



Simply important

ALDI North Group
Sustainability Report 2017





Table of Contents

<p>03 Foreword</p> <hr/> <p>04 Management</p> <hr/> <p>05 Corporate governance</p> <p>12 Materiality</p> <p>14 Stakeholders & networks</p> <p>15 Organisation</p> <p>16 Compliance</p> <p>17 Employee appreciation</p> <hr/> <p>18 Attractive employer</p> <p>22 Diversity and work-life balance</p> <p>24 Occupational health & safety</p>	<p>25 Supply chain responsibility</p> <hr/> <p>26 Product quality</p> <p>29 More sustainable product range</p> <p>32 Sustainable standards in the non-food supply chain</p> <p>36 Sustainable food purchasing practices</p> <p>42 Packaging & cycle</p> <p>44 Resource conservation</p> <hr/> <p>45 Food losses & other waste</p> <p>47 Climate protection</p> <p>52 Mobility & logistics</p>	<p>54 Social commitment and dialogue promotion</p> <hr/> <p>55 Social commitment</p> <p>57 Raising consumer awareness</p> <p>58 Customer contact & service quality</p> <p>60 Appendix</p> <hr/> <p>61 Subject of the report</p> <p>62 Independent assurance report</p> <p>64 GRI Content Index</p> <p>68 UN Global Compact COP</p> <p>69 Sustainable Development Goals</p> <p>70 Imprint & Contact</p>
---	---	--

← BACK

TABLE OF CONTENTS

FOREWORD

MANAGEMENT

EMPLOYEE APPRECIATION

SUPPLY CHAIN RESPONSIBILITY

RESOURCE CONSERVATION

SOCIAL COMMITMENT AND
DIALOGUE PROMOTION

APPENDIX

Simply important



Rayk Mende
Managing Director Corporate Responsibility ALDI Einkauf GmbH & Co. oHG

Dear Readers,

“Something special every day” is the philosophy behind the ALDI North shopping experience, which includes customers being able to do their shopping in our stores with a clear conscience. To live up to this aim, we are advocating greater sustainability in the discount sector. In 2015, we explained our approach in detail in our first Sustainability Report, which was immediately named the best first report when it received the international Corporate Responsibility Reporting Award. This award motivated us to continue down the path we had taken.

A great deal has happened since then. For our customers, the changes have above all been visible ones. In the largest project carried out by the ALDI North Group to date, we are updating our stores and continuously expanding our product range, primarily through the addition of fresh goods and a growing number of sustainably certified products. In the past three years alone, we have almost doubled our range of organic products across the Group. In Germany, ALDI North is already a market leader of organic products within its sales region. We are therefore doing our part to make more sustainable products affordable on a wide scale at the reliable ALDI price. The association TransFair has also recognised our efforts in the fair-trade sector by honouring us with the Fairtrade Award. We have begun to send another clear message by replacing disposable bags in Belgium, Germany and the Netherlands as of late 2017 with durable, reusable carrier bags made largely out of recycled materials.

Our achievements do not end here. In 2017, we adopted new Group-wide purchasing policies that govern how we deal with wood, flowers, plants and tea as resources. We are expanding our commitment to animal welfare in many countries. In the

process, we are working closely with industry initiatives, associations and organisations. We are constantly enhancing transparency and are improving labour standards in the non-food supply chain as well. For example, we also performed ALDI social assessments for the production sites of our suppliers in Asia. Another highlight during the reporting period has been the work on our new Climate Protection Policy with the aim of reducing our CO₂ emissions across the Group.

Sustainability is at the heart of our system of corporate values. That is why we became the first discounter to join the United Nations (UN) Global Compact in the summer of 2017. With this step, we have enhanced our commitment to the ten principles of more sustainable business. At the same time, we continue to do our part towards achieving the Sustainable Development Goals (SDGs) specified in the 2030 Agenda.

We still plan to do much more moving forward, although we know that we will only be able to reach our goals in close cooperation with our stakeholders. I therefore invite you to see this Sustainability Report – the second one for the ALDI North Group – as a starting point for further dialogue.

I hope you enjoy reading it!

Rayk Mende



TABLE OF CONTENTS

CORPORATE GOVERNANCE

MATERIALITY

STAKEHOLDERS & NETWORKS

ORGANISATION

COMPLIANCE

MANAGEMENT

Managing and organising sustainability

A clear strategy and an efficient organization provide the foundation for our sustainability efforts. The Corporate Responsibility (CR) Policy illustrates what corporate responsibility means to us, while the CR Programme sets specific goals. Our main fields of action are employee appreciation, supply chain responsibility, resource conservation, dialogue promotion and social commitment.

←BACK

TABLE OF CONTENTS

FOREWORD

MANAGEMENT

- **Corporate governance**
- Materiality
- Stakeholders & networks
- Organisation
- Compliance

EMPLOYEE APPRECIATION

SUPPLY CHAIN RESPONSIBILITY

RESOURCE CONSERVATION

SOCIAL COMMITMENT AND DIALOGUE PROMOTION

APPENDIX

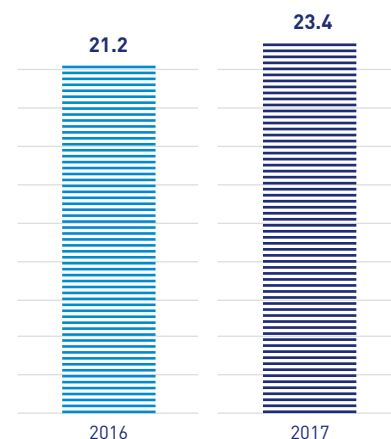
Corporate governance

GRI 102-16 ALDI North is an internationally successful discounter. We provide broad groups of consumers in nine countries with high-quality products at consistently low prices. “Simplicity, responsibility and reliability” – these values guide our actions and have been codified in our “Simply ALDI” mission statement. The mission statement provides a clear sense of direction for more than 69,000 ALDI employees.

Our everyday decisions have implications across our entire value chain, which is why assuming corporate responsibility (CR) is part of our understanding of business. We assume such responsibility not least to ensure our competitiveness in the long term, as we strive to set standards in the food retail industry and continue expanding our market position.

Net sales of the ALDI North Group **GRI 102-7**

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



Stores and employees **GRI 102-7**

Total number of stores and number of employees (headcount) by gender and region on the reporting date 31 December

	2015			2016			2017		
	Number of stores	Number of employees	of which female	Number of stores	Number of employees	of which female	Number of stores	Number of employees	of which female
Belgium/Luxembourg ¹	461	6,256	4,452	457	6,412	4,455	459	6,727	4,804
Denmark	220	2,037	1,051	222	2,184	1,128	188	2,277	1,099
Germany	2,339	31,429	22,521	2,298	35,215	25,405	2,249	35,836	25,511
France	899	7,420	4,533	891	8,243	5,204	888	9,218	5,592
Netherlands	498	6,291	3,893	491	6,300	3,857	494	8,654	5,099
Poland	105	1,160	1,002	118	1,466	1,254	124	1,906	1,706
Portugal	47	613	416	48	803	535	57	1,178	768
Spain	260	2,973	1,889	264	3,456	2,174	272	3,571	2,263
ALDI North Group	4,829	58,179	39,757	4,789	64,079	44,012	4,731	69,367	46,842

¹The information regarding the legally independent companies of the ALDI North Group in Belgium and in Luxembourg has been combined for the purposes of a simplified presentation (refer to “Subject of the report”).

Always in focus: our customers

GRI 102-2, -6, -7, -9 For more than 100 years, our customers’ needs have been the focus of our business activities. Their expectations of us are rising – which is why we never stop evolving. Through our modernisation measure known as the ALDI Instore Concept (ANICo), we are giving our stores a brighter, friendlier design featuring new colours and a clear presentation of products to provide even better orientation. We are also expanding our range of food and non-food items. However, ALDI North is more than just the sum of its products. Our goal is to be the discounter that understands people best, making us the one they feel closest to in the process.

We want to make it possible for them to have a high-quality, straightforward, simple and affordable shopping experience – every day.

The heart of our product range is provided by the ALDI North Group own brands, which make up 86 per cent of the offerings on average. Selected brand-name products complete the product range. We are providing our customers with an ever greater selection of healthier and more sustainable products. In Germany, for example, we are the leading retailer of organic food in the North sales region. In addition, we are offering a growing range of organic products in other countries where ALDI North operates as well.

←BACK

TABLE OF CONTENTS

FOREWORD

MANAGEMENT

- **Corporate governance**
- Materiality
- Stakeholders & networks
- Organisation
- Compliance

EMPLOYEE APPRECIATION

SUPPLY CHAIN RESPONSIBILITY

RESOURCE CONSERVATION

SOCIAL COMMITMENT AND DIALOGUE PROMOTION

APPENDIX

On average, we carry some 1,600 products from 70 product groups at a store, which marks an increase of 10 per cent compared to 2016. The standard range is complemented by alternating promotional products, which we began offering three times a week starting in 2017. They include products such as textiles and footwear, electronics, household items, DIY and garden products. Online services, such as travel, photo, music or mobile communication services, as well as flower delivery, are also offered under the ALDI brand in various countries. Since 2017, they have included online games and e-books as well.



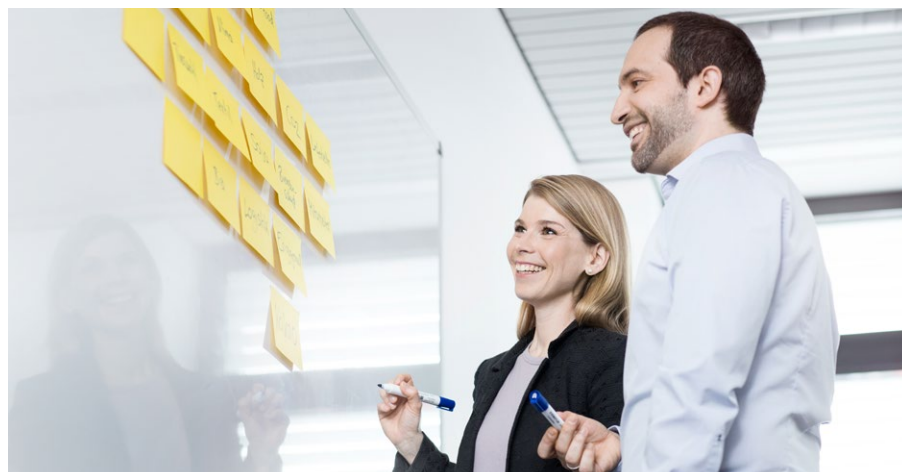
Products and own brands in the product range

Number of products and proportion of own-brand products in the standard product range (in per cent)¹

	2015		2016		2017	
	Number of products ¹	Proportion of own brands (in %)	Number of products	Proportion of own brands (in %)	Number of products	Proportion of own brands (in %)
Belgium/Luxembourg ²	1,113	99.7	1,373	97.6	1,465	96.1
Denmark	1,394	87.7	1,651	81.0	1,826	75.5
Germany	1,183	94.8	1,461	94.0	1,432	91.1
France	1,210	94.6	1,450	95.1	1,452	90.9
Netherlands	1,238	97.7	1,437	94.2	1,737	93.5
Poland	1,339	88.6	1,700	86.8	2,101	73.6
Portugal	1,477	92.3	1,505	85.3	1,639	85.8
Spain	1,422	90.2	1,609	89.7	1,842	89.6
ALDI North Group	1,297	92.9	1,523	90.2	1,687	86.2

¹We set clear standards for our own brands with respect to our suppliers.

²The information regarding the legally independent companies of the ALDI North Group in Belgium and in Luxembourg has been combined for the purposes of a simplified presentation (refer to "Subject of the report").



Our Responsibility: our corporate responsibility strategy

GRI 102-11, -16 Our Corporate Responsibility (CR) Policy is an integral part of the entire ALDI North Group. It picks up on our corporate mission statement and presents our understanding of CR. It also specifies the fields of action where we put our corporate responsibility into practice. Within our CR Programme, we set clear goals for all fields of action and communicate our progress where they are concerned as part of the Sustainability Report, among other channels.

←BACK

TABLE OF CONTENTS

FOREWORD

MANAGEMENT

- **Corporate governance**
- Materiality
- Stakeholders & networks
- Organisation
- Compliance

EMPLOYEE APPRECIATION

SUPPLY CHAIN RESPONSIBILITY

RESOURCE CONSERVATION

SOCIAL COMMITMENT AND DIALOGUE PROMOTION

APPENDIX

Our fields of action at a glance



Employee appreciation

We want our employees to be proud of ALDI.



Supply chain responsibility

We accept responsibility in our supply chain.



Resource conservation

We act in an environmentally and climate friendly manner.



Social commitment

We want to leverage our expertise and experience, and contribute to finding a solution for societal challenges above and beyond our core business.



Dialogue promotion

We foster dialogue with our stakeholders transparently and openly.

Concrete and measurable: our CR Programme



Field of action: Employee appreciation

OBJECTIVE	STATUS	TARGET DATE	TARGET VALUE	TARGET RELEVANCE
Development of a training programme for enhancing managers' skills	new	2019	Concept	Poland
Increase in employee communication	new	2019	More channels of communication for ALDI employees, among other things	Germany

↑ Target achieved → Ongoing process



Field of action: Supply chain responsibility

OBJECTIVE	STATUS	TARGET DATE	TARGET VALUE	TARGET RELEVANCE
All production facilities located in amfori BSCI risk countries, which manufacture non-food own-brand products for the ALDI North Group, have a valid and adequate social audit (Business Social Compliance Initiative – amfori BSCI)	↑	2019	100%	ALDI North Group
Integration of selected production facilities for non-food own-brand products into the qualification programme ALDI Factory Advancement (AFA) Project for improving the working conditions by means of dialogue promotion between workers and managers in Bangladesh	↑	Ongoing	Continuation and expansion	ALDI North Group

↑ Target achieved → Ongoing process

OBJECTIVE	STATUS	TARGET DATE	TARGET VALUE	TARGET RELEVANCE
Establishment and management of a dedicated inspection process in Asia	↑	2017	Completion of the testing process and implementation of inspections	ALDI North Group
Provision of verification for a social evaluation (GRASP or comparable) of all producers (growers) of fruit and vegetables	→	2018	100%	ALDI North Group
Changeover of all flowers and plants for defined own-brand products to sustainably certified goods (e.g. GLOBALG.A.P. in combination with GRASP)	new	2019	100%	ALDI North Group
Ban on specific groups of substances in the manufacture of own-brand products in the product groups clothing, home textiles and footwear (ALDI Detox Commitment)	→	2020	100%	ALDI North Group
Preparation and publication of an International Cotton Purchasing Policy	Target for Germany achieved	2017	Purchasing policy	ALDI North Group
Use of sustainable cotton (e.g. GOTS, OCS 100/blended, Fairtrade, recycled cotton) for clothing and home textiles	new	Ongoing	Expansion depending on availability in the respective quality category	ALDI North Group
Use of sustainable cotton (e.g. in accordance with the GOTS, OCS, Fairtrade standard)	new	2018	30%	Germany
Increase in the certified share of green coffee (UTZ, Fairtrade, Rainforest Alliance and organic) for defined own-brand products	new	2020	Expansion	ALDI North Group
Changeover of black and green tea to sustainably certified raw goods (UTZ, Rainforest Alliance, Fairtrade, organic) for defined own-brand products	new	2018	80%	ALDI North Group
Changeover of herbal and fruit tea for defined own-brand products to sustainably certified raw goods (Rainforest Alliance, Fairtrade, UTZ, UEBT/UTZ, organic)	new	2018	30%	ALDI North Group
Changeover of herbal and fruit tea for defined own-brand products to sustainably certified raw goods (Rainforest Alliance, Fairtrade, UTZ, UEBT/UTZ, organic)	new	2020	40%	ALDI North Group
Changeover to certified resources (UTZ, Rainforest Alliance, Fairtrade) for own-brand products with a substantial proportion of cocoa in the standard and promotional product range within the defined scope of application	↑	2017	100%	ALDI North Group

OBJECTIVE	STATUS	TARGET DATE	TARGET VALUE	TARGET RELEVANCE
Changeover to physically RSPO-certified palm oil for all own-brand products containing palm oil (Roundtable on Sustainable Palm Oil – RSPO)	→	2018	100%	ALDI North Group
Preparation and publication of an International Timber Purchasing Policy	↑	2017	Purchasing policy	ALDI North Group
Changeover of wood and wood-based products to sustainably certified materials (FSC®, PEFC™, EU Ecolabel or comparable standards)	new	2020	100%	ALDI North Group
Changeover of all newly purchased sales packaging, repackaging and transport packaging for products to recycled and/or sustainably certified materials (FSC®, PEFC™, EU Ecolabel or comparable standards), depending on availability	new	2020	100%	ALDI North Group
Expansion of the range of vegetarian and vegan products, including certification (e.g. V-Label)	new	Ongoing	Expansion	ALDI North Group
Expansion of test/certification systems and own standards that go above and beyond the statutory requirements and include animal welfare aspects	new	Ongoing	Expansion	ALDI North Group
Increase in the number of meat products and products containing meat with the ALDI Transparency Code (ATC)	new	Ongoing	Expansion	ALDI North Group
Increase in the share of certified sustainable fish products and products containing fish (MSC, ASC, GLOBALG.A.P. and EU organic)	neu	2018	50%	ALDI North Group
Expansion of efforts to reduce the salt and sugar content in additional own-brand products	new	Ongoing	Expansion	ALDI North Group
Labelling of all fruit and vegetable products grown in the Netherlands with the PlanetProof environmental quality label	new	2019	100%	Netherlands
Introduction of BEE FRIENDLY-certified products	new	2019	Preparation and development	France

↑ Target achieved → Ongoing process



Field of action: Resource conservation

OBJECTIVE	STATUS	TARGET DATE	TARGET VALUE	TARGET RELEVANCE
40% reduction in greenhouse gas emissions by 2021 compared to the reference year 2015	new	2021	-40% compared to 2015	ALDI North Group
Introduction of LED lighting in all new stores (interior and outdoor lighting), and review of conversion of existing stores in the portfolio and distribution centres to LED lighting	→	2019 (and ongoing)	100%	ALDI North Group
Increasing the share of stores equipped with photovoltaic systems	→	Ongoing	Continuation and expansion	ALDI North Group
Development of a concept for recording, analysing and reducing greenhouse gas emissions	↑	2017	Concept	ALDI North Group
Development of a concept for the introduction of an energy monitoring and management system	Target for Germany achieved	2017	Concept	ALDI North Group
Increasing the own-use rate for the energy generated in-house by photovoltaic systems at stores through combination with concepts for combined cooling and heating systems, and demand-led alignment of the photovoltaic systems	→	Ongoing	Continuation and expansion	Germany
Investigation of alternative drive concepts for use in logistics processes	↑	2017	Investigation	Germany
Introduction of a nationwide, digitised monitoring system for cooling systems in order to reduce emissions through optimised leakage rates and/or more environmentally benign refrigerants	↑	Ongoing	100%	Germany
Introduction of a nationwide, digitised monitoring system for cooling systems in order to reduce emissions through optimised leakage rates and/or more environmentally benign refrigerants	new	2017	100%	Netherlands
Gradual changeover of all plug-in chillers and freezers to the refrigerant propane (R290) with very low Global Warming Potential (GWP)	→	Ongoing	100%	Germany
Discontinuation of the plastic bag	new	2018	100%	Germany, Netherlands, Belgium

↑ Target achieved → Ongoing process

OBJECTIVE	STATUS	TARGET DATE	TARGET VALUE	TARGET RELEVANCE
Establishment of a BREEAM-certified central warehouse (BREEAM – Building Research Establishment Environmental Assessment)	new	2019	Establishment	Belgium
Nationwide ISO 50001 certification	new	2018	100%	Netherlands

↑ Target achieved → Ongoing process



**Field of action:
Social commitment**

&



**Field of action:
dialogue promotion**

OBJECTIVE	STATUS	TARGET DATE	TARGET VALUE	TARGET RELEVANCE
Development of pilot projects for sustainable consumption	→	2018	Project	Germany
Introduction of a guideline for dealing with food that is no longer saleable in the stores	Still in development	2017	Preparation and introduction	ALDI North Group
Continuation and expansion of efforts to foster health awareness among customers and employees	new	Ongoing	Continuation and expansion	Netherlands
Expansion of dialogue with major stakeholder groups	→	Ongoing	Participation in sector initiatives	ALDI North Group

↑ Target achieved → Ongoing process

Further country-specific objectives are available online on the pages of the nine European countries in which the ALDI North Group is represented.

