



ALDI Nord  
INTERIM REPORT 2022







# TABLE OF CONTENTS

## 1. FOREWORD

## 2. INTERVIEW

## 3. MANAGEMENT

- 1. SUSTAINABILITY APPROACH
- 2. STAKEHOLDERS & NETWORKS
- 3. COMPLIANCE

## 4. CUSTOMER & PRODUCT

- 1. RESPONSIBLE PRODUCT RANGES
- 2. TRANSPARENCY & COMMUNICATION

## 5. SUPPLY CHAIN & RESOURCES

- 1. ENVIRONMENTAL RESPONSIBILITY  
IN THE SUPPLY CHAIN
- 2. SOCIAL RESPONSIBILITY  
IN THE SUPPLY CHAIN

## 6. CLIMATE & ENVIRONMENT

- 1. CLIMATE & ENVIRONMENTAL  
PROTECTION

## 7. EMPLOYEES & COMMUNITY

- 1. ATTRACTIVE EMPLOYER
- 2. SOCIAL COMMITMENT

## 8. APPENDIX

- 1. KEY FIGURES  
MANAGEMENT  
CUSTOMER & PRODUCT  
SUPPLY CHAIN & RESOURCES  
CLIMATE & ENVIRONMENT  
EMPLOYEES & COMMUNITY
- 2. REPORT PROFILE
- 3. LEGAL NOTICE





# FOREWORD

## DEAR READERS,

At a time of significant challenges posed by the energy crisis, inflation, and increasing pressure on resources, it has become more important than ever for companies to embrace sustainable practices that promote environmental stewardship and social responsibility. As leading discount retailers operating in nine\* European countries, we are committed to playing our part in achieving a more sustainable future for all. In this Interim Report, we seek to provide a comprehensive overview of our efforts in 2022 to promote sustainability across all aspects of our operations.

The energy crisis is one of the most pressing issues of recent years, and we are determined to mitigate its effects. We see the urgent need to reduce our reliance on fossil fuels and transition to renewable energy sources, and we are proud to have made significant progress in this area. We have taken further measures to reduce our energy consumption and our carbon footprint. In 2022, we have increased the number of photovoltaic systems and increased the use of renewable energy across our stores and distribution centres. This enabled us to reduce our dependence on non-renewable energy sources by more than 23 per cent.

In line with our commitment to sustainability, we place great importance on the concept of the circular economy. We recognise that this transition is crucial in minimising waste, conserving resources, and reducing our environmental impact. To further promote the circular economy, we follow our International Packaging Strategy, launched in 2020, and we have updated the ALDI International Recyclability Guideline. This guideline recommends packaging solutions to buyers for different markets, facilitates the assessment of compliance with sustainability criteria, and outlines the criteria for packaging optimisation. We have, for example, already saved more than 80,000 tonnes of packaging materials from 2020 to 2022 by reducing or eliminating packaging.

Our customers have felt the significant effects of the current inflationary pressure and the resulting rising cost of living. We see our role in this crisis to be providing access to basic goods and services at affordable prices. As discount retailers, we are committed to keeping prices low while promoting sustainability throughout our organisation. We work closely with our suppliers to ensure that our products are responsibly sourced, sustainably manufactured,

and delivered to our stores efficiently and in an environmentally responsible manner. We are proud of all the progress we have made along our value chain in 2022, even though there is still work ahead of us on the way to achieving our goals. We are committed to continuing our efforts to reduce our carbon footprint, promote waste reduction, and engage with our stakeholders to achieve a more sustainable future.

To help us make good decisions, I encourage you to write to us. With your input, unique perspectives, and insight, we can work together to meet present and future challenges.



**Timo Dietz**  
Managing Director  
International Procurement CRQA  
ALDI Einkauf SE & Co. oHG

\* The ALDI Nord Group of Companies decided to withdraw from the Danish market at the end of 2022. This process is expected to be completed in the course of 2023. For more information, please see the 'Management' section.



## INTERVIEW CIRCULAR ECONOMY

**“WE ARE CONTINUING TO WORK ON ALL OUR TARGETS, ALWAYS FOCUSING ON QUALITY, SAFETY AND HANDLING.”**



In 2022, ALDI Nord required around 466,000 tonnes of various materials to package products for transport and distribution and to maintain the appropriate quality. Anika Roß and Arne Ringkowski have dealt with this issue every day to ensure that resources are used as efficiently as possible and make ALDI Nord's own brand packaging as sustainable as possible. Anika Roß, CR Manager in the International Procurement CRQA department, is responsible for the International Packaging Strategy. Arne Ringkowski, Director Supply Chain Management Solutions for Reverse Logistics, is responsible for waste-management issues in the Supply Chain Management division.

**Why is the circular economy important for ALDI Nord?**

**Arne Ringkowski:** Our ambition is to make sustainable products affordable. In order to

make this a reality, we also need initiatives to make all kinds of packaging reusable or recyclable. Packaging also needs to contain the maximum recycled content and we have to use the available resources responsibly. Furthermore, we need to align the demands of our customers, and meet current and upcoming legal obligations such as the European Packaging and Packaging Waste Regulation (PPWR). The circular economy presents a significant opportunity for ALDI Nord to manage this.

**This topic is really close to the fundamental philosophy of ALDI Nord as discount retailers, isn't it?**

**Arne Ringkowski:** Yes, that's absolutely correct. Wherever we can simply eliminate things we don't need, we'd like to do so in the spirit of our discount principle. If, on the other hand, packaging components are required, we have

**“Our ambition is to make sustainable products affordable. In order to make this a reality, we also need initiatives to make all kinds of packaging reusable or recyclable.”**

**Arne Ringkowski**

to work together with our buying departments, own-brand suppliers, packaging converters and the recycling industry in order to identify new ways of collaboration and to improve packaging end-to-end.

**Which approach is ALDI Nord taking to embed the topic of the circular economy within its core business?**

**Arne Ringkowski:** Avoidance is always the first stage. We look at every own-brand product and consider where we can reduce or reuse packaging material along the entire supply chain. If avoidance is impossible, for example due to protection or best-before-date issues in product packaging, redesign may provide the right answer. In doing so, we focus on recyclability, use of the right plastic and appropriate package sizing.



### **Sustainable packaging solutions are becoming increasingly important. How does the approach of the circular economy relate to the International Packaging Strategy of ALDI Nord?**

**Anika Roß:** We have been dealing with our own-brand packaging for many years and we launched our International Packaging Strategy at ALDI Nord in 2020. Our strategy defines our targets such as 100 per cent recyclable or 30 per cent recycled material use in our own brand plastic packaging by 2025. These targets can be achieved effectively on the back of an end-to-end approach including principles like rethink, replace, reduce, reuse and recycling for each product. However, it is also clear that we need to expand the existing targets to meet future regulatory requirements.

### **What progress is ALDI Nord making across the ALDI countries?**

**Anika Roß:** We can be very satisfied with the current status quo of the International Packaging Strategy. We have taken various measures, such as an international database to create transparency for packaging on all three levels: primary product packaging, secondary (for example reusable plastic crates) and tertiary (for example pallets). In addition, we have created a global guideline to define recyclability at ALDI Nord and we published the guideline in 2022. We already achieved a reduction of more than 80,000 tonnes of packaging materials in our supply chain from 2020 to 2022. Nearly 70 per cent of our packaging is currently recyclable. Packaging can be recycled into high-quality secondary

raw materials that are ideally used again in packaging production.

### **Can you give a concrete example?**

**Anika Roß:** The foundation is always based on transparency for the packaging specifications. We know precisely the material components and types of our product packaging and the pain points. For example, the packaging for one of our toothbrushes was very challenging as it previously consisted of cardboard and a PET blister. We redesigned the product packaging to be simpler and changed it into a cardboard box with a small cellulose viewing window. Due to this slight change in product packaging, we are able to eliminate 15 tonnes of plastic internationally every year. Use of the plastic lid was discontinued for many products in the area of dairy products and we quickly noted a high level of customer acceptance. As a result, ALDI Nord reduced the annual need for 130 tonnes of plastic. Such measures are beacons for sustainable and recyclable product packaging.

### **How important is cooperation with suppliers and other partners within the supply chain to achieve such successes?**

**Arne Ringkowski:** By comparison with the linear economy, the circular approach requires the involvement of multiple actors across the entire supply chain. Very often we have to deal with highly mixed waste streams containing different types of plastic and other wastes. Production of high-quality secondary raw materials from this input is always a challenge. We are confident that building and testing



**“The foundation is always based on transparency for the packaging specifications. We know precisely the material components and types of our product packaging and the pain points.”**

**Anika Roß**



new collaboration models with our suppliers, and with existing and new partners is critical in order to achieve lasting success. Only by working together can we find the most efficient way to redesign packaging and meet our recycled content targets.

### **Where is there still work to be done?**

**Anika Roß:** Overall, we are well on track – but there is no one size fits all. However, as far as recyclability is concerned, we are dependent on infrastructures in the individual ALDI countries and these are very diverse. At the moment, lack of necessary technologies and sufficient quantities of high-quality recycled materials represent two of the biggest challenges, particularly in the case of food content. Across the assortment, we currently have nearly 15 percent of recycled material in plastic product packaging. This is a great success. However, we are continuing to work on all our targets, always focusing on quality, safety and handling. We do this in partnership with our suppliers and the relevant departments within ALDI Nord.

### **What are the next steps towards the circular economy at ALDI Nord?**

**Arne Ringkowski:** The question has two dimensions. In the short and medium term, we have to follow our approach and continue our work to achieve the International Packaging Strategy targets. Looking ahead to the next few years we are confident that activities to promote the circular economy will help to drive a more sustainable business model.





STRENGTHENING  
STAKEHOLDER  
DIALOGUE

INTERNATIONAL  
CR STRATEGY  
REVIEW

ETHICALLY  
CORRECT  
AND COMPLIANT  
BEHAVIOUR

LIVING  
CORPORATE  
VALUES

GRIEVANCE  
MECHANISMS

# MANAGEMENT

## STRUCTURING AND DIRECTING SUSTAINABILITY

Our commitment to sustainability is based on clear strategies, ethically correct and compliant behaviour, and efficient organisations. To meet the current challenges, we are working intensively on initiatives and alliances with stakeholders.





## SUSTAINABILITY APPROACH

The ALDI companies are internationally successful discount retailers operating in nine European countries. Shopping at ALDI Nord should be simple: stores near our customers and high-quality products at the lowest possible price. We are constantly evolving to keep up with the pace of changing customer expectations. However, we never change the way we do business: simply, reliably, and responsibly. This means we offer value-for-money products that customers can buy with a good conscience.

Our own-brand products are at the heart of the product ranges. They make up 80 per cent of our assortments, alongside selected brand-name products. Our stores offer an average of around 2,000 products from 70 product groups. The standard ranges are supplemented by alternating promotional products offered up to four times a week. These include textiles and footwear, electronics, household items, DIY and garden products, alongside foodstuffs and innovative products from start-ups.

Our daily decisions impact our entire value chain. In view of the challenges of climate change, finite natural resources, and a growing and constantly changing demand for groceries, acting sustainably as a discounter is not an option but a strategic approach.

ALDI is the inventor of discount retailing, and this business model already follows sustainable principles: working efficiently, conserving

resources, and focusing on essential products. On a corporate level, we focus on issues that are most relevant for the main stakeholders in the ALDI countries, that are closest to our core business, and in areas where ALDI Nord can exert the greatest influence on sustainability. A sense of responsibility shapes our actions, from long-term and cooperative partnerships with our suppliers and producers to our focus on customer satisfaction, wellbeing, and our collaborations with local and international community groups and charities.

### HOW WE ORGANISE CR

The ALDI companies are represented in nine European countries, with 59 companies trading as legally independent companies. See also 'Report profile'. In Germany, ALDI Nord operates locally through legally independent regional companies, which together form a horizontally organised group of equal companies ('Gleichordnungskonzern'). ALDI Einkauf SE & Co. oHG (ALDI Einkauf) is engaged by these regional companies to provide various services in the retail sector. This company is also the licensor of the ALDI brand for the legally independent ALDI companies operating in the ALDI countries. These arrangements ensure a uniform market profile.

The CRQA International department, part of ALDI Einkauf and based in Germany, is responsible for overarching topics such as the International Policy on Gender Equality in ALDI's Supply Chains. The

responsibility for sustainability lies with one of the managing directors of ALDI Einkauf. In addition, there are national CRQA structures in each ALDI country. National and international CRQA directors hold a strategy meeting every six weeks. All CRQA employees are in close contact across national borders, for example, within the Expert Working Groups, which aim to intensify the collaboration on specific sustainability topics. In their respective companies, CRQA employees coordinate with colleagues from buying, communication, and other departments. The two CR departments of ALDI CR Support Asia Ltd. in Hong Kong and Bangladesh provide local support in establishing CR standards in the supply chain. Almost 200 ALDI employees are involved in CRQA.

The ALDI Nord Group of Companies is withdrawing from Denmark and it will concentrate solely on markets with sustainable growth opportunities in the future. A buyer has already been found for the majority of the stores in Denmark. According to the agreement between ALDI Denmark and the buyer, around 1,600 of the approximately 2,800 employees will be retained. The withdrawal is expected to be completed in the course of 2023. For purposes of this report, ALDI Denmark is therefore still within the scope of reporting.

### OUR INTERNATIONAL CR STRATEGY

In 2022 we conducted a comprehensive review of our International CR Strategy. We began by

redefining the goals of our CR activities. Our priority is to stay within the guardrails of our discount business model. All our measures are, therefore, guided by the credo 'simple and purposeful'. In the future, we will differentiate between basic topics and focus topics.

Basic topics meet essential industry standards, while focus topics can go beyond these standards and/or differentiate our actions from our competitors to meet our responsibilities and new customer demands.

As a result of the strategy review, we defined eight focus topics:

- Human Rights: Fair Supplier Relations, Child Labour, Forced Labour, Gender Equality, Living Wages & Incomes
- Climate: Greenhouse Gas Emissions (CO<sub>2</sub>e)
- Environment: Food Waste, Packaging

Since 2022, our CR strategy has included all existing specialist strategies such as the packaging strategy and the climate strategy. The implementation of the international CR strategy will be completed in 2023, including the definition of strategic goals, operational targets, measures and enablers, with a clear roadmap. Due to different levels of development in the individual departments, goals and measures may have different durations and therefore also different target years.





## MATERIALITY

Defining the best focal points for our everyday work and sustainability reporting involves us in understanding the concerns of our stakeholders and where our impact is most significant. The insights from our materiality process help us to do this. Since 2015, we have conducted comprehensive materiality analyses to identify our top priority issues. We performed the most recent materiality analysis for the previous report. The detailed results can be found in the [Sustainability Report 2021](#).

## PROGRESS FOR THE UN GLOBAL COMPACT

As in previous years, we would like to report our progress under the United Nations Global Compact (UNGC) and reaffirm our ongoing support. From this year, the progress report is to be submitted using an online questionnaire rather than as a separate document. You can view the questionnaire and our results on our [profile](#) at the UNGC.



**We have summarised our existing international and national goals in a separate PDF document. Learn more about them in our [CR Programmes](#).**

## STAKEHOLDERS & NETWORKS

In the 2030 Agenda for Sustainable Development, the United Nations (UN) emphasised the importance of close cooperation between various stakeholders to achieve ambitious Sustainable Development Goals. The impact of the problems we face is being felt globally. We are currently confronted with challenges such as the impact of [climate change](#), increasing amounts of waste, environmental degradation, and the need for improved living conditions in the countries where our products are farmed or produced. Over the course of the reporting year, we redefined our focus and basic topics to reflect and rise to the challenges identified (see section '[Sustainability Approach](#)'). By cooperating with special-interest groups and building alliances with major stakeholders, we will work on these topics and promote sustainability. We are aiming to [expand and facilitate dialogue with these groups and enact lasting change](#). Our stakeholders are invited to contact us anytime about sustainability topics at ALDI Nord. Please email us at [cr-reporting@aldi-nord.de](mailto:cr-reporting@aldi-nord.de).

## STAKEHOLDER REVIEW AND OUR INVOLVEMENT

As part of our [materiality process](#), we regularly review which stakeholder groups are especially relevant to us. The most recent review was undertaken for the Sustainability Report 2021. The key stakeholders are our customers, alongside ALDI employees, followed by non-governmental

organisations (NGOs), special-interest groups and associations, suppliers and business partners. We learn a great deal from our direct and open dialogue with these groups. Furthermore, we maintain regular contact with other groups, such as local residents' groups, members of the media, and politicians.

Our efforts vary according to the issue, ranging from basic membership to playing an active management role. The 2021 report has a list of the organisations we are involved in, together with our related commitments.

## COMPLIANCE

Simplicity, Responsibility, and Reliability are the values that guide our actions. We are committed to always acting in accordance with our corporate values, and never risking compliance violations. We also expect all ALDI employees and business partners to act responsibly and reliably, adhering to all rules, policies, and agreements.

A 'Code of Conduct' is currently being developed for ALDI Nord, which will include all compliance topics. The General Terms and Conditions of Purchasing define clear rules that govern the relationship between suppliers and the ALDI companies. Anti-competitive conduct by suppliers and manufacturers is prohibited. Sanctions are in place for potential violations, such as late

delivery or failure of delivery. To ensure that ALDI Nord maintains the same standards across its operations, the General Terms and Conditions of Purchasing also specify compliance requirements for contractual partners. Compliance officers will undertake a comprehensive investigation if there are reliable indications of a violation of the rules – whether by a supplier or an ALDI employee.

