13,268	14,405

Recycling of transport packaging

	2015	2016	2017
Percentage of transport packaging recycled from cardboard, paper, and cardboard packaging	99.95	99.89	98.82
Percentage of transport packaging recycled from plastic film/shrink wrap	99.93	95	98.68

Avoiding food waste

	2015	2016	2017
Percentage of stores cooperating with charitable organisations to donate unsold food of sound quality compared to the total number of stores	80.26	76.2	82.28

Future-oriented construction methods

Number of stores built in accordance with a green building standard (LEED, BREEAM, DGNB, Green Star, etc.) or voluntary energy efficiency standard (Minergie, Energy Star, Nullenergie, etc.)

	2015	2016	2017
Total	187	256	317
Germany	24	50	87
Austria	143	186	207
UK	17	16	17
US	3	3	5
Australia	0	1	1

GRI disclosures

Organisational profile

102-7

102-8



GRI Index

This report has been prepared in accordance with the 'Core' option of the Sustainability Reporting Standards developed by the Global Reporting Initiative (GRI). Individual exceptions were made in the case of indicators for which reliable data can presently not be gathered.

General GRI Standards

GRI 102: General Disclosures

Organizational profile

GRI disclosure	Name	Reference
102-1	Name of the organization	Company profile
102-2	Activities, brands, products, and services	Company profile
102-3	Location of headquarters	Company profile
102-4	Location of operations	Company profile
102-5	Ownership and legal form	Company profile
102-6	Markets served	Company profile
102-7	Scale of the organization	Company profile, Key figures
102-8	Information on employees and other workers	People, Key figures
102-9	Supply chain	Suppliers
102-10	Significant changes to the organization and its supply chain	About this report
102-11	Precautionary Principle or approach	Compliance and risk management
102-12	External initiatives	CR strategy, Initiatives and associations
102-13	Membership of associations	Initiatives and associations

Strategy

GRI disclosure	Name	Reference
102-14	Statement from senior decision-maker	Foreword

Ethics and integrity

GRI disclosure	Name	Reference
102-16	Values, principles, standards, and norms of behavior	Compliance and risk management

Governance

GRI disclosure	Name	Reference
102-18	Governance structure	Company profile

Stakeholder engagement

GRI disclosure	Name	Reference
102-40	List of stakeholder groups	Materiality analysis
102-42	Identifying and selecting stakeholders	Materiality analysis
102-43	Approach to stakeholder engagement	Materiality analysis
102-44	Key topics and concerns raised	Materiality analysis

Reporting practice

GRI disclosure	Name	Reference
102-45	Entities included in the consolidated financial statements	About this report
102-46	Defining report content and topic boundaries	Materiality analysis
102-47	List of material topics	Materiality analysis
102-48	Restatements of information	About this report
102-49	Changes in reporting	About this report
102-50	Reporting period	About this report
102-51	Date of most recent report	About this report
102-52	Reporting cycle	About this report
102-53	Contact point for questions regarding the report	About this report

102-54	Claims of reporting in accordance with the GRI Standards	About this report
102-55	GRI content index	GRI Index
102-56	External assurance	About this report, Auditors' reports

GRI 103: Management approach

GRI disclosure	Name	Reference
103-1	Explanation of the material topic and its boundary	Customers, Resources, Suppliers, People, Community, Environment
103-2	The management approach and its components	Customers, Resources, Suppliers, People, Community, Environment
103-3	Evaluation of the management approach	Customers, Resources, Suppliers, People, Community, Environment

GRI Standards: Economic topics

Anti-corruption

GRI disclosure	Name	Reference
205-2	Communication and training about anti-corruption policies and procedures	Compliance and risk management

GRI Standards: Environmental topics

Energy

GRI disclosure	Name	Reference
302-4	Reduction of energy consumption	Environment

Emissions

GRI disclosure	Name	Reference
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305-1	Direct (Scope 1) GHG emissions	Environment
305-2	Energy indirect (Scope 2) GHG emissions	Environment
305-3	Other indirect (Scope 3) GHG emissions	Environment
305-4	GHG emissions intensity	Environment
305-5	Reduction of GHG emissions	Environment