Clear commitment: our contribution to global sustainability goals

We support the Sustainable Development Goals of the United Nations (SDGs) and do our part to achieving them. Our activities are centred on ensuring that our range of own-brand products is sustainable throughout the value chain and on promoting responsible consumption. This allows us to help achieve the following SDGs and the respective sub-goals: responsible consumption and production (SDG 12), climate action (SDG 13), decent work and economic growth (SDG 8) and life on land (SDG 15).

By joining the United Nations Global Compact in 2017, we underlined once more that sustainability is at the heart of our system of corporate values.

←BACK

TABLE OF CONTENTS

FOREWORD

MANAGEMENT

- Corporate governance
- **Materiality**
- Stakeholders & networks
- Organisation
- Compliance

EMPLOYEE APPRECIATION

SUPPLY CHAIN RESPONSIBILITY

RESOURCE CONSERVATION

SOCIAL COMMITMENT AND
DIALOGUE PROMOTION

APPENDIX

Materiality

We want to know what sustainability concerns are important to our stakeholders and where we have a particular impact on the environment in which we operate. Only when we know this information will we be able to set the right focal points in our everyday work and sustainability reporting. To help us with this, we draw on the findings obtained from our materiality process.

Further development of the materiality process in 2017

GRI 102-49 We have continued developing our approach since performing our first materiality process for the Sustainability Report 2015. In 2017, we surveyed nearly 3,200 stakeholders across the Group by way of interviews and online questionnaires. In doing so, we managed to significantly increase the meaningfulness of the findings. We included existing and potential clients in the survey for the first time as well.

Here is a detailed look at what we optimised:

Survey methods

GRI 102-46 We significantly expanded the scope and reach of our survey overall. In the process, we decided against document analysis in 2017 in favour of engaging in a more direct dialogue with our stakeholders. In the end, we surveyed 3,000 customers in five countries where ALDI North operates by way of a professional online customer panel. We expanded the internal survey as well by incorporating many more business units from the entire Group, including the respective senior decision-makers and corporate responsibility (CR) officers. In Germany, Portugal and Denmark, we spoke with selected suppliers, representatives of non-governmental organisations (NGOs), the works councils of two regional companies and experts in interviews conducted either in person or on the phone. The interviews with experts were designed in particular to help assess the impact of our business operations on the economy, the environment and society.

Selection of stakeholders

GRI 102-40, 42 We intended for our survey to focus on those stakeholders of greatest importance to ALDI North, which is why the stakeholders were divided into groups and rated based on their relevance to ALDI North. We took the following factors into account:

- Is the stakeholder group affected by ALDI North's business, economic, environmental and social impact?
- Does the stakeholder group influence corporate success?
- Is there potential for conflict between the stakeholder group and ALDI North?

Using this method, we determined that the following stakeholder groups are particularly important to ALDI North:

- Customers and potential customers
- NGOs, initiatives and associations
- Employees
- Works councils
- Business partners/suppliers

Other stakeholder groups, such as political figures and members of the media, are taken into account as part of our everyday work. However, they were not actively surveyed within the scope of our materiality analysis.

Evaluation perspectives

GRI 102-46 All stakeholders were asked to rate the relevance of various sustainability issues on a scale of "unimportant" to "very important". Customers, NGOs, employees, works council members and suppliers gave their opinion on how important the topics are from their respective angle as stakeholders. The respective management boards of the legally independent companies of ALDI North gauged to what extent the topics impact business success. In addition to this, we added another perspective to the process in 2017: sustainability experts. We therefore conducted interviews with scientists and researchers and also surveyed the ALDI North CR experts online. They evaluated the impact of operations on the economy, the environment and society for each topic.

List of topics

GRI 102-49 Respondents were able to evaluate 42 topics that can be assigned to our five fields of action or to management. We revised the list of topics in the reporting year in order to account for current developments in retail and the field of sustainability. For this reason, comparability with the findings from 2015 is limited.

←BACK

TABLE OF CONTENTS

FOREWORD

MANAGEMENT

- Corporate governance
- **Materiality**
- Stakeholders & networks
- Organisation
- Compliance

EMPLOYEE APPRECIATION

SUPPLY CHAIN RESPONSIBILITY

RESOURCE CONSERVATION

SOCIAL COMMITMENT AND DIALOGUE PROMOTION

APPENDIX

Materiality matrix

GRI 102-46, 47 The findings from the survey have been compiled in a materiality matrix in accordance with the standards of the Global Reporting Initiative (GRI). The y-axis reveals how important the topics are from the perspective of our stakeholders (the higher a topic is placed, the more important it is). The x-axis indicates how great ALDI North’s impact is on the economy, the environment and society with regard to the topics from the view of the sustainability experts who we surveyed (the farther a topic is placed to the right, the more important it is). A circle around a given topic means that the managing directors or senior decision-makers believe it is “very highly” relevant to business success (all other topics are “highly relevant” and have therefore not been expressly marked as such).

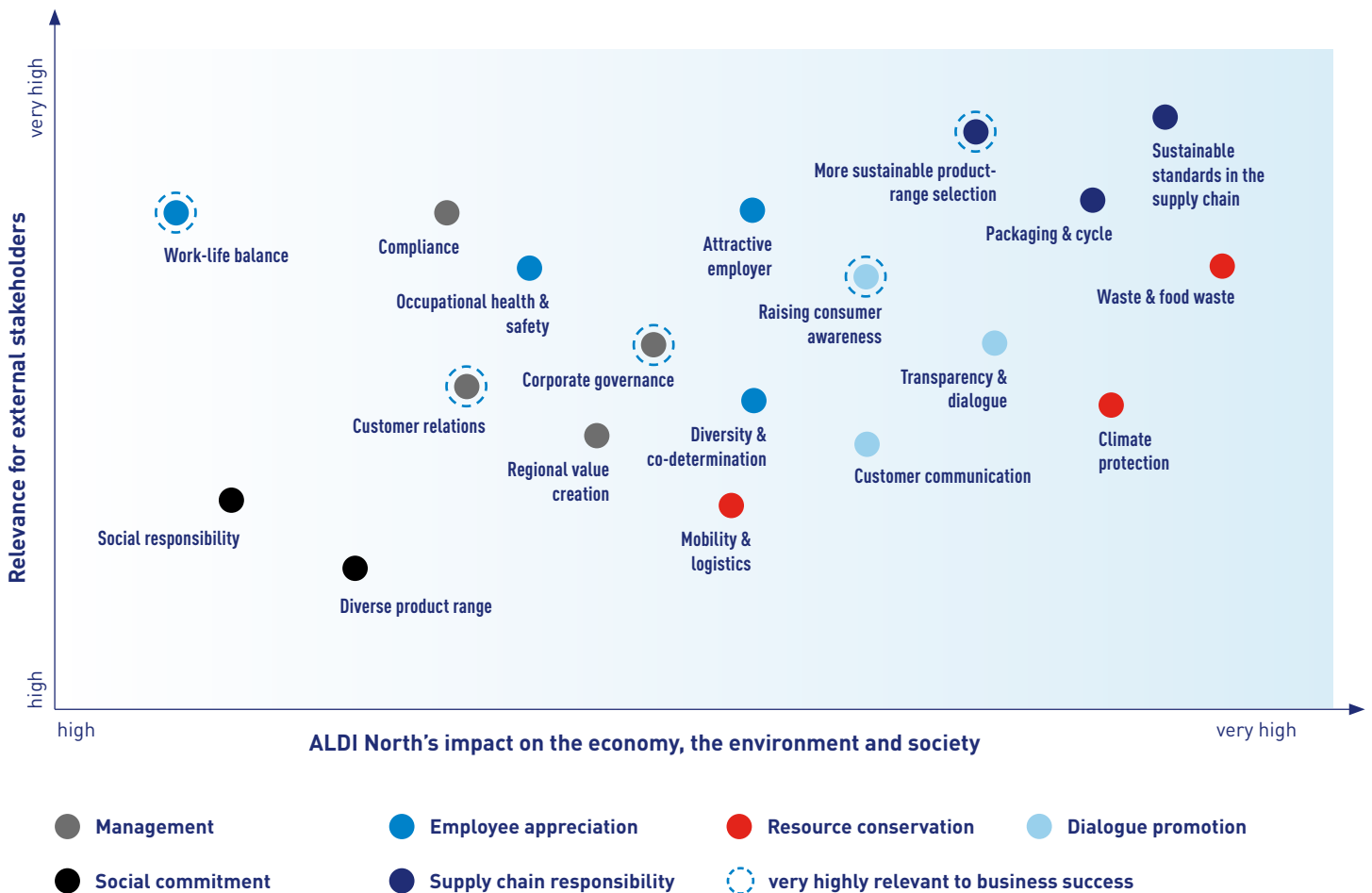
Key findings

GRI 102-46 The findings largely confirm our previous assessment. In general, all topics were recognised as being highly or very highly relevant.

The topics from the supply chain responsibility field of action are consistently “very highly relevant” to our stakeholders, while sustainability experts indicated that these topics have a “very high impact on the economy, the environment and society”. “Waste & food waste” was also rated as being very important. The hot social debate concerning food waste – also being addressed at the Group – is evident here, just as the matrix also reflects public discussion about packaging.

The other topics from the employee appreciation, dialogue promotion and resource conservation fields of action do not share the same kind of strong focus, but are still highly relevant. As was to be expected, the topics from the social commitment field of action were rated as being less relevant when compared with other topics.

Materiality matrix 2017 for the ALDI North Group



←BACK

TABLE OF CONTENTS

FOREWORD

MANAGEMENT

- Corporate governance
- Materiality
- **Stakeholders & networks**
- Organisation
- Compliance

EMPLOYEE APPRECIATION

SUPPLY CHAIN RESPONSIBILITY

RESOURCE CONSERVATION

SOCIAL COMMITMENT AND
DIALOGUE PROMOTION

APPENDIX

Impact on reporting

GRI 102-44 You will find the topics of material importance listed under “Key topics” in our Sustainability Report 2017 where they have been arranged in descending order of relevance. Due to its significance, we have divided the topic of “Sustainable standards in the supply chain” into “Food” and “Non-food”; “More sustainable product-range selection” has also been broken down into product quality and product range. The topics of “Customer communication” and “Customer relations” as well as “Diversity & co-determination” and “Work-life balance” have been respectively combined.

In selecting our “Highlights”, we focused in particular on the key issues of our most important stakeholder groups – customers and NGOs. They are complemented by a variety of brief stories from the Group.

Stakeholders & networks

We embrace our responsibility and continue to evolve – whether it concerns the sustainability of our supply chain or our commitment to society. The dialogue with our stakeholders provides us with valuable insights in this respect. Our aim is to continuously expand this dialogue, which is why the item listed as “Dialogue promotion” has been specified as its own field of action in our Corporate Responsibility (CR) Policy. In its Agenda 2030, the United Nations (UN) has also emphasised how important close cooperation among various actors is to achieving the ambitious Sustainable Development Goals. As part of initiatives and alliances, we are working together with our partners to tackle the main challenges with regard to sustainability.

Our stakeholders and their topics

GRI 102-40, -42, -43, -44 As part of our materiality process, we regularly review which stakeholder groups are especially relevant to us. The most important stakeholders include customers, employees, non-governmental organisations (NGOs), initiatives and associations, suppliers and business partners, and members of works councils and unions. We are engaged in open and direct dialogue of growing depth with them, from which we learn a great deal. We also maintain contact with other groups, such as residents who live around our locations, in addition to members of the media and politicians.

Overview of stakeholder inclusion

GRI 102-43, -44

- Since 2017, we have been appealing to our customers in new ways. We are updating our stores as part of the largest renovation project to date in the Group’s history and using extensive advertising campaigns to make tangible for customers what the ALDI brand has represented for decades. These measures are the direct result of customer feedback and our market research. Through campaigns such as “Buy responsibly” in the Netherlands, communication activities focused on sustainability are featuring more strongly in stores.
- Communication with Group employees continues to evolve as well. In addition to the traditional bulletin, we also provide information through a quarterly employee magazine (Germany), a monthly newsletter (Portugal) and social media (Spain). Independent CR newsletters are issued in five ALDI North Group countries. An employee survey conducted in all countries has provided us with important insights into where we, as the respective employer, still have room for improvement. We are using this information to design related measures and then gradually implement them.
- We are engaged in dialogue in all ALDI North countries with NGOs and other organisations either personally or through sector and multi-stakeholder initiatives. In Spain, for example, discussions with NGOs, customers and the media about palm oil led to an adjustment of the Gut Bio products there. In the Netherlands, talks centre primarily on healthy nutrition.
- Buyers, CR officers and quality assurance specialists are in constant contact with our suppliers. In order to make our products even more sustainable, we carry out joint projects relating to issues such as animal welfare. The evaluation of our suppliers is moving more and more into the focus of our sustainability efforts.
- To prepare this report, we specifically engaged in dialogue with our customers (by way of a customer panel survey), ALDI employees (through an online survey), suppliers, experts and the works councils of two German regional companies.

Partnerships, networks & charters

GRI 102-12, -13 ALDI North engages in dialogue both nationally and internationally with various organisations, initiatives and alliances. Our efforts differ in each case depending on the issue and range from mere membership to playing an active management role.

You will find a list of the initiatives online that we are involved in and the related obligations.

←BACK

TABLE OF CONTENTS

FOREWORD

MANAGEMENT

- Corporate governance
- Materiality
- Stakeholders & networks
- **Organisation**
- Compliance

EMPLOYEE APPRECIATION

SUPPLY CHAIN RESPONSIBILITY

RESOURCE CONSERVATION

SOCIAL COMMITMENT AND
DIALOGUE PROMOTION

APPENDIX

Organisation

The ALDI North Group has always applied a reliable principle of clear, decentralised structures with short chains of command, and Corporate Responsibility (CR) is no exception to this rule. This setup ensures our ability to respond to new requirements with speed and flexibility.

GRI 102-4,-18 The ALDI North Group is represented in nine European countries with companies as independent legal entities. In Germany, the ALDI North Group as a group of subsidiaries is comprised of legally independent regional companies, in each case with the legal form of a GmbH & Co. KG, which means that the managing directors of the independent regional companies have equal status in casting votes at regular board meetings. ALDI Einkauf GmbH & Co. oHG is engaged by these regional companies to provide various services. This company is also the licensor of the ALDI brand for the legally independent foreign companies of the ALDI North Group operating in the ALDI North Group countries. This arrangement ensures a uniform market profile.

How we organise CR

GRI 102-18 The CR department is housed under the organisation of ALDI Buying in Germany. It reports to one of the managing directors of ALDI Buying. The department was established as a standalone unit in 2015. Previously, CR had been grouped with Quality Assurance and formed a part of Corporate Buying. In the other ALDI North countries, CR-related tasks are normally handled by the head of CR/Quality Assurance as well as other employees. All CR officers maintain close contact across national boundaries and work on the five fields of action from our CR Policy. They also coordinate at their respective companies with colleagues from Purchasing and Quality Assurance, as well as with other departments, bodies of experts and divisions. Among others, this includes Human Resources (HR), Corporate Communications, Marketing, Sales and Logistics. Overall, more than 50 staff members deal with CR at ALDI North.

Together with our colleagues in Hong Kong, we are working on establishing CR standards in the supply chain. ALDI CR-Support Asia Ltd. was established in 2015. The team there now comprises 14 employees who primarily perform production site visits and audits with our suppliers.



←BACK

TABLE OF CONTENTS

FOREWORD

MANAGEMENT

- Corporate governance
- Materiality
- Stakeholders & networks
- Organisation
- **Compliance**

EMPLOYEE APPRECIATION

SUPPLY CHAIN RESPONSIBILITY

RESOURCE CONSERVATION

SOCIAL COMMITMENT AND
DIALOGUE PROMOTION

APPENDIX

Compliance

GRI 206/103-1 We align our actions with our core values: simplicity, responsibility and reliability. These values also express the way the ALDI North Group sees and approaches compliance. Our mission statement “Simply ALDI” states, “We keep our word”. In line with our corporate image as real traders, all of our business decisions must always be driven by objective considerations.

ALDI North expects all employees and business partners to act with responsibility and reliability. Mandatory rules, policies and agreements must be observed, as also stated in the Compliance Goals document that all managers receive.

How we organise compliance

GRI 206/103-2/3, GRI 102-18 The Compliance department is housed under ALDI Buying. It is assisted by the Compliance committee, which consists of representatives from all areas of activity and serves as the point of contact for information related to compliance matters.

Our corporate mission statement and the compliance management system (CMS) provide ALDI employees with clear guidelines for ensuring ethically unimpeachable conduct. The respective managers are responsible for making sure that the compliance rules are observed and for using appropriate controls specified in our CMS to check compliance with the rules.

The General Terms and Conditions of Purchasing define clear rules that govern the relationship between suppliers and ALDI North. Anticompetitive conduct by suppliers and manufacturers is prohibited, and sanctions have been designated to punish any violations. The General Terms and Conditions of Purchasing also specify the compliance requirements for contractual partners. In addition, service providers must adhere to the Code of Conduct governing the observance of social standards for construction, works and services commissioned by the ALDI North Group.

If there are reliable indications of a violation of these rules – whether by a supplier or an ALDI employee – the Compliance department and Compliance committee will assist in getting to the bottom of the incident through a thorough investigation of the matter. ALDI North takes a firm line on violations by suppliers or employees.

The ALDI North compliance management system

GRI 206/103-2 ALDI North has always implemented an extensive set of compliance rules. Under the lead of ALDI Buying’s Compliance department and the Compliance committee, it underwent restructuring in 2017 and was integrated into a comprehensive CMS as standard for ALDI North. The prevention mechanisms were also improved against this backdrop.

The CMS, which serves as standard for the ALDI North Group, is designed to help employees live up to our ALDI North core values at all times. Above all else, the CMS aims to ensure and promote ALDI North’s long-term success, and to prevent any damage. The CMS is made available internationally to all ALDI companies. Country-specific adjustments are made in consultation with the respective responsible persons at the ALDI companies in the respective countries.

Since late 2017, a compliance management tool (IT tool) has also been making it easier for the responsible managers of ALDI North companies in Germany to handle compliance risks, rules and measures. Plans are currently in the works to roll out this tool internationally.

How we make compliance an integral part of ALDI North

GRI 206/103-2 We perform various kinds of training to raise employees’ awareness of the importance of compliance. New employees receive training on the key policies of the ALDI North Group companies when they start work. In Germany, ALDI Buying employees in the Purchasing (including Quality Assurance), CR and Corporate Communication departments also regularly complete training, which covers topics such as antitrust law, unfair competition, protection of company and trade secrets, avoidance of corruption and the requirements of the Supply Chain Initiative (SCI). Training takes place at the ALDI North Group companies in the other countries as well. In early 2018, we held training sessions in Germany for some 700 managers of the individual regional companies where we addressed the CMS and the IT tool. The managers themselves are now able to train employees at the regional companies.

Since 2015, employees at the regional companies in the Netherlands have been able to use a grievance system in cases of sexual harassment, bullying, discrimination, aggression and violence and to involve an ombudsperson.



TABLE OF CONTENTS

ATTRACTIVE EMPLOYER

DIVERSITY AND WORK-LIFE BALANCE

OCCUPATIONAL HEALTH & SAFETY

EMPLOYEE APPRECIATION

Attractive employer

The performance and commitment of ALDI employees are what make us who we are. We believe that being a responsible and reliable employer means showing appreciation for these efforts. We want our employees to take pride in working for the ALDI North Group. This is important, especially in times of change, as the modernisation of stores and increasingly digital working methods can also entail new challenges.

