

# **ACTION PLAN** **GENDER** **EQUALITY**





The Gender Equality Action Plan accompanies our “[International Policy on Gender Equality in ALDI’s Supply Chains](#)”. The Action Plan contains timebound measures and targets, which will bring the Policy’s principles to life and will better integrate a gender-sensitive approach into our activities and structures. The measures and targets have been developed in consultation with supply chain stakeholders. To better track our progress, we have aligned our categories of action and our measures to the seven UN Women’s Empowerment Principles. This Action Plan will be regularly updated to reflect our progress and new areas for action based on analysis and learnings from our ongoing work. Based on these, we will adjust any measures where necessary and reasonable.

● In progress ● Completed ● Ongoing

PRINCIPLE <sup>1</sup>	CATEGORY <sup>2</sup>	TARGETS & MEASURES	STATUS	TIMELINE
Integrating gender equality on corporate level				
» Gender-equal corporate leadership	» Company Position » Advocacy	» <b>Target:</b> Internal capacity building » <b>Measure:</b> Participation in the UN Women “WEPs Activator” Capacity Building Programme	●	2020-2021
		» <b>Target:</b> Internal capacity building » <b>Measure:</b> Documentation of WEPs Activator Programme is provided to relevant internal stakeholders	●	2022
Assessing potential negative impacts and increasing supply chain transparency				
» Measurement and reporting	» Transparency	» <b>Target:</b> Insights and disclosure of food and non-food supply chains where gender-discrimination risks are of high relevance » <b>Measure:</b> Further integrate gender-relevant risk data into our Sustainability Risk Analysis	●	Ongoing
		» <b>Target:</b> Gain a better understanding of supply chains, including the proportion of women represented, their employment positions and detect any pay gaps between women and men » <b>Measure:</b> Gender-specific data from at least three high-priority supply chains (production/farm levels) is collected and analysed internally	●	First results: 2022
» Gender equality in the workplace	» Transparency	» <b>Target:</b> Evaluate, understand and externally report gender equality risks, respective root causes and ALDI’s impact as identified in our Human Rights Impact Assessments (HRIAs) » <b>Measure:</b> Timebound action plans which specifically address women as rights-holders in HRIAs are published; Engagement with Women Rights Organisations (WROs) to validate the Action Plans (where appropriate)	●	Ongoing
		» <b>Target:</b> Generate learnings on gender-sensitive grievance mechanisms based on pilots » <b>Measure:</b> Grievance mechanisms are piloted in selected high-priority supply chains and are assessed against gender-sensitive criteria	●	2025
Taking action on prevention and mitigation				
» Enterprise and supply chain development	» Advocacy	» <b>Target:</b> Support suppliers to establish appropriate gender-sensitive measures; as part of our efforts to strengthen worker representation, we aim to support the access of women to worker representation in supply chains » <b>Measure:</b> Guidance to suppliers is provided in line with international standards to ensure appropriate and sufficient occupational health and safety provisions and policies that are gender-sensitive	●	2022



● In progress ● Completed ● Ongoing

PRINCIPLE <sup>1</sup>	CATEGORY <sup>2</sup>	TARGETS & MEASURES	STATUS	TIMELINE
» Gender equality in the workplace » Enterprise and supply chain development	» Advocacy	» <b>Target:</b> Assess and evaluate the performance of suppliers on gender equality » <b>Measure:</b> Gender equality criteria are included in ALDI's CR Supplier Evaluation (CRSE)	●	2022
» Employee health and safety	» Projects on the ground and Capacity building	» <b>Target:</b> Tackle gender-based violence and harassment by strengthening identification mechanisms for gender-based violence and harassment in our production sites » <b>Measure:</b> Guidance on gender-based violence and harassment is reviewed and further integrated in our existing auditing and other relevant processes (in line with ILO Convention 190)	●	2023
<b>Building partnerships and raising awareness</b>				
» Community initiatives and advocacy	» Advocacy » Collaboration with partners	» <b>Target:</b> Strengthen criteria regarding gender equality within social standard schemes » <b>Measure:</b> Gender topics and learnings are discussed and shared with standard setting organisations	●	Ongoing
<b>Monitoring progress and reporting publicly</b>				
» Gender equality in the workplace	» Transparency	» <b>Target:</b> Transparency and knowledge-sharing on piloted grievance mechanisms. This includes for example: how barriers for women can be addressed, functionality of the grievance mechanisms, inclusion of Women's Rights Organisations (WRO), provision of remedies, respective challenges and learnings also in consideration of the UNGP quality criteria » <b>Measure:</b> Learnings from pilot projects on gender-sensitive grievance mechanisms conducted with partners are externally published	●	First results: 2022
» Measurement and reporting	» Transparency	» <b>Target:</b> Data transparency (comparability over time) » <b>Measure:</b> Gender-specific data from a minimum of three high-priority supply chains (including learnings and challenges), are externally published	●	First results: 2023

1. Matches with the respective Women's Empowerment Principle

2. Categories explanation: **Transparency:** gather gender-specific data and/or make gender inequality visible; **Company position:** take a strong position on gender equality; **Advocacy:** raise (internal and external) awareness on gender equality; **Collaboration with partners:** find partners to work with on gender equality and on women empowerment to increase impact; **Project on the ground and Capacity building:** implement pilot projects that empower women and girls, collect learning and measure effectiveness



Learn more about ALDI's focus area: **Human Rights**



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