Effluents and waste

GRI disclosure	Name	Reference
306-2	Waste by type and disposal method	Environment

Supplier environmental assessment

GRI disclosure	Name	Reference
308-2	Negative environmental impacts in the supply chain and actions taken	Resources

GRI Standards: Social topics

Employment

GRI disclosure	Name	Reference
401-1	New employee hires and employee turnover	People, Key figures
401-3	Parental leave	People, Key figures

Occupational health and safety

GRI disclosure	Name	Reference
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	People

Training and education

GRI disclosure	Name	Reference
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404-2	Programs for upgrading employee skills and transition assistance programs	People
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Child labour

GRI disclosure	Name	Reference
408-1	Operations and suppliers at significant risk for incidents of child labor	Suppliers

Forced or compulsory labour

GRI disclosure	Name	Reference
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Suppliers

Human rights assessment

GRI disclosure	Name	Reference
412-1	Operations that have been subject to human rights reviews or impact assessments	Suppliers

Local communities

GRI disclosure	Name	Reference
413-1	Operations with local community engagement, impact assessments, and development programs	Community

Supplier social assessment

GRI disclosure	Name	Reference
414-1	New suppliers that were screened using social criteria	Suppliers
414-2	Negative social impacts in the supply chain and actions taken	Suppliers

Public policy

GRI disclosure	Name	Reference
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Customer health and safety

GRI disclosure	Name	Reference
416-1	Assessment of the health and safety impacts of product and service categories	Customers

GRI disclosures

Reporting practice

102-55



UN Global Compact and SDGs

Communication on the ALDI SOUTH Group's progress report concerning the United Nations Global Compact

In August 2017, the ALDI SOUTH Group signed the United Nations Global Compact (UNGC) and thereby committed to integrating the ten universal sustainability principles from the areas of human rights, labour, environment, and anti-corruption within its corporate strategy and to implement these principles within the scope of its daily business operations. The below table shows how we implement the ten UNGC principles and indicates which passages of the report contain which information.

Human rights

1. Businesses should support and respect the protection of internationally proclaimed human rights; and

Measure	Evaluation of the results	Relevant passage within the 2017 report
<ul style="list-style-type: none">• CR Principles• Code of Conduct• ALDI "Social Standards in Production" based on the ILO standards, the UN's Universal Declaration of Human Rights, the UN Conventions on the Rights of the Child, the UN Convention on the Elimination of All Forms of Discrimination against Women, and the OECD Guidelines for Multinational Enterprises	Suppliers key figures	<ul style="list-style-type: none">• CR strategy• Suppliers• Key figures

2. make sure that they are not complicit in human rights abuses.

Measure	Evaluation of the results	Relevant passage within the 2017 report
<ul style="list-style-type: none"> • CR Principles • Code of Conduct • ALDI "Social Standards in Production" based on the ILO standards, the UN's Universal Declaration of Human Rights, the UN Conventions on the Rights of the Child, the UN Convention on the Elimination of All Forms of Discrimination against Women, and the OECD Guidelines for Multinational Enterprises 	Suppliers key figures	<ul style="list-style-type: none"> • CR strategy • Suppliers • People • Key figures

Labour

3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Measure	Evaluation of the results	Relevant passage within the 2017 report
<ul style="list-style-type: none"> • ALDI Management System • ALDI "Social Standards in Production" based on the ILO standards, the UN's Universal Declaration of Human Rights, the UN Conventions on the Rights of the Child, the UN Convention on the Elimination of All Forms of Discrimination against Women, and the OECD Guidelines for Multinational Enterprises • Social Monitoring Programme 	Suppliers key figures	<ul style="list-style-type: none"> • Suppliers • Key figures

4. the elimination of all forms of forced and compulsory labour;