← BACK

TABLE OF CONTENTS

FOREWORD

MANAGEMENT

EMPLOYEE APPRECIATION

- **Attractive employer**
- Diversity and work-life balance
- Occupational health & safety

SUPPLY CHAIN RESPONSIBILITY

RESOURCE CONSERVATION

SOCIAL COMMITMENT AND DIALOGUE PROMOTION

APPENDIX

Attractive employer

SDG 4, 8, 10 **GRI 404/103-1** Whether it is in sales, buying, administration, logistics or IT, the roughly 69,000 ALDI employees make a decisive contribution to the sustained success of the ALDI North Group. All of them can be proud to work for the ALDI North Group. In exchange, they receive secure working conditions, attractive framework conditions and long-term career development prospects. Open and respectful dealings in an approach based on partnership are very important to us. Our focus is on appreciating each and every one of our employees and promoting their sense of connection with the ALDI North Group. By way of this total package, we aim to retain the loyalty of employees over the long term and recruit new talents.

Our approach

GRI 102-16, 404/103-2, 405/103-2 For three years now, we have been pursuing a clear modernisation strategy that also means changes for the employees of the ALDI North Group. They have demonstrated their dedication and commitment to systematically and consistently tailoring our range of products to customer demands – and we have tailored our personnel policy to meeting these needs. In Human Resources (HR), the mission statement and leadership principles have been supplemented since 2015 by an HR concept that supports our modernisation path. Along with the development of an employer brand for the ALDI North Group that encourages a sense of identification, hereinafter referred to as “Attractive employer”, the current focus is mainly on the development of managers and junior employees. We are also expanding our internal communication efforts.

To attract applicants to the ALDI North Group, we are present at various career and training fairs as well as recruiting events. We launched a re-designed and modernised version of our careers website in Germany in 2017 and in the Netherlands in early. In addition to a wide range of job offers and information on training options, visitors can now find fascinating insights into what it is like to work at the Group as well as informative real-life stories from employees. We focus on long-term employment relationships. Most of the contracts for employees at the ALDI North Group are permanent and for an indefinite period (almost 80 per cent in 2017). Above-average employee loyalty has been a traditional feature at the ALDI North Group compared to the rest of the sector. The ALDI employees are remunerated with fair pay in accordance with their performance.

Organisation and guidelines

GRI 404/103-2, 405/103-2, 102-16 Responsibility for human resources topics is established at local level at all companies in the ALDI North Group. Cross-company collaboration is exercised in regular meetings of two committees: the HR committee, with representatives of the management of the legally independent regional companies as well as of the ALDI Buying division (ALDI Einkauf), and an international circle of HR departments that has brought together HR colleagues once or twice a year since 2017 to work on international issues on a project-by-project basis. In Germany and the Netherlands, the HR department and managers from the regional companies exchange views once a quarter as part of a team of experts to ensure a practical approach to tackling issues.

The mission statement, HR concept and “real traders” leadership principles – which were developed in 2014 and emphasise the values of simplicity, responsibility and reliability, as well as focusing on recognition, openness and trust – serve as a common HR platform.

Progress and measures in 2017

Training and education: cornerstone of success

GRI 404/103-2 The ALDI North Group’s training and education programmes are a key element in ensuring our future. We offer established training programmes in Belgium, Germany, France, Luxembourg, the Netherlands, Portugal and Spain.

In 2017, the number of apprentices throughout the Group stood at around 2,300 and at around 2,100 in Germany, making the regional companies in Germany still one of the biggest training providers in the German retail trade. In Germany, 82 per cent of apprentices were offered permanent employment following their training in 2017.

Alongside traditional training options, the Group provides options for twin-track studies and trainee programmes. In Germany, we were able to open the International Retail Management master’s programme to external applicants in the period under review. The number of partner universities of applied sciences and vocational academies increased to 22 (2015: 18). At ALDI Spain, 43 students completed their twin-track courses of study in 2017. ALDI Netherlands launched the Sprint Trainee Impact Programme (STIP) in 2017. In October, 34 trainees from universities of applied sciences and universities entered this trainee programme with the goal of becoming regional sales managers within 23 months. They will be trained by store managers who have been receiving preparation for this responsibility in special train-the-trainer courses since summer 2017 covering topics such as teaching methods and communication. Since 2016, ALDI Portugal has offered a trainee programmed in stores and administration.

← BACK

TABLE OF CONTENTS

FOREWORD

MANAGEMENT

EMPLOYEE APPRECIATION

- **Attractive employer**

- Diversity and work-life balance
- Occupational health & safety

SUPPLY CHAIN RESPONSIBILITY

RESOURCE CONSERVATION

SOCIAL COMMITMENT AND
DIALOGUE PROMOTION

APPENDIX

In 2017, education focused mainly on the new design programme ALDI Nord Instore Konzept. By way of a workshop concept, we have been working since September 2017 to prepare employees for the upcoming changes at the stores affected by the programme. Our aim is to provide information, support and motivation related to the upcoming changes. In 2017, we also offered training to support the introduction of new technologies, such as a new SAP system at German and French regional companies. The ALDI Training House, a venue for trainee training courses and train-the-trainer classes, opened in the Netherlands in 2017. Forty-nine store managers already started training there last year.

Introduction of electronic time-recording soon to be completed

The introduction of an electronic time-recording system was completed at nearly all German locations in 2017. The roll-out has yet to take place at three regional companies. The system provides more transparency and fairness for structuring working hours and pay. A new compensation model is also being introduced with the time-recording system which provides the employees with many advantages. For example, the weekly working hours for store managers have been reduced by several hours for the same salary. In addition, the training compensation has been increased. In 2017, we introduced the time-recording system as planned in the Netherlands as well. All stores in the Netherlands are scheduled to be connected to the system by mid-2018.

Employee communication: direct and creative

We are expanding our internal communication efforts as part of our HR concept. The goal is to expand the available formats, make them more up to date and offer further dialogue opportunities. In Germany, we have been publishing a quarterly employee magazine since April 2017. Belgium and Poland followed suit in early 2018. We are also increasing the frequency and scope of ad hoc communication with employees in stores in Germany through flyers, posters, brochures and videos, among other media. ALDI Portugal set up a monthly employee newsletter in 2017. We also regularly publish CR newsletters tailored towards an internal target audience in Belgium, Denmark, France, Luxembourg, Poland and Portugal.

In 2017, we organised creative employee competitions. Employees in Belgium, Germany, Luxembourg, France, the Netherlands, Portugal, Poland and Spain had the opportunity to answer the question "Why do you like to work at ALDI?" by creating their own submissions to illustrate what makes their day-to-day work at ALDI so special. In Germany, the 70 winners in categories such as "image, photo, text" or "most creative store" received attractive prizes at an awards ceremony in November. Throughout the ALDI North Group,

more than 2,370 took part in the competition by submitting some 660 poems, comics, music videos, sculptures, recipes and paintings.

Corporate runs promote employees' health and strengthen their sense of identification with the ALDI North Group. We participated in such running events in seven of the nine ALDI North Group countries in 2017. For example, ALDI Poland regularly takes part in the Katowice Business Run, which donates its entry fees to charitable causes.

Promotion of responsible leadership

GRI 404/103-2 Managers at the ALDI North Group have great influence in their capacity as role models. First employee surveys have indicated further potential for bringing the "real traders" leadership principles to life. That is why we are focused on promoting responsible leadership behaviour through a variety of measures – from management conferences that bring together attendees from across regions, hierarchies and positions, to one-day workshops designed to help improve communication, self-management and leadership skills. A toolbox additionally provides helpful tips and useful information on leading with respect. The "Simply Sales" project targets executive employees of ALDI Buying by giving them the opportunity to spend a Saturday working at a store in order to experience the day-to-day work of employees and demands of customers on site. They can leverage their practical experience to support regional companies in their core business through appropriate services.

Targets and status

GRI 404/103-2/3 Our goals are to expand employee communication and promote responsible and appreciative leadership. We measure our progress through employee surveys, among other measures. Performance indicators such as the average length of service or the number of apprentices provide further insights. Awards such as Deutschlands beste Ausbildungsbetriebe (Germany's Best Companies for Training and Apprenticeships) confirmed the success of our HR efforts once again in 2017.

← BACK

TABLE OF CONTENTS

FOREWORD

MANAGEMENT

EMPLOYEE APPRECIATION

- **Attractive employer**
- Diversity and work-life balance
- Occupational health & safety

SUPPLY CHAIN RESPONSIBILITY

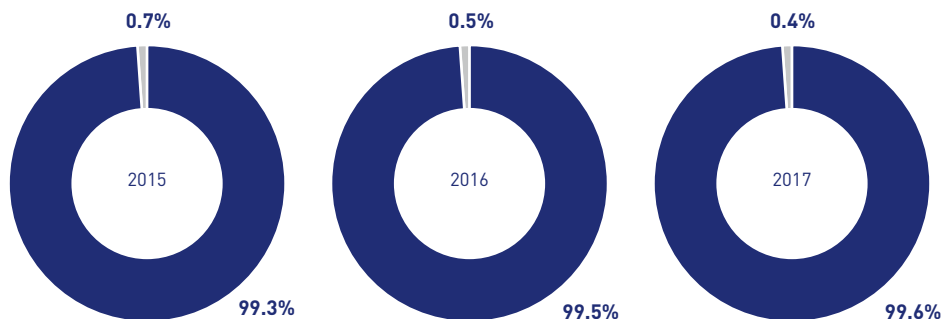
RESOURCE CONSERVATION

SOCIAL COMMITMENT AND DIALOGUE PROMOTION

APPENDIX

Proportion of employees which is covered by the collective bargaining agreements GRI 102-41

Proportion of employees which is covered by the collective bargaining agreements on the reference date 31 December (in per cent)



■ Employees with collective bargaining agreements¹ ■ Employees without collective bargaining agreements

¹The proportion of employees was calculated excluding Poland because no collective bargaining agreements have been concluded there.

Number of employees by job category GRI 405-1

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

	2015		2016		2017	
	ALDI North Group	of which female	ALDI North Group	of which female	ALDI North Group	of which female
Sales	46,708	36,146	51,780	40,157	55,901	42,495
Warehouse	4,604	1,183	4,983	1,207	5,466	1,288
Vehicle Fleet	2,490	39	2,596	36	2,722	54
Office	2,215	1,950	2,401	2,105	2,704	2,419
Upper Management	577	122	589	139	631	155
Lower Management	1,043	284	1,174	337	1,322	403
Other ¹	542	33	556	31	621	28
ALDI North Group	58,179	39,757	64,079	44,012	69,367	46,842

¹This category also includes employees released for the works council and maintenance staff.

Length of service with the company

Average length of service with the company (in years)

	2015	2016	2017 ¹
Belgium/Luxembourg ²	12	12	12
Denmark	4	4	4
Germany	10	10	10
France	6	6	5
Netherlands	10	10	8
Poland	3	3	3
Portugal	3	2	2
Spain	3	3	4
ALDI North Group	6	6	9

¹A more precise calculation method results in a more accurate value for the ALDI North group compared to the previous year's values.

²The information regarding the legally independent companies of the ALDI North Group in Belgium and in Luxembourg has been combined for the purposes of a simplified presentation (refer to "Subject of the report").

← BACK

TABLE OF CONTENTS

FOREWORD

MANAGEMENT

EMPLOYEE APPRECIATION

- **Attractive employer**
- Diversity and work-life balance
- Occupational health & safety

SUPPLY CHAIN RESPONSIBILITY

RESOURCE CONSERVATION

SOCIAL COMMITMENT AND
DIALOGUE PROMOTION

APPENDIX



Proportion of employees by employment contract [GRI 405-1, 102-8](#)

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

	2015				2016				2017			
	Tempo- rary	of which female	Perma- nent	of which female	Tempo- rary	of which female	Perma- nent	of which female	Tempo- rary	of which female	Perma- nent	of which female
Belgium/Luxembourg ¹	9.6	64.3	90.4	68.2	9.2	62.9	90.8	75.7	11.7	64.5	88.3	74.3
Denmark	1.5	65.5	98.5	51.9	0.2	60.0	99.8	52.3	6.8	50.6	93.2	48.3
Germany	15.5	67.1	84.5	72.1	21.7	68.6	78.3	71.2	19.5	64.6	80.5	72.4
France	10.8	62.8	89.2	64.3	10.2	64.9	89.8	65.4	10.2	65.8	89.8	64.6
Netherlands	32.8	59.7	67.2	63.6	30.9	57.7	69.1	63.6	42.3	49.8	57.7	64.1
Poland	61.1	86.6	38.9	85.0	60.8	86.3	39.2	83.7	63.4	83.5	36.6	84.8
Portugal	58.0	69.9	42.0	69.1	58.2	67.2	41.8	68.7	66.2	66.4	33.8	70.1
Spain	4.9	51.4	95.1	63.3	5.3	48.1	94.7	63.5	4.5	53.6	95.5	65.1
ALDI North Group	16.5	66.3	83.5	68.7	19.7	67.3	80.3	69.1	21.3	62.6	78.7	69.5

¹The information regarding the legally independent companies of the ALDI North Group in Belgium and in Luxembourg has been combined for the purposes of a simplified presentation (refer to "Subject of the report").

Number of apprentices and twin-track degree students on the reference date 31 December [GRI 404-1](#)

Number of apprentices and twin-track degree students on the reference date 31 December

The vocational training model based on the German pattern is not used in all countries, and the data on the number of apprentices are therefore restricted to the countries of Denmark, Germany and France. The system used in the Netherlands and Spain is currently not included in recording the performance indicators because the vocational training models are not identical. In Germany, a twin-track degree course with in-service training is also offered.

	2015		2016		2017	
	Apprentices	Twin-track students	Apprentices	Twin-track students	Apprentices	Twin-track students
Denmark	53	–	52	–	59	–
Germany	2,014	92	1,757	99	2,084	123
France	241	–	194	–	189	–
Total	2,308	92	2,003	99	2,332	123

← BACK

TABLE OF CONTENTS

FOREWORD

MANAGEMENT

EMPLOYEE APPRECIATION

- Attractive employer
- **Diversity and work-life balance**
- Occupational health & safety

SUPPLY CHAIN RESPONSIBILITY

RESOURCE CONSERVATION

SOCIAL COMMITMENT AND DIALOGUE PROMOTION

APPENDIX

Diversity and work-life balance

[SDG 4, 5, 8, 10](#) [GRI 405/103-1, 405-1](#) People from 117 nations work in the nine European countries in which we are represented. This diversity is a part of the ALDI North Group. It enriches our working relationships and reflects the diversity of our customers. Through a wide range of job profiles, entry-level and advancement opportunities and working hours schemes, we promote equal opportunities and cement our position as an attractive employer.

Our approach

[GRI 405/103-2](#) We reject any form of discrimination. In all countries, all employees have the same opportunities irrespective of gender, age, religion or belief, sexual identity, origin or physical disability. Our focus is on performance.

To create a level playing field for all, we provide support for our employees and help them get the work-life balance right between career, leisure time and family. Work-life balance is an important topic of the future for us, the significance of which was underscored in our 2017 materiality survey. When working out duty rosters, the working hours are arranged to take maximum account of the employees' interests. The companies of the ALDI North Group offer some 48,000 opportunities for part-time jobs, particularly in the stores (90 per cent).

Employee representative organisation

[GRI 102-10, 405/103-2, 407/103-1/2/3](#) Since the 1970s, an elected employee representative organisation has been in place at ALDI North Germany directly when a new company is established. Once again, each of the 34 regional companies was represented by its own works council in 2017. At the beginning of 2018, business operations at the regional companies Hoyerswerda and Könnern underwent restructuring; the stores were not affected. Some of the employees in administration and logistics were transferred to other regional companies. A reconciliation of interests and a social compensation plan were drawn up for the remaining employees. Works councils also exist in Belgium and the Netherlands.

Grievance systems

[GRI 405/103-2, 407/103-1/2/3](#) Since 2015, employees in the Netherlands have had access to a clearly regulated grievance system. The grievance system sends a clear message of zero tolerance against any form of discrimination to the entire workforce. Since 2009, an action plan has been in place at each of the Spanish companies which comes into force if there are any signs of harassment. The plan guarantees that the situation will be clarified or remedied within 24 hours. The Spanish companies also introduced an action plan for equal rights in 2009. This plan is used to regularly review the employee structure in order to ensure equal opportunities and equal treatment.

Progress and measures in 2017

[GRI 405/103-2/3](#) In 2017, women held some 27 per cent of management positions at the ALDI North Group. Forty-three per cent of our stores are managed by women. We see this as confirmation of our philosophy of placing a clear focus on individual performance when filling management positions.

The results of the first employee surveys in early 2017 showed us that employees are proud to work for the ALDI North Group. At the same time, they made it clear that there was still room for improvement with regard to certain positions and functions when it comes to work-life balance. The first measures have been taken on the basis of the survey results. Among other things, we are encouraging our managers and promoting a respectful and appreciative approach to interpersonal relationships. In late 2017, ALDI Poland kicked off a project designed to promote team spirit and employee motivation.



← BACK

TABLE OF CONTENTS

FOREWORD

MANAGEMENT

EMPLOYEE APPRECIATION

- Attractive employer
- **Diversity and work-life balance**
- Occupational health & safety

SUPPLY CHAIN RESPONSIBILITY

RESOURCE CONSERVATION

SOCIAL COMMITMENT AND DIALOGUE PROMOTION

APPENDIX

Women in management positions GRI 405-1

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

	2015	2016	2017
Belgium/Luxembourg ¹	24.9	27.3	29.5
Denmark	20.2	20.0	21.3
Germany	24.6	26.7	27.8
France	17.5	21.4	23.1
Netherlands	15.1	16.3	17.9
Poland	38.6	40.3	36.7
Portugal	43.2	45.2	48.0
Spain	34.8	32.8	34.0
ALDI North Group	23.8	25.8	27.3

¹The information regarding the legally independent companies of the ALDI North Group in Belgium and in Luxembourg has been combined for the purposes of a simplified presentation (refer to "Subject of the report").

Employees by employment type GRI 102-8

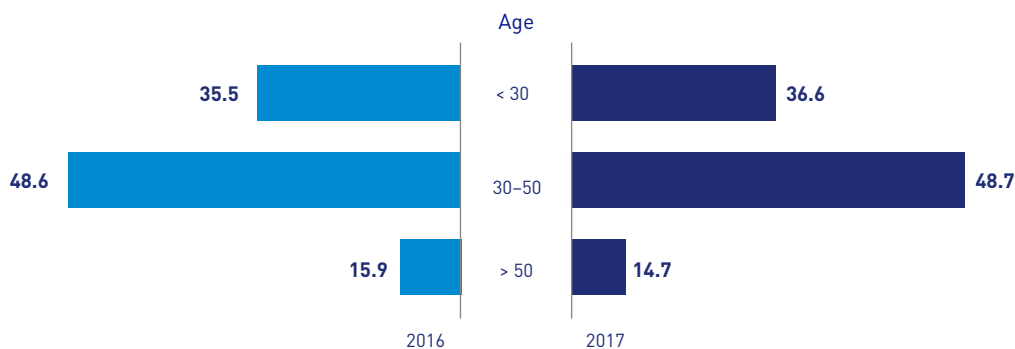
Number of employees by employment type and gender on the reference date 31 December (headcount)

	2015				2016				2017			
	Full time	of which female	Part time	of which female	Full time	of which female	Part time	of which female	Full time	of which female	Part time	of which female
Belgium/Luxembourg ¹	2,021	877	4,235	3,575	2,117	903	4,295	3,552	2,325	1,099	4,402	3,705
Denmark	1,048	468	989	583	1,074	468	1,110	660	1,098	413	1,179	686
Germany	7,267	3,125	24,162	19,396	7,258	2,977	27,957	22,428	7,370	2,994	28,466	22,517
France	5,184	2,504	2,236	2,029	5,474	2,722	2,769	2,482	5,993	2,794	3,225	2,798
Netherlands	1,639	324	4,652	3,569	1,622	317	4,678	3,540	1,775	363	6,879	4,736
Poland	473	337	687	665	809	617	657	637	1,334	1,134	572	572
Portugal	230	94	383	322	265	144	538	391	333	157	845	611
Spain	1,220	611	1,753	1,278	1,407	718	2,049	1,456	1,427	708	2,144	1,555
ALDI North Group	19,082	8,340	39,097	31,417	20,026	8,866	44,053	35,146	21,655	9,662	47,712	37,180

¹The information regarding the legally independent companies of the ALDI North Group in Belgium and in Luxembourg has been combined for the purposes of a simplified presentation (refer to "Subject of the report").

