OUR
RESPONSIBILITY

CORPORATE RESPONSIBILITY **POLICY**

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The ALDI CR Policy is available in English and German. In case of doubt, the German version shall apply.

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Foreword

Simplicity, responsibility and reliability –
these are the three core values that guide our actions.

Traditional trading values are the foundation for the sustained success of the ALDI North Group. In the future, we want to continue setting standards for retail in a simple, responsible and reliable manner, too, and contribute to sustained positive development where we can help shape things.

As an internationally active retailer, we are aware of the impact our business activities have on the environment and society. The present corporate responsibility (CR) policy clarifies our understanding of responsibility in five fields of action in which we can make a difference: *employee appreciation, supply chain responsibility, resource conservation, social commitment and dialogue promotion.*

We have formulated specific CR goals for these fields of action and strategically incorporated them into our company. The operational implementation of the ALDI CR policy is based on an ALDI CR agenda. It specifies detailed objectives, measures and implementation levels for each field of action.

Our CR policy applies to the entire ALDI North Group. The further development of CR within the company is an ongoing process. We therefore understand our CR policy as a living document that is subject to regular review and improvement. We regularly communicate our progress towards responsible corporate management.

Simplicity, responsibility and reliability – these are the three core values that guide our actions.

1

Employee Appreciation

We want our employees to be proud of ALDI.

Our over 56,000 employees are crucial to the sustained success of the ALDI North Group. The variety and diversity of our employees enrich our work. As an expression of our employee appreciation, we work together in a goal-oriented and cooperative as well as open and respectful manner.

We assume responsibility for the health and safety of our employees at work and strive to help employees reconcile professional and personal interests.

We are a responsible and reliable employer and trainer. Our solidly growing company offers its employees a professional future with secure jobs and attractive development prospects in all areas.

Our employees are important multipliers for our self-perception as a responsibly acting company. That is why we share with them our common objective of accepting corporate responsibility.

2

Supply Chain Responsibility

We accept responsibility in our supply chain.

For us, taking responsibility for our supply chain begins with defining our own demanding standards and regularly checking for reliable compliance with them. Another prerequisite for our responsible business activity is long-term and fair cooperation with suppliers who share our understanding of quality and responsibility. We support our suppliers with binding agreements on objectives for the development of production structures as well as social and environmental standards.

We base our responsible actions on international guidelines, conventions and recommendations by the United Nations (UN), the International Labour Organisation (ILO) and the Organisation for Economic Cooperation and Development (OECD). Together with other market participants, we are striving for the observance and implementation of these and other internationally recognised social and environmental standards along the supply chain.

With our own programmes, we promote the continuous improvement of environmental and working conditions on farms and in production facilities. We are an active participant in business and multi-stakeholder initiatives and carry out projects to further qualify employees and companies in the supply chain.

As a global market participant, we have also established a location in Hong Kong. From there, we want to check compliance with our standards and the implementation of our training measures in the relevant production facilities in Asia.

We help shape the supply chain via product-specific purchasing policies, among others. These policies define how the extraction and processing of natural and chemical raw materials used in our goods is to be organised to ensure that the necessary processes contribute to the sustainability of the products.

We are committed to transparency and traceability regarding the production of goods for our Group.

3

Resource Conservation

We act in an environmentally and climate friendly manner.

We take concrete measures to contribute to environmental and climate protection. We see our responsibility as continuously optimising our business activities and processes in sales, logistics and administration from an environmental point of view.

We increase energy efficiency at our locations by generating renewable energy, optimising energy consumption in our buildings and installing energy-saving cooling systems, for example.

We reduce waste by continuously improving our enterprise resource planning systems. Transport and product packaging is mostly made from recyclable materials and fed into the recycling economy.

We offer only certified sustainable wood and paper products in our range of standard and promotional items. For our advertising and office materials, too, we use certified paper grades that consist of recycled materials or are sourced from sustainably managed forests.

We would like to take up developments towards environmentally-friendly, energy-saving and energy-neutral buildings and leave our mark on the food retail sector in this area too.

4

Social Commitment

We want to leverage our expertise and experience to contribute to the solution of societal challenges above and beyond our core business.

ALDI is not only a retailer, employer, business partner and competitor. We are also citizens and neighbours. We accept responsibility in these different roles and put our expertise at the service of social commitment. To this end, we focus on selected issues and target groups over the long term.

We consider it our responsibility to facilitate responsible, affordable and healthy consumption for a broad range of consumers. That is why we complement our range of high quality food that enables a healthy, balanced diet, with accompanying measures that contribute to health promotion and management. Experts and institutions support us in developing and implementing long-term consumer information concepts.