Measure	Evaluation of the results	Relevant passage within the 2017 report
<ul style="list-style-type: none">• ALDI Management System• ALDI “Social Standards in Production” based on the ILO standards, the UN's Universal Declaration of Human Rights, the UN Conventions on the Rights of the Child, the UN Convention on the Elimination of All Forms of Discrimination against Women, and the OECD Guidelines for Multinational Enterprises• Social Monitoring Programme	Suppliers key figures	<ul style="list-style-type: none">• Suppliers• Key figures

5. the effective abolition of child labour; and

Measure	Evaluation of the results	Relevant passage within the 2017 report
<ul style="list-style-type: none">• ALDI Management System• ALDI “Social Standards in Production” based on the ILO standards, the UN's Universal Declaration of Human Rights, the UN Conventions on the Rights of the Child, the UN Convention on the Elimination of All Forms of Discrimination against Women, and the OECD Guidelines for Multinational Enterprises• Social Monitoring Programme	Suppliers key figures	<ul style="list-style-type: none">• Suppliers• Key figures

6. the elimination of discrimination in respect of employment and occupation.

Measure	Evaluation of the results	Relevant passage within the 2017 report
<ul style="list-style-type: none"> ● ALDI Management System ● ALDI “Social Standards in Production” based on the ILO standards, the UN’s Universal Declaration of Human Rights, the UN Conventions on the Rights of the Child, the UN Convention on the Elimination of All Forms of Discrimination against Women, and the OECD Guidelines for Multinational Enterprises ● Social Monitoring Programme 	<ul style="list-style-type: none"> ● Suppliers key figures ● People key figures 	<ul style="list-style-type: none"> ● CR strategy ● Suppliers ● People ● Key figures

Environment

7. Businesses should support a precautionary approach to environmental challenges;

Measure	Evaluation of the results	Relevant passage within the 2017 report
<ul style="list-style-type: none"> • Calculation of the Company Carbon Footprint since 2012 • International climate strategy since 2014; goal: to reduce GHG emissions per m² of sales floor • Climate-neutral national business operations within the ALDISOUTH Group: Germany, Austria, Switzerland, Slovenia • International strategy on efficient waste management since 2015; a waste monitoring system is currently being established • Certification of buildings in accordance with/based on green building standards • Implementation of an energy management system in all stores • Use of modern refrigeration technologies in all stores and regional distribution centres • Use of logistics vehicles which comply with the most current emission standards • Environmental compliance measures within the area of textiles (Detox) • Measures within the area of resources (e.g. Soy Footprint) 	<ul style="list-style-type: none"> • Resources key figures • Environment key figures • Detox key figures 	<ul style="list-style-type: none"> • Resources • Suppliers • Environment • Key figures

8. undertake initiatives to promote greater environmental responsibility and

Measure	Evaluation of the results	Relevant passage within the 2017 report
<ul style="list-style-type: none"> • Calculation of the Company Carbon Footprint since 2012 • International climate strategy since 2014; goal: to reduce GHG emissions per m² of sales floor • Climate-neutral national business operations within the ALDI SOUTH Group: Germany, Austria, Switzerland, Slovenia • International strategy on efficient waste management since 2015; a waste monitoring system is currently being established • Certification of buildings in accordance with/based on green building standards • Implementation of an energy management system in all stores • Use of modern refrigeration technologies in all stores and regional distribution centres • Use of logistics vehicles which comply with the most current emission standards • Environmental compliance measures within the area of textiles (Detox) • Measures within the area of resources (e.g. Soy Footprint) 	<ul style="list-style-type: none"> • Resources key figures • Environment key figures • Detox key figures 	<ul style="list-style-type: none"> • Resources • Suppliers • Environment • Key figures

9. encourage the development and diffusion of environmentally friendly technologies.