Employees by age groups GRI 405-1

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



← BACK

TABLE OF CONTENTS

FOREWORD

MANAGEMENT

EMPLOYEE APPRECIATION

- Attractive employer
- Diversity and work-life balance
- **Occupational health & safety**

SUPPLY CHAIN RESPONSIBILITY

RESOURCE CONSERVATION

SOCIAL COMMITMENT AND DIALOGUE PROMOTION

APPENDIX

Occupational health & safety

SDG 8 **GRI 403/103-1** Safe workplaces are one of the sustainability goals of the United Nations' 2030 Agenda (SDG 8). Taking responsibility for the health and safety of employees in the workplace is part of the ethos of the ALDI North Group companies. We protect them from work-related accidents and offer preventive health measures. Furthermore, we provide support in dealing with changes associated with issues such as longer opening hours, the introduction of new technical systems or changes in the product range in connection with our modernisation strategy. Not least, it is essential for us to consider the requirements that demographic change pose for our personnel policy. The task at hand is to help employees remain capable of working throughout their working lives in view of an ageing workforce.

Our approach

GRI 403/103-2 Compliance with statutory requirements is a matter of course for the ALDI North Group. Wherever possible, we aim to go above and beyond the basic requirements through measures such as prevention programmes and group sporting activities. The companies in the ALDI North Group regularly carry out inspections at workplaces in order to identify potential hazards at an early stage. The focus is on the areas with increased risk of accident, such as logistics and sales, where some 90 per cent of ALDI employees work.

Organisation and guidelines

GRI 403/103-2 The regional companies in each of the countries are responsible for designing and implementing our measures, allowing them to optimally meet the specific requirements in the places where they do business (see Attractive employer).

Progress and measures in 2017

GRI 403/103-2/3 Mental stress in the workplace is often on the rise in today's dynamic working world. Regional companies in Germany are therefore working to assess the risks of the working environment. Comparable risk analyses of psychosocial aspects were conducted at ALDI Belgium in the period under review. The starting point was a Belgian employee survey in late 2015 that formed the basis for an action plan drafted in 2017. Among other things, the plan calls for more open advice and support offerings, an expansion of internal communication efforts and training for managers and employees. ALDI Belgium is gradually implementing the action plan.

In sales and in our distribution centres, the provision of appropriate work clothes and technical equipment continues to form the basis of our occupational health and safety measures. Since 2017, the ALDI North Group in Germany has been using a pick-by-voice system to help employees pick orders through speech recognition. The solution is being gradually introduced at the German distribution centres and is more ergonomic, as it leaves employees with both hands free for handling goods. At the same time, it offers them a better overview of the situation, thereby helping to prevent accidents.

A workshop concept has been rolled out to prepare ALDI employees at the stores for the new ALDI Nord Instore Konzept design programme. Along with educating employees, the goal is to provide advance information about the upcoming changes to simplify the switch to new processes and prevent potential mental stress during the conversion phase.

Furthermore, the topic of prevention is of increasing importance. As one of the results of the 2017 employee surveys, the Group concluded partnership agreements with gyms. Through corporate runs, we aim not only to strengthen a sense of team spirit, but also to provide incentives for more physical activity. Corporate runs have now been set up in seven ALDI North Group countries.

Lost day rate **GRI 403-2**

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

	2015	2016	2017
Belgium/Luxembourg ¹	4.5	4.2	4.2
Denmark	4.1	3.7	3.3
Germany	3.8	4.2	4.4
France	5.5	4.6	5.1
Netherlands	4.1	4.1	4.3
Poland	2.6	3.1	3.2
Portugal	n/a	n/a	n/a
Spain	2.9	2.6	3.2
ALDI North Group	3.9	3.8	4.0

¹The information regarding the legally independent companies of the ALDI North Group in Belgium and in Luxembourg has been combined for the purposes of a simplified presentation (refer to "Subject of the report").

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



TABLE OF CONTENTS

PRODUCT QUALITY

MORE SUSTAINABLE
PRODUCT RANGE

SUSTAINABLE STANDARDS IN
THE NON-FOOD SUPPLY CHAIN

SUSTAINABLE FOOD
PURCHASING PRACTICES

PACKAGING & CYCLE

SUPPLY CHAIN RESPONSIBILITY

Responsibility for our supply chain

Our responsibility does not just begin at our distribution centres or stores. We promote greater sustainability at an even earlier stage, when resources such as palm oil or cocoa are being cultivated. In addition, we are working hard to make lasting improvements to the working conditions at the production sites of our suppliers. The goal: a more sustainable product range for our customers and higher social and environmental standards for local producers.

← BACK

TABLE OF CONTENTS

FOREWORD

MANAGEMENT

EMPLOYEE APPRECIATION

SUPPLY CHAIN RESPONSIBILITY

• **Product quality**

- More sustainable product range
- Sustainable standards in the non-food supply chain
- Sustainable food purchasing practices
- Packaging & cycle

RESOURCE CONSERVATION

SOCIAL COMMITMENT AND DIALOGUE PROMOTION

APPENDIX

Product quality

GRI 102-16, 416/103-1 Offering high-quality products at low ALDI prices is the foundation on which our business philosophy is built. We make no compromises when it comes to the quality of our products. The health of consumers plays a pivotal role in the way we view quality and safety. We take responsibility for this aspect along the entire production and supply chain.

Our approach

GRI 416/103-2 The continuous improvement of product quality is the main goal of our quality assurance. To offer our customers only the best products, we have established comprehensive quality assurance and management processes at all levels of our value chain. Our own brands are subject to high quality standards that we also develop in cooperation with our suppliers. The focus is always on our customers' wishes and needs. Independent tests by consumer organisations regularly confirm the quality of the ALDI North Group's own-brand products.

Organisation and guidelines

Organisation: quality at all levels

GRI 102-16, 416/103-2, 416-1 Throughout the Group, a multistage monitoring system ensures compliance with our quality requirements. Buyers, suppliers, manufacturers, quality managers and accredited independent testing labs are integrated within the system, as are warehouse and store employees. As part of this system, each product is tested a number of times. The process at a glance:

- We define comprehensive requirements for our suppliers during purchasing, usually through catalogues of requirements and our international and national purchasing policies.
- We deploy a range of different quality measures to check compliance with these quality standards, such as on-site checks, product samples and tastings, depending on the country. At the same time, tests are carried out on our products by independent testing labs. Test certificates confirm flawless quality.
- **GRI 416-1** In all ALDI North Group countries, we require producers of our own food brands to obtain certification in conformity with the Food Standard of the International Featured Standards (IFS). The requirements of the GLOBALG.A.P. apply to agricultural producers of fresh fruit and vegetables, and the standards of the QS Test System apply to fresh meat and sausages in certain countries.
- Comprehensive incoming-goods inspections and inventory checks in the distribution centres and stores ensure constant quality assurance. To perform these duties, employees receive training

on topics such as hygiene requirements and merchandise knowledge. A particular focus is placed on fruit and vegetables, as well as further fresh products.

- Our quality standards continue to apply even after the sale. We accept customer feedback and seek to provide our customers with the best possible solution. If customers make complaints, we adopt a fair and tolerant approach

A detailed process description can be found in the Sustainability Report 2015. For a look at a day in the life of our quality managers, please see the story entitled "One day, one goal: quality".

Responsibilities: Group-wide coordination, national implementation

GRI 416/103-2 Responsibility for the implementation of our quality standards rests with the ALDI companies in the ALDI North Group's nine countries. They ensure that specific national characteristics – for example, requirements under statutory food regulations – are taken into account. Topics of overarching significance are prepared by ALDI Buying and agreed throughout the ALDI North Group. Constant communication between the quality managers ensures that knowledge and experience are shared throughout the ALDI North Group. There is also close coordination within the countries between Quality Assurance, Corporate Responsibility (CR), Buying, Sales and the regional companies.

Guidelines and regulation: constant review and adjustment

GRI 416/103-2 Quality is a key element of our mission statement "Simply ALDI". Every year, there is a wide range of regulatory developments that affect our products. The topic of healthy nutrition, for example, has been in focus for more than ten years at a European level. In Spain, regional statutory regulations aimed at reducing the sugar content of drinks were announced in 2017. Quality Assurance is keeping an eye on the regulatory developments and is advising the Buying department in terms of implementation by our suppliers.

Progress and measures in 2017

GRI 416/103-2

Our products: improved combinations

We are constantly adapting the recipes of our own-brand products to meet changing customer demands or new regulatory requirements. The quality of the products must always be guaranteed to remain consistent. In Germany, we gradually reduced the sugar content of soft drinks, muesli, preserved fruits and other products in 2017. The formulas of cosmetics such as shampoos, shower gels and liquid soaps will also be adapted by the end of 2018 so as to completely replace certain poorly biodegradable polymers (often referred to as "liquid microbeads"). We stopped using solid

← BACK

TABLE OF CONTENTS

FOREWORD

MANAGEMENT

EMPLOYEE APPRECIATION

SUPPLY CHAIN RESPONSIBILITY

• Product quality

- More sustainable product range
- Sustainable standards in the non-food supply chain
- Sustainable food purchasing practices
- Packaging & cycle

RESOURCE CONSERVATION

SOCIAL COMMITMENT AND DIALOGUE PROMOTION

APPENDIX

microbeads, such as exfoliants, in 2015. In countries such as France, solid microbeads have already been completely banned in certain products.

ALDI Netherlands is taking part in a sector initiative which is committed to developing improved product combinations. As a result, we have been gradually adapting the recipes of various product groups there since 2014. In the year under review, we focused our attention on dairy products, soups and sauces, crisps and nut mixes. They now contain less salt and/or sugar.

In 2016, ALDI Belgium signed the Balanced Food Covenant (Convention Alimentation Équilibrée), which has been endorsed by Belgian food companies, retailers, restaurant chains, catering companies and the government. The Covenant aims to reduce the amount of sugar, salt and saturated fatty acids and increase the fibre content in specific product groups. In 2017, ALDI Belgium made adjustments to the product groups soft drinks, dairy products, breakfast cereals, biscuits, chocolate, and soya and vegetable drinks. A report on the Convention is scheduled for late 2018.

In Spain, we worked to reduce the amount of sugar in soft drinks in 2017. Our motivations in doing so included the implementation of regulatory requirements. Substances such as steviol glycosides are being used for this purpose. Eight recipes have already been improved, reducing the sugar content by 30 per cent on average. These products will be hitting shelves by June 2018. Further changes to products are planned for 2018.

Fruit and vegetable cultivation: reducing pesticides and herbicides

Our suppliers must comply with strict regulations for the cultivation of fruit and vegetables. We always go beyond the statutory regulations in these areas. Since 2016, for example, we have banned the use of eight active ingredients in the cultivation of German fruit, vegetables and potatoes because they were suspected of being responsible for the decline of flying insects like bees, butterflies and hoverflies. In late 2016, ALDI held a second round of talks on "active ingredients toxic to bees" with various representatives of producers, associates and organisations, plant protection advisors and agencies, and testing labs. Further approaches to the protection of bees are currently being reviewed, and gradual implementation is already under way. In 2017, ALDI France introduced a product featuring the BEE FRIENDLY label conferred by the organisation of the same name. In Germany, the company has been selling bee-friendly perennials and plants for several years now.

Constant improvement of quality standards

Since 2017, our suppliers in Germany for certain non-food products such as cosmetic, hygiene and household products have been required to have certification in line with the current IFS HPC

Standard. The standard supports them in complying with statutory product safety and quality regulations for household and personal care products. Implementation by our suppliers is scheduled to be completed by mid-2018.

Ad hoc special investigations

We keep an eye on current incidents and proactively launch special investigations as needed. In the year under review, this was the case in connection with evidence suggesting the presence of Fipronil in eggs throughout Europe, for example. Among other things, we removed individual products from sale on a precautionary basis and had fresh eggs and many products containing eggs tested for Fipronil. Only products for which suppliers can provide analysis reports proving the absence of Fipronil may be delivered to us. While implementing these measures, we maintained transparent and close communication with authorities, consumers and the press.

Targets and status

GRI 416/103-2/3 Our quality promise is supported by individual targets within the ALDI North Group countries, as evidenced by international test results by organisations such as Spain's Organización de Consumidores y Usuarios (OCU) or Germany's Stiftung Warentest and ÖKO-TEST, as well as our own market research and external awards.

← BACK

TABLE OF CONTENTS

FOREWORD

MANAGEMENT

EMPLOYEE APPRECIATION

SUPPLY CHAIN RESPONSIBILITY

- **Product quality**
- More sustainable product range
- Sustainable standards in the non-food supply chain
- Sustainable food purchasing practices
- Packaging & cycle

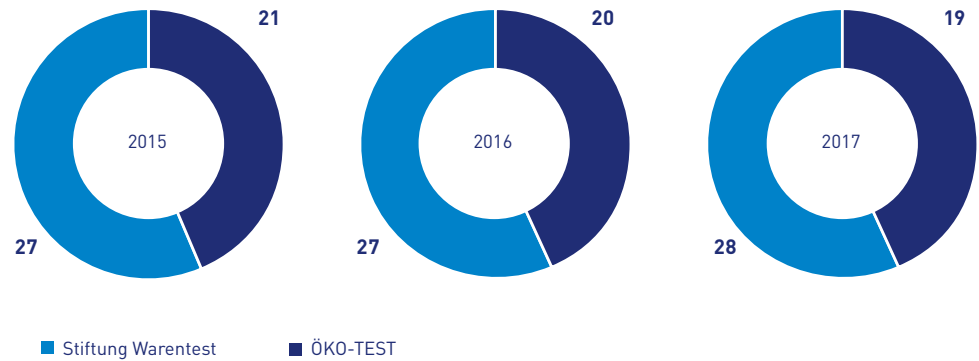
RESOURCE CONSERVATION

SOCIAL COMMITMENT AND DIALOGUE PROMOTION

APPENDIX

Products promoted with Stiftung Warentest or ÖKO-TEST GRI 416/103-2/3

Number of articles promoted with test results from consumer association Stiftung Warentest or consumer magazine ÖKO-TEST¹



¹It is only possible to label products with test results in Germany; the data therefore only relates to Germany.

Public product recalls GRI 416/103-3

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

	2015			2016			2017		
	Total	Recalls food	Recalls non-food	Total	Recalls food	Recalls non-food	Total	Recalls food	Recalls non-food
Belgium/Luxembourg ¹	3	3	-	1	1	-	4	4	-
Denmark	2	2	-	3	3	-	3	3	-
Germany	5	1	4	10	10	-	9	8	1
France	14	12 ²	2	23 ³	22	1	11	10	1
Netherlands	2	2	-	3	3	-	4	4	-
Poland	-	-	-	1	1	-	1	1	-
Portugal	-	-	-	-	-	-	1	1	-
Spain	-	-	-	3	1	2	5	2	3
ALDI North Group	26	20	6	44	41	3	38	33	5

¹The information regarding the legally independent companies of the ALDI North Group in Belgium and in Luxembourg has been combined for the purposes of a simplified presentation (refer to "Subject of the report").

²Six due to deficiencies relating to labelling requirements.

³Sixteen regional recalls; a total of six recalls due to deficiencies relating to labelling requirements.

← BACK

TABLE OF CONTENTS

FOREWORD

MANAGEMENT

EMPLOYEE APPRECIATION

SUPPLY CHAIN RESPONSIBILITY

- Product quality
- **More sustainable product range**
- Sustainable standards in the non-food supply chain
- Sustainable food purchasing practices
- Packaging & cycle

RESOURCE CONSERVATION

SOCIAL COMMITMENT AND DIALOGUE PROMOTION

APPENDIX

More sustainable product range

SDG 12 For many consumers, sustainability is an important argument when it comes to making buying decisions. Almost 70 per cent of the customers we surveyed as part of our 2017 materiality analysis said that sustainability played an important or very important role in choosing where to shop. Empowering our customers to choose a responsible, affordable and healthy approach to consumption is part of our corporate responsibility (CR) philosophy.

Our approach

GRI 102-2, 204/103-1/2, 417/103-1/2 We consistently tailor our products and services to the desires and expectations of our customers, which is why we are continually expanding our range of more sustainable products. We are also meeting the rising demand for products for special nutritional requirements, such as lactose- and gluten free items, as well as vegetarian and vegan products. At the same time, we are improving our range on a wide scale by adjusting ingredients, converting resources and promoting high environmental and social standards in the non-food supply chain.

Our more sustainable products are certified in accordance with recognised standards and identified by the corresponding seals. In addition, we use international and national own brands, such as Mein Veggie Tag for vegetarian items in Germany, Meat free days in the Netherlands and BON & VÉG in France. Since January 2018, our products made in compliance with animal welfare standards have been identified at selected German stores by the Fair & Gut own brand. We label products with the Clean Label where we have deliberately refrained from using specific additives such as taste enhancers, aroma additives, colouring agents and preservatives. The ALDI Transparency Code (ATC) also enables our customers to trace the origin of various meat products. In Germany, the ATC also covers fish products and eggs.

Organisation and guidelines

GRI 204/103-2, 417/103-2 The central buying division and the respective national buying organisations are in charge of organising the buying process at ALDI North. In our purchasing policies, we document the status quo and set targets for switching to certified resources. Furthermore, we rule out critical products or production methods with the aid of negative lists. We work together to determine which measures for more sustainable products should be implemented.

Regulation: clear labelling

GRI 204/103-2, 417/103-2 The EU mandates country of origin labelling for certain agricultural products, such as fruit and vegetables. The regulations were recently tightened in some European countries. In France, a national regulation requiring country of origin labelling for dairy and meat in pre-packaged, processed food came into force in early 2017. Under the law, the origin of products containing at least 8 per cent meat must be labelled in France.

Progress and measures in 2017

GRI 204/103-2, 417/103-2

Organic: key topic for customers

In the past three years alone, we have succeeded in nearly doubling the number of organic products sold at ALDI North to more than 800 items from the standard and special-buy product ranges. With a market share of around 14 per cent, we are the leading retailer of organic food in the ALDI North sales region in Germany, according to the GfK Consumer Scan 2017. Our goal is to further expand our range of organic products in all ALDI North Group countries. The enquiries received by ALDI Spain's new customer service team, for example, demonstrate how important the topic is for our customers as well. Because our Spanish customers have increasingly been asking for information about our range of organic products, ALDI Spain launched a wide-scale TV, Internet and print communication campaign to inform consumers about the GutBio own brand in the year under review.

Fairtrade: product range expanded

We are also expanding the proportion of Fairtrade products throughout the ALDI North Group. In 2017, our range featured 73 Fairtrade-certified products – an increase of 25 per cent compared with the first year of our sustainability reporting (2015). In Belgium, we were the first retailer to exclusively offer Fairtrade bananas to mark Fairtrade Week in 2017. ALDI Belgium is set to begin carrying 100 per cent Fairtrade roses in 2018. ALDI Poland added Fairtrade items to its standard and special-buy product ranges for the first time in 2017.

Special nutritional requirements: transparent labelling

In many countries, we have seen a rise in demand for products for special nutritional requirements in recent years and are expanding our range of vegetarian, vegan and gluten- and lactose-free products accordingly.

The V-Label identifies vegan products that are guaranteed not to contain any ingredients originating from animals. Vegetarian products may contain animal-based ingredients such as milk, eggs or cheese. Some 180 products in all ALDI North Group countries carried the V-Label or similar labelling in 2017, compared to 29 items in 2015.