## COMPLIANCE MANAGEMENT SYSTEMS, WHISTLEBLOWING AND GRIEVANCE SYSTEMS

Our Compliance Management System (CMS) provides ALDI employees with clear guidelines on ethically correct and compliant conduct. It is available internationally to all ALDI companies and is designed to help ALDI employees always live up to our ALDI core values. The national compliance managers assist in tailoring the CMS to the needs of each country. Above all, the CMS aims to ensure and promote ALDI Nord's long-term success, and avoid or mitigate any damage or risk.

As a part of the CMS, whistleblowing systems can receive information on compliance violations within ALDI Nord. Any violations of applicable law and internal rules can be reported through these channels either under a specific name or anonymously. Reportable violations include corruption, unfair competition, unethical behaviour, and non-compliance with environmental standards. Non-compliance





with social standards, such as human-rights and workplace-safety regulations, may also be notified. The whistleblowing systems are available on the websites of every country for internal and external parties at all times. In some countries, such as the Netherlands, there are also grievance systems and other channels that ALDI employees can use to report sexual harassment, bullying, discrimination, aggression, or violence. At ALDI Spain, incidents of this kind can also be disclosed using a whistleblowing system.

In addition, all national compliance managers use an internal case management tool for documentation. In the event of an investigation, results, measures, and actions can be tracked and reported to their managing directors.

In 2023, we aim to introduce a Business Partner Compliance Management tool to monitor our partners better. This will be an international tool for the initial and ongoing screening of all business partners for financial or compliance risks. It may also be part of our actions related to the Act on Corporate Due Diligence in Supply Chains, which is already in place in Germany. Legislation on a European level is being developed and will come into force later.

## REGULAR COMPLIANCE TRAINING FROM THE START

We provide a range of training sessions to make ALDI employees aware of the importance of compliance. New employees receive training on the key ALDI Nord policies during onboarding. In Germany and the Netherlands, authorised signatories and managing directors in all departments of ALDI Einkauf also complete regular training sessions, covering a wide range of critical topics such as antitrust law, unfair competition, protection of company secrets and avoidance of corruption, as well as data protection and information security. Similar training occurs every two to three years at the ALDI companies in every country. We expanded communication about compliance on the websites of all countries and participated in industry events, such as the 'Bundeskongress Compliance' (Federal Compliance Congress) in Germany.

## RELIABLE DATA PROTECTION AS A BASIC REQUIREMENT

Reliable data protection is an essential prerequisite for all our activities. The data-protection policies of the ALDI companies on general principles, goals, and responsibilities are designed to ensure holistic information security and legally compliant data protection across all business processes. ALDI employees receive regular training on information security and data protection. Courses geared to specific target groups are also held, for example, on handling employee or customer data or recognising phishing.





REDUCING  
FOOD  
WASTE

CIRCULAR  
ECONOMY

SUSTAINABLE  
CONSUMPTION

ANIMAL  
WELFARE

TRANSPARENT  
LABELLING

# CUSTOMER & PRODUCT

## MAKING SUSTAINABILITY VISIBLE

Safe and responsible consumption means providing product ranges that the customers can trust. We are working on improving products and packaging and on making our innovations visible to our customers.



**International**

**67%**  
OF OUR OWN-BRAND PACKAGING  
IS RECYCLABLE (GROUP AVERAGE)

and we achieved a saving  
about 83,302 tonnes of packaging  
material since starting the  
International Packaging Strategy.

**ALDI France**

**MORE THAN 70%**  
OF THE ORGANIC FRUIT  
AND VEGETABLES REFERENCES  
ARE NOW PLASTIC-FREE

By changing from plastic packaging like  
trays, films, nets and ribbons  
to cardboard trays, cellulose nets or  
bulk items, more than 70% of the  
organic fruit and vegetables references  
are now plastic-free, saving  
more than 60 tons of plastic per year.



**“We and our growers are committed  
to more sustainable Dutch fruit & vegetables,  
using the independent label On the Way to  
PlanetProof to certify sustainable agricultural  
production, energy usage, soil and water  
management, biodiversity, and packaging.”**

**GYS DE JONG**

Category Manager Fruit &amp; Vegetables, ALDI Netherlands



**“One of the highlights of our participation in the  
Portuguese Plastics Pact<sup>1</sup> Annual Event was showing  
all the work we do in Packaging towards a circular  
economy. Collective action makes a huge difference.”**

**RITA CRAVO**

Manager Corporate Responsibility, ALDI Portugal

## HIGHLIGHTS 2022 CIRCULARITY. SUSTAINABLE PRODUCTS.

**ALDI Belgium**

### MSC SUSTAINABLE FISH AWARDS BELGIUM – BEST SUPERMARKET 2022

As the retailer with the largest sales volume of MSC-certified  
fish and seafood, ALDI Belgium won this award for its clear  
communication strategy and goal setting, and its pioneering role  
in MSC-certified tuna production.

### PARTNERSHIP WITH FAIRTRADE BELGIUM

ALDI Belgium is one of the largest Belgian contributors to  
the overall sales of Fairtrade products and Fairtrade Premium – and  
the top retailer of Fairtrade bananas, flowers, and wine.  
The Fairtrade Premium is a fixed amount, paid on top of the Fairtrade  
Minimum Price, that is used by the farmers or workers for investments in  
education or development projects.

<sup>1</sup> The collaboration platform Portuguese Plastics Pact encourages dialogue and cooperation between its members  
(government, producers, retailers, etc.) to promote the circular economy in Portugal.





## RESPONSIBLE PRODUCT RANGES

As internationally active retailers, we reach millions of people of all ages, social classes, and educational backgrounds. ALDI Nord aims to leverage this potential in order to make a positive contribution to sustainability and enable all customers to consume responsibly and with a good conscience at affordable prices. At ALDI Nord, we are focused on the development and implementation of measures to prevent and reduce food waste and provide more sustainable, durable, and recyclable packaging to promote a circular economy.

So as to offer our customers only high-quality products, we have established comprehensive quality assurance and management processes throughout our value chains. Our own-brand products are subject to strict quality standards developed in cooperation with our suppliers and buying departments. ALDI Nord aims to go beyond legal requirements and meet our customers' needs and wishes, when possible. Independent quality and sustainability labels by consumer organisations or NGOs regularly confirm the excellent standard of our own-brand products.

For further information on how the issues of packaging and food waste are organised, see [Sustainability Report 2021](#).

## STAYING AHEAD OF REGULATORY CHANGES

Rather than waiting for legislation to be passed, we aim to identify potential issues and upcoming political developments and implement changes ahead of time wherever possible. CRQA and the Public Affairs department monitor regulatory developments, such as product and packaging requirements and taxes, to provide advice for the relevant departments.

In addition to the regulations that are already relevant for us (see Sustainability Report 2021) we are preparing for the new EU Packaging & Packaging Waste Regulation (PPWR) which is expected to be adopted in 2024. This regulation will require far-reaching changes. The requirements are expected to include recycling quotas, reusable packaging quotas, and the development of EU-wide labels.

## CIRCULAR PACKAGING

ALDI Nord joins the public, governments, and other companies in becoming increasingly concerned about the growing volume of plastic waste, especially in places where there is limited or varied infrastructure for collection, sorting, or recycling in order to manage these valuable resources. However, plastic packaging can preserve the quality of its contents like no other material and, depending on composition, it is ideally adaptable to the requirements of a circular economy. While we generally regard the various polymers for plastic packaging as

a valuable resource for recycled material, we aim to use minimum packaging material on the basis of a viable circular economy, while always safeguarding product safety and quality. When the use of plastic packaging is unavoidable, we focus generally on recyclability, although this is a significant challenge.

In spring 2022, we published our ALDI International Recyclability Guideline in cooperation with the Institute cyclos-HTP (CHI). We are pleased to announce the first update of the Recyclability Guideline which contains market and regulatory developments and a global Acceptance Overview for each main packaging format, enabling ALDI to harness recent recycling infrastructure advancements and be an integral part of the circular economy. The update also includes additional packaging types that are currently being considered, and an updated overview of ecomodulation in ALDI countries.

Our International Packaging Strategy, launched in 2020, follows the principles of the circular economy and focuses on four key areas:

- 1 Material efficiency
- 2 Recyclability
- 3 Usage of recycled content
- 4 Virgin plastic reduction

We have defined international SMART goals in these areas, which can be found in our [CR Programmes](#). The amount of virgin plastic has already been reduced in our own-brand packaging

by 11 per cent. Our efforts to increase the use of recycled materials have enabled us to increase the recycled content in own-brand plastic packaging to 15 per cent on average within the entire ALDI Nord Group of Companies.

We consistently try to increase the proportion of recycled material in our packaging. As an example, in Germany, over 90 per cent of the packaging material for the 3-in-1 caps of our detergent brand 'Tandil' was made from recycled materials in 2023. The number of reusable plastic containers for fruit and vegetables and bread and bakery in circulation in 2022 was increased to around 128.5 million. Our work with our suppliers avoids and reduces fruit and vegetables packaging wherever possible by using less plastic and/or replacing it with certified paper, cardboard packaging, grass paper, or other sustainable materials. Our reusable systems for transport and packaging and reusable crates for example in our fruit and vegetables have already saved millions of single-use cardboard boxes and tonnes of CO<sub>2</sub> throughout the ALDI countries.

Our International Packaging Database has been developed further to guarantee granular traceability at component and material levels for all countries and on all packaging levels – primary (sales unit), secondary (grouped unit) and tertiary (transport unit).

For further information regarding circular packaging at ALDI Nord, see our [Sustainability Report 2021](#).





## AGAINST FOOD WASTE

Food waste is a global challenge that we are committed to address on an ongoing basis. The [materiality analysis 2021](#) underlines the importance of food waste avoidance for us and our stakeholders. Our goal is to ensure optimal availability of all products on our shelves while avoiding food loss and waste – both in our own operations and throughout the supply chain, all the way to our customers. The ALDI companies have already implemented numerous measures over the years to minimise food losses and waste in all areas. However, when food waste cannot be avoided, in line with the food waste hierarchy, reusing and recycling play a major role in reducing food waste.

All our existing measures, such as cooperations with partners to reduce food waste, can be viewed in more detail in our [Sustainability Report 2021](#).

## MAKING HEALTHIER – AND AFFORDABLE – PRODUCTS ACCESSIBLE TO ALL

In addition to our efforts in waste reduction, the ALDI countries are addressing consumer needs in food, nutrition, and health. Alongside the challenges of a rise in obesity and non-communicable diseases in the EU as a result of unhealthy nutrition, we are seeing growing customer awareness of responsible consumption in the face of climate change. For this reason, we believe that healthy and sustainable food

should be possible and accessible to everyone. We work towards this objective by continuously optimising the nutritional values of our products and expanding our labelled range of plant-based, regional, national, and organic products.

The origin of products plays an increasing role in environmental concerns and the social conditions of production in the countries where they are made. Throughout the year 2022, our ranges featured 332 Fairtrade-certified products – an increase of 13 per cent compared with 2021 at the international level. Furthermore, the ALDI companies offered a total of 1,104 own-brand products with the EU organic logo in 2022.

However, the tense global economic situation and rising inflation, partly caused by the war in Ukraine and the COVID-19 pandemic, create major challenges for society. We are aware that in times of crisis our customers rely on us to offer essential products at affordable prices – true to our principles as discount retailers. According to the World Economic Forum's Global Risk Report 2023, the cost-of-living crisis will dominate the next two years and represent the greatest global risk. This strengthens our resolve to ensure that everyone has access to good and sustainable products.

For more information about our sustainable products, see the [Sustainability Report 2021](#).

## COMMITMENT TO GREATER ANIMAL WELFARE: MEETING CUSTOMER EXPECTATIONS FOR MORE ETHICAL PRODUCTS

A key topic of public debate in many countries is the welfare of farm animals in food supply chains and non-food supply chains, for products such as leather and cosmetics. Many own-brand products contain animal resources. Over recent years, we have worked with suppliers to implement various measures throughout ALDI Nord that go beyond statutory requirements, including bans on specific animal products such as angora wool or real fur.

Our International Animal Welfare Purchasing Policy has provided a binding framework for our activities since 2016. In June 2021, we published a revised version. On a national level, nearly all countries have adopted [National Animal Welfare Purchasing Policies](#), the most recent being Poland's policy from December 2022 '[National Position on the Welfare of Animals](#)'.

**We have summarised our existing international and national goals in a separate PDF document. [Learn more about them in our CR Programmes.](#)**







## TRANSPARENCY & COMMUNICATION

Every year, consumers make 1.2 billion purchases at our stores. We strive to promote a healthy, sustainable lifestyle – and enable a broad section of society to access affordable, socially responsible products that conserve natural resources. Our aim is to help customers make conscious decisions and raise their awareness of sustainable consumption over the long term. Communication and transparency are key to achieving this objective.

For further details on organisation and guidelines, see our [Sustainability Report 2021](#).

As part of the Farm to Fork strategy, the EU is revising Food Information to Consumers (FIC) and targeting mandatory harmonised nutrition labelling on the front of packaging. Even though the decision by the EU on harmonised regulation is still pending, it has been clearly stated that the new label will be built on the experience and the positive features of the current system. The new label regulation is likely to cover nutritional information, provide revised rules on date marking 'use by' and 'best before' dates, and extend mandatory country-of-origin requirements. An EU-wide mandatory country-of-origin labelling system is already in force for certain agricultural products, such as fruit and vegetables. The FIC Regulation aims to extend the scope of origin labelling to products such as dairy products, meat as an ingredient, rice, and tomatoes in processed products. Presentation of the proposal is expected soon and it will apply to all EU countries.

### LABELLING OF PRODUCTS

We use self-explanatory product labelling with accredited sustainability standards and labels like the EU organic logo or Fairtrade certification to create transparency.

The extension of the Nutri-Score to all ALDI countries represents a significant step towards greater transparency. Our customers can rely on the intuitive and easy-to-read nutrition label to help them make healthier choices. Nutri-Score food labelling is one of the most widely used nutrition labels in the EU. The front-of-pack label clearly shows the product's nutritional composition and value with a five-level colour and letter score. This enables customers to assess the product quickly and easily and compare it with similar items in the same product group.

The Nutri-Score label is on the packaging of certain own-brand products, depending on the legal requirements in individual countries. Our goal is to further register 100 per cent of all own-brand products in all operating countries for Nutri-Score labelling by end of 2024. This is an ongoing process.

We have established a rolling process for labelling newly listed vegetarian and vegan food products with the V-Label, and all relevant non-food products with the Vegan Trademark, to help our customers identify these products. More than 970 products in all ALDI countries were identified by the V-Label or Vegan Trademark throughout 2022, compared to around 870 items in 2021.

The [ALDI Transparency Code \(ATC\)](#) provides more information on the origin of our products. Our customers can use it to trace the origin of numerous products online at any time. This takes our commitment beyond the statutory regulations in this area. We will continue to expand this labelling to additional countries and products.

Our aim is to avoid the use of microplastics in our products as much as possible and prevent water pollution. Products with microplastic-free formulations in cosmetics, personal care, detergents, and cleaners are labelled "formulation without microplastics" in Spain, the Netherlands, Poland, Portugal, and Germany.

For further details on the labelling of our products, see [Sustainability Report 2021](#).

### KEEPING CUSTOMERS INFORMED

Besides our product labels and policies, we use various channels and formats to inform our customers about the social and environmental aspects of our products. For example, customer magazines, weekly leaflets, and advertising campaigns often focus on our certified sustainable products. A particular highlight is the '[Fecha de Extinción](#)' (Extinction Date) by ALDI Spain. This campaign highlights the impact of climate change on crops – which could lead to the disappearance of foods such as coffee, honey, or wine – and what ALDI Spain is doing to help prevent this

from happening. Furthermore, our ALDI Nord experts regularly participate in special events, panel discussions, and roundtables to discuss sustainability topics, such as the [ProVeg Incubator](#), the Anuga, and the Danube Soy association.

**We have summarised our existing international and national goals in a separate PDF document. Learn more about them in our [CR Programmes](#).**







FAIR  
SUPPLIER  
RELATIONS

SOCIAL  
COMPLIANCE  
PROGRAMME

HUMAN  
RIGHTS  
DUE  
DILIGENCE

PROMOTING  
GENDER  
EQUALITY

# SUPPLY CHAIN & RESOURCES

ENVIRONMENTAL  
PROTECTION

## OUR APPROACH TO PRODUCT SOURCING

Our responsibility neither begins nor ends in our stores. Our goal is to provide our customers with transparent evidence of sustainable product sourcing so that they can shop with a good conscience.





## ALDI Nord Germany

## COFFEE OF THE YEAR

In autumn and winter of 2022, the product Kaffee des Jahres ('Coffee of the Year') was sold in Germany. It contained a 70% share of Rainforest Alliance certified coffee from Brazil and, a particular highlight, 30% coffee from our smallholder project in Colombia.



**“The smallholder project showed me how to make small changes to achieve better results in coffee quality. With ALDI’s training and support, I now have the knowledge and tools to generate a better income for my family.”**

**FLOR REINOSO**

has been a coffee farmer since 1995 and participated in the our smallholder project in Colombia



**“At ALDI Nord, we have been working with the Accord since 2013 and are pleased to expand this valuable work to Pakistan. The Accord is an important pillar in our efforts to promote human rights and conduct effective due diligence in our production countries. With local partners, global unions, and our peers, we can promote health and safety to make production facilities in Pakistan safe workplaces.”**

**MARINA FUHRMANN**

Junior Manager International Procurement CRQA, ALDI Einkauf SE & Co. oHG

## HIGHLIGHTS 2022 EMPOWERING SMALLHOLDERS. HEALTH AND SAFETY.

## International

### SIGNATORY OF THE PAKISTAN ACCORD ON HEALTH AND SAFETY

The ALDI Nord Group of Companies was among the first signatories of the Pakistan Accord on Health and Safety in the Textile and Garment Industry. This signals our commitment to human rights protections and effective due diligence in the supply chains in this important country for sourcing garment and home textiles in the ALDI supply chain.

