



© ALDI Ireland, ALDI US, HOFER

Global Policy of **DIVERSITY AND INCLUSION**





ALDI'S COMMITMENTS

At ALDI, we've always believed our people drive our success. Because of this, we've established the practices which best enable our employees and leaders to fulfil their potential and achieve great business outcomes by delivering the best value for our customers.

We work hard to create a team environment which is inclusive, authentic, positive, and supportive. The focus of our company is our people.

By sharing our common understanding of how we work, we strengthen our unique culture. We motivate our employees, develop great leaders and everyone gets to make a real difference.

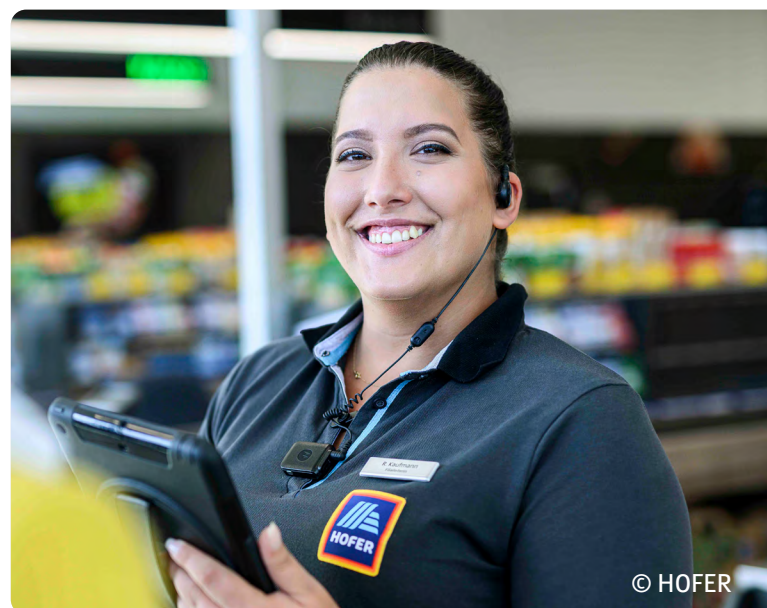
Diversity describes a workplace that is composed of employees with varying characteristics. Inclusion defines the achievement of a work environment where all individuals are treated fairly and respectfully. It is about providing equal opportunities and creating a sense of belonging.



Understanding, respecting, and valuing the uniqueness of our people and customers makes us stronger. That's why we are committed to building an inclusive culture that values diversity in all its forms. Our core value of 'responsibility' ensures that we treat our people, customers, and partners fairly, in the pursuit of our core purpose. As a global retailer, we strive to represent and serve the needs of the communities we operate in and improve the world we live in.



© HOFER



© HOFER



SCOPE OF POLICY

This policy applies to all employees, customers, and suppliers. Diversity and Inclusion is everyone's responsibility within the business. We outline the expected behaviour of all employees to ensure a fair and cooperative working environment in the **ALDI Management System**, the **Code of Conduct**, and the **Corporate Responsibility Principles**.

The purpose of the Global Diversity & Inclusion Policy is that all employees operate according to the same guidelines, creating a consistent experience for all employees, customers, job applicants and suppliers.

EQUAL OPPORTUNITIES STATEMENT

We are an equal opportunities employer; this means that all human rights are considered fundamental values, and as such are to be respected by all employees.

We offer equal treatment and ensure that each employee receives the opportunity for individual personal growth and further development.

Any discrimination or harassment which includes but is not limited to the below characteristics will not be tolerated:

- Gender
- Sexual Orientation
- Race including colour, nationality, genetic features, language, ethnic or national origin
- Religion or Belief
- Disability
- Age
- Marriage & Civil Partnership
- Pregnancy & Parental Leave

DISCRIMINATION AND HARASSMENT

We do not tolerate any form of unlawful discrimination and harassment. Such actions are illegal and contrary to our Code of Conduct.