← BACK

TABLE OF CONTENTS

FOREWORD

MANAGEMENT

EMPLOYEE APPRECIATION

SUPPLY CHAIN RESPONSIBILITY

- Product quality
- **More sustainable product range**
- Sustainable standards in the non-food supply chain
- Sustainable food purchasing practices
- Packaging & cycle

RESOURCE CONSERVATION

SOCIAL COMMITMENT AND DIALOGUE PROMOTION

APPENDIX

In addition, we launched the Mein Veggie Tag own brand for vegetarian and vegan products in Germany in the year under review. Since 2017, our customers in Germany have been able to use the rennet list (Labliste) to find out which products do not contain animal-based rennet, which is used for making cheese. Customers in Portugal have also had online access to an overview of these products since 2018. From 2018, our cosmetic and personal care products in Germany will additionally carry the vegan flower symbol licensed by The Vegan Society.

In the period under review, ALDI Spain approved measures to create greater transparency for our customers when it comes to lactose- and gluten-free products. All lactose- and gluten-free products in Spain are to be labelled with recognised seals backed by appropriate certification and strict monitoring systems by January 2019. Gluten-free products are to receive the Crossed Grain symbol, which is issued by FACE (Federación de Asociaciones de Celíacos de España), the Spanish federation of coeliac associations. Lactose-free products will be labelled with the Adilac seal issued by the Spanish lactose intolerance association (Asociación de intolerantes a la lactosa de España – ADILAC). Since 2018, Portuguese customers have been able to find an overview of lactose- and gluten-free items from the seasonal and standard product range at aldi.pt. The products are also labelled accordingly on the shelf.

GMO-free: label builds trust

Genetic engineering is at the centre of critical public debate, especially in Germany and Denmark, which is why we have taken a clear stance on this issue. All suppliers of the ALDI North Group have long since been obliged to guarantee that their goods do not contain or consist of GMO ingredients, and that they are not produced with genetically modified food ingredients, additives or other substances according to EU legislation. This applies to all food products sold at the ALDI North Group and includes all upstream stages in the production process. We also require suppliers to keep all the appropriate declarations and any laboratory analyses and disclose them for audits.

When it comes to labelling, we go beyond the statutory requirements. The Ohne GenTechnik (no genetic engineering) seal from Verband Lebensmittel ohne Gentechnik (VLOG – Industry Association Food without Genetic Engineering) allows us to offer our customers in Germany certainty that no genetically modified fodder plants were used in food or in animal feed. In the year under review, we were able to label 72 items with the VLOG seal in Germany – an increase of 53 per cent compared with the previous year. In 2017, we became the first retailer in Denmark to introduce milk from cows that were proven to have received only non-GMO feed.

Transparent production: traceability with ATC and labels

Thanks to the ALDI Transparency Code (ATC), our customers are now able to trace the origin of lots of products online at any time. As a result, we go beyond the statutory regulations in this area too. We continue to expand this labelling to additional countries and products. In 2017, we placed the ATC on products from the meat and products containing meat, fresh shell eggs and fish and products containing fish product groups. In the ALDI North Group countries, the focus was on meat and products containing meat. The ATC was placed on 100 per cent of the fresh meat at ALDI Netherlands and 54 items in Belgium, France, Poland and Portugal. In 2018, we plan to introduce the ATC for clothing and home textiles, thereby supplementing the existing transparency list for textiles and shoes.

GRI 417-1 To enable our customers to recognise immediately where a product's ingredients come from and where they were processed, we have been using familiar and established designations of origin in addition to the ATC for several years now. In Germany, we have used the Regionalfenster Deutschland labelling since 2016. In Belgium, Denmark, France and Poland, we use national labels for domestically produced meat products, such as the ALDI North Group's own BELGIAN QUALITY label in Belgium or the PRODUKT POLSKI seal in Poland.

Targets and status

GRI 204/103-2/3, 417/103-2/3 We review the development of our more sustainable product range based on the targets defined in the purchasing policies, among other things, which call for an expansion of the proportion of organic products or further certifications depending on the resource. To monitor our progress, we conduct supplier surveys and audits, for example, as we do when it comes to animal welfare. In addition, we continue to promote the expansion of the ATC and have confirmed our commitment to doing so in our CR Programme.

← BACK

TABLE OF CONTENTS

FOREWORD

MANAGEMENT

EMPLOYEE APPRECIATION

SUPPLY CHAIN RESPONSIBILITY

- Product quality
- **More sustainable product range**
- Sustainable standards in the non-food supply chain
- Sustainable food purchasing practices
- Packaging & cycle

RESOURCE CONSERVATION

SOCIAL COMMITMENT AND DIALOGUE PROMOTION

APPENDIX

Labelled vegetarian and vegan products

Number of listed food and non-food own-brand products labelled as vegetarian and/or vegan from the standard and special-buy product ranges¹

In addition to the labelled products, the ALDI North Group offers a wide range of non-labelled vegetarian and/or vegan items

	2015	2016 ²	2017
Belgium/Luxembourg ³	5	8	14
Denmark	-	2	14
Germany	16	56	129
France	-	-	4
Netherlands	7	8	13
Poland	-	2	19
Portugal	-	5	21
Spain	1	3	24
ALDI North Group	29	78	185

¹ Because 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 Late reporting information for the year 2016 resulted in partial amendments compared with the previous year's report.

³ The information regarding the legally independent companies of the ALDI North Group in Belgium and in Luxembourg has been combined for the purposes of a simplified presentation (refer to "Subject of the report").

Number of organic and Fairtrade products GRI FP2

Number of own-brand products with EU organic logo and number of insourced own-brand products with Fairtrade certification in the standard and special-buy product range

	2015		2016		2017 📈	
	Organic products	Fairtrade products	Organic products	Fairtrade products	Organic products	Fairtrade products
Belgium/Luxembourg ¹	56	3	61	9	101	16
Denmark	86	8	118	11	150	19
Germany	125	15	144	21	188	30
France	45	-	60	1	103	14
Netherlands	66	37	114	41	112	29
Poland	9	1	10	1	45	6
Portugal	60	7	77	12	76	19
Spain	105	1	131	4	225	4
ALDI North Group ²	433	58	517	70	803	73

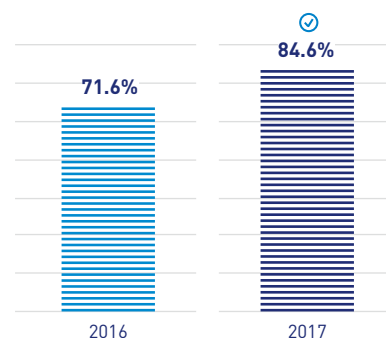
¹ The information regarding the legally independent companies of the ALDI North Group in Belgium and in Luxembourg has been combined for the purposes of a simplified presentation (refer to "Subject of the report").

² Because 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.

Proportion of products with ALDI Transparency Code in Germany GRI 417-1

Proportion of meat or meat-containing own-brand products from the standard and special-buy product ranges in Germany labelled with the ALDI Transparency Code (ATC) (percentage)

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.



← BACK

TABLE OF CONTENTS

FOREWORD

MANAGEMENT

EMPLOYEE APPRECIATION

SUPPLY CHAIN RESPONSIBILITY

- Product quality
- More sustainable product range
- **Sustainable standards in the non-food supply chain**
- Sustainable food purchasing practices
- Packaging & cycle

RESOURCE CONSERVATION

SOCIAL COMMITMENT AND DIALOGUE PROMOTION

APPENDIX

Sustainable standards in the non-food supply chain

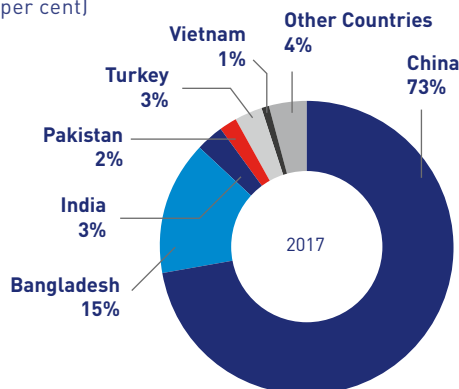
[SDG 1, 3, 6, 8, 12, 15, 16](#) [GRI 204/103-1, 308/103-1, 414/103-1](#) Our objective is to enable millions of customers in Europe to shop in our stores with a good conscience. To make this possible, we take responsibility for safe and fair working conditions and compliance with environmental standards wherever we can make a difference. Our non-food range includes, among other things, textiles, cosmetic and toiletry products, and weekly special-buy products – from electronics and household goods to furniture. The supply chains behind these products are diverse and complex. During production, non-food products often pass through several production sites in various different countries. Hence, the challenges are complex as well: Issues such as building safety, living wages or reducing the use of chemicals in textile production require cross-sector cooperation among companies, governments and non-governmental organisations (NGOs). That is why we have joined forces with other players to work on these challenges in global initiatives such as amfori BSCI (Business Social Compliance Initiative).

Our approach

[GRI 308/103-1, 414/103-1](#) We focus on long-term, fair and reliable business relationships with suppliers who share our understanding of quality and responsibility. They have the goods that we have commissioned manufactured at production facilities in countries such as China, Bangladesh or Turkey. Together, we work on enforcing high environmental and social standards.

Non-food product group production facilities by country in 2017

Number of non-food production facilities used in the part of the product range under review (in per cent)



Our measures focus on countries of origin in which the risk of violations of social and environmental standards is increased. We are guided in this process by the list of countries that amfori (formerly the Foreign Trade Association – FTA) has classified as risk countries.

With regard to working conditions, we subject our suppliers and the production facilities they place orders with to clearly defined requirements.

Compliance with social standards in the supply chain

[GRI 308/103-1, 414/103-1, 407/103-1/2/3, 407-1](#)

The amfori BSCI Code of Conduct

We require ourselves and our suppliers to comply with the amfori BSCI Code of Conduct. The Code of Conduct is based on numerous international agreements including the core conventions of the International Labour Organization (ILO) or the Universal Declaration of Human Rights by the United Nations (UN). This enshrines all eleven central employee rights, including the right to safety in the workplace and proper pay. It also excludes discrimination, child labour and forced labour. Compliance with the amfori BSCI Code of Conduct is monitored and evaluated by on-site inspections (audits). All production facilities that are commissioned by our suppliers must present a valid amfori BSCI audit or SA8000 certification.

Audit results

[GRI 102-10, 308-2](#)

The quality of the audit result is of crucial importance for us. We expect our suppliers to commission production facilities that have achieved good to very good audit results. The Corporate Responsibility (CR) department checks existing information for each submitted production facility and records an overall assessment. If the overall assessment is poor, no order is commissioned in the first instance. In such cases, the supplier must ensure that action plans are worked out for the necessary improvements and any problems in the production facilities are remedied. The ALDI North Group expects all suppliers to correct any defects as quickly as possible and to continuously improve the working and social conditions in the production facilities. Suppliers are not permitted to subcontract other production facilities without prior review and approval. The procedure in the event of violations of our requirements is defined contractually. The severity and the frequency of any breaches of regulations are taken into account to the same extent as the joint responsibility of the supplier. Potential consequences range from written warnings to – in the worst case scenario – termination of business relationships. No use was made of these consequences in 2017.

← BACK

TABLE OF CONTENTS

FOREWORD

MANAGEMENT

EMPLOYEE APPRECIATION

SUPPLY CHAIN RESPONSIBILITY

- Product quality
- More sustainable product range
- **Sustainable standards in the non-food supply chain**
- Sustainable food purchasing practices
- Packaging & cycle

RESOURCE CONSERVATION

SOCIAL COMMITMENT AND DIALOGUE PROMOTION

APPENDIX

Organisation and guidelines

[GRI 308/103-1, 414/103-1](#) The CR department coordinates the review of environmental and social standards and is in close contact with suppliers and buyers. ALDI CR Support Asia Ltd. in Hong Kong, whose primary task is to monitor suppliers and production facilities, provides support for the CR department during its work in the production countries. This allows us to additionally review the conditions and progress at local facilities. ALDI CR Support Asia Ltd. is also responsible for the qualification of the suppliers and production facilities, as well as stakeholder management in Asia. The findings of ALDI CR Support Asia Ltd. are included in the overall assessment and therefore play a role in purchasing decisions.

CR Policy and purchasing policies

[GRI 204/103-2, 308/103-1, 414/103-1](#) Supply chain responsibility is a key field of action in our CR Policy. We formulate our requirements for the supply chain and products in our purchasing policies, among other documents. In the year under review, we introduced new international purchasing policies for flowers and plants; for wood, board and paper; and a National Cotton Purchasing Policy for Germany.

Sector and multistakeholder initiatives

We also tackle the multifaceted challenges in the textile industry in cooperation with other business enterprises, governments, NGOs and unions. Through our work in sector and multistakeholder initiatives, we are making a contribution to developing standards and achieving structural improvements:

- In 2017, the ALDI North Group signed the follow-up agreement to the Accord on Fire and Building Safety in Bangladesh, the Transition Accord. From the perspective of the ALDI North Group, the accord remains an important tool for continuously improving the safety of workers in the textile sector in Bangladesh.
- We have been supporting the objectives of Greenpeace's Detox campaign through a voluntary commitment (ALDI Detox Commitment) since 2015.
- Since 2015, we have been a member of the Leather Working Group (LWG). Since 1 January 2017, we have required the exclusive use of leather from LWG-certified tanneries for articles made of leather or leather components.
- We have also been a member of Germany's Partnership for Sustainable Textiles (Bündnis für nachhaltige Textilien) since 2015. We actively contribute to the achievement of the partnership's goals and support the "Environmental and chemical management" initiative (Bündnisinitiative "Umwelt- und Chemikalienmanagement").
- In late 2017, we joined the European Clothing Action Plan (ECAP), an EU-sponsored project to reduce the negative environmental impact of the textile industry.

Progress and measures in 2017

[GRI 308/103-2, 414/103-2](#)

ALDI Social Assessments introduced

[GRI 414-1, 308-2, 407-1](#)

Together with our suppliers, we visit the production facilities that work on our behalf as part of the ALDI Social Assessments (ASA). This allows us to see for ourselves how our requirements are being implemented in the supply chain. An ASA covers talks with the management, an accounting audit and an inspection of the production facility to audit working and social standards, as well as talks with employees. In the event of deficiencies, we work with suppliers and production facilities to draw up action plans aimed at achieving lasting improvements as quickly as possible and review their implementation. In the year under review, we performed 199 ASAs in eight countries, many of them in China (70 per cent). There were deficiencies at roughly 13 per cent of the production facilities in 2017 in fields such as occupational health and safety. Such deficiencies are often the result of structural challenges in the production countries. We also work to address findings of this nature through overarching initiatives such as the Bangladesh Accord on Fire and Building Safety.

In focus: Sustainable Textiles Purchasing project

[GRI 414-1, 308-2](#)

Since 2017, we have been compiling the data from our supplier assessment in the sustainable textile purchasing project. We use this information to compare suppliers' sustainability performance. The project aims to bring about closer cooperation with strategic suppliers who are willing to comply with our requirements and continuously achieve advancements at the production facilities they place orders with. The longer-term planning certainty enables our suppliers to take further steps towards a more sustainable supply chain.

Supplier qualification: ALDI Factory Advancement Project expanded

[GRI 414-1, 414-2](#)

We continued to advance the ALDI Factory Advancement (AFA) Project in the year under review (2017). The project pursues a dialogue-based, cooperative approach that fosters communication between workers and managers and encourages them to work together to identify and efficiently solve problems. The central focus is dealing with issues such as health protection and safety in the workplace, fire protection, pay, working hours and discrimination. The subsequent alumni project also covers productivity- and quality-related issues. Today, 38 production facilities have joined the programme, thereby covering some 54 per cent of the purchasing volume (2015: 35 per cent) from Bangladesh. More than 85,000 workers benefit from this programme. As part of a further project – AFA Project PLUS – the Group worked with an NGO from Bangladesh to achieve improvements at in-house crèches at nine

← BACK

TABLE OF CONTENTS

FOREWORD

MANAGEMENT

EMPLOYEE APPRECIATION

SUPPLY CHAIN RESPONSIBILITY

- Product quality
- More sustainable product range
- **Sustainable standards in the non-food supply chain**
- Sustainable food purchasing practices
- Packaging & cycle

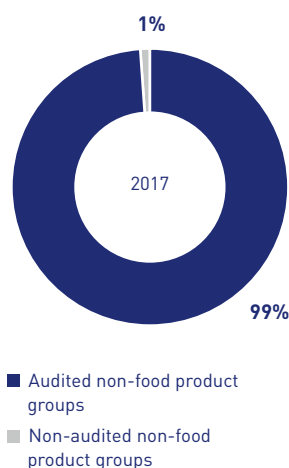
RESOURCE CONSERVATION

SOCIAL COMMITMENT AND DIALOGUE PROMOTION

APPENDIX

Audit rate at non-food product group production facilities in risk countries

Proportion of products traded from non-food product groups that were made at production facilities in risk countries



factories by the middle of 2017. Seven further production facilities will complete the AFA Project PLUS in 2018.

Chemical management: compliance with environmental standards

GRI 308-2 Coordinated action by all players in the industry is absolutely essential to achieving positive change in the supply chain. We must work with the right partners to implement the requirements laid out in the ALDI Detox Commitment. It was for this reason that we joined the amfori BEPI initiative (Business Environmental Performance Initiative) in early 2017. amfori BEPI aims to promote environmental protection in supply chains during chemical-intensive production processes, among other things. amfori BEPI is the central platform for collaboration between the ALDI North Group and our business partners. Since July 2017, all production facilities for clothing, home textiles and footwear that work for our suppliers have been required to complete an amfori BEPI Self-Assessment. This disclosure provides starting points for environmental management improvement measures. Training measures for production facilities give participants essential information about the practical implementation of these measures.

In the field of chemical management, amfori BEPI works with the Zero Discharge of Hazardous Chemicals (ZDHC) group, for example, whose standards are widely accepted in the industry. The partnership gives participating production facilities access to the ZDHC's training programmes. We also use our amfori BEPI membership to share findings that we gained in 2016 during pilot projects in the field of chemical management audits (CMAs), allowing other companies to benefit from this information.

In 2017, we also joined forces with the service provider NimkarTek to develop a chemical management training programme that includes compulsory modules on APEOs (alkylphenol ethoxylates), a chemical group that is used in textile production primarily as a surfactant in detergents and is one of the focal points of our activities due to its environmentally damaging effects, as well as additional training modules on topics such as chemicals, wastewater and silt management.

We also launched a pilot project with four selected production facilities of our suppliers in 2017, which are participating in the BVE³ programme offered by the certification provider Bureau Veritas. The programme calculates the production facility's expected wastewater load based on benchmarks related to production processes and data on the chemicals used for processes such as dyeing and washing, allowing us to ensure greater transparency and calculate the expected chemical load in wastewater. This programme is specifically tailored to industrial processes that use water. Training sessions are also offered. The BVE³ programme is

initially slated to last twelve months. Production facilities will be supported by ALDI CR Support Asia Ltd. The programme will be subsequently evaluated with a view to use in other production facilities.

Transparency for our customers

We enable our customers to trace the origin of our textiles and footwear. In a first step, we published information on all relevant production facilities for selected product groups for the first time on the German and Portuguese ALDI websites in 2017. We are constantly reviewing the additional information on the production facilities that we can release. The first textiles with the ALDI Transparency Code (ATC) will go on sale in Germany in 2018. The ATC can be gradually expanded within the ALDI North Group to all items featuring certified cotton following a successful test phase. In Germany, Fairtrade textiles have already received the Fairtrade code, making it possible to trace the origins of the cotton.