The Pakistan agreement is an extension of the International Accord, a legally binding agreement between brands/retailers and global trade unions that includes provisions to protect the health and safety of workers, for instance, with programs targeting fire and building safety.







## ENVIRONMENTAL RESPONSIBILITY IN THE SUPPLY CHAIN

As internationally active retailers, we are responsible for our products along the entire value chain, from the cultivation of the raw materials to final recycling or disposal of non-recyclable products. Since many of our more than 2,000 products come from agriculture, we are aware that increasing pressure on ecosystems impacts the availability of the raw materials needed for our products. In view of limited resources, climate change, and the extinction of species, we have an extended responsibility as retailers to make the production of our products as sustainable as possible.

We continuously refine and improve the guiding principles stated in our national and international purchasing policies. The current international resource-specific purchasing policies cover tea, cocoa, coffee, palm oil, timber, and cotton. Our international position statement on deforestation and ecosystem policy sets out how we intend to address deforestation and conversion risks across a wide range of commodities in our supply chains. All our position papers or policies can be found [here](#).

In 2022, we completed our systematic and holistic Sustainability Risk Analysis (SRA), including human rights and environmental risks, and risks related to animal welfare. The analysis covers the supply chains of all assortments, and focuses on all risks entailed by our corporate activity along the supply chains. The final report based on the analysis and the results will be published in 2023.

For information about how we approach and manage our environmental responsibility in the supply chain, see our [Sustainability Report 2021](#).

### PROTECTING THE ENVIRONMENT THROUGH SUSTAINABLE PROCUREMENT

Appropriate environmental protection in the retail sector and supply chains, including protection provided by ALDI Nord, is the foundation of sustainable goods and services production. ALDI Nord recognises this and has implemented multiple initiatives to reduce its environmental impact and promote sustainable practices. We aim to promote the protection of the environment, including biodiversity, water, and soil, and contribute to creating more resilient and sustainable supply chains, while also meeting the demands of customers who prioritise sustainability and ethical sourcing. One of the most important product categories at ALDI Nord is fruit and vegetables.

#### Sustainable fruit and vegetables

In the product group of fruit and vegetables, we face multiple challenges. Each crop has individual needs and impacts, ranging from extensive water requirements during cultivation to specific pest control. The availability of the products depends on the local weather conditions and the resulting harvest. Sustainable cultivation is crucial to ensuring the long-term availability of our diverse assortments of fruit and vegetables.

In water-scarce regions like some parts of Spain, we have defined more stringent requirements for the supply chain with [GLOBAL G.A.P. SPRING](#) to protect this precious resource and ensure that we can sustainably source fruit and vegetables in southern Spain in the future.

A project that supports this is the 'Collective Water Stewardship Activity in Southern Spain', which is explained in more detail in the section ['Responsible use of water along our supply chains'](#).

#### Protecting fish and seafood stocks

Many natural fish stocks are threatened by overfishing, illegal fishing methods, and poor environmental conditions. Wild fishing and fish farming need to change in order to protect stocks and meet the demand for fish as a long-term food source. This motivates us to strive to make the fish and seafood supply and production chains more sustainable.

In mid-2022, we began working with the 'Metrics 2.0 IT' tool from the [Sustainable Fisheries Partnership \(SFP\)](#). This tool enables us to collect data from our suppliers and assess the sustainability of the sourced fish and seafood. This has increased transparency in the supply chain and enabled us to provide suppliers with information about the risk associated with each fishery. In addition, we can help them replace high-risk fisheries. This affected 300 suppliers and 600 items in 2022.

For fish and seafood certification, we mainly rely on the Aquaculture Stewardship Council (ASC), GLOBAL G.A.P and the EU organic logo for aquaculture fish, and on the Marine Stewardship Council (MSC) for wild fish. In 2022, the proportion of certified resources according to these organisations was 60 per cent throughout the ALDI companies (2021: 60 per cent).

#### Working towards sustainable cotton

Our declared goal is to switch to 100 per cent sustainable cotton for own-brand clothing and household textile products made of cotton or containing it by 2025. This target applies to the entire ALDI Nord Group of Companies. In recent years, the proportion of sustainable cotton has increased considerably. In 2022, about 91 per cent of the cotton used in our own-brand garments and home textile articles was already recycled or sustainably certified. We constantly monitor the current status, and the buying department continuously increases the proportion of sustainable cotton, so that we are on track to reach our goal by 2025.

In addition to our existing cotton goal, we are currently working with an external service provider to develop a comprehensive fibre strategy (for other fibres such as synthetic and man-made cellulose fibres), including specific and long-term goals for the use of more sustainable and recycled fibres. This will empower us to offer an even more sustainable apparel and home textiles range.





We also participated in industry comparisons, such as the Materials Benchmark, from the NGO Textile Exchange, on textile fibres in 2022. This was the seventh time we had taken part in the benchmark analysis comparing more than 320 companies. We successfully maintained a place in the 'Top 10 by Volume Organic Cotton' (ranked fifth) and were ranked sixth in the 'Top 10 by Volume Recycled Cotton' in the cotton index. We have successfully stayed in the 'Top 10 by Volume Preferred Down' (ranked sixth).

### Our goal of achieving 100 per cent deforestation-free soy

The soy demand for feed and food products is high but soy cultivation often negatively impacts on forests. These essential ecosystems provide a habitat for humans, animals, and flora, act as a vital drinking water reservoir, and have a moderating effect on the climate. Forest stocks are threatened by the cultivation of soy and palm oil, as well as livestock production, illegal logging, and the exploitation of protected forests.

Our work on combating these challenges has involved the development of sustainable soy and animal feed for some time. Our long-term goal is 100 per cent deforestation-free soy used indirectly through animal feed in own-brand products in the categories of fresh, frozen and processed meat, dairy, eggs, and farmed fish by the end of 2025. The goal for our soy-based vegan and vegetarian products is to use 100 per cent certified soy and/or soy of European origin by the end of 2024. So far,

64 per cent of our soy-based vegan and vegetarian products already meet this requirement.

### Protecting the environment with sustainable cultivation of palm oil

Palm oil is a versatile resource used in a wide range of products, from cake icing to detergents. The palm is one of the most productive oil fruits worldwide, making palm oil hard to replace. In 2022, we increased transparency in our palm-oil supply chain at the trader level by joining the Palm Oil Transparency Coalition (POTC). This group of 16 companies works to ensure that their palm oil supply is free from deforestation and exploitation, and that importers in the supply chain are addressing these issues across their entire operations and for all volumes regardless of certification status. In 2022, twenty globally-significant importers of palm oil within member supply chains were surveyed on their company's ambition, targets, progress, and verification. Each importer received a score based on the collected survey data, with an assessment of trader performance. This has enabled us to work with our suppliers towards our goal of zero deforestation at trader level.

All ongoing environmentally sustainable procurement activities, including those without a specific progress report in 2022, are listed in our Sustainability Report 2021.

## RESPONSIBLE USE OF WATER ALONG OUR SUPPLY CHAINS

As international retailers, we acknowledge that many products sold in our stores may cause water-related risks in production countries. The value chains of agricultural products and textiles are among the most water-intensive – from raw material extraction to sale in our stores.<sup>1</sup> This is why sustainable water use is an important concern for ALDI Nord.

Since 2022, we have therefore been a member of the 'Collective Water Stewardship Activity in Southern Spain' project from the Waste and Resources Action Programme (WRAP), a leading sustainability charity. The project aims to reduce water stress in this region by 2030, which is critical for the fruit and vegetables sector, as indicated above. This membership complements our existing measures for sustainable freshwater use in our supply chains in Southern Spain. The project includes four workstreams:

- Improving the understanding of water risks and diagnosing action needed at a macro- and local levels
- Supporting collective water stewardship action in several specific priority locations to improve water quality status
- Strengthening certification standards
- Advocating better water governance.

In addition to the prevention of water stress, ALDI Nord undertakes multiple initiatives to prevent chemical pollution in production. Wastewater testing, and verification of compliance with guideline values, are crucial to reducing chemical pollution in supply chains.

Effluent Treatment Plants (ETP) are necessary to purify wastewater from production and comply with environmental agency laws and standards. Our pilot phase of auditing these plants was delayed due to COVID-19 travel restrictions in China and completion is expected in mid-2023. In this phase, we will assess information on the performance and continuous use of ETPs along our supply chain in Bangladesh, China, India, and Pakistan. We are also evaluating the merits of these audits. The results will determine the potential for a systematic roll-out of ETP audits in 2023.

In 2022, we blocked 14 production facilities due to the lack of valid wastewater and sludge analyses, non-compliant wastewater and sludge analyses, or missing chemical management audits. Four of these production facilities were able to rectify their omissions and they have already been unblocked. All of them remediated the non-compliances by submitting a new compliant wastewater and sludge analysis. Two additional production facilities were blocked due to unauthorised disposal and illegal dumping of chemicals, wastewater, or sludge. These were identified during ASAs.

<sup>1</sup> Jungmichel, Norbert, Christina Schampel and Daniel Weiss (2017): Atlas on Environmental Impacts – Supply Chains – Environmental Impacts and Hot Spots in the Supply Chain. Berlin/Hamburg: adelphi/Systain.





## SOCIAL RESPONSIBILITY IN THE SUPPLY CHAIN

From 2024 onwards, all wet production facilities in our textile and footwear supply chains must use the chemical inventory tools 'The BHive™' or 'BVE<sup>3</sup>'. They will have to upload their chemical inventories throughout the production period. The chemical inventories will have to include all chemicals in their stock. All chemicals used for ALDI production must be compliant with the Zero Discharge of Hazardous Chemicals (ZDHC) Manufacturing Restricted Substance List (MRSL).

For more detailed insights on our responsible water use, see [Sustainability Report 2021](#).



**We have summarised our existing international and national goals in a separate PDF document. Learn more about them in our [CR Programmes](#).**

Fulfilling our social responsibility in the supply chain is one of our top priorities. This is in line with the assessments of our stakeholders, who ranked responsible supply chain practices (especially the material topic 'Human rights and working conditions') as one of the major challenges facing our future sustainability performance in our most recent [materiality analysis 2021](#). Social responsibility in the supply chain refers to the procurement of products and raw materials in a manner that respects human rights, protects the environment, and provides a basis for livelihoods. Central topics we address in this area include health and safety, working hours and wage payments, living wages and incomes, child labour, discrimination, forced labour, and gender inequality. However, our commitment is not solely restricted to these topics. We also want to uphold fair business relationships between suppliers and other upstream tiers. Our social responsibility is fulfilled by using a Human Rights Due Diligence Process in alignment with the 'United Nations Guiding Principles on Business and Human Rights' (UNGPR).

For further information about organisation, frameworks, policies and regulations, see [Sustainability Report 2021](#).

## ASSESSMENTS ON HUMAN RIGHTS RISKS AND SOCIAL COMPLIANCE

As we cannot tackle all issues simultaneously, we continuously conduct assessments to identify and prioritise potential risks in our supply chains. Based on these assessments, we subsequently focus on the identified high-priority supply chains, resources, and issues for implementing targeted measures.

These high-priority supply chains were identified by conducting a Sustainability Risk Analysis (SRA) together with an independent consultancy. This process involved all ALDI Nord's non-food and food supply chains being reviewed in relation to possible environmental and human rights risks. We simultaneously analysed optimum leverage for ALDI Nord on the basis of buying volume and other factors. This data enabled us to identify our high-priority supply chains and commodities. The risk analysis will be updated on a regular basis.

Human Rights Impact Assessments (HRIAs) are another instrument in our analytical toolbox. Their underlying methodology allows us to gain detailed insights into potential human rights infringements in specific supply chains. These in-depth assessments enable us to respond immediately and take corrective action. We aim to conduct up to twelve HRIAs – at least one review for each high-priority supply chain – and publish the results by the end of 2025. Our first three reports about wild-catch fish and seafood

(with a focus on tuna), citrus fruit from Spain, and tea from India can be accessed in our [download sub-section](#).

Both assessment methods (SRA and HRIA) and their respective results provide the foundation for further strategic steps and show us where and how to concentrate our efforts. Other activities, such as additional audits and assessments, are described below.

## ASSESSMENTS CONDUCTED AND MONITORED BY ALDI NORD

Production facilities of all non-food commodity groups and selected food commodity groups located in risk countries must have a third-party audit or certificate. These are checked at the tender stage for findings and their remediation. In 2022, 97.7 per cent of the non-food production facilities had a valid third-party audit or certificate.

For further details on our Social Compliance Programme and the third-party audits we use, see our [Sustainability Report 2021](#).

Because of the limitations inherent in third-party audits, we also monitor and assess compliance with our requirements through our own on-site assessments.





We regularly evaluate the working conditions at production sites in amfori BSCI risk countries through comprehensive sustainability assessments. These are undertaken by our CR units in Hong Kong and Dhaka and they are supported or indeed carried out by external service providers. The former ALDI Social Assessments (ASA) and ALDI Producer Assessments (APA) were closely aligned and merged under the name ALDI Sustainability Assessments (ASA) in late 2022. The new ASA approach meets the demands of both food and non-food supply chains with a unified assessment system that includes a general human rights module and a supply chain module for each of 'shoes and textiles', 'fish and seafood', and 'fresh fruit and vegetables'.

In 2022, ALDI Nord performed 332 ASAs, 265 for the non-food supply chains and 67 for food supply chains. Due to the COVID-19 travel restrictions still in place in 2022, many ASAs had to be carried out remotely. The CR unit Hong Kong conducted the assessments by video conference, while local service providers performed the on-site checks. In total, 90 per cent of the assessments undertaken by the CR unit Hong Kong were done remotely. The ASAs not carried out by the CR unit Hong Kong were mostly conducted on-site again where possible. This resulted in an overall total of 47 per cent of checks being performed in a virtual environment.

We identified severe risks at 75 of the audited non-food and at three of the food production sites. Severe risks are critical deviations from our policies and standards in areas such as occupational health and safety. 32 non-food and two food severe risks have already been resolved by the production sites in collaboration with our suppliers (as of 31.03.2023).

For the pilot phase of the CR Supplier Evaluation in 2022 in relation to tuna and shrimp, we conducted the first ASAs in Thailand, Vietnam, Ecuador, and China, on-site and remotely.

For further details on the assessment process, see also [Sustainability Report 2021](#).

## EMPOWERING SUPPLIERS

One of our strategic goals is to integrate sustainability more strongly into buying practices, reflecting our commitment to human rights in our purchasing practices and enabling a collaborative approach with our suppliers. We developed our annual [Corporate Responsibility Supplier Evaluation \(CRSE\)](#) for food and non-food suppliers to incorporate the sustainability performance of suppliers into our buying practices beyond certifications and conducting audits. Further consolidation and optimisation of our approach was assisted by conducting a CRSE pilot in the commodity group

'Do it Yourself' (DIY) from 2021 to 2022. We also piloted this programme for fish and seafood products (tuna). In 2023, the results from the SRA formed the basis for planning a further roll-out to other high-priority food supply chains – for example, citrus – with a goal to extend supplier evaluation to all high-priority food supply chains by 2027.

## LOCAL CAPACITY BUILDING IN BANGLADESH

In August 2022, ALDI Nord launched the ALDI Industry Sustainability Project (AISP), which is being conducted with the NGO Karmojibi Nari at twelve production sites around Dhaka, Bangladesh. The project's aims are twofold: improving social standards through training and enabling production sites to provide safe and reliable childcare centres. The project's training component covers topics such as employee recruitment and rights, health and safety standards, gender-based violence and harassment, and female empowerment. The project improves childcare in production facilities by including training on improving childcare management systems, and caregiver training, for example, on health and nutrition. The results and outcomes are expected at the end of the one-year project in July 2023, with a possible extension in additional years.

## ADDRESSING GENDER EQUALITY

We are committed to eliminating discrimination and promoting equality within our sphere of influence. This commitment is underlined by the signing of the United Nations ['Women's Empowerment Principles'](#) as well as our publications [International Policy on Gender Equality](#) and [Gender Equality Action Plan](#).

In the policy and the action plan, ALDI Nord underlines its ambition to further strengthen women's rights and contribute to improved working conditions for women throughout its global supply chains. As part of our endeavours, we published a case study, [Promoting Gender Equality in Supply Chains](#) ('Geschlechtergerechtigkeit in Lieferketten fördern') with the Global Compact Network Germany. In addition, we take an active part in the multi-actor partnership on gender-sensitive occupational health and safety ('Gendergerechte Gesundheit im Fokus') of FEMNET e. V. and SÜDWIND Institute in cooperation with Cividep in India and the Trade Union Rights Centre (TURC) in Indonesia. The project aims to improve the health of the (mainly female) workers in the garment and footwear industry in India and Indonesia, who are also exposed to specific risks such as sexualised violence in the workplace. ALDI Nord's support will focus on activities in India.