Our mission to handle foods responsibly is taken into account by, among other things, our in-house concepts to avoid food wastage. Also in countries that produce goods for us, we cooperate with partners on social and environmental issues in order to promote sustainable development.

With our ALDI Nord Stiftungs-GmbH we want to bundle our activities under one roof and sustainably ensure the implementation of our social commitment.

5

Dialogue Promotion

Transparently and openly, we foster dialogue with our stakeholders.

Regularly exchanging views in networks and initiatives gives us an important impetus for continuously evaluating our responsible behaviour. Continuous dialogue with our stakeholders is also crucial for us in order to promote and expand the acceptance of our business activity.

We focus on the dialogue with our customers and employees. We use our own media and retail outlets to communicate our understanding of responsibility and how we manage to meet this aspiration. We take up the suggestions of our customers and employees in our strategic considerations and operational decisions. We would like to further intensify this dialogue in the future.

We also enter into an open dialogue with non-governmental organisations, consumer groups, the media and experts from science, research and politics. We engage and position ourselves in various multi-stakeholder initiatives and events. With such a direct exchange of views, we would not only like to present our positions, but also gain valuable insights into other – including controversial – perspectives to enrich our CR work. We regularly provide information on key topics and the progress of our CR activities.

We maintain ongoing contact with our suppliers, work together in partnership and are an honest and fair business partner.

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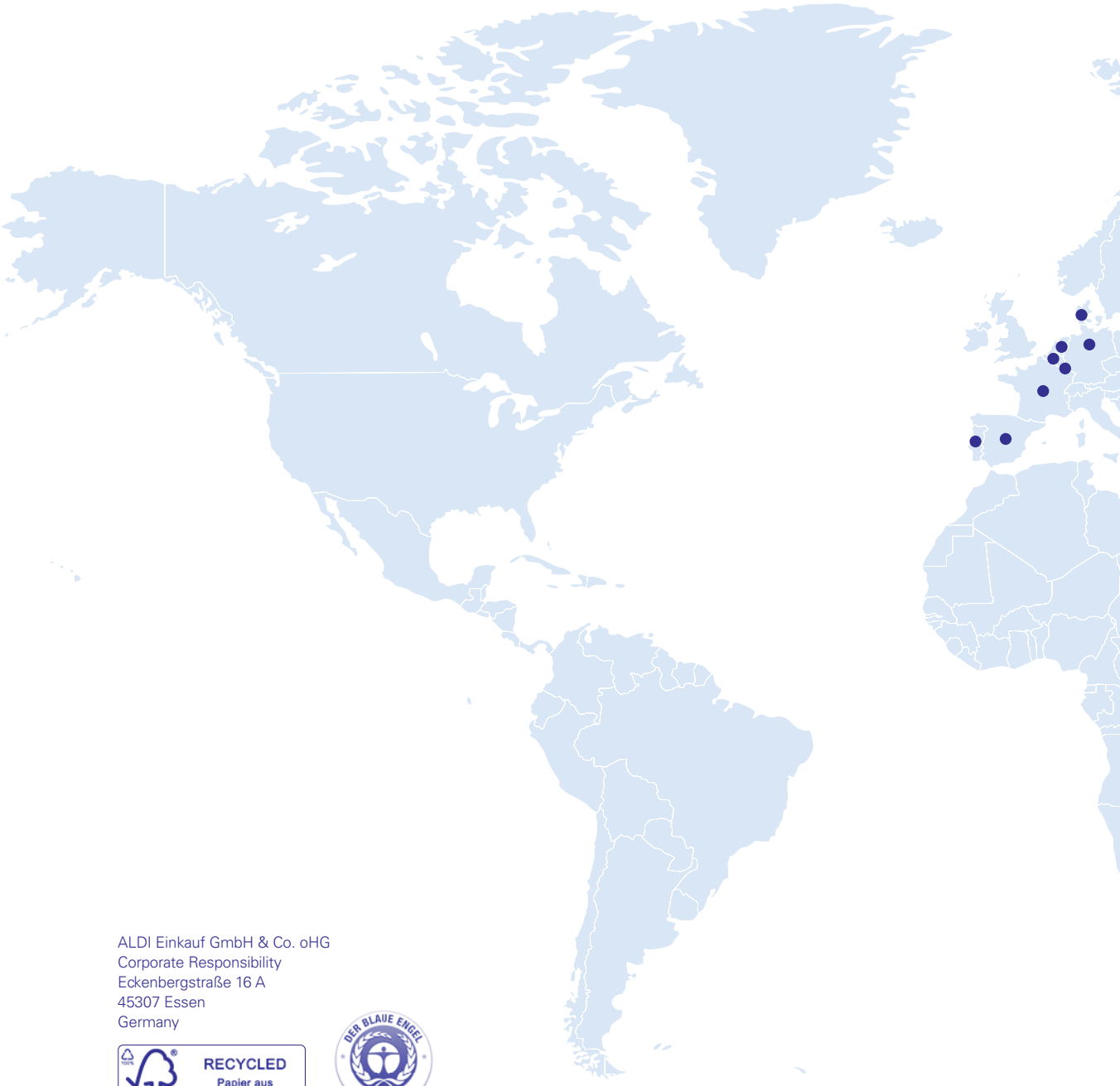