Purchasing of sustainable resources: clear guidelines and new projects

GRI 204/103-2/3 In Germany, we published a National Cotton Purchasing Policy in 2017, which already covers the majority of all items sold in the ALDI North Group countries due to international buying practices. The purchasing policy sets a target of raising the proportion of certified sustainable cotton to 30 per cent by 2018. That figure stood at just under 23 per cent, or 20 per cent throughout the entire ALDI North Group, in 2017 (excluding ALDI Netherlands due to a lack of data for 2017). We currently rely on the Global Organic Textile Standard (GOTS), the Organic Content Standard (OCS), Fairtrade, organic cotton and recycled cotton. To support producers in implementing our requirements, we plan to sponsor a cotton project in a country of origin. In 2017, we made a public pledge to the NGO Textile Exchange that we would increase the proportion of recycled fibres (polyester) by 25 per cent (reference year: 2016) by 2020. We were already able to achieve this goal in 2017. We were also ranked among the top ten retailers of recycled cotton in Textile Exchange's 2017 Textile Fiber Market Report.

New International Flowers and Plants Purchasing Policy

Many cut flowers come from developing countries along the equator, which offer good growing conditions all year round, with extensive sunshine and consistently warm temperatures. By contrast, potted plants are mostly cultivated in Europe, as transport would otherwise be associated with high costs. The goal in all growing countries is to improve workers' working and living conditions. The main environmental challenges are dealing with the consequences of climate change and reducing the use of pesticides and substances that are toxic to bees.

← BACK

TABLE OF CONTENTS

FOREWORD

MANAGEMENT

EMPLOYEE APPRECIATION

SUPPLY CHAIN RESPONSIBILITY

- Product quality
- More sustainable product range
- **Sustainable standards in the non-food supply chain**
- Sustainable food purchasing practices
- Packaging & cycle

RESOURCE CONSERVATION

SOCIAL COMMITMENT AND DIALOGUE PROMOTION

APPENDIX

GRI 414-1 In 2017, we published our International Flowers and Plants Purchasing Policy, in which we pledge to promote the sustainable cultivation of flowers and plants and improve workers' working and living conditions in the long term. We are therefore working to change over our entire range of flowers and plants to certified sustainable goods throughout the ALDI North Group within the scope of this Purchasing Policy by the end of 2019. For this purpose, we will only accept the GLOBALG.A.P. standard in combination with the additional module GRASP (GLOBALG.A.P Risk Assessment on Social Practice) or any certification that is approved by ALDI North or GLOBALG.A.P. Wherever possible, we will use the GLOBALG.A.P. label to show consumers that they are purchasing certified flowers and plants.

Wood: International Timber Purchasing Policy published

GRI 204/103-2/3 Forests are important ecosystems and provide a habitat for humans, animals and plants. They also act as a vital reservoir of drinking water and have a moderating effect on the climate. Sustainable forestry and the sustainable processing and recovery of wood and wood-based products and packaging are necessary to protect

forests and preserve them in the long term. Furthermore, it is essential to prevent illegal logging and protect endangered forests.

Wood or wood-based resources are often used in the products we sell, such as furniture, toilet tissue or packaging. In December 2017, we published our International Timber Purchasing Policy for the ALDI North Group, in which we defined clear requirements for products and packaging with constituent elements made of wood, cellulose fibres, bamboo and cellulose-based viscose and non-woven fabric. We have also pledged to change over our wood and wood-based products to certified sustainable materials by the end of 2020. The standards we will accept are FSC®, PEFC™ and EU Ecolabel. For more details about our requirements, please see "Packaging & cycle".

Targets and status

GRI 204/103-2/3, 308/103-2/3, 414/103-2/3 As part of our voluntary commitment and purchasing policies, we have set ourselves a number of ambitious targets. We report transparently on our progress in our Detox Commitment Progress Report or as part of our Textile Partnership road map.

Proportion of insourced products with FSC®- or PEFC™-certified resources **GRI FP2**

Proportion of insourced own-brand products which are FSC®- or PEFC™-certified resources out of the total number of insourced own-brand products from the standard and special-buy product ranges with constituent elements made of wood, board, paper, and cellulose-based viscose and non-woven fabric, as well as bamboo (in per cent)

FSC® 100%, FSC® MIX and PEFC™ are considered to be certification standards. In 2017, the biggest proportion was attributable to FSC® MIX certification (around 48 per cent), followed by FSC® 100% certification (around 30 per cent) and PEFC™ certification (around 22 per cent).

	2015				2016				2017 ¹			
	Total	of which FSC® 100%	of which FSC® MIX	of which PEFC™	Total	of which FSC® 100%	of which FSC® MIX	of which PEFC™	Total	of which FSC® 100%	of which FSC® MIX	of which PEFC™
Belgium/Luxembourg ²	24.8	41.5	12.3	46.2	28.8	38.9	23.6	37.5	52.1	32.8	45.1	22.1
Denmark	72.4	32.9	38.2	28.9	89.8	21.9	63.2	14.9	93.2	45.7	39.1	15.2
Germany	84.4	34.5	31.1	34.4	87.3	25.3	58.6	16.1	88.2	28.6	55.1	16.3
France	41.5	25.8	47.4	26.8	46.4	35.4	41.5	23.1	65.7	35.0	40.8	24.2
Netherlands	54.3	20.6	28.6	50.8	58.4	29.6	38.0	32.4	68.5	36.9	33.6	29.5
Poland	59.4	47.4	15.8	36.8	60.6	26.0	44.1	29.9	65.4	37.0	42.0	21.0
Portugal	60.2	37.5	21.4	41.1	68.7	33.3	43.0	23.7	86.3	42.1	43.7	14.3
Spain	42.6	32.6	15.2	52.2	64.0	30.1	34.0	35.9	74.5	41.0	37.1	21.9
ALDI North Group	41.3	30.9	36.7	32.4	53.1	26.4	49.7	23.9	62.8	30.0	47.9	22.1

¹The scope of application was expanded in 2017 to include further product groups and own-brand products with constituent elements made of cellulose-based viscose and non-woven fabric, as well as bamboo, following publication of the International Timber Purchasing Policy.

²The information regarding the legally independent companies of the ALDI North Group in Belgium and in Luxembourg has been combined for the purposes of a simplified presentation (refer to "Subject of the report").

← BACK

TABLE OF CONTENTS

FOREWORD

MANAGEMENT

EMPLOYEE APPRECIATION

SUPPLY CHAIN RESPONSIBILITY

- Product quality
- More sustainable product range
- Sustainable standards in the non-food supply chain
- **Sustainable food purchasing practices**
- Packaging & cycle

RESOURCE CONSERVATION

SOCIAL COMMITMENT AND DIALOGUE PROMOTION

APPENDIX

Proportion of sustainable cotton out of the total weight of cotton sold GRI FP2

Proportion of certified sustainable cotton out of the total weight of cotton sold in the period under review for own-brand products in the product groups of clothing and home textiles from the standard and special-buy product ranges (in per cent)

	2017					
	Total	of which GOTS	of which OCS	of which other organic	of which Fairtrade	of which recycled without label
Belgium/Luxembourg ¹	9.6	60.5	–	7.9	11.4	20.2
Denmark	19.1	76.7	0.4	5.4	14.2	3.3
Germany	22.8	82.8	1.4	1.4	11.0	3.4
France	19.0	72.6	0.9	2.8	6.7	16.9
Netherlands	n/a	n/a	n/a	n/a	n/a	n/a
Poland	11.3	61.3	2.0	29.9	1.8	5.1
Portugal	19.6	83.9	1.4	1.8	8.7	4.2
Spain	17.2	81.5	1.5	1.9	–	15.1
ALDI North Group ²	20.6	80.5	1.3	2.2	10.4	5.6

¹ The information regarding the legally independent companies of the ALDI North Group in Belgium and in Luxembourg has been combined for the purposes of a simplified presentation (refer to "Subject of the report").

² No data on the tonnage of cotton sold is available (n/a = not available) for ALDI Netherlands for 2017.

Sustainable food purchasing practices

SDG 2, 12, 14, 15 GRI 308/103-1, 204/103-1, 414/103-1 With over 1,600 products, we offered our customers an even wider range of products in 2017 than in the previous years, most of them food products. Our seasonal and regional product range played an essential role in our offerings. Our responsibility for these products stretches from the warehouse to the point of sale and beyond, including the more sustainable production of resources throughout the value chain. With this goal in mind, we subject our suppliers to clearly defined requirements and take advantage of certifications in line with recognised sustainability standards. We act in accordance with the Sustainable Development Goals (SDGs) of the United Nations' 2030 Agenda, which address topics such as improving life on land (SDG 15) and sustainably using oceans, seas and marine resources (SDG 14).

Our approach

GRI 102-11, 204/103-2, 308/103-2, 414/103-2 Our food product range is made up primarily of own-brand products that we select and design for our customers. We define purchasing policies for specific resources and internal purchasing guidelines while pursuing a risk-based approach. This means that we take action where environmental or social challenges exist – and where we can therefore achieve the greatest impact through our improvements. We work in close cooperation with our suppliers and

are in constant contact regarding our sustainability requirements to enable them to implement our standards. We also participate in cross-sector and multistakeholder initiatives on a variety of topics, such as tropical and subtropical fruits. The traceability of products is gaining more and more importance for us to manage the conversion of resources all the way through to the producer. The ALDI Transparency Code (ATC) allows our customers to quickly find out where various products come from. In addition, we work with recognised sustainability labels, seals and certificates.

Organisation

GRI 308/103-2, 204/103-2, 414/103-2 The ALDI Buying Corporate Responsibility (CR) department draws up the resource-specific purchasing policies in consultation with the buying department and the ALDI North Group countries. The CR department also coordinates the implementation of the provisions defined therein. The ALDI North Group countries may develop national versions of the purchasing policies to meet country-specific requirements. Before we adopt new sustainability requirements, we check that implementation is feasible with the selected suppliers. The requirements developed in this way become a fixed element in our purchasing processes and contracts.

CR Policy and purchasing policies

GRI 308/103-2/3, 204/103-2/3, 414/103-2/3 Supply chain responsibility is a key field of action in our CR Policy. In the year under review, we introduced the International Tea Purchasing Policy, which

← BACK

TABLE OF CONTENTS

FOREWORD

MANAGEMENT

EMPLOYEE APPRECIATION

SUPPLY CHAIN RESPONSIBILITY

- Product quality
- More sustainable product range
- Sustainable standards in the non-food supply chain
- **Sustainable food purchasing practices**
- Packaging & cycle

RESOURCE CONSERVATION

SOCIAL COMMITMENT AND DIALOGUE PROMOTION

APPENDIX

supplements the existing resource-specific purchasing policies for cocoa, coffee, palm oil, animal welfare and fish (national). We plan to roll out international purchasing policies for fish and soya/sustainable feedstock, as well as fruit and vegetables, in 2018. We have also defined clear requirements for non-food products in purchasing policies.

The suppliers of the products are committed to implementing the requirements of the respective purchasing policies when they conclude a contract. The content of our purchasing policies is reviewed each year and revised as necessary. Requirements, facts and figures are always up to date.

We work with our suppliers to develop specific measures aimed at improving production processes in the rare event that they fail to comply with our targets despite prior feasibility testing. We reserve the right to impose appropriate sanctions up to and including the termination of business relationships in the worst case scenario.

Progress and measures in 2017

[GRI 204/103-2/3, 308/103-2](#)

Fruit and vegetables: close cooperation with suppliers and stakeholders

Throughout the Group, fruit and vegetables is one of the most important product groups. Our product range includes almost 100 different kinds of fruit and vegetables on average. This figure varies depending on the country and season. Since 2015, the range has grown by more than 20 per cent in total. The issues we face in this product group are diverse. Each crop has different needs and therefore a different impact, from requiring a high amount of water during cultivation to special protection from pests. The task at hand is also to ensure fair working conditions in the field. All producers of fruit and vegetables sold by the ALDI North Group must provide verification of valid GLOBALG.A.P. certification and a social evaluation in accordance with the additional GLOBALG.A.P. module GRASP (GLOBALG.A.P. Risk Assessment on Social Practice). At the end of 2017, the proportion of producer businesses evaluated in conformity with GRASP or businesses with a comparable social evaluation stood at nearly 80 per cent (measured by the total number of producer business of fruit and vegetable suppliers which supply the ALDI North Group in Germany). Since 2017, we have purchased only organic Fairtrade and Rainforest Alliance Certified™ bananas and Rainforest Alliance Certified™ pineapples in Belgium, Germany and the Netherlands.

In 2017, we initiated supplier dialogues to discuss key challenges in the fruit and vegetables supply chain. In the Netherlands, we are also working with suppliers to label fruit and vegetables with the PlanetProof seal of approval issued by the foundation Milieukeur. The seal recognises conventionally

cultivated products that stand out due to improvements aimed at achieving greater sustainability, such as the use of pesticides, water protection, land management or energy conservation. We are continuing the dialogue at an international level through our memberships in the Juice CSR Platform and the World Banana Forum. We were once again in close contact with non-governmental organisations (NGOs) such as Oxfam and Danwatch (Denmark) in 2017, with a focus on critical issues such as improving working conditions in banana and wine growing.

Tropical and subtropical fruits such as oranges and bananas are some of the most frequently consumed kinds of fruit in Germany. That makes it particularly important to aim for sustainable cultivation and improve social and working conditions on plantations. As a result, we approved the internal purchasing guidelines for tropical and subtropical fruits in October 2017, which defines purchasing requirements specifically for tropical and subtropical fruits. The guidelines aim to establish long-term partnerships between our suppliers and the producers of tropical and subtropical fruits by supporting producers in meeting high social and environmental standards during cultivation. The guidelines also call on our suppliers to perform checks in the countries of origin. We reserve the right to perform our own checks or engage a third party to do so.

Palm oil: clear targets and projects at the source

Palm oil is a versatile resource that is used in a wide range of products, from cake icing to detergents. In many areas of cultivation in south-east Asia, however, the production of palm oil can have a negative impact on people and the environment. The oil palm is the most productive oil fruit worldwide, making palm oil hard to replace. Throughout the ALDI North Group, we have been campaigning for more sustainable and environmentally friendly cultivation methods through our International Palm Oil Purchasing Policy, which was introduced in 2015. The platform is provided by physical certification in conformity with the Roundtable on Sustainable Palm Oil (RSPO). By the end of 2018, we plan to change food and non-food own-brand products containing palm oil to 100 per cent physical RSPO-certified palm oil. Derivatives and fractions not available on the market in physical certified quality by the end of 2018 will from then on be covered by RSPO Book & Claim certificates. In the period under review, the share of palm oil covered by this scheme already stood at almost 90 per cent throughout the ALDI North Group (2015: 77 per cent).

[GRI 414-2](#) We plan to train over 2,000 small farmers in Ivory Coast by 2019, who are subsequently to be certified in accordance with RSPO criteria. The project is managed on location by the NGO Solidaridad International, which is dedicated to

← BACK

TABLE OF CONTENTS

FOREWORD

MANAGEMENT

EMPLOYEE APPRECIATION

SUPPLY CHAIN RESPONSIBILITY

- Product quality
- More sustainable product range
- Sustainable standards in the non-food supply chain
- **Sustainable food purchasing practices**
- Packaging & cycle

RESOURCE CONSERVATION

SOCIAL COMMITMENT AND DIALOGUE PROMOTION

APPENDIX

promoting more sustainable supply chains. The training and certification improve not only environmental protection, but also the small farmers' marketing opportunities.

Cocoa: own brands with certified sustainable resources

Most cocoa is cultivated by small farmers and their families in West Africa, and sold to cooperatives. We would like to make a contribution to preserving ecosystems and improving the living conditions of the people involved in cultivating cocoa, thereby helping safeguard cocoa stocks in the future and preserving them as a basis for our products. Since the end of 2017, all confectionery, cereals, ice creams and other own-brand products with significant cocoa content in our product range have contained sustainable resources certified in accordance with Fairtrade, Fairtrade Cocoa Program, Rainforest Alliance or UTZ standards. As a result, we have achieved the objective of our International Cocoa Purchasing Policy and our CR Programme. In some ALDI North Group countries, such as Portugal and Spain, we have already converted additional product groups or plan to do so. The product groups affected include chocolate doughnuts or croissants.

The ALDI North Group is also set to become a Fairtrade Cocoa Program partner in 2018, which will allow us to purchase certified cocoa from the Fairtrade Cocoa Program for various own-brand products in the future. Selected Moser Roth chocolate products will be changed over throughout the ALDI North Group. In contrast to the traditional Fairtrade mark, the cocoa programme focuses on fair resource purchasing rather than the composition and certification of individual products.

GRI 414-2 Since 2015, we have been working to improve the working and living conditions of cocoa farmers in Ivory Coast as part of the PRO-PLANT-EURS project. The project was initiated by members of the German Initiative on Sustainable Cocoa in cooperation with the German and Ivorian governments.

Coffee: supporting small farmers, increasing the share of certified green coffee

The cultivation of coffee provides the livelihood for around 25 million small farmers from Africa, Asia and Latin America. Numerous work processes on the route to the final product present social, environmental and economic challenges. Small farmers also face new problems as a result of increasing climate change and its consequences, such as long periods of drought, flooding and low yields. We aim to promote responsible cultivation in the countries of origin through our work on the ground and by generating demand for responsibly produced goods. Since 2016, our International Coffee Purchasing Policy has stipulated a continuous increase in the certified share of green coffee in our own-brand products. At the end of 2017, 48

per cent of the green coffee used in own-brand products featured the UTZ, EU organic, Fairtrade or Rainforest Alliance Certified™ label throughout the entire ALDI North Group (2015: 13 per cent).

GRI 414-2 Since March 2017, we have been working with Hanns R. Neumann Stiftung to promote more sustainable coffee production in Colombia. A total of 800 small farmers are to receive active support over a period of two years through training and workshops on sustainable cultivation methods, improved coffee processing methods, professional farm management and business planning.

Tea: international purchasing policy published

Tea is one of the world's most important commodities. The largest growers are China, India, Kenya and Sri Lanka. Many steps are necessary to turn the raw material into a finished product. Around the world, 200 million people work on tea plantations. The main sustainability challenges here are issues such as rural flight, working conditions, the use of pesticides and climate change. In early 2017, we published our International Tea Purchasing Policy, which governs the purchasing of all raw tea volumes for the ALDI North product categories black, green, herbal and fruit tea (tea bags, loose tea). The goal is to convert at least 80 per cent of our black and green tea volumes to certified sustainable resources (UTZ, EU organic logo, Fairtrade or Rainforest Alliance Certified™ label) by the end of 2018. At the end of 2017, almost 53 per cent of the black and green tea volumes used in own-brand products had been certified as sustainable throughout the entire ALDI North Group. Moreover, we aim to convert 30 per cent of the herbal tea and fruit infusions we use in own-brand products to sustainably certified resources by the end of 2018, with that share set to rise to 40 per cent by the end of 2020 (UTZ, UEBT/UTZ/ EU organic logo, Fairtrade or Rainforest Alliance Certified™ label). At the end of 2017, 30 per cent of the herbal tea and fruit infusion volumes used had already been certified as sustainable throughout the entire ALDI North Group.

Fish: intensive dialogue with partners

Many natural fish stocks are under threat as a result of overfishing, illegal methods of catching fish and environmental impacts. In order to protect stocks and to be in a position to cover the demand for fish as a source of food over the long term, both catching fish in the wild and fish farming need to undergo change. We want to ensure a more sustainable approach to fish and seafood along the entire supply and production chain for our own-brand products. In 2017, the proportion of certified resources in conformity with the Marine Stewardship Council (MSC), Aquaculture Stewardship Council (ASC), GLOBALG.A.P. or EU organic logo was nearly 40 per cent throughout the entire ALDI North Group (2015: 33 per cent). In 2018, we plan to supplement our national purchasing policies to include an International Fish Purchasing Policy that defines Group-wide binding targets. A Group-wide

← BACK

TABLE OF CONTENTS

FOREWORD

MANAGEMENT

EMPLOYEE APPRECIATION

SUPPLY CHAIN RESPONSIBILITY

- Product quality
- More sustainable product range
- Sustainable standards in the non-food supply chain
- **Sustainable food purchasing practices**
- Packaging & cycle

RESOURCE CONSERVATION

SOCIAL COMMITMENT AND DIALOGUE PROMOTION

APPENDIX

analysis of the product range has been conducted in this context, and a "red list" of fish species not to be sold throughout the ALDI North Group has been defined. In cooperation with the Buying department, the CR department continually analyses the entire fish product range on the basis of defined criteria, such as the fishing methods, fishing zone and the current population of the fish species in question.