## ESTABLISHING GRIEVANCE MECHANISMS

In 2021, the pilot for amfori's 'Speak for Change' grievance mechanism project started in Vietnam with ALDI Nord's participation. The programme enables workers, communities and their representatives or whistleblowers to communicate complaints that are occurring or are perceived to occur in connection with amfori members or their business partners. The programme is intended as a second step, to be used when local operational grievance mechanisms (OGMs) have not resolved the issue. Following the successful completion of the pilot phase in Vietnam in 2022, the programme will be rolled out to Turkey, Bangladesh and India in 2023.

Many of our products are manufactured at textile production facilities in Bangladesh. We are subject to the grievance mechanism of the RMG Sustainability Council (RSC), formerly implemented by the International Accord on Health and Safety in the Textile and Garment Industry. This mechanism may also be available to production sites in Pakistan where the Accord will be rolled out next. ALDI Nord signed the new Pakistan Accord on Health and Safety in the Textile and Garment Industry in January 2023.

See [Sustainability Report 2021](#) for our strategy and approach to grievance mechanisms.

## OUR COMMITMENT TO TRANSPARENCY AND DISCLOSURE

In addition to our internal checks, we also want to enable our customers and NGOs to trace the origins of our products. We have facilitated this by starting to publish the names and addresses of active first-tier suppliers in high-priority food supply chains. We will continually add to this list on our website and aim to publish information on all relevant tiers (including names and addresses) for six high-priority supply chains by 2027. Internationally, we intend to publish gender-specific data on three high-priority supply chains. This data will be collected through the HRIAs and external service providers. Step by step, we aim to make our high-priority supply chains more transparent.

We also publish details about our main production facilities for garments, home textiles, and shoes every quarter on our website and on the [Open Supply Hub](#) website. This includes information like the names of our leading production facilities, their addresses, and the approximate number of employees. This step is essential on the journey towards ensuring the traceability of our products and complying with the 'Transparency Pledge' formulated by an alliance of nine human-rights groups and trade unions.

## FAIR BUSINESS RELATIONS: HOW WE EMPOWER LOCAL FARMERS AND PROMOTE FAIR TRADE PROJECTS

We are currently involved in several projects and initiatives to promote fair supplier relations, for example, our coffee project in Colombia (promoted by [SKN Caribecafé](#)), where the second phase ended in October 2022. So far, we have reached out to 1,503 smallholder coffee growers and their families (and indirectly, to an additional 6,000 coffee growers who are family members and neighbours). The female participation rate was 22 per cent, which is higher than the average rate for comparable projects in the coffee sector in Colombia. This was made possible by coordinating the training sessions with coffee farmers to ensure they did not clash with professional and family commitments. In addition, parents could bring their children to individual training sessions so they did not need childcare. This also helped foster interest for the cultivation of coffee in the next generation. The project also promoted women's active participation in training, farm visits, field days, and community activities. The focus was always directly or indirectly on the issues of autonomy, participation, empowerment, and equality, as well as highlighting non-discrimination for all members of coffee-farming families and the community. Women were encouraged to take on leadership roles in their communities and implement good agricultural practices in coffee farming.

Our other ongoing projects, including those without a specific progress report in 2022, are described in the [Sustainability Report 2021](#).

**We have summarised our existing international and national goals in a separate PDF document. [Learn more about them in our CR Programmes.](#)**







SCIENCE-BASED  
TARGETS

EFFICIENT  
USE OF  
RESOURCES

GREEN  
ELECTRICITY

# CLIMATE & ENVIRONMENT

PHOTOVOLTAIC  
SYSTEMS

## HOW WE OPTIMISE OUR PROCESSES

Wherever we operate, we aim to steadily reduce the amount of energy and resources we consume. Our focus is on the reduction of CO<sub>2</sub>e emissions. This is most apparent with our new climate targets.





## International

## 25% MORE GREEN ELECTRICITY

By purchasing green electricity, we saved more than 314,430 tonnes of CO<sub>2e</sub> across the ALDI Nord Group of Companies in 2022, a 25% increase compared to 2021 (252,900 tonnes of CO<sub>2e</sub>).

### COMMITMENT TO THE TCFD

ALDI Nord recognises that climate change and the shift towards low-carbon economies bring a range of potential risks and opportunities. As a result, we have started to adapt our risk management procedures to comply with the Task Force on Climate-Related Financial Disclosures (TCFD) recommendations, reflecting the growing importance of this framework to our stakeholders. This initiative commenced in 2023.



**“We have installed more than 37,434 solar panels on the roofs of our stores and distribution centres, generating energy for internal consumption and the grid, with PV systems on 188 of our buildings.”**

**In 2022, we produced more than 13 million kWh for internal use, an increase of 134%, compared to 2021.”**

DAVID CARIM

Managing Director Real Estate, ALDI Spain

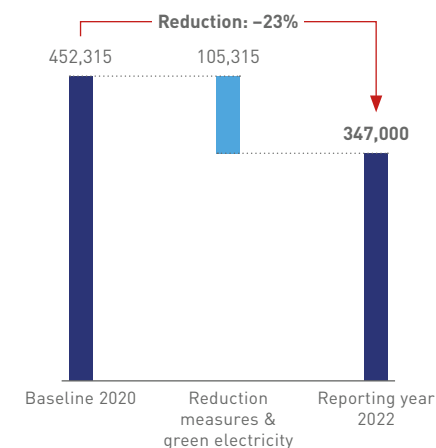
# HIGHLIGHTS 2022 GREEN ELECTRICITY. CARBON NEUTRAL.

## International

### ON THE RIGHT PATH

ALDI Nord is committed to reducing its greenhouse gas emissions (Scopes 1 & 2) by 55% by 2030, compared to the 2020 levels, as part of our efforts to comply with the SBTi 1.5-degree trajectory. We have made notable progress towards this goal, with a 23% reduction in emissions as of 2022, through various measures, such as expanding our use of renewable energy, optimising logistics operations, and implementing energy-efficient measures across our stores and distribution centres. We remain committed to reducing our carbon footprint further and working towards a sustainable future.

### 1.5°C-SBT REDUCTION PATHWAY OF ALDI NORD



## ALDI Portugal

## 100% CARBON-NEUTRAL ALDI EVENT

ALDI Portugal held its first carbon-neutral event in September 2022. We measured the carbon footprint of our corporate event “Sou ALDI” (“I am ALDI”) and offset its equivalent CO<sub>2e</sub> emissions in full. 50% of the CO<sub>2e</sub> footprint was allocated to a Portuguese responsible forest management project, and the remaining 50% was assigned to a wind energy production project in India.





## CLIMATE & ENVIRONMENTAL PROTECTION

Providing our customers with more sustainable products is achieved by continuously monitoring all our value chains and work processes. Climate and environmental protection at our sites and the production facilities of our suppliers play a significant role in these considerations. Our DNA as a discounter motivates us to focus on the efficient use of resources. In response to consumer demands, we have adopted innovative efficiency management systems while improving our processes and recycling management (for example, the setup of the bottle-to-bottle recycling loop for single-use non-alcoholic beverage bottles in some countries). This is our contribution to the future sustainability of ALDI Nord and our approach to resilient risk management.

In our [Sustainability Report 2021](#), you can read about our approach to managing climate and environmental protection, our organisation of the topic, and the applicable regulations.

### OUR CLIMATE TARGETS

Our current goal is to achieve a reduction of 55 per cent in our greenhouse gas emissions (Scopes 1 & 2) throughout ALDI Nord by 2030 compared with our 2020 levels in order to align with the SBTi 1.5-degree pathway. For more information about our 2020 baseline, please see our [Sustainability Report 2021](#). According to SBTi criteria, once Scope 3 emissions account for at least 40 per cent of the company's total emissions (Scopes 1–3), the organisation must set a Scope 3 target. As the Scope 3 emissions are approximately 99 per cent of our total emissions, we identified and analysed the seven most relevant categories. This revealed that most of the emissions – 96 per cent – were in Category 1 'Purchased goods and services' as is common in the retail sector. These emissions are generated by the suppliers of the ALDI companies where we have limited influence. Nevertheless, we work out specific requirements in partnership with our suppliers and review them together. This is why we created a supplier engagement target of 75 per cent of our suppliers (with emissions in the Scope 3 category 'Purchased goods and services') making a commitment to set their own science-based reduction targets, in line with SBTi requirements by 2024. In 2022, we reached 34 per cent of the target. In order to meet our criteria, the supplier must have a validated science-based target, be committed to the SBTi, or have set a science-based reduction target in line with SBTi resources.

We are working closely with our key partners and suppliers to reduce greenhouse gas emissions, for example, by providing free webinars on the requirements for operational climate accounting and the definition of SBTs. ALDI Nord continuously reviews the suppliers' implementation status and climate commitment progress.

As part of goal development for the SBTi, we undertook various measures in our stores, distribution centres, and in logistics, and increased usage of renewable energy. These measures vary in individual countries. You can read about them in detail in our [Sustainability Report 2021](#).

### DETERMINATION OF OUR CLIMATE FOOTPRINT

Our carbon footprint is determined in accordance with the internationally recognised standard set by the Greenhouse Gas (GHG) Protocol, which provides a binding framework for performing the calculation. Since we have set independent targets for Scopes 1, 2, and 3, we use two separate carbon footprints as the baseline for 2020. A total of 27,164,502 tonnes of CO<sub>2</sub>e were emitted in 2020 across all scopes. We will measure progress towards our goals in 2030 against this baseline. For Scopes 1 and 2, a total of 452,315 tonnes of CO<sub>2</sub>e were emitted in 2020. In 2022, a total of 347,000 tonnes of CO<sub>2</sub>e were emitted for Scopes 1 and 2. Compared to our baseline, we have thus already saved 23 percentage points of the planned 55 per cent.

Scope 3 emissions account for the largest share of a retailer's total carbon footprint, as is common in that industry. The share of Scope 3 emissions of the ALDI Nord Group of Companies is around 99 per cent. Current data on Scope 3 emissions were not yet available at the time of the editorial deadline. However, these will be published on our website in the near future. More information on the categories covered and our 2020 baseline footprint can be found in the [Sustainability Report 2021](#).





## TCFD RECOMMENDATIONS

Climate change and the transition to low-carbon economies create a variety of risks and opportunities for ALDI Nord. In 2023, we therefore started aligning our risk management processes to the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD), reflecting its growing importance among our stakeholders.

### Preparing for climate scenario screening

ALDI Nord's focus for the first TCFD process is the identification of climate-related risks and opportunities. Internal experts from various departments will convene in workshops to discuss TCFD recommended risks and opportunities, and identify associated impacts.

As recommended by the TCFD, different climate-related scenarios will be applied: A 4-degree scenario of the Intergovernmental Panel on Climate Change (IPCC) will identify changing climatic conditions and extreme weather events, such as sea-level rise or flooding. The identified physical hazards would then threaten transportation and energy infrastructure, buildings, and people at ALDI Nord's businesses and our suppliers. The Net Zero Emission scenario (NZE) of the International Energy Agency (IEA) will be applied in order to take account of a well-below 2-degree scenario. It shows a pathway to achieve net zero CO<sub>2</sub>e emissions by 2050, mainly driven by energy, innovation, and technological changes. This scenario will identify transitory

risks and opportunities and associated impacts for our business.

We are currently in the process of our climate risk assessment. Results will be communicated in the next report.

## PROGRESS AND NEW MEASURES IN OUR STORES

Over recent years, we have already implemented a large number of measures in our stores. You can read about in-depth details in our [2021 Sustainability Report](#). This section highlights the progress made in 2022.

Many of our stores and distribution centres are equipped with photovoltaic (PV) systems. In 2022, these systems had an installed capacity of more than 164,600 kWp and produced over 146,000 MWh of electricity – theoretically enough electricity for 36,500 single-family homes. An average annual consumption of 4,000 kWh per household was used as a basis for the calculation. You can find additional information about the exact status of the individual countries in the following sub-section, 'Renewable energy'.

In the wake of the energy shortage caused by the energy crisis, we developed additional measures to be carried out by stores in all ALDI countries. The preliminary progress and

savings results listed below are for Germany but we expect similar potential savings in other countries.

### Installation of doors on convenience chiller cabinets

- Status: Implementation has already begun and this measure will have been completed in all stores by the end of 2023.
- Expected energy savings: approximately 10 per cent of the electricity demand per store (about 25,000 kWh/year)

### Disabling shelf lighting for baking and wine shelves

- Status: implemented in all stores

### Reduction of lighting to two-thirds in the sales areas

- Status: being implemented

## EFFICIENT LOGISTICS, FLEET, AND DISTRIBUTION CENTRES

We transport more than 31 million euro-pallet spaces between our 65 distribution centres and more than 5,400 stores. We constantly work to make this enormous logistics operation more efficient. Given our rising turnovers, we approach this issue from three angles: technology, efficiency, and competence. Modern logistics concepts help us to pool the flow of goods, optimise, and shorten transport routes.

This reduces the number of journeys and leads to lower emissions. Low-rolling-resistance tyres and roof spoilers help reduce fuel consumption. In addition, we ensure that trucks leave our distribution centres with full payloads.

Our group-wide goal of establishing an in-house net-zero-emission fleet will be supported by conducting a long-term test with ten battery electric trucks at four German distribution centres in 2023. The goal is to evaluate the usage of battery electric trucks (BET) in day-to-day operations, and gather experience with this technology. ALDI Nord is launching a cost and feasibility study to compare different zero-emission technologies in order to ensure that findings from the practical test can be used for all sites and countries. The desired result would be trucks that emit no emissions during operation – primarily electric trucks that draw their energy from batteries or fuel cells. First of all, we will set out the current situation in the regional companies, focusing on the dispatch structure and the site infrastructure. The next step will see an analysis comparing the requirements of the various available technologies.

In addition, we have external logistics consolidation platforms in Europe to bundle small order sizes and optimise truck utilisation for inbound transportation to the ALDI distribution centres. In the reporting year, we increased the number of consolidation





platforms from 17 to 18. However, these optimisations still fall under Scope 3 emissions.

## RENEWABLE ENERGY: MORE GREEN ELECTRICITY TO REACH OUR GOAL

As mentioned in the section about progress in our stores, photovoltaic (PV) systems play a significant role in saving resources and emissions. Across the ALDI Nord Group of Companies, we saved around 40,970 tonnes of CO<sub>2</sub>e emissions in 2022 by expanding photovoltaic systems in stores and distribution centres. 232 new photovoltaic systems were built throughout the Group of Companies in the reporting year. These new systems have a total installed capacity of around 40,700 kWp. [Learn more online about the Installed capacity of photovoltaic systems in 2022 and the In-house electricity production in 2022.](#)

We currently use approximately 72 per cent of the solar-generated electricity ourselves; the remainder is fed into the power grid. We are continuing to test the effectiveness of storage technology that would enable us to use the generated electricity at a later time to increase the available energy for internal use.

Even with additional photovoltaic systems, we will still draw most of our electricity from the grid over the upcoming years. We purchase green energy where possible to make up the

shortfall. ALDI Netherlands converted to completely renewable energy in 2015, and ALDI Spain followed suit in 2018. The switch in Belgium was completed in 2020 and in Germany in 2021. As a result, we saved more than 314,430 tonnes of CO<sub>2</sub>e in 2022 across the entire ALDI Nord Group of Companies.

The switch to renewable energy is the most important factor in reaching our Scope 1 & 2 SBT. By 2030 at the latest, all countries must use 100 per cent renewable energy. Where possible, new stores are equipped with a PV plant, regardless of whether they are owned or rented stores. It is not always possible to install a PV system in every store, particularly when it is part of a larger complex, for example, a shopping centre.

Our future planning includes the intensification of our discussions with suppliers to develop measures for decarbonisation of the supply chain. In addition, we will continue internal discussions to develop measures that go beyond those required by the SBTi. These measures include projects to increase efficiency in our stores and the establishment of an in-house net-zero emission truck fleet. We will report on our progress in subsequent publications.

## WASTE AND WATER IN OUR OPERATING PROCESSES

In waste management, we follow the five-step waste hierarchy: prevention, preparing for reuse, recycling, recovery, and disposal. We avoid waste by using long-lasting, reusable systems in logistics, such as reusable plastic containers for fruit and vegetables, bread and bakery, or pre-packed meat, and in Germany, the internally developed plastic half pallet ('Kunststoff Düsseldorfer Palette' or KDP). We determine which materials can be reused and promote the recycling of each waste stream collected separately at ALDI Nord, such as cardboard and plastic film. The energy in materials that cannot be recycled is recovered in waste incineration plants after pre-treatment. The operation of an ALDI store generally requires less water each year than an average four-person household. In 2022, we used approximately 1,176,894 cubic metres of water throughout ALDI Nord, with 989,610 cubic metres used in our stores. We use efficient engineering to save water. For example, self-cleaning ovens (bake-off) are used in most ALDI countries as they can be cleaned without water. We also use water-saving cleaning equipment fitted with efficient dispensing technology and biodegradable cleaning agents to reduce wastewater contamination.

**We have summarised our existing international and national goals in a separate PDF document. [Learn more about them in our CR Programmes.](#)**





LEARNING  
PLATFORMEMPLOYEE  
SURVEYSUPPORTING  
LOCAL AID  
ORGANISATIONSNEW  
EMPLOYER  
BRANDDISASTER  
RELIEF

# EMPLOYEES & COMMUNITY

## SUCCESS BASED ON MUTUAL RESPECT

The performance and commitment of ALDI employees are at the heart of our success. The modernisation of the HR processes is a significant part of the goals of motivating and supporting the hard-working teams.





