



ALDI Nord Human Rights Policy Statement

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The ALDI Nord Human Rights Policy Statement is available in other languages on www.aldi-nord.de/nachhaltigkeitsbericht/2019/downloads.

In case of deviations, the German version is valid.

1. Human Rights Policy and scope

As ALDI Nord Group companies, we believe that long-term business success can only be ensured if human rights are acknowledged and protected.

As leading retail companies, we are therefore committed to protecting human rights and preventing human rights violations. Our commitment encompasses our own business operations, our business relationships, and impacts indirectly caused by our actions.

ALDI Nord respects all internationally recognised human rights. There are certain human rights aspects that are of increased relevance to us as a food retailer and vendor of non-food as our actions could have a stronger impact on these. These include discrimination, health and safety, freedom of association, remuneration, working hours, child labour and forced labour. We review our human rights impact, in particular our areas of focus, in cooperation with external experts.

2. Standards, policies and organisations

We are committed to the UN Guiding Principles on Business and Human Rights (UNGPs) adopted in 2011. The following standards and policies define the framework for our actions:

- The United Nations Declaration of Human Rights
- The UN Convention on the Rights of the Child
- The UN Convention on the Elimination of All Forms of Discrimination against Women
- The International Labour Organization (ILO) core standards, as well as
- The OECD Guidelines for Multinational Enterprises

The established values and standards are also reflected in our own principles, which constitute a binding framework for all of our employees and business partners alike

- CR Policy: The CR Policy defines our understanding of commitment towards people and planet
- Additional Agreement on Social Standards: The Additional agreement on Social Standards reflects our commitment to human rights and fair labour standards throughout our supply chains
- amfori BSCI Code of Conduct: The amfori BSCI Code of Conduct is a set of values and principles to improve working conditions in global supply chains
- Principles in Company and Leadership Concept

We also strive to contribute to the achievement of the global United Nations Sustainable Development Goals (SDGs) in the context of human rights.

To strengthen our commitment towards compliance and the protection of human rights, the ALDI Nord Group became the first discount retailer to join the United Nations Global Compact together with the ALDI SOUTH Group in 2017.

3. Implementation

We continually assess the impact of our actions on human rights. In particular, we set priorities and evaluate risks based on the severity of potential human right impacts. In this context, we are aware that specific groups, such as minorities and women, are potentially more vulnerable to violations of their fundamental human rights. We will continue to increase our dialogue with local stakeholders and potentially affected parties, the human rights of whom may particularly be at risk of being violated.

We strive to prevent and mitigate the impact of any risks we identify, and prioritise by implementing corresponding measures. This involves, among other things, aligning our management and buying practices with this goal, the awareness and training of relevant employees, suppliers or business partners. Wherever our potential influence is low, we cooperate with additional actors within the scope of industry-wide and multi-stakeholder initiatives.

Grievance mechanisms provide a suitable means of identifying adverse effects at an early stage. For this reason, we have created grievance mechanism processes for our own employees and business partners. However, as the last actor along multi-level, complex supply chains, we have identified particular challenges regarding individual implementation in countries where the products we offer are manufactured. We intend to address this task by developing concepts that improve access to grievance mechanisms in relevant supply chains.

We believe that transparency is a significant component of human rights due diligence. Therefore, we have initiated efforts to provide a greater insight into our supply chains and communicate openly about corresponding risks and the measures we take. We will continue to increase our transparency as part of our human rights efforts.

4. Structure and responsibilities

Internally, the Managing Directors of the companies of the ALDI Nord Group are responsible for supervising the implementation of and compliance with the Human Rights Policy respectively.

ALDI Einkauf SE & Co. oHG maintains an international Corporate Responsibility and Quality Assurance department, which includes a team of experts in human rights and supply chains. The CR/QA department is also responsible for implementing the human rights due diligence within the framework of the UNGP. Furthermore the Corporate Buying departments of our national business have local teams of Corporate Responsibility experts who are responsible for coordinating measures with consideration of human rights due diligence.

In addition, the ALDI CR units located in Bangladesh and Hong Kong are assigned to review the conditions along our supply chain on site in Asia.

5. Further development

We are aware that the implementation of human rights due diligence is an ongoing development process. Although there is more to do, we are on our way to achieving this goal and are committed to continuous improvement. Furthermore, we will also review and further develop our Human Rights Policy on a continuous basis.

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