The subject of fish is also very important in the dialogue with our partners. In 2017, we joined the Global Dialogue on Seafood Traceability, where we are working with other stakeholders to improve the traceability of fish products. When it comes to tuna, we work with the International Seafood Sustainability Foundation (ISSF). Together with other food retailers, we also support the website Fischbestände-Online, which is run by the Thünen Institute.

We help consumers make conscious buying decisions through our fish label and the ALDI Transparency Code (ATC). Both labels are being gradually introduced in the ALDI North Group countries.

Animal welfare: broadly based commitment continues

[GRI FP Animal Welfare](#) Species-appropriate husbandry of livestock is the focus of a debate within the community. A lot of own-brand products at the ALDI North Group contain resources of animal origin. We are therefore responsible for working together with suppliers to establish and develop animal welfare standards. Over recent years, we have implemented various measures throughout the ALDI North Group that go beyond the statutory requirements, particularly a ban on specific animal products such as angora wool or genuine fur. Our International Animal Welfare Purchasing Policy provides a binding framework for our activities. This policy has applied to all products of the ALDI North Group food and non-food own brands containing resources of animal origin since 2016.

Among other things, the purchasing policy stipulates a ban on battery eggs no later than from 2025 in all ALDI North Group countries.

We already adopted National Animal Welfare Purchasing Policies in Belgium, Denmark, Germany and the Netherlands in 2015/2016. Portugal and France followed suit in early 2018, with Spain planning to introduce a similar policy over the course of the current year. Intensive efforts were made to further raise the level of animal welfare on a wide scale in 2017, especially in Belgium, Denmark, Germany and the Netherlands. The measures taken in Germany included the introduction of the German Animal Welfare Federation's animal welfare label and the Fair & Gut own brand. In Denmark, we made use of the official animal welfare seal, with the Beter Leven seal of approval at the focus of our efforts in the Netherlands. Our progress is apparent for all to see, as evidenced by our ranking in the Business Benchmark on Farm Animal Welfare 2017.

Targets and status

[GRI 204/103-2/3, 308/103-2/3, 414/103-2/3](#) Each purchasing policy contains Group-wide or country-specific targets, some of which we monitor annually using supplier surveys. The targets can be found in our purchasing policies. We publish policy updates on cr-aldinord.com, making our progress transparent and easy to understand.

Proportion of KAT-certified shell eggs

Proportion of KAT-certified shell eggs out of the total number of insourced shell eggs from the standard and special-buy product ranges (in per cent)¹

	2015	2016	2017
Belgium/Luxembourg ²	86.0	80.0	84.9
Germany	100.0	100.0	100.0
Netherlands	100.0	100.0	100.0
Poland	34.4	32.3	26.9
ALDI North Group	97.6	96.6	96.9

¹ KAT certification is not used in all countries. Only the countries where this system is used are therefore listed here.

² The information regarding the legally independent companies of the ALDI North Group in Belgium and in Luxembourg has been combined for the purposes of a simplified presentation (refer to "Subject of the report").

← BACK

TABLE OF CONTENTS

FOREWORD

MANAGEMENT

EMPLOYEE APPRECIATION

SUPPLY CHAIN RESPONSIBILITY

- Product quality
- More sustainable product range
- Sustainable standards in the non-food supply chain
- **Sustainable food purchasing practices**
- Packaging & cycle

RESOURCE CONSERVATION

SOCIAL COMMITMENT AND DIALOGUE PROMOTION

APPENDIX

Proportion of insourced certified sustainable fish products GRI FP2

Proportion of insourced own-brand products which are MSC, ASC, GLOBALG.A.P. or EU organic certified out of the total number of insourced fish products from the standard and specialbuy product ranges (in per cent)¹

Roughly 40 per cent of the insourced fish products had been certified in accordance with one of the aforementioned sustainability standards Group-wide in 2017. The biggest proportion here was attributable to the MSC certification standard (around 66 per cent), followed by ASC certification (around 19 per cent), GLOBALG.A.P. certification (around 13 per cent) and products with the EU organic logo (around 4 per cent).

	2015	2016	2017 ✓
Belgium/Luxembourg ²	32.4	56.0	51.8
Denmark	56.9	59.4	75.4
Germany	70.6	66.9	71.1
France	17.9	22.2	36.9
Netherlands	47.4	50.9	61.5
Poland	35.8	31.1	42.3
Portugal	25.0	28.8	27.6
Spain	10.9	10.0	12.9
ALDI North Group	32.9	36.0	39.5

¹ Products which are certified with several seals are listed in the breakdown under all the affected categories, but only as one product in the total number. The total sum of all the breakdowns may therefore exceed 100 per cent.

² The information regarding the legally independent companies of the ALDI North Group in Belgium and in Luxembourg has been combined for the purposes of a simplified presentation (refer to "Subject of the report").

Proportion of certified palm oil GRI FP2

Proportion of the total volume of palm oil used to manufacture our food and non-food products from the standard and special-buy product ranges which was certified in conformity with a physical RSPO supply chain system (in per cent)¹

	2015		2016		2017 ✓		
	Total	Total	Total	Total	Food	Non-Food	
Belgium/Luxembourg ³	77.7	85.4	92.8	99.8	20.1		
Denmark	30.1	91.0	96.1	99.4	46.0		
Germany	86.7	90.0	91.9	100.0	46.8		
France	66.5	82.2	87.4	100.0	26.8		
Netherlands	71.4	88.3	85.4	91.3	15.2		
Poland	78.7	69.2	75.1	76.5	53.0		
Portugal	62.7	84.1	80.5	90.9	20.3		
Spain	36.9	68.7	63.2	72.2	36.3		
ALDI North Group	76.8	86.7	89.2	97.4	35.8		

¹ Some of the data are based on extrapolations.

² A breakdown by food and non-food products was not available until 2017.

³ The information regarding the legally independent companies of the ALDI North Group in Belgium and in Luxembourg has been combined for the purposes of a simplified presentation (refer to "Subject of the report").

← BACK

TABLE OF CONTENTS

FOREWORD

MANAGEMENT

EMPLOYEE APPRECIATION

SUPPLY CHAIN RESPONSIBILITY

- Product quality
- More sustainable product range
- Sustainable standards in the non-food supply chain
- **Sustainable food purchasing practices**
- Packaging & cycle

RESOURCE CONSERVATION

SOCIAL COMMITMENT AND DIALOGUE PROMOTION

APPENDIX

Proportion of certified products containing cocoa GRI FP2

Proportion of insourced own-brand products containing cocoa from the standard and special-buy product ranges with certified sustainable cocoa out of the total number of insourced products containing cocoa, broken down by certification standard (in per cent)

In 2017, roughly 88 per cent of the own-brand products containing cocoa contained certified sustainably cocoa. The biggest proportion here was attributable to the UTZ certification standard (around 98 per cent), followed by Fairtrade certification (around 1.5 per cent, including 0.1 per cent attributable to items with Fairtrade certification and the EU organic logo) and the EU organic logo (around 0.7 per cent).

	2015	2016	2017
Belgium/Luxembourg ¹	20.0	77.0	98.2
Denmark	73.5	89.6	82.6
Germany	77.0	90.1	93.8
France	23.9	90.9	88.0
Netherlands	77.5	84.2	95.3
Poland	69.7	68.6	80.0
Portugal	68.5	80.2	88.5
Spain	55.4	70.3	88.9
ALDI North Group	48.9	78.8	87.6

¹ The information regarding the legally independent companies of the ALDI North Group in Belgium and in Luxembourg has been combined for the purposes of a simplified presentation (refer to "Subject of the report").

Proportion of insourced certified and verified sustainable coffee

GRI FP2

Proportion of insourced certified or verified sustainable coffee out of the total weight of insourced coffee for own-brand products from the standard and special-buy product ranges (in per cent)

The coffee insourced by us was evaluated with regard to the Fairtrade, EU organic logo, 4C, Rainforest Alliance and UTZ certification standards. In 2017, a total of around 48 per cent of the insourced coffee was certified or verified in accordance with one of the sustainability standards specified above. The biggest proportion here was attributable to UTZ certification (around 80 per cent) and quantities with Fairtrade certification and the EU organic logo (around 9 per cent).

	2015 ¹	2016 ¹	2017
Belgium/Luxembourg ²	11.2	16.4	44.1
Denmark	13.6	18.7	49.0
Germany	14.1	21.9	50.0
France	9.2	15.7	43.9
Netherlands	11.3	15.8	44.8
Poland	9.8	13.4	43.5
Portugal	16.5	29.6	60.6
Spain	19.2	36.9	61.6
ALDI North Group	12.8	19.5	47.8

¹ On account of improved collection methodology, the data was adjusted retroactively compared to previous publications.

² The information regarding the legally independent companies of the ALDI North Group in Belgium and in Luxembourg has been combined for the purposes of a simplified presentation (refer to "Subject of the report").

← BACK

TABLE OF CONTENTS

FOREWORD

MANAGEMENT

EMPLOYEE APPRECIATION

SUPPLY CHAIN RESPONSIBILITY

- Product quality
- More sustainable product range
- Sustainable standards in the non-food supply chain
- Sustainable food purchasing practices
- **Packaging & cycle**

RESOURCE CONSERVATION

SOCIAL COMMITMENT AND DIALOGUE PROMOTION

APPENDIX

Proportion of insourced certified sustainable tea GRI FP2

Proportion of insourced certified sustainable tea out of the total weight of insourced own-brand tea products from the standard and special-buy product ranges (in per cent)¹

The tea insourced by us was evaluated with regard to the Fairtrade, EU organic logo, Rainforest Alliance, UTZ and UEBT/UTZ certification standards. In 2017, a total of around 53 per cent of the insourced tea was certified in accordance with one of these standards. The biggest proportion here was attributable to Rainforest Alliance certification (around 54 per cent), followed by the EU organic logo (around 28 per cent).

	2015 ²	2016 ²	2017
Belgium/Luxembourg ³	7.9	20.9	38.9
Denmark	12.2	29.6	49.8
Germany	17.8	37.2	55.4
France	12.0	34.4	50.6
Netherlands	13.2	25.2	44.0
Poland	14.7	20.1	48.4
Portugal	46.4	36.4	53.3
Spain	33.5	36.3	56.8
ALDI North Group	17.1	34.3	52.9

¹The scope of data takes into account own-brand tea products with products containing tea (items that contain products from the tea plant, such as black and green tea) as well as own-brand products containing infusions (such as herbal and fruit tea).

²On account of improved collection methodology, the data was adjusted retroactively compared to previous publications.

³The information regarding the legally independent companies of the ALDI North Group in Belgium and in Luxembourg has been combined for the purposes of a simplified presentation (refer to "Subject of the report").



Packaging & cycle

SDG 12, 14, 15 GRI 301/103-1 Waste avoidance is a key pillar of sustainable development. At almost 82 per cent, packaging waste accounts for the biggest proportion of the total waste generated by the ALDI North Germany. For many products, packaging is essential for protection and quality assurance, making it impossible to avoid it completely. That is why we focus on recyclable materials and, in some cases, on multiple-use systems for fruit and vegetable outer packaging. Moreover, we are reviewing ways to contribute to a circular economy that helps conserve resources through packaging and through our products and carrier bags.

Our approach

GRI 301/103-2 When it comes to our transport and outer packaging, we use multiple-use systems whenever it makes economic and ecological sense to do so. Most of our fruit and vegetable products are transported in multiple-use boxes instead of conventional cardboard packaging. However, single-use packaging is unavoidable in many cases in order to protect our products during transport. In Germany, we use foils and boxes made of recyclable materials so that these can be recovered. What is more, our disposable cardboard packaging already consists partially of recycled and/or certified material in many ALDI North Group countries.

← BACK

TABLE OF CONTENTS

FOREWORD

MANAGEMENT

EMPLOYEE APPRECIATION

SUPPLY CHAIN RESPONSIBILITY

- Product quality
- More sustainable product range
- Sustainable standards in the non-food supply chain
- Sustainable food purchasing practices
- **Packaging & cycle**

RESOURCE CONSERVATION

SOCIAL COMMITMENT AND DIALOGUE PROMOTION

APPENDIX

Our considerations with a view to the circular economy do not stop at packaging. In a circular economy, products are developed and manufactured in such a way that they can continue to be used or fully recovered following their original use, reducing the amount of waste and the amount of resources required to manufacture new products. We intend to encourage this mindset in future through appropriate projects.

Organisation and guidelines

GRI 301/103-2/3 The topics of packaging and the cycle are coordinated in an interdisciplinary manner at the ALDI North Group. Corporate Responsibility (CR), Quality Assurance and Buying work together to address these issues. Because many packaging materials are made out of wood fibres, our approach to dealing with packaging and recycling within the ALDI North Group is guided by the provisions of our International Timber Purchasing Policy, among other things. In Germany, the new Packaging Act (Verpackungsgesetz), which will replace the previous Packaging Ordinance (Verpackungsverordnung) with effect from 1 January 2019, also plays a role. In the Netherlands, the food retail and manufacturing industries have set cross-sector targets for more sustainable packaging. The move towards a circular economy is also particularly apparent when it comes to the fast-paced apparel industry. In our National Cotton Purchasing Policy, we focus on using recycled cotton in Germany as well.

Progress and measures in 2017

New International Timber Purchasing Policy

GRI 301/103-2/3 Most of our outer packaging is made of wood fibres. The exact figure varies from country to country. All told, almost 80 per cent of our packaging waste consists of wood, board or paper. In our International Timber Purchasing Policy, we lay out clear rules that are valid throughout the ALDI North Group for dealing with this resource – and therefore for dealing with a great deal of our packaging. We plan to change all wood and wood-based products, sales packaging, outer packaging and transport packaging to recycled or sustainably certified materials by 2020 (see Targets and status). At the same time, the purchasing policy is a binding framework for our relationship with our business partners. We work with them to rise to the social, environmental and economic challenges resulting in this field. Today, 18 per cent of our packaging waste already falls within the scope of the new International Timber Purchasing Policy. In the period under review, we started changing wood-based small packaging for fresh shell eggs to 100 per cent recycled materials.

Textiles and footwear: more recycled fibres

We already use recycled fibres in textiles and footwear. Special blankets and pillows with recycled fibres, for example, are part of our special-buy product range in Germany. These fibres come from PET bottles that we take back at our reverse vending machines. The PET bottles are chopped into flakes and ultimately spun into fibres. By 2020, we plan to investigate the implementation of closed-loop projects and corresponding research projects where it makes sense and is appropriate to do so. We are also looking into expanding the use of recycled fibres.

Doing away with disposable bags

In late 2017, we started discontinuing conventional disposable plastic shopping bags in Belgium, Germany and the Netherlands. Once the conversion process has been completed, these ALDI North Group countries will only carry reusable totes. For more information, please see the story entitled "Disposing with disposables".

Targets and status

GRI 301/103-2/3 Our International Timber Purchasing Policy contains clear targets for packaging. Among other things, we plan to convert all newly purchased sales, outer and transport packaging for products to sustainably certified quality or recycled material, depending on availability. In this respect, we accept the FSC® and PEFC™ standards or other standards in individual consultation that contribute to the promotion of sustainable forestry and/or environmentally friendly processing. For outer and transport packaging, we accept materials that consist of at least 70 per cent recycled materials without certification. The changeover is set to start immediately and is scheduled for completion by the end of 2020. In Germany, the changeover from disposable shopping bags to reusable carrier bags is scheduled for completion by the end of 2018 in consideration of existing supplier agreements.



TABLE OF CONTENTS

FOOD LOSSES & OTHER WASTE

CLIMATE PROTECTION

MOBILITY & LOGISTICS

RESOURCE CONSERVATION

Conserving resources, protecting the climate

From stores to distribution centres and administrative offices, wherever we operate, we aim to steadily reduce the amount of energy and resources we consume. This is most apparent in the ALDI North Climate Protection Policy, in which we have set an ambitious goal for ourselves to reduce emissions for the Group.

← BACK

TABLE OF CONTENTS

FOREWORD

MANAGEMENT

EMPLOYEE APPRECIATION

SUPPLY CHAIN RESPONSIBILITY

RESOURCE CONSERVATION

• **Food losses & other waste**

• Climate protection

• Mobility & logistics

SOCIAL COMMITMENT AND
DIALOGUE PROMOTION

APPENDIX

Food losses & other waste

SDG 2, 12 **GRI 301/103-1, 306/103-1** We take responsibility for the protection of our environment and its natural resources. As a retailer, reducing waste and dedicating ourselves to fighting food losses play a central role. Our commitment to the United Nations' Sustainable Development Goals (SDGs), which aim to halve per capita global food waste at the retail and consumer levels and reduce waste generation by 2030 (SDG 12, responsible consumption and production), demonstrates that we intend to make a decisive difference on this front. We are doing our part to achieve this goal.

Our approach

GRI 301/103-2, 306/103-2 We follow the five-level waste hierarchy of prevention, preparing for reuse, recycling, other recovery and disposal. We avoid waste by using multiple-use systems in logistics, for example, such as transport boxes for our fruit and vegetable items. We examine which materials can be reused and promote the recycling of our board- and foil-based packaging materials, for instance. Non-recyclable materials are incinerated for energy recovery. Disposal is the final option. In Germany, we comply systematically and consistently with this hierarchy: our recycling rate stands at 99 per cent (see performance indicators for waste). In Belgium, more than 90 per cent of our waste is recycled or, in the event of organic waste, digested.

In our sector, packaging (almost 82 per cent) – especially outer packaging – and unsaleable food account for the lion's share of waste and food losses. As sales rise, so does the amount of waste produced by the ALDI North Group. To further optimise our waste management, we created the position of logistics manager for disposal in Germany in the period under review.

Moreover, we are currently drawing up international food waste reduction guidelines. The original plan was to publish these guidelines at the end of 2017. However, the various different conditions in the individual ALDI North Group countries and future, EU-wide requirements have extended the amount of time necessary for the process.

Organisation and responsibilities

GRI 301/103-2/3, 306/103-2/3 Waste management and the commitment to combating food waste are managed and organised across departments. Throughout the Group, CR, logistics and quality managers work together in a variety of ways to jointly develop

strategic concepts, targets and measures. The ALDI Buying logistics department is responsible for coordination between the ALDI companies in the countries. The Corporate Responsibility (CR) department is consulted as needed. The logistics manager for disposal communicates with the responsible managers in the ALDI North Group countries and with external service providers with the aim of further optimising the flow of materials, making it possible to leverage waste management experience in Germany to achieve improvements throughout the Group.

Guidelines and regulation

GRI 301/103-2/3, 306/103-2/3 The EU Waste Framework Directive defines waste management for all Group countries. In the period under review, the ALDI North Group in Germany worked on implementing the amended Commercial Waste Ordinance (Gewerbeabfallverordnung – GewAbfV) to enforce the required waste hierarchy of the German Waste Management and Product Recycling Act (Kreislaufwirtschaftsgesetz – KrWG). As part of the implementation of the GewAbfV, the Logistics department provided training materials for our regional companies. The respective logistics managers at each location are responsible for compliance with the guidelines stipulated therein.

Progress and measures in 2017

GRI 301-103-2/3, 306/103-2/3 The ALDI North Group companies in the countries work with national food banks. We are constantly working to expand these partnerships, some of which have been in place for many years now. During the year under review, 75 per cent of our stores donated unsaleable food that was still edible (2016: 65 per cent).

In Germany, we joined the EU initiative REFRESH (Resource Efficient Food and dRink for the Entire Supply cHain) in 2017. The project focuses on reducing and reusing food waste throughout the supply chain. In the Netherlands, we are involved in two research projects, and we are dedicated to combating food waste in all other countries as well.