We will not tolerate intimidation or retaliation against employees or job applicants because they have engaged in or may engage in filing a complaint of discrimination or other protected activity. In addition, employees who report a violation in good faith must not be discriminated against.

In addition to this, we have a zero-tolerance approach to discrimination of our team members by customers. Threats, threatening conduct, or any other acts of aggression or violence in the workplace by our customers or partners will not be tolerated. Any person engaged in violent acts on our premises will be immediately reported to the proper authorities. We reserve the right to contact law enforcement when it feels necessary to ensure the safety of its employees and customers.



CULTURE OF OPENNESS, SUPPORT AND TEAMWORK

We have always believed our people drive our success. It is important that all employees experience a supportive and open working culture, where employees can rely on business leaders. Leaders should also be able to ensure that employees have the capability and opportunity to succeed.

The AMS is a comprehensive guide outlining how we work together; it sets out the practices which enables our employees and leaders to fulfil their potential and achieve great business outcomes.

Our ways of working start with everyone having a set of individual responsibilities, aligned goals and clear direction. Everyone within a team should know how the work they are doing contributes to the success of ALDI and we encourage a positive atmosphere where team members can work well together.

We succeed by providing an appealing, efficient, and supportive work environment and by being honest, fair, and responsible in everything we do. This can be further characterised by a cooperative situation where all employees are able to learn together, and to learn from each other, to foster teamwork, openness, and creativity. Together, we establish an inclusive environment which ensures high performance and growth.

INCLUSIVE LEADERS

We recognise the importance of developing Inclusive Leaders. Inclusive Leaders lead in a way that invites diverse perspectives, and creates an atmosphere where people feel their opinions and contributions are valued.

We believe that an inclusive culture reinforces a commitment to our workplace diversity. Furthermore, it also requires an environment in which respect, equity and positive recognition of differences are all cultivated. We are committed to developing a culture where diversity is celebrated.

Leadership is collaborative, we lead in a way that's fair, respectful and supportive. Leaders and employees work together to deliver common goals in an environment of trust and cooperation.

An important leadership principle of our company is that each leader should treat employees as individuals, acknowledging and respecting what makes them different.

We delegate responsibility and give our employees the autonomy to make decisions independently. We are committed to ensuring that each employee receives the opportunity for individual personal growth and further development - irrespective of any legally protected status.

CUSTOMER INCLUSION STATEMENT

As an employee it is your responsibility to help ensure that the rights of all customers are met. This means that you must:

- Provide equal services to any member of the public regardless of any protected characteristic
- Refrain from discriminating against any customer in the standard of service provided due to any protected characteristic



LOCAL LEGISLATION

We recognise and comply with the respective laws of all countries in which we conduct business. We have always been committed to this rule, irrespective of any potential commercial disadvantages this may cause. We expect the same commitment from our business partners.

Each employee is personally responsible for complying with the law within their area of responsibility.

Human rights and equal opportunities must be respected by all employees, any form of unlawful discrimination and harassment is forbidden.

BREACHES OF POLICY

Each employee is obliged to report any breaches of law or violations of this policy. To do so, employees should consult their direct leader. However, if this is not considered appropriate in a particular case, the employee must report the violation to their Personnel Leader, the ALDI Alert Line or the Counsels of Trust.

The full grievances procedures are outlined in the Code of Conduct, AMS and local Employee Handbooks.

Every employee is entitled to submit grievances. Grievances should be regarded as an instrument for reconciling difficult situations.



LEGAL NOTICE

ALDI SÜD KG

Michael-Walz-Gasse 18d

A-5020 Salzburg

VAT Reg. No.: ATU24963706

Commercial register No.: FN 26451z, Regional Court of Salzburg

First Edition: 10/2022

Contact:

Group Human Resources (GHR)

GlobalHr@aldi-sued.com

Phone: +43 662 210200-1000

Please see cr.aldisouthgroup.com for more information on our international corporate responsibility activities.