

Objectives, Actions
and Performance

FISH & SEAFOOD FACTSHEET 2025



ALDI SOUTH Group



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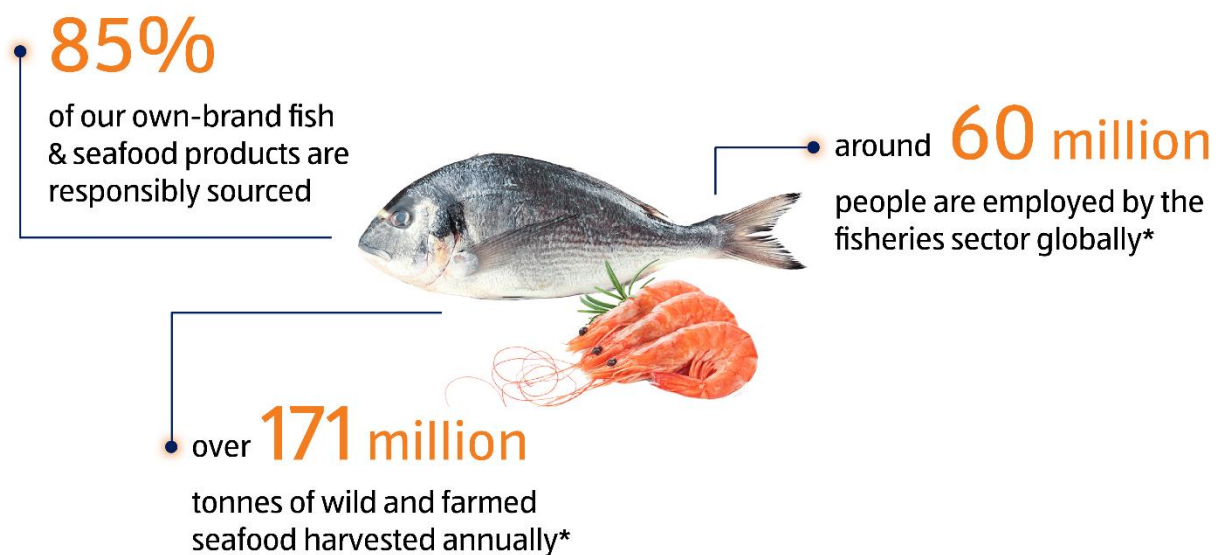
1 | INTRODUCTION

Overfishing, illegal, unreported, and unregulated (IUU) fishing practices, poor fisheries management, and elevated risks of human rights violations are all contributing to the strain on fish stocks and ocean biodiversity worldwide. In recent years, there has been growing awareness of poor working conditions in parts of the seafood industry, especially at sea. Respecting human rights in our supply chains is a priority for the ALDI SOUTH Group.

Traceability is becoming increasingly important as it is the only way to ensure ethical sourcing throughout the supply chain. We are committed to responsible and sustainable sourcing of our own-brand fish and to continuously increasing the share of responsibly sourced products in our fish and seafood range. Our goal is to eliminate overfishing, bycatch, and ecosystem damage in our fish and seafood supply chains by 2030. We will achieve this by collaborating with our suppliers and taking the following steps:

- Products that do not meet our sourcing requirements will either be discontinued or sourced responsibly. Improvement plans have already been set up with relevant suppliers.
- Working together with key suppliers and sourcing teams to improve supply chains.
- Implementing traceability measures and tools to ensure visibility throughout our supply chain.

2 | FACTS & FIGURES



* Source: [Seafood Watch](#) (26.7.2024)

3 | TRANSPARENCY & TRACEABILITY

Ensuring transparency in our supply chain is the foundation of our sustainability measures. We cannot ensure compliance with our requirements, analyse risks, monitor or implement projects without knowledge of the origin of our products. We collaborate with our business partners to increase the transparency of our supply chains so that we can better understand the origin of each product we sell, and the raw materials used.