**“We systematically analyse every aspect of our processes, from production to in-store activity, and optimise inventory based on customer demand.**

**We offer a 30% discount on soon-to-expire products and donate unsold but edible items locally.**

**Our efforts helped ALDI Spain prevent 6,595 tonnes of food waste in 2022, including 5,994 tonnes with the discount measure alone.”**

VALENTÍN LUMBRERAS  
CEO, ALDI Spain

#### International

**92,000  
EMPLOYEES**

We are proud that our workforce has grown to almost 92,000 employees, and is increasing further.

We are honoured by the hard work and dedication of our employees, who are the foundation of our success. As we continue to grow, we remain committed to providing professional development and growth opportunities.

**100  
PALLETES OF AID SUPPLIES**

As a provider of basic goods, ALDI Nord recognises the importance of giving assistance to those in need. We are committed to offering urgent relief supplies to people facing difficulties. For example, in response to the earthquake that impacted Turkey and Syria, we swiftly dispatched approximately 100 pallets of urgently needed aid supplies to the affected areas.

## HIGHLIGHTS 2022 AID SUPPLIES. DONATIONS. COMMUNITY.

#### ALDI Netherlands



We were awarded the international Top Employer certificate after a careful and extensive external audit. For instance, we offer all Dutch employees a preventive medical check-up with a vitality coach, to give them more insight into their health, vitality, work-life balance and potential occupational risks.



**“ALDI Poland aims to foster positive relationships with local communities and be a supportive neighbor. To achieve this, we collaborate with the ‘unsung heroes’, organizations on a national and local level who provide assistance to those in need.”**

DARIA KOŁODZIEJ  
CR Manager, ALDI Poland





## ATTRACTIVE EMPLOYER

ALDI Nord faces challenges such as high demand for new employees within a competitive employment market and various process changes due to the current internal transformation. We want to encourage all 91,800 ALDI employees to approach their work with passion and commitment. This requires a modern, motivated, and open-minded workforce, along with continuous investment in our people and culture. With this in mind, the strategic decision to rename the HR International department People & Culture was taken in early 2022, while the national departments retained the designation HR department.

In our [Sustainability Report 2021](#), you can read about our approach to managing topics relating to ALDI employees, and the applicable regulations.

### FOCUS AND CHALLENGES 2022

The focus of work carried out by People & Culture in 2022 was on further implementation of standard processes, such as employee dialogues and training but also on digitalisation and automation of processes. A return to the office and the introduction of a hybrid working model were also on the agenda in 2022. For example, building on the experience gained in previous years, ALDI Einkauf offered employees in the International and National Services a working model with 40 per cent remote working. In addition, the completion of the ALDI Nord Campus in Essen in the first

quarter of 2022 took the relocation of ALDI Einkauf's International Services from three sites to a single central location. After the introduction of standard HR topics at ALDI Nord over recent years, we continued to optimise these areas while preparing for introduction in additional countries.

### Understanding our employees better: Employee Survey 2022

A priority for a people-centric, discount-driven approach is the establishment of a feedback culture that leverages organisational development to create a better workplace. ALDI Spain, ALDI Portugal, ALDI France, ALDI Belgium, ALDI Poland, ALDI Luxembourg, and ALDI Denmark each conducted an employee survey in 2022, following a programme from ALDI Einkauf in Germany. Each country analysed the results to identify strengths and challenges, derived measures to address these challenges and foster strengths, and is currently implementing them. ALDI Netherlands has already conducted the employee survey – in 2021 – and therefore focused on a pulse survey on leadership in 2022.

You can read in our [Sustainability Report 2021](#) about how we communicate internally with the ALDI employees and the channels we use.

### Recruitment and onboarding: empowering new employees from day one

The new employer brand was launched from late 2020 to 2022. It is now available in all ALDI countries. This was accompanied by the launch of new HR communication channels and recruitment marketing measures. The employer brand aims to give applicants realistic insights into working life at ALDI Nord and ensure the fit is right, both in terms of the applicant's skills and the corporate culture. Prospective employees can find information on digital channels, such as career websites and social media. In most ALDI countries, the Employer Branding teams were expanded to further increase employer communication. In addition, we developed a concept for an international employer brand survey to enable data-driven assessments of candidates' priorities when choosing an employer. The aim is to realise this concept across all ALDI countries in 2023.

As in previous years, we focused in particular on ramping up hiring at our stores in the year under review. To this end, we deployed an automated pre-selection tool to facilitate a fast-paced yet effective recruitment process with an authentic candidate experience. The tool provides applicants with insights into work at ALDI stores during the application process, using videos of employees and work situations. It also makes the application process fairer with a predictable pre-selection technology based only on competencies and skills. ALDI Netherlands, ALDI Belgium, ALDI

Luxembourg, ALDI Portugal, ALDI Poland, ALDI France, and some ALDI companies in Germany already use this tool, and it will be introduced in the other ALDI countries in 2023.

The ALDI Technology Hub in Krakow, Poland, was founded in March 2022. It aims to drive the digitalisation trajectory of the ALDI Nord Group of Companies, provide support for ALDI Einkauf employees in Essen, and increase the possibility of attracting new employees in an additional labour market. Plans are already underway to maximise the potential of the ALDI Technology Hub in 2023. The opening of the ALDI Technology Hub witnessed the introduction of several new recruiting and employer branding measures to identify new employees for the hub. In 2022, we focused on the launch of recruitment processes, new communication channels, and employer branding campaigns. This will continue in 2023.

Since November 2022, the ALDI POWER Days have been revised into a uniform, simplified and in-person approach for all new colleagues working in International Services at ALDI Einkauf in Essen. Similar onboarding programmes have been used in all ALDI countries. ALDI Nord expanded a concept called Onboarding POWER – to help executives onboard their new team members during their first six months at ALDI Nord – in additional countries in 2022. You can find out more about these programmes in the [Sustainability Report 2021](#).





## Professional development: employee dialogues and learning opportunities

### Employee dialogues and talent pools to foster international career development

In 2021, the employee dialogue was introduced as a new international format for ALDI Nord. This structured process enables employees and their supervisors to (self) evaluate, and discuss targets, performance, competencies, and development on a regular basis – at least once a year. Employee dialogues were conducted in 2022 for all employees at ALDI Einkauf and the service companies, and in the regional companies for executives up to the level of district sales manager. A simpler and shorter employee feedback tool, the feedback and collaboration talk, was introduced to all countries in 2022. This provides standardised feedback with a focus on clear KPIs and target achievement, using a compact list of ALDI Nord competencies which are assessed in a simplified rating system. The development focus of this tool helps ALDI Nord to foster internal development opportunities.

The structured employee dialogues are analysed to identify employees' competencies, development goals, and needs. This facilitates data-based decisions to select employees for talent pools on the basis of the specific country requirements and needs, and employee participation in talent programmes. Talent pools were available in all countries and ALDI Einkauf's International Services in 2022. Poland and Spain have existing talent programmes, with expansion planned in both countries and the Netherlands for 2023. In addition, the first international talent pool measures began in 2022. They involved employees from Germany, the Netherlands, Poland, Spain,

and ALDI Einkauf's International Services with the intention of supporting their global career development.

For the first time, a Leadership Conference was held for ALDI Einkauf's International Services in November 2022. This kicked off work on employee empowerment, which will be a key focus area in 2023. Further progress from 2022 is presented below.

### Learning opportunities for employee career development

Systematic training and development are key elements for ensuring the continued success of ALDI Nord. We continue to provide leadership coaching and training on feedback culture and programmes to promote situational leadership and active employee participation.

We are working on providing extensive learning opportunities for all target groups, including classroom and online training courses, as well as e-learning modules.

In October 2022, we launched a learning platform for employees with company-owned devices working in International Services and most service companies. We plan to make it available for German regional companies in 2023. The platform provides flexible access to learning content on topics such as 'Technology & Development' and 'Leadership & Business'.

Our learning platform is a cost-efficient solution, with a quick setup that covers identified learning gaps for building the skills that the organisation needs to adequately meet present and future challenges. It provides curated learning pathways to improve generic and functional skills, and supports a culture of self-driven learning and the development of a learning organisation.

### Ensuring fair and equal working conditions for all ALDI employees

ALDI Nord promotes equal opportunities through a wide range of job profiles. These are based on our ALDI Nord competency model which describes our most important competencies and applies to all ALDI employees. We also offer development opportunities for entry-level and management-level employees, and attractive working-time models. We reject all forms of discrimination. Work-life balance is a key future issue for the ALDI companies, and we already offer some 58,000 opportunities for part-time employment and remote working. We are pursuing the expansion of these opportunities in 2023.

People from 133 nations work in the nine European countries where the ALDI companies operate. All ALDI employees have the same opportunities, irrespective of gender, age, religious affiliation or world view, gender identity and sexual orientation, origin, or physical impairment.

In 2022, women accounted for around 65 per cent of the total workforce (2021: 65 per cent). The proportion of female employees in management positions was 34 per cent in the reporting year (2021: 34 per cent), and women manage about half of our stores.

By signing the United Nations Women's Empowerment Principles in March 2021, we publicly reaffirmed our commitment to greater gender equality in our Group of Companies and along our international supply chains. Throughout the ALDI Nord Group of Companies, the ALDI companies offer long-term employment relationships with fair pay and employment conditions. Most employment contracts offered by the ALDI companies are permanent (around 80 per cent in 2022). All ALDI employees are remunerated with fair pay in accordance with their performance.

You can read about the measures we have in place to improve the health and safety of ALDI employees in our [Sustainability Report 2021](#).

**We have summarised our existing international and national goals in a separate PDF document. Learn more about them in our [CR Programmes](#).**







## SOCIAL COMMITMENT

We are a retailer of basic goods. Every day, we ensure millions of customers have access to fresh, high-quality products at an excellent price-performance ratio, making basic goods affordable for everyone – simply and swiftly. We aim to ensure that everybody is enabled to have fundamental needs met in their daily lives.

This is why we provide support beyond our core business wherever people lack basic necessities or the supply of the essentials is not guaranteed. We concentrate on:

- health in leisure, work and working conditions
- healthy nutrition and exercise
- public infrastructure
- education
- fire, natural disasters, and civil protection.

We help by doing what we do best, based on the discount principle: hands-on, fact-based, and simple. Alongside financial support, we help with personal engagement to maximum possible effect.

In this section, we describe the social commitments of the Group of Companies. We will provide an update on the progress of the respective national projects in the Sustainability Report 2023. For more information about how we approach our social commitment, how we organise our efforts, and which guidelines apply, please see our [Sustainability Report 2021](#).

## ALDI NORD: DISASTER RELIEF – SIMPLY AND QUICKLY

Europe and its border regions are in a state of emergency with the war in Ukraine carrying on since 2022, and the devastating earthquake in Turkey and Syria in February 2023. As a retailer of basic goods, ALDI Nord believes we must alleviate the needs of those affected and we have a firm goal to provide people in need with urgent relief supplies. In the regions affected by the earthquake, there was – and remains – a lack of essential goods. ALDI Nord directed rapid aid in February 2023, sending around 100 pallets of urgently needed relief supplies to the crisis area. This logistical challenge was only possible thanks to close cooperation with highly professional partners. In Ukraine, ALDI Nord has also been involved in helping those in need. The regional companies in all ALDI countries received a special budget of 500,000 euros to support local aid organisations, for example, by providing food or clothes. As a result, local aid organisations can support refugees or provide humanitarian aid in Ukraine. In addition, ALDI Poland has set up an internal support programme for affected Ukrainian employees and developed a refugee assistance programme.

**We have summarised our existing international and national goals in a separate PDF document. Learn more about them in our [CR Programmes](#).**







# APPENDIX

## AT A GLANCE: THE DETAILS

The Key figures and the Report profile are presented in compact form in the Appendix. Online you will find an overview of all the ALDI Nord Key figures.

### KEY FIGURES

---

### MANAGEMENT

---

### CUSTOMER & PRODUCT

---

### SUPPLY CHAIN & RESOURCES

---

### CLIMATE & ENVIRONMENT

---

### EMPLOYEES & COMMUNITY

---

### REPORT PROFILE

---

### LEGAL NOTICE

---





# MANAGEMENT

## PRODUCTS AND OWN BRANDS IN THE PRODUCT RANGES

Number of products and proportion of own-brand products in the standard product ranges (in per cent)

	2020		2021		2022	
	Number of products	Proportion of own brand (in %)	Number of products	Proportion of own brand (in %)	Number of products	Proportion of own brand (in %)
Belgium/Luxembourg <sup>1</sup>	1,594	90.0	1,652	89.2	1,711	91.6
Denmark	1,624	65.3	1,700	65.4	1,700	65.4
France	1,775	88.4	2,165	87.7	2,407	83.8
Germany	1,579	79.4	1,728	79.0	1,866	85.4
Netherlands	1,947	90.5	1,957	90.6	1,934	93.1
Poland	1,991	48.7	1,898	56.2	1,809	56.9
Portugal	2,016	84.4	2,144	82.4	2,094	83.3
Spain	2,472	85.8	2,806	83.4	2,648	79.8
<b>ALDI Nord</b>	<b>1,875</b>	<b>79.1</b>	<b>2,006</b>	<b>79.7</b>	<b>2,021</b>	<b>80.2</b>

<sup>1</sup> The information regarding the legally independent companies of ALDI Belgium and ALDI Luxembourg has been combined for the purposes of a simplified presentation (refer to 'Report profile').

## STORES AND ALDI EMPLOYEES

Number of ALDI stores and number of ALDI employees (headcount in total and by gender) on the reference date 31 December

	2020			2021			2022		
	Number of stores	Number of employees	thereof female	Number of stores	Number of employees	thereof female	Number of stores	Number of employees	thereof female
Belgium/Luxembourg <sup>1</sup>	456	7,589	5,406	458	8,046	5,784	465	8,479	6,068
Denmark	184	2,594	1,195	189	2,920	1,389	188	2,607	1,209
France	885	10,158	6,628	1,309	16,428	10,337	1,321	15,756	9,539
Germany	2,210	38,860	26,517	2,223	37,899	25,411	2,201	40,047	26,778
Netherlands	493	10,104	5,994	487	9,562 <sup>2</sup>	5,604 <sup>2</sup>	488	10,805	6,232
Poland	157	3,471 <sup>2</sup>	2,812	201	3,679 <sup>2</sup>	3,000 <sup>2</sup>	251	4,701	3,771
Portugal	83	2,239	1,544	105	2,422	1,611	122	2,860	1,849
Spain	328	5,457 <sup>2</sup>	3,466	357	5,939	3,808	394	6,544	4,378
<b>ALDI Nord</b>	<b>4,796</b>	<b>80,472</b>	<b>53,571</b>	<b>5,329</b>	<b>86,895</b>	<b>56,982</b>	<b>5,430</b>	<b>91,799</b>	<b>59,824</b>

<sup>1</sup> The information regarding the legally independent companies of ALDI Belgium and ALDI Luxembourg has been combined for the purposes of a simplified presentation (refer to 'Report profile').

<sup>2</sup> The value was corrected compared to the information published in the previous year's report.

## TOTAL NET SALES OF THE ALDI COMPANIES

Total net sales in the business year (in billion euros)







## CUSTOMER & PRODUCT

### BAGS SOLD/GIVEN AWAY

Number of bags sold/given away by type  
(in thousands)

	2020			2021			2022		
	Total <sup>1</sup>	Short-life bags <sup>2</sup>	Long-life bags <sup>3</sup>	Total <sup>1</sup>	Short-life bags <sup>2</sup>	Long-life bags <sup>3</sup>	Total <sup>1</sup>	Short-life bags <sup>2</sup>	Long-life bags <sup>3</sup>
Belgium/Luxembourg <sup>4</sup>	5,220	–	5,220	4,088	–	4,088	5,495	1,706	3,788
Denmark	3,845	2,329	1,556	2,532	7	2,525	2,153	–	2,153
France	15,982	11,998	3,984	18,537	10,737	7,800	26,991 <sup>5</sup>	16,248	10,741
Germany	28,860	–	28,860	22,286	–	22,286	25,710	8,346	17,364
Netherlands	4,958	1	4,957	5,045	1	5,044	5,429	1,272	4,156
Poland	7,479	7,154	324 <sup>6</sup>	9,575	9,181	394	1,676	–	1,676
Portugal	6,239	5,535	704	7,124	6,218	906	6,025	4,127	1,898
Spain	25,541	24,391	1,150	28,722	27,707	1,015	25,724	11,269	14,455
<b>ALDI Nord</b>	<b>90,124</b>	<b>51,408</b>	<b>38,755</b>	<b>97,909</b>	<b>53,851</b>	<b>44,058</b>	<b>99,203</b>	<b>42,968</b>	<b>56,231</b>

1 The totals of short-life bags and long-life bags may differ due to rounding.

2 Short-life bags: These include the paper and plastic carrier bag (incl. single loop-handle carrier bag).

3 Long-life bags: These include the cotton bag, jute bag, reusable bag, colored carrier bag, permanent bag, cooling bag and plastic box. From 2020 onward, this also includes reusable loop handle carrier bag and OGATA backpack backpack and from 2022 reusable bags for fruits and vegetables and bakery product bags.

4 The information regarding the legally independent companies of ALDI Belgium and ALDI Luxembourg has been combined for the purposes of a simplified presentation (refer to 'Report profile').

