



Gender Equality Action Plan 2021



The Gender Equality Action Plan accompanies our “International Policy on Gender Equality in ALDI’s Supply Chains”. It 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.

Principle ¹	Category ²	Measures	Targets	Status	Timeline
Integrating gender equality on corporate level					
Gender-equal corporate leadership	<ul style="list-style-type: none"> ▪ Company Position ▪ Advocacy 	Participation in the UN Women „WEPs Activator“ Capacity Building Programme	Internal capacity building	Completed	2020-2021
Gender-equal corporate leadership	<ul style="list-style-type: none"> ▪ Company Position ▪ Advocacy 	Documentation of WEPs Activator Programme is provided to relevant internal stakeholders	Internal capacity building	In progress	2022
Assessing potential negative impacts and increase supply chain transparency					
Measurement and reporting	Transparency	Further integrate gender relevant risk data into our Sustainability Risk Analysis	Insights and disclosure of food and non-food supply chains where gender-discrimination risks are of high relevance	Ongoing	Ongoing
Measurement and reporting	Transparency	Gender-specific data from at least three high-priority supply chains (production/farm levels) is collected and analysed internally	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	In progress	2022

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

Projects on the ground and capacity building: Implement pilot projects that empower women and girls, collect learnings and measure effectiveness

<ul style="list-style-type: none"> Measurement and Reporting Enterprise and supply chain development 	Transparency	Gender perspective is integrated in our living wage and living income projects	Understand and tackle low wages to bring them in line with living wage benchmarks in three food supply chains and disclose the results	In progress	First results: 2022
Gender equality in the workplace	Transparency	<ul style="list-style-type: none"> Timebound action plans which specifically address women as rights-holders in Human Rights Impact Assessments (HRIA) are published Engagement with Women Rights Organisations (WROs) to validate the Action Plan (where appropriate) 	Evaluate, understand and externally report gender equality risks, respective root-causes and ALDI's impact as identified in our HRIA	Ongoing	Ongoing
Gender equality in the workplace	Transparency	Grievance mechanisms are piloted in selected high-priority supply chains and are assessed against gender-sensitive criteria	Generate learnings on gender-sensitive grievance mechanisms based on pilots	In progress	2025
Taking action on prevention and mitigation					
Enterprise and supply chain development	<ul style="list-style-type: none"> Company's Position Advocacy 	Support gender-sensitive procurement, by buying from women-led businesses and gender responsive companies	Increase of buying volume from women-led cooperatives or businesses and/or cooperative which especially focussing on education of women and girls	Ongoing	Ongoing
Enterprise and supply chain development	Advocacy	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	<ul style="list-style-type: none"> 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 	In progress	2022
<ul style="list-style-type: none"> Gender equality in the workplace Enterprise and supply chain development 	Advocacy	Gender equality criteria are included in ALDI's CR Supplier Evaluation (CRSE)	Assess and evaluate the performance of suppliers on gender equality	In progress	2022
<ul style="list-style-type: none"> Gender equality in the workplace Employee Health and Safety Education and training for women 	Projects on the ground and capacity building	ALDI Industry Sustainability Project (AISP): <ul style="list-style-type: none"> Integrate Trainings tailored to women (women's empowerment, health and safety) Integrate Child Care Centres 	<ul style="list-style-type: none"> Female workers in production facilities are trained Community child care centres are established 	In progress	Starting: 2021

Gender equality in the workplace	Projects on the ground and capacity building	Work on closing the gender pay gap, in high-priority supply chains (if detected)	Make progress on closing the gender gap in at least three high-risk supply chain	In progress	2026
Employee health and safety	Projects on the ground and capacity building	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)	Tackle gender-based violence and harassment by strengthening identification mechanisms for gender-based violence and harassment in our production sites	In progress	2023
Building partnerships and raise awareness					
<ul style="list-style-type: none"> ▪ Employee Health and Safety ▪ Community Initiatives and Advocacy 	Collaboration with partners	Participate in the Working Group on Gender Based Violence and Harassment (Partnership for Sustainable Textiles)	Shared learnings and capacity building	Ongoing	Ongoing
Community initiatives and advocacy	<ul style="list-style-type: none"> ▪ Advocacy ▪ Collaboration with partners 	Gender topics and learnings are discussed and shared with standard setting organisations	Strengthen criteria regarding gender equality within social standard schemes	Ongoing	Ongoing
Monitoring progress and report publicly					
Measurement and reporting	Transparency	Gender-specific data from a minimum of three high-priority supply chains (including learnings and challenges), are externally published	Data transparency (comparability over time)	In progress	First results: 2022
Gender equality in the workplace	Transparency	Learnings from pilot projects on gender-sensitive grievance mechanisms conducted with partners with partners are externally published	<p>Transparency and knowledge-sharing on piloted grievance mechanisms. This includes, for example:</p> <ul style="list-style-type: none"> ▪ 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 	In progress	First results: 2022

Published by:

ALDI Einkauf SE & Co. oHG
Eckenbergstraße 16A
45307 Essen

First version: 11/2021

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