With the help of our partners in the Sustainable Fishing Partnership (SFP), our suppliers are required to report on the value chain of their seafood products, including fishery and farm, catch area, flag state, fishing methods and participation in a Fishery Improvement Project (FIP). This information allows us to actively drive improvements. Our next steps involve collecting vessel IDs to increase traceability at each level of the supply chain.

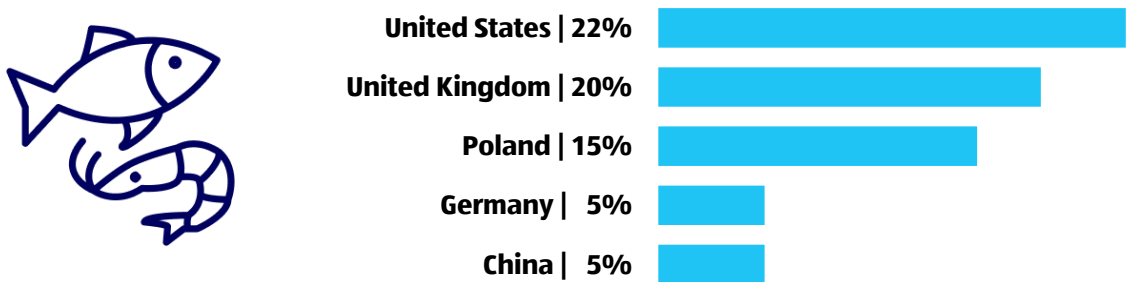
3.1 | FISH & SEAFOOD SUPPLIERS

In 2021, we started publishing a list of our direct business partners ([Tier 1 suppliers](#)) for fish and seafood. The latest list includes food suppliers used to produce ALDI products as of November 2024 (excluding Australia-only and branded suppliers). All disclosed suppliers have given their consent for their information to be published.

Download the list as an Excel file [here](#).

3.2 | FISH & SEAFOOD PRODUCTION FACILITIES

Countries of final production facilities for our fish & seafood products



Countries of final production facilities where our fish & seafood products are manufactured, based on the 2024 Buying Volume.

3.3 | NATIONAL TRACEABILITY

[ALDI SÜD Germany](#) and [HOFER](#) have established traceability platforms to provide customers with greater transparency for fish and seafood products. Customers can trace the origin of the product by scanning a QR code or entering a tracking code on the packaging. For example, they can find out where the purchased fish was caught and processed.

	
ALDI SOUTH Germany: Traceability Platform	HOFER: Check your product

3.4 | OCEAN DISCLOSURE PROJECT

ALDI UK/IE, ALDI Australia, and ALDI US have voluntarily joined the [Ocean Disclosure Project \(ODP\)](#) to disclose sourcing information on their wild-caught seafood products. The ODP is a global platform and reporting framework dedicated to increasing transparency in global seafood supply chains. These ALDI countries will disclose a list of all the source fisheries, catch methods, and environmental impacts of their wild-caught seafood.

4 | CERTIFICATION & STANDARDS

We aim to provide our customers with environmentally and socially responsible products at the best possible price. To achieve this, we use reliable systems that have been proven to be suitable for market-wide implementation. For instance, we use independent certification schemes when buying fish. These schemes help us to promote environmentally and socially responsible practices in our fish and seafood supply chain.

Our minimum criteria for responsibly sourcing fish internationally are:

- Certification according to one of our recognised standards
 - Marine Stewardship Council (MSC)
 - Aquaculture Stewardship Council (ASC)
 - Organic
 - GLOBALG.A.P.
 - Best Aquaculture Practices (BAP)
 - Global Sustainable Seafood Initiative (GSSI) recognised standards
- The Sustainable Fisheries Partnership (SFP) rating indicates a low or medium risk.
- The raw material originates from a fishery participating in a Fishery Improvement Project (FIP) registered on [fisheryprogress.org](#), a MSC improvement Project (MIP) or an Aquaculture Improvement Project (AIP) that has demonstrated progress.
- Additional criteria for tuna: the business partner must be a member of the International Seafood Sustainability Foundation (ISSF), or the fishing vessel must be registered within the Proactive Vessel Register (PVR).