5 The sharp increase in bags sold/given is attributable to the opening of many new ALDI stores in France in 2022.

6 The value for 2020 was corrected compared to the information published in the previous year's report.

### ORGANIC AND FAIRTRADE PRODUCTS

Number of own-brand products with  
EU organic logo and number of procured  
own-brand products with  
Fairtrade certification in the standard  
and special-buy product ranges<sup>1</sup>

	2020		2021		2022	
	Organic products	Fairtrade products	Organic products	Fairtrade products	Organic products	Fairtrade products
Belgium/Luxembourg <sup>2</sup>	112	27	189	32	158	41
Denmark	234	61	243	41	314	15
France	256	40	221	31	156	27
Germany	379	174	371	201	280	186
Netherlands	106	75	83	69	40	71
Poland	84	86	32	70	35	56
Portugal	271	92	228	80	288	76
Spain	314	69	295	65	320	75
<b>ALDI Nord</b>	<b>1,290</b>	<b>269</b>	<b>1,378</b>	<b>294</b>	<b>1,104</b>	<b>332</b>

The ALDI Nord Group of Companies has considered the current economic situation and the change in customer behaviour and adjusted its product range accordingly, to reduce the emphasis on organic products. As a result, there has been a decrease in the number of organic products compared to the previous year.

1 Since certain products are purchased jointly for several countries, the total number of insourced products may be lower than the total of the breakdowns by country.

2 The information regarding the legally independent companies of ALDI Belgium and ALDI Luxembourg has been combined for the purposes of a simplified presentation (refer to 'Report profile').





## FOOD DONATIONS

Share of stores that donate unsaleable yet still edible food to charitable institutions as a proportion of the total number of stores (in per cent)

In general, we manage goods in such a manner as to prevent losses to the greatest extent possible. Wherever possible, any surpluses should be donated. However, not all locations have access to partners that accept food donations.

	2020	2021	2022
Belgium/Luxembourg <sup>1</sup>	61.0	65.9	79.1
Denmark	61.2	28.4 <sup>2</sup>	26.6
France	55.7	50.0	47.1
Germany	97.6	97.4	97.9
Netherlands	86.4	78.7	80.0
Poland	92.7	96.2	93.5
Portugal	100.0	100.0	100.0
Spain	56.1	66.7	69.5
<b>ALDI Nord</b>	<b>80.9</b>	<b>76.7</b>	<b>77.6</b>

- 1 The information regarding the legally independent companies of ALDI Belgium and ALDI Luxembourg has been combined for the purposes of a simplified presentation (refer to 'Report profile').
- 2 In 2021, 28.4 per cent of stores in Denmark were donating (due to a drastic decrease of donation partners). In 2022 the numbers remained stable in comparison to previous year. However, 100 per cent of stores in Denmark had a partnership with Too Good To Go to prevent food waste.

## LABELLED VEGETARIAN AND VEGAN PRODUCTS

Number of listed food and non-food own-brand products labelled as vegan or vegetarian from the standard and special-buy product ranges<sup>1</sup>

In addition to the labelled products, ALDI Nord offers wide ranges of non-labelled vegetarian and/or vegan items.

	2020	2021	2022
Belgium/Luxembourg <sup>2</sup>	57	70	120
Denmark	58	62	62 <sup>3</sup>
France	35	25	26
Germany	385	421	456
Netherlands	76	115	95
Poland	96	84	64
Portugal	126	114	164
Spain	139	202	198
<b>ALDI Nord</b>	<b>684</b>	<b>872</b>	<b>975</b>

- 1 Since certain products are purchased jointly for several countries, the total number of insourced products may be lower than the total of the breakdowns by country.
- 2 The information regarding the legally independent companies of ALDI Belgium and ALDI Luxembourg has been combined for the purposes of a simplified presentation (refer to 'Report profile').
- 3 ALDI Denmark reports the same data for 2022 as for 2021, as the ALDI Nord Group of Companies decided to withdraw from the Danish market at the end of 2022. This process is expected to be completed in the course of 2023.

## SHELL EGGS FROM CAGE-FREE FARMING

Share of cage-free own-brand shell eggs as a proportion of the total number of procured own-brand shell eggs (in per cent)<sup>1</sup>

	2020	2021	2022
Belgium/Luxembourg <sup>2</sup>	100.0	100.0	100.0
Denmark	100.0	100.0	100.0 <sup>3</sup>
France	54.6	100.0	100.0
Germany	100.0	100.0	100.0
Netherlands	100.0	100.0	100.0
Poland	36.8	100.0	100.0
Portugal	100.0	100.0	100.0
Spain	100.0	100.0	100.0
<b>ALDI Nord</b>	<b>96.1</b>	<b>100.0</b>	<b>100.0</b>

- 1 KAT-certification is not reported separately anymore, as 100 per cent KAT-certification was achieved in all countries.
- 2 The information regarding the legally independent companies of ALDI Belgium and ALDI Luxembourg has been combined for the purposes of a simplified presentation (refer to 'Report profile').
- 3 ALDI Denmark reports the same data for 2022 as for 2021, as the ALDI Nord Group of Companies decided to withdraw from the Danish market at the end of 2022. This process is expected to be completed in the course of 2023.

## CAGE-FREE OWN-BRAND PRODUCTS CONTAINING EGGS

Amount of sold cage-free own-brand products containing eggs as a proportion of the total number of sold private label products containing egg from the standard and special-buy product ranges (in per cent)<sup>1</sup>

	2020	2021	2022
Belgium/Luxembourg <sup>2</sup>	99.7 <sup>3</sup>	100.0	98.2 <sup>4</sup>
Denmark	100.0	100.0	100.0 <sup>5</sup>
France	79.3	93.4	98.1
Germany	99.5	99.9	99.8
Netherlands	100.0	100.0	100.0
Poland	49.7	40.8	73.6
Portugal	62.9	43.0	44.1
Spain	64.4	56.0	56.3
<b>ALDI Nord</b>	<b>80.1</b>	<b>79.1</b>	<b>94.0</b>

- 1 Data was collected for the first time in 2020. Data collection method in 2021 changed compared to previous year, therefore, comparison with previous year data is limited.
- 2 The information regarding the legally independent companies of ALDI Belgium and ALDI Luxembourg has been combined for the purposes of a simplified presentation (refer to 'Report profile').
- 3 The data only refers to companies of ALDI Belgium.
- 4 Numbers for 2022 for ALDI Belgium/ALDI Luxembourg declined in comparison to 2021 due to local assortment.
- 5 ALDI Denmark reports the same data for 2022 as for 2021, as the ALDI Nord Group of Companies decided to withdraw from the Danish market at the end of 2022. This process is expected to be completed in the course of 2023.





## PUBLIC PRODUCT RECALLS

The number of publicly recalled products broken down into food and non-food products

	2020			2021			2022		
	Total	Recalls food	Recalls non-food	Total	Recalls food	Recalls non-food	Total	Recalls food	Recalls non-food
Belgium/Luxembourg <sup>1</sup>	8	8	–	20	18	2	17	16	1
Denmark	3	2	1	12	10	2	6	3	3
France	18	15	3	55	51	4	30	27	3
Germany	13	12	1	8	6	2	8	4	4
Netherlands	5	5	–	6	5	1	6	5	1
Poland	11	10	1	1	1	–	3	2	1
Portugal	1	1	–	4	2	2	3	1	2
Spain	9	7	2	14	11	3	18	16	2
<b>ALDI Nord</b>	<b>68</b>	<b>60</b>	<b>8</b>	<b>120</b>	<b>104</b>	<b>16</b>	<b>91</b>	<b>74</b>	<b>17</b>

<sup>1</sup> The information regarding the legally independent companies of ALDI Belgium and ALDI Luxembourg has been combined for the purposes of a simplified presentation (refer to 'Report profile').

## PRODUCTS WITH ALDI TRANSPARENCY CODE (MEAT)

Number and share of own-brand meat products and own-brand products containing meat that are labelled with the ALDI Transparency Code (ATC)

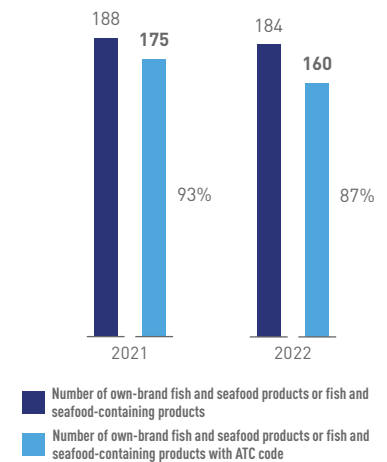
	2020			2021			2022		
	Total	ATC products	ATC proportion (in %)	Total	ATC products	ATC proportion (in %)	Total	ATC products	ATC proportion (in %)
Belgium/Luxembourg <sup>1</sup>	389	342	83.3	415	371	89.4	411	388	94.4
Denmark	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
France	606	368	60.7	645	490	76.0	735	685	93.2
Germany	781	717	91.8	918	863	94.0	811	752	92.7
Netherlands	466	113	24.2	541	121	22.4	411	145	35.3
Poland	381	19	5.0	110	20	18.2	99	–	–
Portugal	286	72	25.2	261	92	35.2	224	92	41.1
Spain	265	8	3.0	399	7	1.8	348	1	0.3
<b>ALDI Nord</b>	<b>3,174</b>	<b>1,621</b>	<b>51.1</b>	<b>3,289</b>	<b>1,964</b>	<b>59.7</b>	<b>3,039</b>	<b>2,063</b>	<b>67.9</b>

<sup>1</sup> The information regarding the legally independent companies of ALDI Belgium and ALDI Luxembourg has been combined for the purposes of a simplified presentation (refer to 'Report profile').

## PRODUCTS WITH ALDI TRANSPARENCY CODE (FISH AND SEAFOOD IN GERMANY)

Number and proportion of own-brand fish and seafood products and own-brand products containing fish and seafood in Germany that are labelled with the ALDI Transparency Code (ATC)

The scope of data is to be expanded and internationalised in the years ahead due to the introduction of the ATC for additional product groups and in additional countries.







# SUPPLY CHAIN & RESOURCES

## CERTIFIED SUSTAINABLE FISH AND SEAFOOD PRODUCTS

Share of own-brand products certified with the MSC, ASC, GLOBALG.A.P. or EU organic logo as a proportion of the total number of fish and seafood products, broken down by certification standard only online (in per cent)

In 2022, around 60 per cent of our own-brand fish and seafood products were certified with one of the following sustainability standards: the largest portion was attributable to the MSC certification standard (around 62 per cent), followed by ASC certification (around 29 per cent), GLOBALG.A.P. certification (around 12 per cent) and products with the EU organic logo (around 3 per cent).

	2020	2021	2022
Belgium/Luxembourg <sup>1</sup>	74.3	76.8	81.4
Denmark	88.9	71.6	71.6 <sup>2</sup>
France	54.1	57.2	57.5
Germany	85.8	83.9	78.4
Netherlands	80.6	73.7	74.4
Poland	42.2	73.5	54.0
Portugal	51.0	49.5	43.6
Spain	37.8	29.9	24.9
<b>ALDI Nord</b>	<b>60.0</b>	<b>59.8</b>	<b>60.3</b>

<sup>1</sup> The information regarding the legally independent companies of ALDI Belgium and ALDI Luxembourg has been combined for the purposes of a simplified presentation (refer to 'Report profile').

<sup>2</sup> ALDI Denmark reports the same data for 2022 as for 2021, as the ALDI Nord Group of Companies decided to withdraw from the Danish market at the end of 2022. This process is expected to be completed in the course of 2023.

## CERTIFIED SUSTAINABLE COTTON

Share of sustainable cotton as a proportion of the total volume of cotton in the clothing and home textiles product groups from the standard and special-buy product ranges, broken down by certification standard only online (in per cent)

	2020	2021	2022
Belgium/Luxembourg <sup>1</sup>	74.7	88.9	91.2
Denmark	63.7	88.9	93.6
France	52.1	71.9	74.1
Germany	64.9	85.1	92.4
Netherlands	49.5	69.3	89.2
Poland	64.8	89.3	93.3
Portugal	76.4	89.4	92.3
Spain	68.7	65.0	95.8
<b>ALDI Nord</b>	<b>64.1</b>	<b>82.0</b>	<b>90.6</b>

<sup>1</sup> The information regarding the legally independent companies of ALDI Belgium and ALDI Luxembourg has been combined for the purposes of a simplified presentation (refer to 'Report profile').

## FSC®- OR PEFC™-CERTIFIED PRODUCTS

Share of own-brand products certified according to FSC® or PEFC™ as a proportion of the total number of own-brand products from the standard and special-buy product ranges with elements made of wood, board, paper, cellulose-based viscose and non-woven fabric, as well as bamboo, broken down by certification standard only online (in per cent)

FSC® 100%, FSC® MIX and PEFC™ are considered to be certification standards. In 2022, the largest portion was attributable to FSC® 100% certification (around 50 per cent followed by FSC® MIX certification (around 36 per cent), and PEFC™ certification (around 14 per cent).

	2020	2021	2022
Belgium/Luxembourg <sup>1</sup>	97.2	94.3	97.0
Denmark	95.0	92.5	93.2 <sup>2</sup>
France	92.6	87.9	89.2
Germany	95.2	94.2	94.1
Netherlands	90.7	86.3	87.7
Poland	89.8	94.0	89.9
Portugal	96.7	95.2	93.3
Spain	97.5	97.9	96.0
<b>ALDI Nord</b>	<b>93.2</b>	<b>92.6</b>	<b>92.1</b>

<sup>1</sup> The information regarding the legally independent companies of ALDI Belgium and ALDI Luxembourg has been combined for the purposes of a simplified presentation (refer to 'Report profile').

<sup>2</sup> ALDI Denmark reports the same data for 2022 as for 2021, as the ALDI Nord Group of Companies decided to withdraw from the Danish market at the end of 2022. This process is expected to be completed in the course of 2023.





## CERTIFIED PALM OIL

Proportion of total volume of palm oil used in the production of our food and non-food items in the standard and special-buy product ranges certified in accordance with a physical RSPO supply chain system (in per cent)

	2020	2021	2022		
	Total	Total	Total	Food	Non-Food
Belgium/Luxembourg <sup>1</sup>	100.0	100.0	100.0	100.0	100.0
Denmark	90.1	99.9	99.9 <sup>2</sup>	99.9 <sup>2</sup>	100.0 <sup>2</sup>
France	99.9	99.2	95.0	99.5	89.9
Germany	100.0	99.7	98.8	99.9	93.7
Netherlands	100.0	100.0	98.6	98.6	98.7
Poland <sup>3</sup>	99.5	99.5	86.0	82.1	99.3
Portugal	99.7	92.1	92.7	97.1	62.6
Spain	87.6	77.2	73.7	95.8	21.4
<b>ALDI Nord</b>	<b>99.3</b>	<b>98.1</b>	<b>95.9</b>	<b>98.9</b>	<b>85.9</b>

<sup>1</sup> The information regarding the legally independent companies of ALDI Belgium and ALDI Luxembourg has been combined for the purposes of a simplified presentation (refer to 'Report profile').

<sup>2</sup> ALDI Denmark reports the same data for 2022 as for 2021, as the ALDI Nord Group of Companies decided to withdraw from the Danish market at the end of 2022. This process is expected to be completed in the course of 2023.

<sup>3</sup> The values differ from the previous year because, due to the war in Ukraine, deliveries of sunflower/canola oil were stopped and replaced by palm oil. Due to the shortage of time, suppliers were not able to get certified palm oil.

## ALDI SUSTAINABILITY ASSESSMENTS (ASAs)

	2020	2021	2022
<b>ALDI Sustainability Assessments (non-food)</b>			
Total number of ALDI Sustainability Assessments	307	263	262
Share of ASAs where Severe Risks have been identified in the total number of ASAs (in per cent)	19.2	26.6	28.6
Share of ASAs where the remediation of Severe Risks has been completed (in per cent)	n/a	n/a	40.0
<b>ALDI Sustainability Assessments (food)</b>			
Total number of ALDI Sustainability Assessments	n/a	n/a	64
Share of ASAs where Severe Risks have been identified in the total number of ASAs (in per cent)	n/a	n/a	4.7
Share of ASAs where the remediation of Severe Risks has been completed (in per cent)	n/a	n/a	100

## ENVIRONMENTAL COMPLIANCE

	2020	2021	2022
Number of wet production facilities located in risk countries	409	360	359
Share of reported wet production sites with valid & compliant wastewater and sludge analysis or chemical inventory (in per cent)	97.9 <sup>1</sup>	93.1 <sup>1</sup>	92.0

<sup>1</sup> For 2020 and 2021, the wet production facilities were only checked for valid and compliant wastewater and sludge analyses.

## AUDIT RATE FOR PRODUCTION FACILITIES OF NON-FOOD COMMODITY GROUPS IN RISK COUNTRIES

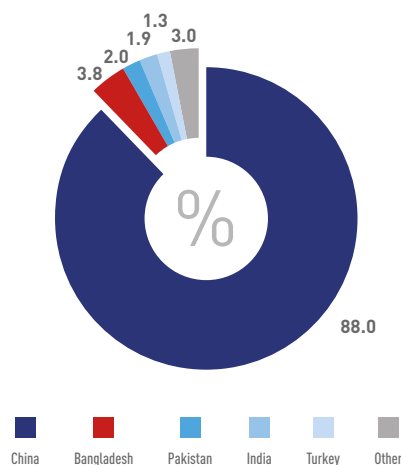
	2021	2022
ALDI Nord (in per cent)	100	97.7





## NON-FOOD PRODUCT GROUP PRODUCTION FACILITIES BY COUNTRY

Share of non-food production facilities used by producing country (in per cent)



## CERTIFIED SUSTAINABLE COCOA

Share of certified sustainable cocoa, as a proportion of total weight of procured own-brand cocoa in standard and special-buy product ranges, broken down by certification standard only online (in per cent)

In 2022, roughly 99 per cent of the weight of own-brand products containing cocoa was certified sustainable cocoa. The largest portion was attributable to UTZ/Rainforest Alliance certification (76 per cent), followed by Fairtrade certification (around 24 per cent).