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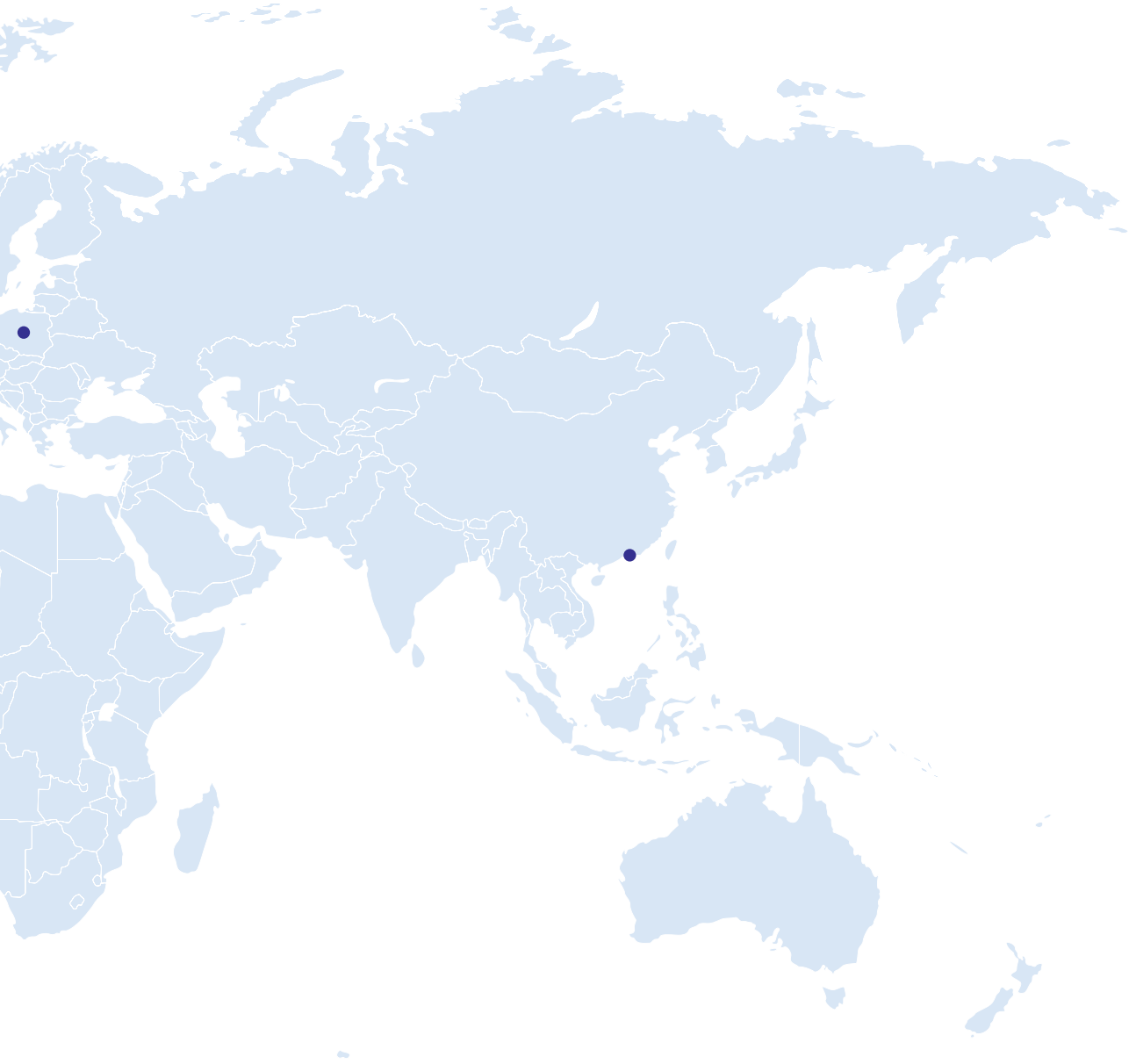

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