5 | SUPPLY CHAIN

5.1 | BUSINESS PARTNER MONITORING

To ensure and promote compliance with social and environmental regulations among our suppliers, we have developed and implemented our Social Monitoring Programme (SMP). A key element of the programme is that audits are carried out by independent experts such as amfori BSCI or Sedex. The audits must be completed prior to the commencement of production of our goods.

5.2 | SUSTAINABILITY RISK ASSESSMENT

All fish and seafood products that are not certified undergo a risk assessment to ensure they do not pose a high risk of overfishing or negative impacts on the ecosystem. We collaborate with the [Sustainable Fisheries Partnership \(SFP\)](#) to conduct this assessment.

Before making a buying decision, we carry out a risk assessment when sourcing a product. Once a year, we assess our entire fish and seafood range using SFP's Metrics Reporting Tool. If any products are identified as having a high risk of overfishing, we either replace them with a more sustainable alternative or work with our business partners to define concrete improvement measures.

5.3 | CORPORATE RESPONSIBILITY SUPPLIER EVALUATION

We have established an annual Corporate Responsibility Supplier Evaluation (CRSE), an approach that goes beyond audits. The CRSE integrates sustainability metrics into our purchasing decisions and is transparent and comparable, based on quantitative and qualitative indicators. These indicators focus on the social and environmental risk and compliance management systems of our business partners, as well as the sustainability performance of their production facilities. The indicators are based on our International Catalogue of Requirements, which is included in every contract.

5.4 | HUMAN RIGHTS RISK ASSESSMENT

We conduct Human Rights Risk Assessments (HRIAs) regularly to examine the human rights risks within our food and agriculture supply chains. The aim of these assessments is to identify and gain insight into actual or potential adverse impacts and to understand how we may be involved through our own direct activities or through our business relationships.

We have identified fish and seafood as commodities with a high risk of negatively impacting the enjoyment of human rights and therefore consider it to be of the utmost importance to the ALDI SOUTH Group.

For further details on all our commitments and key standards, please refer to our [Human Rights Factsheet](#).

5.5 | FARMED AQUATIC ANIMAL WELFARE

Animal welfare is an important part of being a responsible business and we are committed to high standards of welfare for the animals used in our products. The 'Five Freedoms' as set out by the Farm Animal Welfare Council (FAWC) are at the heart of our animal welfare requirements. More detail on Animal Welfare across our business can be found in our publicly available dedicated policy [here](#).

Recognising fish and seafood, including decapod crustaceans, as sentient beings, the ALDI SOUTH Group is committed to promoting best practice in fish and seafood welfare, prioritising the humane treatment of our farmed seafood.

Scope and sourcing standards

The products covered by this policy include our Own Label Farmed Finfish and Decapods that are included in our Canned, Frozen, Fresh and Chilled product categories. It is our expectation that our suppliers, prior to providing any products in-scope of our policy, must adhere to all our requirements.

To ensure that our expectations towards Animal Welfare are 3rd party assured we work with accredited certification schemes, that reach the [Global Sustainable Seafood Initiative \(GSSI\)](#) benchmark.

Our ambition is to source 100% certified aquaculture own brand products, and all our certifications are Global Sustainable Seafood Initiative (GSSI) benchmarked standards. We commit to sourcing fish and seafood, including decapod crustaceans, from companies whose supply chains are certified to industry leading certification schemes, all of which include well researched welfare requirements.

All suppliers must provide documentation confirming compliance with either relevant fisheries management and aquaculture practices or 3rd party certification, before business is awarded.

We regularly engage with our supply chain to monitor compliance, conducting quarterly reporting of suppliers to ensure that these standards are upheld.

We work closely with recognised certification schemes for farmed seafood to support continuous improvement. This includes active participation in regular certification consultations and standard revisions, contributing to continuous improvement in animal welfare based on the best scientific evidence available.