	2020	2021	2022
Belgium/Luxembourg <sup>1</sup>	100.0	100.0	99.8
Denmark	97.5	96.6	96.6 <sup>2</sup>
France	93.5	97.7	98.8
Germany	99.9	99.1	99.4
Netherlands	98.4	99.5	99.1
Poland	99.2	98.5	98.8
Portugal	92.1	97.5	99.1
Spain	98.7	94.6	97.6
<b>ALDI Nord</b>	<b>99.7</b>	<b>98.7</b>	<b>99.1</b>

- The information regarding the legally independent companies of ALDI Belgium and ALDI Luxembourg has been combined for the purposes of a simplified presentation (refer to 'Report profile').
- ALDI Denmark reports the same data for 2022 as for 2021, as the ALDI Nord Group of Companies decided to withdraw from the Danish market at the end of 2022. This process is expected to be completed in the course of 2023.

## CERTIFIED SUSTAINABLE TEA

Share of certified sustainable tea as a proportion of the total weight of procured own-brand tea products in the standard and special-buy product ranges, broken down by certification standard only online (in per cent)<sup>1</sup>

In 2022, around 89 per cent of our own-brand tea products were certified with one of the following sustainability standards: UTZ/Rainforest Alliance and EU organic. The largest portion was attributable to UTZ/Rainforest Alliance (around 98 per cent), followed by EU organic (around 2 per cent), and Fairtrade & EU organic (around 1 per cent).

	2020	2021	2022
Belgium/Luxembourg <sup>2</sup>	70.1	83.0	94.6
Denmark	78.9	60.8	60.8 <sup>3</sup>
France	67.4	70.9	68.5
Germany	67.3	70.9	72.6
Netherlands	73.9	88.3	94.8
Poland	62.8	75.1	40.6 <sup>4</sup>
Portugal	62.1	61.2	64.2
Spain	61.5	62.1	61.7
<b>ALDI Nord</b>	<b>67.9</b>	<b>72.4</b>	<b>69.4</b>

- The scope of data takes into account own-brand products containing tea (items that contain products from the tea plant, such as black and green tea) as well as own-brand products containing tea infusions (such as herbal and fruit tea).
- The information regarding the legally independent companies of ALDI Belgium and ALDI Luxembourg has been combined for the purposes of a simplified presentation (refer to 'Report profile').
- ALDI Denmark reports the same data for 2022 as for 2021, as the ALDI Nord Group of Companies decided to withdraw from the Danish market at the end of 2022. This process is expected to be completed in the course of 2023.
- Due to product range changes, procurement and a change in demand, the certified share has decreased compared to the previous year.

## CERTIFIED SUSTAINABLE COFFEE

Share of certified sustainable coffee as a proportion of the total weight of coffee procured for own-brand products in the standard and special-buy product ranges broken down by certification standard only online (in per cent)

In 2022, around 80 per cent of the procured own-brand coffee was certified in accordance with one of the following sustainability standards: Fairtrade, UTZ/Rainforest Alliance and the EU organic logo. The largest portion was attributable to UTZ/Rainforest Alliance certification (around 96.5 per cent (UTZ: around 27 per cent and Rainforest Alliance: 69 per cent)), followed by a share of around 4 per cent with Fairtrade certification and the EU organic logo.

	2020	2021	2022
Belgium/Luxembourg <sup>1</sup>	57.0	60.3	61.4
Denmark	85.7	85.1	85.1 <sup>2</sup>
France	57.7	60.2	61.5
Germany	49.5	51.6	54.5
Netherlands	63.6	65.4	97.4
Poland	46.5	56.7	46.5
Portugal	69.4	77.6	45.4 <sup>3</sup>
Spain	71.2	70.6	49.7 <sup>3</sup>
<b>ALDI Nord</b>	<b>54.8</b>	<b>57.5</b>	<b>79.4</b>

- The information regarding the legally independent companies of ALDI Belgium and ALDI Luxembourg has been combined for the purposes of a simplified presentation (refer to 'Report profile').
- ALDI Denmark reports the same data for 2022 as for 2021, as the ALDI Nord Group of Companies decided to withdraw from the Danish market at the end of 2022. This process is expected to be completed in the course of 2023.
- Due to the current market situation and demand, less certified coffee was purchased by ALDI Portugal and ALDI Spain in the reporting year.





# CLIMATE & ENVIRONMENT

## DIRECT ENERGY CONSUMPTION

### Direct energy consumption in buildings and logistics by country (in MWh)<sup>1</sup>

	2020	2021	2022
Belgium/Luxembourg <sup>2</sup>	108,069	111,337	101,925
Denmark	18,828	20,480	20,187
France	134,064	154,377	170,837
Germany	386,987	392,879 <sup>3</sup>	369,297
Netherlands	77,286	78,543	64,077
Poland	23,649	28,717	35,046
Portugal	2,015	2,730	3,188
Spain	5,267	5,747	6,843
<b>ALDI Nord</b>	<b>756,165</b>	<b>795,137</b>	<b>771,400</b>

<sup>1</sup> The data is partly based on estimates and extrapolations.

<sup>2</sup> The information regarding the legally independent companies of ALDI Belgium and ALDI Luxembourg has been combined for the purposes of a simplified presentation (refer to 'Report profile').

<sup>3</sup> The value for 2021 was corrected compared to the information published in the previous year's report.

## DIRECT ENERGY CONSUMPTION BY SOURCE

### Direct energy consumption in buildings and logistics by energy source (in MWh)<sup>1</sup>

	2020	2021	2022
Natural gas	384,773	424,155 <sup>2</sup>	408,055
Heating oil	25,425	22,416 <sup>2</sup>	22,685
Biogas	799	1,430 <sup>2</sup>	1,217
Diesel (incl. diesel generators)	344,053	345,363 <sup>2</sup>	376,859
Petrol	713	1,341 <sup>2</sup>	3,170
Liquid gas	402	433	408

<sup>1</sup> The data is partly based on estimates and extrapolations.

<sup>2</sup> The value for 2021 was corrected compared to the information published in the previous year's report.

## WATER CONSUMPTION

### Water consumption (in cubic metres)<sup>1</sup>

The slightly increased consumption across countries in 2022 was due to several factors, including the opening of new stores, major leakages, water usage to comply with COVID-19 measures, and roof watering caused by alarm sensors of the cooling system.

	2020	2021	2022
Belgium/Luxembourg <sup>2</sup>	55,991	61,101	58,173
Denmark	15,418	16,729	16,891
France	186,900	282,930	375,105 <sup>3</sup>
Germany	271,369	253,060	263,313
Netherlands	65,601	59,287	60,219
Poland	33,478	27,886	117,401 <sup>3</sup>
Portugal	96,104	93,003	113,026
Spain	132,780	152,139	171,340
<b>ALDI Nord</b>	<b>857,642</b>	<b>946,135</b>	<b>1,175,469</b>

<sup>1</sup> The data is partly based on estimates and extrapolations.

<sup>2</sup> The information regarding the legally independent companies of ALDI Belgium and ALDI Luxembourg has been combined for the purposes of a simplified presentation (refer to 'Report profile').

<sup>3</sup> Due to the strong growth in the number of stores at ALDI France and ALDI Poland, water consumption has also risen significantly.

## INDIRECT ENERGY CONSUMPTION

### Electricity and district heating consumption (in MWh)<sup>1</sup>

Electricity consumption at 1,318,650 MWh is responsible for the most significant share of energy demand at our locations. It increased by around 6.5 per cent. The increase is due to several factors, including the opening of new stores and building expansions.

	2020			2021			2022		
	Total <sup>2</sup>	Electricity	District heating	Total <sup>2</sup>	Electricity	District heating	Total <sup>2</sup>	Electricity	District heating
Belgium/Luxembourg <sup>3</sup>	103,126	103,126	–	102,674	102,674	–	101,130	101,130	–
Denmark	51,465	39,700	11,765	45,919	39,289	6,630	48,080	41,450	6,630
France	218,076	207,287	10,789	311,187	296,133	15,054	344,261	328,917	15,344
Germany	503,570	483,730	19,840	514,077	493,071	21,005	537,500	514,671	22,829
Netherlands	108,000	107,185	815	104,409	103,784	625	107,402	106,798	605
Poland	35,291	30,880	4,411	45,180	38,522	6,658	55,742	46,797	8,945
Portugal	23,577	23,577	–	30,989	30,989	–	37,453	37,453	–
Spain	123,203	123,203	–	135,066	135,066	–	141,436	141,436	–
<b>ALDI Nord</b>	<b>1,166,308</b>	<b>1,118,688</b>	<b>47,620</b>	<b>1,289,500</b>	<b>1,239,527</b>	<b>49,973</b>	<b>1,373,004</b>	<b>1,318,650</b>	<b>55,354</b>

<sup>1</sup> The data is partly based on estimates and extrapolations.

<sup>2</sup> Totals may deviate due to rounding.

<sup>3</sup> The information regarding the legally independent companies of ALDI Belgium and ALDI Luxembourg has been combined for the purposes of a simplified presentation (refer to 'Report profile').





## RENEWABLE AND NON-RENEWABLE ENERGY CONSUMPTION (IN MWH)

	2021 <sup>1,2</sup>	2022
Total energy consumption	2,084,637	2,144,404
from renewable sources <sup>3</sup>	904,056	962,157
from non-renewable sources	1,180,581	1,182,247
Electricity	1,239,527	1,318,672
from renewable sources	902,626	960,940
external <sup>4</sup>	834,877	903,160
consumption from own PV production	67,749	104,577
from non-renewable sources	336,902	357,710

1 Totals may deviate due to rounding.

2 Due to different calculation methods, the values for 2020 and 2021 were corrected compared to the information published in the previous year's report.

3 Including Guarantees of Origin, green electricity contracts, PV in-house production, and biogas purchases.

4 Including Guarantees of Origin and green electricity contracts.

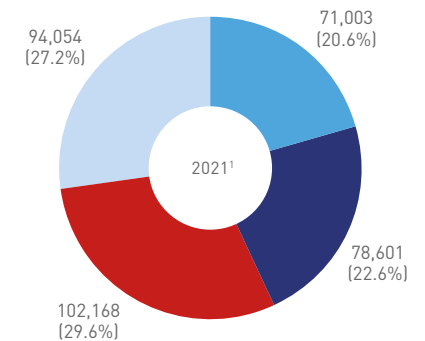
## SAVINGS ACHIEVED IN SPECIFIC GHG EMISSIONS

Savings achieved in sum of Scope 1 and 2 emissions as of 2022, compared to Scope 1 and 2 emissions in base year 2020 (in tonnes of CO<sub>2</sub>e)

	2020		2022		
	Scope 1	Scope 2 'market-based'	Scope 1	Scope 2 'market-based'	%
<b>ALDI Nord</b>	<b>252,345</b>	<b>199,972</b>	<b>270,999</b>	<b>76,001</b>	<b>-23.3</b>

## GREENHOUSE GAS EMISSIONS SCOPE 1 AND 2 BY SOURCE

Total amount of greenhouse gas emissions for Scope 1 and 2 proportionately by source (in tonnes CO<sub>2</sub>e and per cent, based on market-based emissions)



## GREENHOUSE GAS EMISSIONS SCOPE 1 AND 2

### Greenhouse gas emissions Scope 1 and 2 (in tonnes of CO<sub>2</sub>e)

Greenhouse gas emissions were calculated based on energy and fuel consumption and refrigerant losses. The calculation is carried out in accordance with the requirements of the Greenhouse Gas (GHG) Protocol using the DEFRA emission factors or GEMIS for emissions from the sourcing of district heating. In accordance with the GHG Protocol, Scope 2 emissions from electricity consumption have been calculated separately since 2019 by location-based and market-based emission factors. While the location-based method uses the factors for a specific geographical region (such as a country), a company's individual electricity mix is used – wherever possible – for the market-based factors by way of the emissions actually generated by the energy producer. The calculation of location-based greenhouse gas emissions is based on the factors specified by the International Energy Agency (IEA).

	2020			2021			2022		
	Scope 1 <sup>1</sup>	Scope 2 <sup>2,3</sup> 'location-based'	Scope 2 <sup>2</sup> 'market-based'	Scope 1 <sup>1</sup>	Scope 2 <sup>2,3</sup> 'location-based'	Scope 2 <sup>2</sup> 'market-based'	Scope 1 <sup>1</sup>	Scope 2 <sup>2,3</sup> 'location-based'	Scope 2 <sup>2</sup> 'market-based'
Belgium/Luxembourg <sup>4</sup>	35,606	20,566	–	35,929	16,948	–	31,662	16,425	–
Denmark	7,434	8,164	16,243	9,161	4,627	15,660	5,018	4,725	16,477
France	50,257	13,284	9,325	66,905 <sup>5</sup>	15,932	29,585	84,291	16,906	14,124
Germany	109,997	199,211	140,970	100,430 <sup>5</sup>	176,089	5,338	89,104	166,742	8,159
Netherlands	26,248	44,888	106	27,878	38,419	81	38,303	32,417	78
Poland	6,756	24,584	28,754	8,020	29,755	24,405	9,010	34,700	26,937
Portugal	2,398	7,000	4,576	3,596	7,357	6,188	2,381	6,944	10,226
Spain	13,647	31,971	–	12,110 <sup>5</sup>	26,905	–	12,372	21,795	–
<b>ALDI Nord</b>	<b>252,343</b>	<b>349,668</b>	<b>199,972</b>	<b>264,029</b>	<b>316,032</b>	<b>81,257</b>	<b>270,999</b>	<b>300,655</b>	<b>76,001</b>

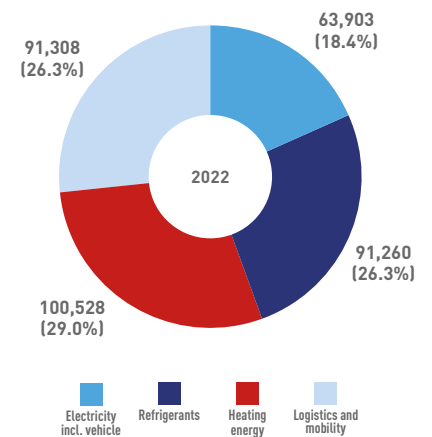
1 Scope 1: Emissions from direct energy consumption in buildings, fuel consumption for logistics and refrigerant losses.

2 Scope 2: Emissions from the consumption of purchased electricity and district heating, broken down by location- and market-based emissions.

3 Emission factors for the calculation of emissions from electricity consumption have been updated from CO<sub>2</sub> to CO<sub>2</sub>e.

4 The information regarding the legally independent companies of ALDI Belgium and ALDI Luxembourg has been combined for the purposes of a simplified presentation (refer to 'Report profile').

5 The value for 2021 was corrected compared to the information published in the previous year's report.



1 The values for 2021 were corrected compared to the information published in the previous year's report.





## FUEL CONSUMPTION

Fuel consumption  
of trucks, cars  
and other vehicles  
(in litres or kilograms  
of LPG)

	2020			2021			2022		
	Diesel <sup>1</sup> (l)	Petrol (l)	LPG (kg)	Diesel <sup>1</sup> (l)	Petrol (l)	LPG (kg)	Diesel <sup>1</sup> (l)	Petrol (l)	LPG (kg)
Belgium/Luxembourg <sup>2</sup>	4,483,859	–	–	4,540,886	–	–	4,026,950	15,137	–
Denmark	1,400,522	1,902	22	1,398,342	3,219	11	1,313,050	1,518	10
France	6,532,423	3,906	9,844	6,384,557 <sup>3</sup>	12,133	11,933	6,765,681 <sup>4</sup>	11,850 <sup>4</sup>	10,663
Germany	17,348,437	43	19,209	16,635,519	1,035	19,194	15,841,748	105,874	18,026
Netherlands	3,559,980	57,633	–	3,552,829	123,880	–	3,250,071	200,477	–
Poland	337,123	15,581	–	415,431	8,261	–	414,530	13,357	–
Portugal	201,038	–	66	273,110	–	66	286,754	–	264
Spain	471,979	–	2,228	517,146	–	2,659	498,831	–	2,984
<b>ALDI Nord</b>	<b>34,335,361</b>	<b>79,065</b>	<b>31,369</b>	<b>33,472,021</b>	<b>148,527</b>	<b>33,863</b>	<b>32,397,616</b>	<b>348,213</b>	<b>31,947</b>

1 Including consumption of heating oil for operation of cooling motors (outside Germany).

2 The information regarding the legally independent companies of ALDI Belgium and ALDI Luxembourg has been combined for the purposes of a simplified presentation (refer to 'Report profile').

3 The value for 2021 was corrected compared to the information published in the previous year's report.

4 The value is partially based on previous year's values.

## AMOUNT OF WASTE

Amount of waste  
by type  
(in metric tonnes)<sup>1</sup>

The most significant proportion of the waste generated was attributable to paper, board, carton. Hazardous waste, amounting to 541 metric tons, only made up 0,1 per cent of the total volume of waste. This includes used oil, oil filters, vehicle batteries and fluorescent tubes which contain mercury. From 2020 onwards, data was collected and reported internationally, including Poland from 2021. In previous years, data was only collected and reported for companies of ALDI Nord Germany.