Measure	Evaluation of the results	Relevant passage within the 2017 report
<ul style="list-style-type: none"> ● Calculation of the Company Carbon Footprint since 2012 ● International climate strategy since 2014; goal: to reduce GHG emissions per m² of sales floor ● Climate-neutral national business operations within the ALDISOUTH Group: Germany, Austria, Switzerland, Slovenia ● International strategy on efficient waste management since 2015; a waste monitoring system is currently being established ● Certification of buildings in accordance with/based on green building standards ● Implementation of an energy management system in all stores ● Use of modern refrigeration technologies in all stores and regional distribution centres ● Use of logistics vehicles which comply with the most current emission standards ● Environmental compliance measures within the area of textiles (Detox) ● Measures within the area of resources (e.g. Soy Footprint) 	<ul style="list-style-type: none"> ● Resources key figures ● Environment key figures ● Detox key figures 	<ul style="list-style-type: none"> ● Resources ● Suppliers ● Environment ● Key figures

Anti-Corruption

10. Businesses should work against corruption in all its forms, including extortion and bribery.




Measure	Evaluation of the results	Relevant passage within the 2017 report
<ul style="list-style-type: none">• Code of Conduct• Compliance management (incl. training measures)• Risk management• Alert lines and Counsels of Trust	<ul style="list-style-type: none">• Internal audits for verifying the implementation of anti-corruption measures• Internal reporting on the use of complaints mechanisms	Compliance and risk management

ALDI SOUTH and the UN's Sustainable Development Goals

On 1 January 2016, the 17 goals for sustainable development (Sustainable Development Goals, SDGs) of the United Nations became effective with the publication of the United Nations Agenda 2030 for Sustainable Development. The aim of these goals is to improve sustainable development at economic, social, and ecological level by 2030. Companies are requested to be involved in the implementation of these global goals. The ALDI SOUTH Group is aware of its responsibility in this area and describes the measures taken in order to achieve these goals within the CR Report 2017.

The table below indicates those passages of the report which reference the SDGs.

Chapter

<p>Customers</p>				<p>Customers</p>		
<p>Supply chain</p>						<p>Resources</p>
						<p>Suppliers</p>
						
<p>People</p>						<p>People</p>
<p>Community</p>						<p>Community</p>
						
<p>Environment</p>				<p>Environment</p>		



Outlook 2015 – Progress 2017

Within each chapter of our CR Report 2015, we have provided an outlook of our planned activities. Please click on the individual fields in order to view the progress we have made so far.



Increased involvement in international committees and multistakeholder initiatives

- Member of the United Nations Global Compact since 2017
- We participate in the amfori BEPI (Business Environmental Performance Initiative) since 2017. For more information visit amfori.org.

Additional information



Increased presence in Asian production countries

In addition to our existing CR Unit Asia in Hong Kong (established in 2012), the ALDI SOUTH Group opened a second CR Unit Asia in Dhaka (Bangladesh) in 2017. The CR Units in Dhaka and Hong Kong conduct audits of the working conditions during production and support suppliers and production facilities in implementing social and environmental standards on behalf of the ALDI SOUTH countries.

Additional information



Extended national and international CR teams

Further extension of the international CR teams. In addition to the national CR teams, new personnel for the international service unit CRI was recruited, in particular for the CR Units in Hong Kong and Dhaka.

Additional information



Safety and quality

In 2017, 96,25% of the food production facilities used by the ALDI SOUTH Group were certified to a standard which is recognised according to the Global Food Safety Initiative (GFSI).

Additional information



Health and well-being

Across all countries, ALDI SOUTH works to optimise product ingredients in order to reduce their salt and sugar content.

Additional information



Greater transparency throughout the supply chain

- Disclosure of the main production facilities used for garment and household textiles as well as shoes on the website of ALDI SOUTH Germany
- International consolidation of the supplier and production facility pools used for garment textiles
- Greater transparency regarding supplier performance in the area of CR by introducing a rating system as of 2017

Additional information



Intensified efforts in the areas of palm oil, wood and paper, cocoa, and coffee

Continuous increase in the share of sustainable palm oil/palm kernel oil, cocoa, and coffee. The sales share of certified/recycled wood and paper products remained nearly stable.

Additional information



Further development of the Social Monitoring Programme (SMP)

- Integration of all relevant non-food commodity groups into the SMP as of the beginning of 2018
- Initial integration of food commodity groups into the SMP

Additional information



Expansion of the ALDI Factory Advancement (AFA) Project with a focus on social topics

Introduction of an alumni programme for production facilities which have completed the AFA Project. Additional projects support the opening of childcare facilities in the vicinity of production facilities and thus provide valuable assistance to families.