Additionally, we are a member of the GLOBAL G.A.P. technical working group, where we actively engage in shaping future developments to promote responsible farming practices, including improvements in animal welfare.

To stay informed and address market-specific challenges, we hold regular meetings and annual workshops with certification organisations.

Addressing key challenges

Despite the complexity of animal welfare across all farmed seafood, we recognise the industry's need to address key challenges. Our goal is to improve animal welfare in our global supply chains, and we are actively working to tackle the challenges outlined below.

Responsible farming practice:

We expect our business partners to adopt responsible seafood farming practices that promote good animal welfare. This includes:

- Appropriate animal handling processes, including transport and slaughter, that are carried out by trained staff in ways that minimise stress for the animals.
- Promoting farming practices that enable aquatic seafood species to express natural behaviours. For example in finfish aquaculture such as salmon farming it is important to maintain appropriate stocking densities in sea pens to support good water quality e.g. oxygen levels, promoting good animal health and welfare.
- We currently do not source salmon farmed in recirculating aquaculture systems (RAS) for grow-out, we continue to monitor developments in farming methods to support continuous improvements in animal welfare.
- The use of operational controls and risk assessments for the effective management of cohabiting species e.g. cleaner fish

Third-party verified certification schemes, such as ASC, BAP 4* and GLOBALG.A.P. are crucial to ensure that responsible farming practices are adhered to in our supply chains.

Monitoring and ensuring the health of farmed seafood:

We expect that our business partners will appropriately monitor and promote the health and wellbeing of farmed species, this includes:

- Continuously improving welfare conditions, supporting the health of aquatic animals
- Integrating the monitoring of key welfare indicators into their farming practices, alongside the requirements set out in recognised third-party certification standards.
- Using suitable, species-appropriate feed
- Applying appropriate fasting periods before harvest to support animal welfare and food quality.
- Using antibiotics responsibly and strictly in line with the requirements of relevant certification schemes. Antibiotics should never be used prophylactically and must only be administered under the guidance of a trained veterinarian.

Humane slaughter and mutilations

We recognise the sentience of finfish and decapod crustaceans and expect our suppliers to handle all living organisms in their care responsibly and with respect, including:

- Implementing appropriate and effective pre-slaughter stunning methods. Currently, 99.65% of the farmed salmon globally used in our products is stunned either by concussion or electrical stunning.
- We acknowledge that electrical stunning is considered best practice for shrimp and are actively engaging with our supply chain partners to explore and follow the latest scientific guidance in this area.
- We prohibit the sale of live finfish and decapod crustaceans in our stores to prevent unnecessary suffering.
- We acknowledge that eyestalk ablation in warm-water shrimp farming raises animal welfare concerns. We are working with our business partners to phase out this practice across our supply chain in accordance to the timelines set by 3rd party certification standards. This means a phase-out of this practice by the end of 2030 for whiteleg shrimp (*Penaeus vannamei*) and end of 2031 for black tiger shrimp (*Penaeus monodon*). We believe that embedding these requirements within certification standards is essential to ensure long-term third-party audited assurance of responsible farming practice.

6 | STAKEHOLDER DIALOGUE & CAPACITY BUILDING

We believe the most effective way to safeguard both people and the environment is through collaborative initiatives and partnerships. Therefore, we work closely with our suppliers and participate in multi-stakeholder initiatives, as well as running our own projects on the ground.

6.1 | MULTI-STAKEHOLDER INITIATIVES

6.1.1 | Sustainable Fisheries Partnership (SFP)



Since 2012, we have collaborated with the [Sustainable Fisheries Partnership \(SFP\)](#), a leading non-governmental organisation. Their focus is on enhancing the sustainability of wild fisheries and aquaculture. The SFP serves as our independent advisor on fish sustainability, rating the sustainability of the fish and seafood used in our own-brand products and providing recommendations to drive continuous improvement of fisheries. Through our partnership, we can gain better insight into sourcing more sustainable seafood products.