	2020	2021	2022 <sup>2</sup>							
	Total	Total	Total amount of waste	Hazardous waste	Paper/board/carton	Mixed municipal waste	Other commercial waste <sup>3</sup>	Used appliances	Plastic waste	Used batteries from households
Belgium/Luxembourg <sup>4</sup>	39,860	33,415	36,480	105	24,806	3,068	7,387	n/a	1,115	n/a
Denmark <sup>5</sup>	8,918	8,797	10,420	n/a	6,590	1,342	2,488	n/a	n/a	n/a
Germany	35,744	47,048	47,195	114	36,563	3,912	4,753	40	1,778	36
France	239,237	215,096	214,891	254	114,753	19,552	50,848	93	28,443	947
Netherlands	38,179	39,084	44,525	47	19,238	5,281	17,539	n/a	2,378	41
Poland	n/a	13,753	13,091	4	6,845	1,586	4,139	16	484	16
Portugal	4,413	6,051	6,224	17	4,908	378	700	11	202	6
Spain	15,990	17,998	19,648	n/a	15,013	2,060	1,837	n/a	739	n/a
<b>ALDI Nord</b>	<b>382,340</b>	<b>381,241</b>	<b>392,472</b>	<b>541</b>	<b>228,716</b>	<b>37,179</b>	<b>89,691</b>	<b>160</b>	<b>35,139</b>	<b>1,047</b>

n/a = data not available

1 The data is partly based on estimates and extrapolations.

2 The allocation of waste is not always clearly defined, therefore, the quantities of the categories can fluctuate annually.

3 Other commercial waste includes food waste, bulky waste, and metal scrap.

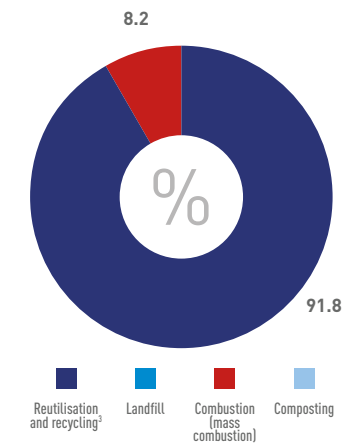
4 The information regarding the legally independent companies of ALDI Belgium and ALDI Luxembourg has been combined for the purposes of a simplified presentation (refer to 'Report profile').

5 Data only includes stores and logistic, excluding administrative buildings.

## AMOUNTS OF WASTE BY METHODS OF DISPOSAL

Amounts of waste in Germany proportionately by the type of disposal (in per cent)<sup>1,2</sup>

At roughly 92%, most non-hazardous waste was recovered or recycled (including composting) in 2022.



1 Allocation to types of disposal is based partly on estimates.

2 The scope of data is to be expanded and internationalised depending on availability in the years ahead.

3 Including incineration for energy recovery.





## EMPLOYEES & COMMUNITY

### EMPLOYEES BY JOB CATEGORY

Number of ALDI  
employees by field  
of work and gender  
on the reference  
date 31 December  
(headcount)

	2020 <sup>1</sup>		2021 <sup>1</sup>		2022	
	ALDI Nord	thereof female	ALDI Nord	thereof female	ALDI Nord	thereof female
Sales	63,733	47,659	69,160	50,713	72,811	53,134
Warehouse	6,521	1,530	6,857	1,597	7,696	1,747
Vehicle fleet	2,845	86	2,743	61	2,685	105
Office	4,361	3,249	5,221	3,597	5,742	3,831
Upper management	924	290	876	276	821	262
Lower management	2,002	721	1,866	679	1,851	667
Other <sup>2</sup>	124	27	172	64	193	78
<b>ALDI Nord</b>	<b>80,510</b>	<b>53,562</b>	<b>86,895</b>	<b>56,982</b>	<b>91,799</b>	<b>59,824</b>

<sup>1</sup> The values for 2020 and 2021 were partially corrected compared to the information published in the previous year's report due to data changes for ALDI Netherlands and ALDI Poland.

<sup>2</sup> This category also includes employees released for the works council and maintenance staff.

### EMPLOYEES BY EMPLOYMENT TYPE

Number of ALDI  
employees by  
employment type  
and gender on the  
reference date  
31 December  
(headcount)

	2020				2021				2022			
	Full-time	thereof female	Part-time	thereof female	Full-time	thereof female	Part-time	thereof female	Full-time	thereof female	Part-time	thereof female
Belgium/Luxembourg <sup>1,2</sup>	3,551	2,101	4,505	3,772	3,278	1,710	4,768	4,074	3,500	1,844	4,979	4,224
Denmark	1,090	405	1,504	790	971	370	1,949	1,019	705	249	1,902	960
France	6,111	3,277	4,047	3,351	11,105	6,059	5,323	4,278	10,830	5,608	4,926	3,931
Germany	8,163	3,351	30,697	23,166	8,588	3,508	29,311	21,892	8,779	3,669	31,268	23,109
Netherlands <sup>2</sup>	2,073	473	8,031	5,521	1,969	468	7,593	5,136	2,131	531	8,674	5,701
Poland <sup>3</sup>	2,700	2,187	637	585	2,983	2,363	696	637	3,975	3,109	726	662
Portugal	634	341	1,605	1,203	761	402	1,661	1,209	889	483	1,971	1,366
Spain	2,238	1,148	3,225	2,318	2,485	1,276	3,454	2,532	2,365	1,440	3,908	2,938
<b>ALDI Nord</b>	<b>23,463</b>	<b>11,911</b>	<b>54,251</b>	<b>40,706</b>	<b>32,118</b>	<b>16,156</b>	<b>54,777</b>	<b>40,788</b>	<b>33,445</b>	<b>16,933</b>	<b>58,354</b>	<b>42,891</b>

<sup>1</sup> The information regarding the legally independent companies of ALDI Belgium and ALDI Luxembourg has been combined for the purposes of a simplified presentation (refer to 'Report profile').

<sup>2</sup> The values for 2021 were corrected compared to the information published in the previous year's report.

<sup>3</sup> The values for 2020 and 2021 were partially corrected compared to the information published in the previous year's report.

### WOMEN IN MANAGEMENT POSITIONS

Proportion of female ALDI employees in  
management positions on the reference date  
31 December (in per cent)

	2020	2021	2022
Belgium/Luxembourg <sup>1</sup>	37.4	37.1	36.9
Denmark	35.3	32.9	36.0
France	37.3	35.6	37.1
Germany	30.3	30.8	30.2
Netherlands	24.5	28.1	25.0
Poland <sup>2</sup>	35.7	33.6	32.7
Portugal	37.4	41.2	40.2
Spain	39.2	41.0	41.5
<b>ALDI Nord</b>	<b>33.4</b>	<b>34.0</b>	<b>34.0</b>

<sup>1</sup> The information regarding the legally independent companies of ALDI Belgium and ALDI Luxembourg has been combined for the purposes of a simplified presentation (refer to 'Report profile').

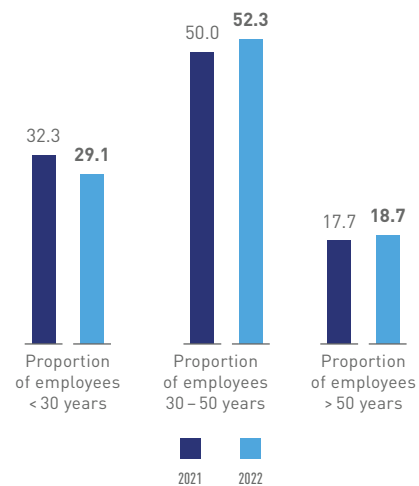
<sup>2</sup> The values for 2020 and 2021 were partially corrected compared to the information published in the previous year's report.





## EMPLOYEES BY AGE GROUP

Proportion of ALDI employees by age group  
on the reference date 31 December  
(in per cent)



## APPRENTICES AND TWIN-TRACK DEGREE STUDENTS

Number of apprentices and twin-track degree students<sup>1</sup>

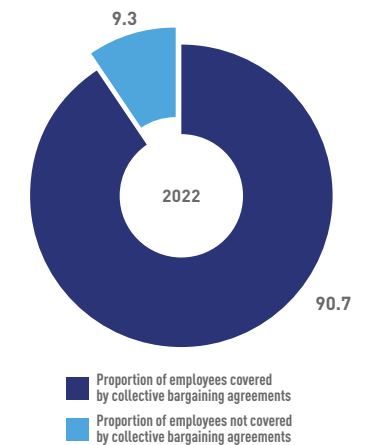
The vocational training model based on the German model is not applied in all countries, for this reason the figures are only comparable to a limited extent.

	2020		2021		2022	
	Apprentices	Twin-track students	Apprentices	Twin-track students	Apprentices	Twin-track students
Belgium/Luxembourg <sup>2</sup>	–	–	–	–	3	–
Denmark	40	–	50	–	n/a <sup>3</sup>	n/a <sup>3</sup>
France	199	–	285	2	410	–
Germany	1,688	196	1,565	159	1,900	168
Netherlands	53	–	119	–	159	–
Poland	–	–	–	–	31	–
Portugal	–	–	–	–	–	–
Spain	16	1	10	1	4	3
<b>ALDI Nord</b>	<b>1,996</b>	<b>197</b>	<b>2,029</b>	<b>162</b>	<b>2,507</b>	<b>171</b>

- <sup>1</sup> In contrast to previous years, since 2022 the number of apprentices and twin-track students has been counted throughout the year - and not just on the reference date of December 31.
- <sup>2</sup> The information regarding the legally independent companies of ALDI Belgium and ALDI Luxembourg has been combined for the purposes of a simplified presentation (refer to 'Report profile').
- <sup>3</sup> Data for ALDI Denmark was not available as the ALDI Nord Group of Companies decided to withdraw from the Danish market at the end of 2022. This process is expected to be completed in the course of 2023.

## EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS

Proportion of ALDI employees covered  
by collective bargaining  
agreements on the reference date  
31 December (in per cent)<sup>1</sup>



- <sup>1</sup> The proportion of employees was calculated excluding ALDI Poland because no collective bargaining agreements have been concluded there.





## EMPLOYEES BY EMPLOYMENT CONTRACT

Proportion of  
ALDI employees by  
employment contract  
and gender on  
the reference date  
31 December  
(in per cent)

	2020				2021				2022			
	Fixed term	thereof female	Perma- nent	thereof female	Fixed term	thereof female	Perma- nent	thereof female	Fixed term	thereof female	Perma- nent	thereof female
Belgium/Luxembourg <sup>1</sup>	14.7	62.3	85.3	65.2	11.1	59.0	88.9	72.9	5.9	53.7	94.1	72.7
Denmark <sup>2</sup>	16.4	46.4	83.6	48.8	16.5	16.1	83.5	53.8	16.1	16.2	83.9	53.2
France	10.3	64.2	89.7	64.4	11.7	65.0	88.3	60.9	12.4	62.0	87.6	62.4
Germany	16.8	59.1	83.2	70.0	17.3	57.5	82.7	69.8	17.0	57.8	83.0	70.0
Netherlands <sup>3</sup>	30.6	57.1	69.4	60.6	35.7	55.9	64.2	61.1	42.7	54.4	57.3	60.9
Poland	53.3	80.7	46.7	79.2	46.1	80.9	53.9	82.1	44.5	77.1	55.5	82.1
Portugal	58.2	67.2	41.8	67.6	44.3	63.3	55.7	69.1	47.6	62.4	52.4	66.7
Spain <sup>4</sup>	7.4	53.0	92.6	65.2	5.7	69.6	94.3	65.0	3.2	79.2	96.7	66.6
<b>ALDI Nord</b>	<b>20.8</b>	<b>63.8</b>	<b>79.2</b>	<b>67.1</b>	<b>18.9</b>	<b>60.0</b>	<b>81.1</b>	<b>63.7</b>	<b>19.6</b>	<b>60.4</b>	<b>80.4</b>	<b>68.1</b>

1 The information regarding the legally independent companies of ALDI Belgium and ALDI Luxembourg has been combined for the purposes of a simplified presentation (refer to 'Report profile').

2 2022 values for Denmark are based partially on previous year's values as the ALDI Nord Group of Companies decided to withdraw from the Danish market at the end of 2022. This process is expected to be completed in the course of 2023.

3 The values for ALDI Netherlands for 2021 were corrected compared to the information published in the previous year's report.

4 The values for ALDI Spain for 2020 and 2021 were corrected compared to the information published in the previous year's report.

## LOST DAY RATE

Lost day rate (paid sick leave) (in per cent)

	2020	2021	2022
Belgium/Luxembourg <sup>1</sup>	9.6	3.7	3.4
Denmark	3.2	2.7	1.8
France	7.0	7.0	7.6
Germany	4.8	5.0	6.2
Netherlands	4.8	6.0	5.0
Poland	5.0	8.0	4.0
Portugal <sup>2</sup>	n/a	n/a	n/a
Spain	5.0	5.8	7.2
<b>ALDI Nord</b>	<b>5.9</b>	<b>4.8</b>	<b>4.4</b>

1 The information regarding the legally independent companies of ALDI Belgium and ALDI Luxembourg has been combined for the purposes of a simplified presentation (refer to 'Report profile').

2 No paid sick leave in Portugal (n/a = not available).





## REPORT PROFILE

This is the fourth Interim Report of the ALDI Nord Group of Companies. The publication of this report fulfils our promise to provide internal and external stakeholders with regular and transparent information about our material goals and measures. The report is directed in particular towards customers, employees, non-governmental organisations, suppliers and business partners, as well as interested parties in the public domain.

### Structure and content

In our Interim Report 2022, we wish to show our stakeholders why we are addressing and reporting on the selected topics from a sustainability perspective. The introductory pages of each section serve as the starting point for diving into the issues covered by the report. We give an account of where we stand on sustainability and what we hope to achieve in the future. The report is available exclusively as a compact PDF file online [[LINK Landing page Interim Report 2022](#)]. National sustainability communication on the countries' individual websites expands the report to make sustainability issues even more tangible.

### Reporting period and publication cycle

The reporting period covers the time from 1 January to 31 December 2022. We have taken account of significant events up to the editorial deadline on 31 March 2023. ALDI Nord publishes a comprehensive sustainability report every two years. In the intervening period, as in 2022, we publish an annual sustainability update and interim report on relevant statistics and progress. Publication of the next in-depth sustainability report is expected in 2024.

### Scope of the report and publisher

The editor of the report is ALDI Einkauf SE & Co. oHG, Essen (hereinafter referred to as ALDI Einkauf). The scope of this report is the ALDI Nord Group of Companies.

In Germany, the ALDI Nord Group of Companies is a group of legally independent companies with the legal structure of GmbH & Co. KG respectively SE & Co. KG (limited partnership with a GmbH respectively SE as general partner), horizontally organised as a 'Group of equal Companies' ('Gleichordnungskonzern'). The legally independent foreign ALDI companies are licensees of the ALDI brand granted by ALDI Einkauf, and are therefore within the scope of this report part of the ALDI Nord Group of Companies.

Any deviations within individual key figures or contents are identified accordingly. The procurement of goods for ALDI Luxembourg is carried out by the commissioned purchasing and logistics division of ALDI Belgium. However, ALDI Luxembourg and ALDI Belgium are legally independent companies whose figures have been aggregated in the tables of this report for reasons of convenience. Online services such as travel, photo, music and mobile phone services, flower delivery, online games, e-books, and ALDI delivery are not included in the Interim Report.





# LEGAL NOTICE

## EDITOR

### ALDI Einkauf SE & Co. oHG

Eckenbergstraße 16B  
45307 Essen  
Germany

## RESPONSIBLE

### Timo Dietz

Managing Director  
International Procurement CRQA  
ALDI Einkauf SE & Co. oHG

### Christoph Georgius

Senior Director  
International Procurement Excellence  
ALDI Einkauf SE & Co. oHG

## PROJECT MANAGEMENT

### Judith Hochköppler

Teamlead Reporting  
International Procurement CRQA  
ALDI Einkauf SE & Co. oHG

### Anika Hinzmann

Manager Reporting  
International Procurement CRQA  
ALDI Einkauf SE & Co. oHG

### Damian Winter

Manager Reporting  
International Procurement CRQA  
ALDI Einkauf SE & Co. oHG

### Denise Hellmann

Specialist Reporting  
International Procurement CRQA  
ALDI Einkauf SE & Co. oHG

## CONTACT

[cr-reporting@aldi-nord.de](mailto:cr-reporting@aldi-nord.de)

## CONCEPT/EDITING/DESIGN

Stakeholder Reporting GmbH & Co. KG, Hamburg

## PHOTO CREDITS

iStock: andresr, Stock illustration ID: 538898788,  
Section entry 'Supply chain & resources'

## EDITORIAL DEADLINE

31 March 2023

## RELEASE

June 2023

We would like to thank all colleagues, especially **Florian Dembele, Julia Rose**, and parties involved who joined forces to develop this report.

## Language of the report

The report is available as a PDF document in English and additional languages. If there are deviations between the different versions, the English document will take precedence. In the interest of readability, the legal structure of companies is not specified. Only the masculine form is used in the report, with all genders being referred to on equal terms.

The Interim Report 2022 (PDF) is available in the following languages: English, French, German, Portuguese, Spanish.

## Disclaimer

This report contains statements relating to the future developments of ALDI Nord. These statements constitute assessments which were made on the basis of information that is currently available to ALDI Nord. Actual future developments may deviate from the current assessments. Therefore, ALDI Nord cannot be held responsible for such statements.