[Additional information](#)



Continuous implementation of our voluntary commitment to establishing ecological production standards for garment textiles, household textiles, and shoes (Detox Commitment) by 2020

- Introduction of monitoring systems for collecting data on the substances used during the production of garment textiles, household textiles and shoes in order to facilitate the exclusion of hazardous chemicals
- Detox Summit in Shanghai in 2016 to give our partners and other relevant parties the chance to meet, intensify their exchange of information and experience, and learn from best practice examples
- Introduction of threshold values for the use of alkylphenolethoxylates (APEOs), perfluorated compounds (PFCs), and other hazardous chemicals during the production of garment textiles, household textiles, and shoes
- Increased transparency regarding the pre-suppliers used for garment textiles, household textiles, and shoes
- Performance of wastewater and sludge discharge analyses as well as chemical management audits at wet-processing facilities
- Approval of international objectives regarding the area of systemic change

[Additional information](#)



Ongoing support of personal employee development plans

- Implementation of a strategic institution for training and development (ALDI Academy/ALDI University) in each country. In 2016, the ALDI Academy/ALDI University was available to almost all employee groups. By 2020, the implementation process is scheduled for completion for all employee groups.
- Many of our training courses and seminars undergo regular internal quality audits with a view to continuous optimisation and further development.
- Regular performance reviews for all employees with at least one year of service with the company

Additional information



Development of specialised strategies in order to prepare for demographic change

Approval of an International People Strategy, which aims to systematically develop and strengthen ALDI SOUTH as an employer of choice as well as to preserve our employees' ability to work, in 2016. This strategy comprises all HR-related fields of action, e.g. health management, promotion of diversity, etc.

Additional information



Inclusion of employees in corporate responsibility topics

Increase in our employees' familiarity with CR topics by means of internationally standardised CR Principles

Additional information



Expansion of corporate volunteering programmes

Employee participation in corporate volunteering programmes in almost all national organisations of the ALDI SOUTH Group. In 2017, more than 2,900 employees participated in corporate volunteering programmes.

Additional information



Increased community activities at national level

Community activities carried out by all national organisations of the ALDI SOUTH Group

[Additional information](#)



Continuous improvement of the energy efficiency of our business processes

- Implementation of energy management systems in all stores by the end of 2016
- Use of energy-efficient refrigeration systems
- Use of LED lighting

[Additional information](#)



Extension of our waste monitoring system at international level and harmonisation of relevant measures at national level

Integration of additional waste categories within the waste monitoring systems used throughout all countries in accordance with the ALDI SOUTH strategy on sustainable waste management, which was approved in 2015.

[Additional information](#)



Promotion of environmental and climate protection projects at national level

Environmental and climate protection projects in all countries

[Additional information](#)



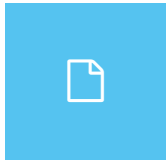
Auditors' reports

Together with the materiality analysis conducted within the scope of the International Corporate Responsibility Report 2017, selected KPIs for the reporting year 2017 were verified by the auditing firm KPMG AG.



Auditors' report CR Report 2017
Download PDF

In addition to this, selected KPIs from the International Corporate Responsibility Report 2015, together with the GHG balance and the Company Carbon Footprints for the years 2012, 2014, and 2016, were verified by the auditing firm PricewaterhouseCoopers AG.



Auditors' report CR Report 2015
Link



Auditors' report Company Carbon Footprint
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GRI disclosures

Reporting practice

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- Bátor Tábor (Community)
- ALDI employee Jill Sacco, Corporate Responsibility (Community)

Forward-looking statements

This report contains statements that refer to the future development of the ALDI SOUTH Group. These forecasts represent estimates made based on the information available to the ALDI SOUTH Group at the time of writing. Actual developments may deviate from current expectations. The ALDI SOUTH Group accepts no responsibility regarding these statements.