6.1.2 | Global Tuna Alliance (GTA)



In May 2021, the ALDI SOUTH and ALDI Nord Groups partnered with the [Global Tuna Alliance \(GTA\)](#) to support the sustainable development of their supply chains and ensure that tuna meets the highest standards of environmental performance and social responsibility.

The Global Tuna Alliance comprises retailers and tuna supply chain companies committed to:

- Realising harvest strategies for tuna fisheries
- Avoiding Illegal, unreported and unregulated product
- Improving traceability and environmental sustainability
- Progressing work on human rights in tuna fisheries
- Implementing the objectives laid out in the World Economic Forum's (WEF) Tuna 2020 Traceability Declaration

6.1.3 | North Atlantic Pelagic Advocacy Group (NAPA)

As responsible retailers, both the ALDI SOUTH and ALDI Nord Groups have set a goal to source 100% of their own-brand seafood products from responsibly managed fisheries and farms. We are concerned about the suspension of MSC certification for Northeast Atlantic mackerel and Atlanto-Scandian herring fisheries in Food and Agriculture Organisation (FAO) Area 27. We believe that there are gaps in the management of these fisheries, including the absence of a binding allocation of catch quotas for both fish species in line with scientific advice among all catch nations. It is crucial that the coastal states of the Northeast Atlantic Fisheries Commission (NEAFC) comply with scientifically recommended catch levels and establish a long-term, science-based management plan for mackerel and herring.



In 2021, we joined the [North Atlantic Pelagic Advocacy Group \(NAPA\)](#) to advocate for an effective international agreement. NAPA aims to promote sustainability in these fisheries by working towards an agreement on total allowable catches that aligns with scientific advice, as well as long-term science-based fisheries management strategies. To address these issues, they have established [the Northeast Atlantic Ocean Mackerel and Herring – Hook & Line, Trawl, and Purse Seine Fisheries Improvement Project \(FIP\)](#).

We are participating in the FIP and will continue to source Northeast Atlantic mackerel while progress is being made. If the NAPA FIP fails to achieve the desired outcome, ALDI will work with its suppliers to review sourcing options, including exploring sourcing areas and species. We also call on our business partners to support our efforts by joining NAPA and engaging their business partners and networks where they have not already done so.

6.1.4 | Responsible Fishing Vessel Standard (RFVS)



We have supported the development of the [Responsible Fishing Vessel Standard \(RFVS\)](#). This global certification programme for fishing vessels is a voluntary standard that ensures decent working conditions and operational best practices from catch to shore.

Seafish and the Global Seafood Alliance (GSA) have developed the revised standard in collaboration with the industry. The vessel-based certification programme is global, certifying various types of fishing vessels – from large tuna vessels to small coastal fishing vessels.

6.2 | PROJECTS ON THE GROUND

6.2.1 | Fishery Improvement Project, Morocco

The aim of the [Fishery Improvement Project](#) is to improve fisheries management in a sustainable manner to ensure that fishing practices comply with the MSC criteria in the long term. In 2014, the ALDI SOUTH Group initiated this project to actively improve the sustainability of sardine fishing in Morocco.

6.2.2 | Worker Voice Process, Thailand

ALDI is partnering with the non-profit organisation [Issara Institute](#) to support workers and businesses in our supply chain. Together, we will provide access to grievance mechanisms and remediation actions in ALDI's Thai food supply chains. This partnership will strengthen current processes and empower workers to speak up if they have concerns about their working environment.



ALDI can gain insights into addressing potential barriers that different categories of workers face when accessing grievance mechanisms and remedies. Issara supports gender-specific mechanisms by training male and female helpline operators and ensuring worker confidentiality and safety when reporting issues such as harassment. Barriers are being addressed by remediating worker-raised issues in collaboration with their employer and with the support of ALDI and its suppliers. This includes developing the capacity to investigate grievances, promoting safe communication with workers and providing specific training through the Issara Institute.



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