Targets and status

GRI 306/103-2/3 In 2015, we expressed the goal of developing a guideline on dealing with food that is no longer saleable in the stores but can still be consumed in our CR Programme. The guideline is still in development.

← BACK

TABLE OF CONTENTS

FOREWORD

MANAGEMENT

EMPLOYEE APPRECIATION

SUPPLY CHAIN RESPONSIBILITY

RESOURCE CONSERVATION

• **Food losses & other waste**

- Climate protection
- Mobility & logistics

SOCIAL COMMITMENT AND DIALOGUE PROMOTION

APPENDIX

Food donations GRI 306-2

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

Fundamentally speaking, 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.

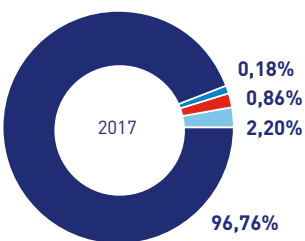
	2015	2016	2017
Belgium/Luxembourg ¹	100.0	100.0	100.0
Denmark	3.6	3.6	18.1
Germany	98.1	99.1	99.0
France	-	-	23.4
Netherlands	-	28.7	74.2
Poland	4.8	24.6	38.7
Portugal	8.5	25.0	31.6
Spain	76.5	75.4	76.1
ALDI North Group	61.5	65.2	75.4

¹ The information regarding the legally independent companies of the ALDI North Group in Belgium and in Luxembourg has been combined for the purposes of a simplified presentation (refer to "Subject of the report").

Amounts of waste by methods of disposal GRI 306-2

Amounts of waste in Germany proportionately by the type of disposal (in per cent)¹

At roughly 99 per cent, most non-hazardous waste was recovered or recycled (including composting) in 2017.



- Recovery and recycling²
- Landfill
- Incineration (mass incineration)
- Composting

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

² Including incineration for energy recovery.

Amount of waste in Germany GRI 306-2

Amount of waste by type of waste (in metric tons)¹

The amount of waste in Germany increased slightly compared with 2016. The biggest proportion of the waste generated was attributable to packaging waste. Hazardous waste, amounting to 420 metric tons, only made up 0.2 per cent of the total volume of waste. This includes used oil, oil filters, vehicle batteries and fluorescent tubes which contain mercury. To date, it has only been possible to record the amount of waste for our German locations. International recording efforts are planned for the years ahead.

	2015	2016 ²	2017
Hazardous waste	493	414	420
Paper/board/card	432	450	400
Residential waste ³	22,129	22,320	24,550
Waste from the manufacture and processing of food ⁴	8,173	11,102	11,343
Packaging waste	156,580	161,290	164,000
of which foil/plastics	3,986	3,578	3,432
of which board/paper	121,331	125,174	128,549
of which PET	31,264	32,538	31,864
of which other ⁵	-	-	155
Used equipment	70	56	52
Total amount of waste	187,878	195,632	200,765

¹ The data are partly based on estimates and extrapolations.

² Late reporting information for the year 2016 resulted in partial amendments compared with the previous year's report.

³ Industrial waste. This includes "residual waste", packed food, bulky waste, wood and metal scrap.

⁴ This includes waste from canteen operation and bake-off goods.

⁵ This includes other packaging waste, such as flowerpots or plant bowls. This category was reported for the first time in 2017.

← BACK

TABLE OF CONTENTS

FOREWORD

MANAGEMENT

EMPLOYEE APPRECIATION

SUPPLY CHAIN RESPONSIBILITY

RESOURCE CONSERVATION

• Food losses & other waste

• **Climate protection**

• Mobility & logistics

SOCIAL COMMITMENT AND
DIALOGUE PROMOTION

APPENDIX



Climate protection

[SDG 7, 13](#) [GRI 302/103-1/2, 305/103-1/2](#) We are committed to reducing the impact of our business operations on the climate. Back in 2015, we specified in our Corporate Responsibility (CR) Policy that we aim to act in a climate friendly manner. We have set an ambitious climate target for ourselves in our Climate Protection Policy, adopted in 2018, in which we establish the framework for taking extensive action. Through these efforts, we are doing our part to help achieve the targets specified in the Paris Climate Agreement and realise Sustainable Development Goal 13 “Climate action” outlined in Agenda 2030 of the United Nations (UN).

Our approach

[GRI 302/103-2/3, 305/103-2/3](#)

ALDI North has set a clear climate target for itself: We undertake to reduce our greenhouse gas emissions throughout the Group by 40 per cent by 2021 compared to our 2015 levels. This target applies to all emissions that we ourselves cause in the course of our business activities (Scope 1 and Scope 2 emissions). Our targets and measures have been compiled in our International Climate Protection Policy.

Our climate strategy has a long-term trajectory and two key focal points:

- We seek to save energy, refrigerants and fuel through efficiency measures, and we are starting with those areas where consumption is greatest.
- We aim to draw more electricity from renewable energy sources. This includes generating renewable electricity ourselves as well as purchasing it more and more frequently.

Our carbon footprint breaks down our greenhouse gas emissions by emission source and provides us with starting points for our climate protection measures. It is determined in accordance with the internationally recognised standard set by the Greenhouse Gas (GHG) Protocol and audited by a certified auditor.

Our most significant emission sources at a glance

- Stores: Our stores use the most energy for refrigerating food, lighting the retail space and heating, which is typical in the retail industry
- Refrigeration: Cooling our products requires the use of refrigerants. Refrigerants can escape through leaks into the atmosphere and contribute to global warming.
- Logistics: Around one eighth of our Group-wide greenhouse gas emissions are due to diesel consumption by trucks. Refer to “Mobility & logistics”.
- Distribution centres: Lighting is responsible for a significant portion (up to 50 per cent) of the electricity consumed at our distribution centres.

To ensure that climate protection efforts are made consistently across operations, climate protection must become a business variable, which is why we will be setting an internal price per tonne of CO₂ over the course of 2018. The plan is to apply this price to all emissions-relevant investment decisions. By taking these steps, we aim to make climate protection an integral part of our business processes.

← BACK

TABLE OF CONTENTS

FOREWORD

MANAGEMENT

EMPLOYEE APPRECIATION

SUPPLY CHAIN RESPONSIBILITY

RESOURCE CONSERVATION

- Food losses & other waste
- **Climate protection**
- Mobility & logistics

SOCIAL COMMITMENT AND DIALOGUE PROMOTION

APPENDIX

Organisation & responsibilities

[GRI 302/103-2/3, 305/103-2/3](#)

Climate protection entails collaboration among, and the expertise of, various departments. At the same time, we must guarantee our ability to respond rapidly and flexibly to new technological developments and policy frameworks. We therefore ensure that all departments, divisions and groups of experts involved in climate protection efforts (CR, Real Estate and Expansion, Refrigeration, Logistics) engage in regular dialogue with each other as part of an expert committee.

Guidelines & regulations

Our International Climate Protection Policy provides the framework for our climate protection measures for the entire Group. It was adopted in spring 2018.

In terms of legislation, the European Union's (EU) regulation on fluorinated greenhouse gas emissions, which aims to cut emissions across the EU by 2030, is particularly relevant to us. Fluorinated greenhouse gas emissions are generated as part of our operations in particular due to refrigeration.

Progress & measures in 2017

[GRI 302/103-1/2, 305/103-1/2](#)

Climate strategy with a specific range of measures developed

We finished developing the ALDI North climate strategy in the 2017 reporting year. As part of the development process, we assessed climate protection projects that have already been carried out and explored potential new avenues for taking climate action. The analysis revealed a wide range of potential climate protection measures. Using individual criteria, the ALDI companies of a given country decide which of these measures is most suitable for reaching their country-specific climate targets.

Stores: innovative technology lowers energy consumption

Lighting the retail space accounts for around one quarter of a store's electricity consumption, which is why LED lighting technology has been installed at new stores in all countries since 2016. Such technology uses up to 50 per cent less electricity than our previous lighting system. In 2017, we began switching over the lighting systems for the retail space at our existing stores in most countries to LED, including the lighting used for the chiller cabinets and freezers. As LEDs generate less heat than other types of lighting, less electricity is needed for cooling purposes. At our updated stores, we are reducing the need for artificial lighting through windows that extend to the ground and take a needs-based approach to lighting our retail spaces outside of opening hours. We also use LED technology to light outdoor areas, parking lots, storerooms and side rooms.

Refrigeration represents another aspect for greater climate protection efforts at our stores. Frozen items are presented in freezer cabinets, including upright freezers at our new stores. For our stores in Germany, for example, we now only purchase freezer cabinets that use natural refrigerants. Thanks to regulated speed compressors and LED lighting, these freezers use up to 35 per cent less electricity than older models of the same size. Since 2017, most new and renovated stores in Germany have been using CO₂ refrigeration technology for the chiller cabinets. The integrated CO₂ systems in new buildings are also used for heating. They recover the heat from the refrigeration process, in addition to the heat from the exhaust air.

The new technology will be joined by a comprehensive energy data management system. We rolled out a system for all of our stores and distribution centres in Germany in 2017 which provides up-to-date data on energy consumption. We are using an energy management system at 40 stores in Spain to digitally record and centrally assess energy use among the main consumers. We will be introducing an energy management system in conformity with ISO 50001 in the Netherlands in 2018.

Refrigerants: less leakage and climate-friendly alternatives

Reducing the refrigerant leak rate is an important element in our climate strategy. In addition to regular leakage tests, we completed the nationwide rollout of a digital monitoring system at our German locations in 2017. Data recording and evaluation enable the system to provide a rapid overview of all the cooling systems. We are currently working on the system's nationwide rollout in France and the Netherlands.

At the same time, we have begun to increasingly replace the refrigerants used to date with climate-friendlier alternatives. In Germany, we are gradually switching over all (deep-) freezers to the natural refrigerant propane (R290), which has very low global warming potential. Our new CO₂ cooling systems use CO₂ as a refrigerant.

Between 2015 and 2017, we reduced emissions resulting from refrigerant losses by 16 per cent to around 99,000 tonnes of CO₂ equivalents.

Distribution centres: efficient and needs-based lighting

We are planning to switch to LEDs in our distribution centres in Belgium and Germany; the change-over has already been made in Denmark. By the end of 2017, we had already switched over 27 out of 73 distribution centres to LED technology; two of the warehouses were closed at the end of 2017. We expect to save up to 3,000 tonnes of CO₂ emissions in total every year as a result of the changeover. In addition, we are evaluating the use of needs-based lighting with motion detectors and light sensors.

← BACK

TABLE OF CONTENTS

FOREWORD

MANAGEMENT

EMPLOYEE APPRECIATION

SUPPLY CHAIN RESPONSIBILITY

RESOURCE CONSERVATION

- Food losses & other waste
- **Climate protection**
- Mobility & logistics

SOCIAL COMMITMENT AND DIALOGUE PROMOTION

APPENDIX

Renewable energy: more green electricity by 2021

The roofs of many stores and distribution centres are equipped with photovoltaic systems. In 2017, the installed capacity of our systems already stood at more than 32,000 kWp (kilowatt peak) and produced more than 23,000 MWh of electricity. We avoided some 6,600 tonnes of CO₂ emissions as a result. By 2021, we intend to install an additional nominal capacity of more than 50,000 kWp through more systems. Plans call for 120 systems at ALDI France alone. In 2018/19, another 18 systems will join the 40 others already installed at ALDI Belgium. At the end of 2017, ALDI Portugal already had 16 solar installations in place, and plans call for installing around 5,000 kWp of additional capacity there by 2021.

We currently use approximately 70 per cent of the generated electricity ourselves; the remainder is fed into the power grid. We want to increase the amount of energy for own use, which is why we are testing the use of storage technology that would enable us to use the generated electricity at a later time. To this end, ALDI North Germany has already equipped three pilot stores with an innovative ice storage system as part of the ESyCool green project. In February 2018, our project partner Viessmann received the German Innovation Award for Climate and the Environment (IKU) 2017 for this solution in the category for process innovations. We will decide on the system's further rollout once the test phase is complete.

Despite additional photovoltaic systems, we will still draw the majority of our electricity from the grid in the years ahead. In order to meet our climate target, we are therefore currently planning to draw more green electricity by 2021. ALDI Netherlands began fully sourcing its electricity from green sources back in 2015. In 2017, the electricity was drawn entirely from wind power from Europe. As a result, we saved more than 40,000 tonnes of CO₂ equivalents in 2017. We are currently developing strict criteria for the purchase of green electricity.

Targets & status

[GRI 302/103-2/3, 305/103-2/3](#) In our Climate Protection Policy, we have set ourselves the goal of reducing our greenhouse gas emissions by 40 per cent by 2021 compared to our 2015 levels. In the name of efficient monitoring, we regularly compile updates on the progress of projects and emission data for the entire Group. The CR department then assesses this information and analyses it within the expert committee established for that purpose. If a given measure does not produce the intended effect, new measures are then discussed. We regularly report to internal and external stakeholders on where we stand as a Group in our efforts to reach our climate target.

Direct energy consumption by source [GRI 302-1](#)

Direct energy consumption in buildings and logistics by energy source (in MWh)¹

	2015	2016	2017
Natural gas	418,129	429,621	418,921
Heating oil	27,589	25,321	25,509
Biogas	154	89	67
Diesel (incl. diesel generators)	321,314	327,163	333,492
Petrol	66	26	18
Liquefied petroleum gas	434	451	466

¹ The data are partly based on estimates and extrapolations.

← BACK

TABLE OF CONTENTS

FOREWORD

MANAGEMENT

EMPLOYEE APPRECIATION

SUPPLY CHAIN RESPONSIBILITY

RESOURCE CONSERVATION

- Food losses & other waste
- **Climate protection**
- Mobility & logistics

SOCIAL COMMITMENT AND DIALOGUE PROMOTION

APPENDIX

Direct energy consumption GRI 302-1

Direct energy consumption in buildings and logistics by country (in MWh)¹

The biggest part of direct energy consumption is attributable to the use of natural gas for heat generation, and to diesel used as a fuel in logistics. Total consumption decreased slightly compared with 2016.

	2015	2016 ²	2017
Belgium/Luxembourg ³	108,941	109,576	111,286
Denmark	20,962	20,692	19,766
Germany	386,112	402,431	397,002
France	149,429	143,479	147,787
Netherlands	84,156	86,055	80,058
Poland	12,896	14,905	16,639
Portugal	1,013	1,084	1,206
Spain	4,177	4,449	4,731
ALDI North Group	767,686	782,671	778,475

¹ The data are partly based on estimates and extrapolations.

² Late reporting information for the year 2016 resulted in partial amendments compared with the previous year's report.

³ The information regarding the legally independent companies of the ALDI North Group in Belgium and in Luxembourg has been combined for the purposes of a simplified presentation (refer to "Subject of the report").

Indirect energy consumption GRI 302-1

Electricity and district heating consumption (in MWh)¹

Electricity consumption at nearly 990 GWh is responsible for the biggest share of energy demand at our locations. It increased slightly year on year by around 6 per cent. The increase is due to a number of factors, including longer opening hours and the installation of additional chillers and baking ovens at stores.

	2015			2016 ²			2017		
	Total	Electricity	District heating	Total	Electricity	District heating	Total	Electricity	District heating
Belgium/Luxembourg ³	88,411	88,411	–	89,559	89,559	–	101,354	101,354	–
Denmark	50,569	39,659	10,910	51,141	39,739	11,402	50,470	39,855	10,615
Germany	451,014	433,393	17,621	463,361	445,897	17,464	472,279	454,553	17,726
France	177,762	177,762	–	167,805	167,805	–	180,752	180,752	–
Netherlands	79,780	78,779	1,001	82,177	81,077	1,100	84,669	83,716	953
Poland	17,394	16,110	1,284	20,429	18,606	1,823	25,335	22,173	3,162
Portugal	14,113	14,113	–	14,884	14,884	–	17,720	17,720	–
Spain	79,694	79,694	–	79,070	79,070	–	89,029	89,029	–
ALDI North Group	958,737	927,921	30,816	968,426	936,637	31,789	1,021,608	989,152	32,456

¹ The data are partly based on estimates and extrapolations.

² Late reporting information for the year 2016 resulted in partial amendments compared with the previous year's report.

³ The information regarding the legally independent companies of the ALDI North Group in Belgium and Luxembourg has been combined for the purposes of a simplified presentation (refer to "Subject of the report").

← BACK

TABLE OF CONTENTS

FOREWORD

MANAGEMENT

EMPLOYEE APPRECIATION

SUPPLY CHAIN RESPONSIBILITY

RESOURCE CONSERVATION

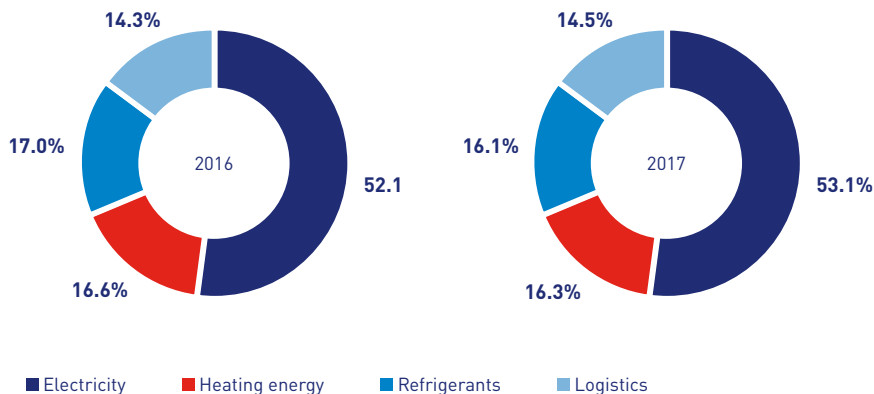
- Food losses & other waste
- **Climate protection**
- Mobility & logistics

SOCIAL COMMITMENT AND DIALOGUE PROMOTION

APPENDIX

Greenhouse gas emissions Scope 1 and 2 by sources 2016 & 2017 GRI 305-1/2

Total amount of greenhouse gas emissions for Scope 1 and 2 proportionately by source (in per cent, based on location-based emissions)



Greenhouse gas emissions Scope 1 and 2 GRI 305-1/2

Greenhouse gas emissions Scope 1 and 2 (in tonnes of CO₂ equivalents)

Greenhouse gas emissions were calculated on the basis of 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 by location-based and market-based emission factors. While the location-based method uses the factors for a certain 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).

	2015			2016			2017		
	Scope 1 ¹	Scope 2 ² "location-based"	Scope 2 ² "market-based"	Scope 1 ^{1,3}	Scope 2 ^{2,3} "location-based"	Scope 2 ^{2,3} "market-based"	Scope 1 ¹	Scope 2 ² "location-based"	Scope 2 ² "market-based"
Belgium/Luxembourg ⁴	42,096	17,782	15,781	40,328	18,656	13,246	38,639	22,674	14,859
Denmark	11,104	13,241	8,973	10,466	11,372	10,914	14,942	8,119	10,859
Germany	120,089	214,793	262,533	110,178	211,664	38,301	108,069	203,918	223,790
France	74,861	11,350	2,666	75,277	6,863	6,276	67,101	8,364	6,756
Netherlands	31,253	35,044	72	29,802	38,393	143	28,147	40,984	124
Poland	3,940	12,866	13,488	5,501	14,688	15,185	6,931	17,295	18,441
Portugal	1,529	3,964	6,180	2,817	3,793	4,334	5,728	5,695	5,080
Spain	12,239	19,467	30,218	12,267	20,096	26,774	10,980	25,718	29,854
ALDI North Group	297,111	328,507	339,911	286,636	325,525	115,173	280,537	332,767	309,763

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

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

³Late reporting information for the year 2016 resulted in partial amendments compared with the previous year's report.

⁴The information regarding the legally independent companies of the ALDI North Group in Belgium and Luxembourg has been combined for the purposes of a simplified presentation (refer to "Subject of the report").

← BACK

TABLE OF CONTENTS

FOREWORD

MANAGEMENT

EMPLOYEE APPRECIATION

SUPPLY CHAIN RESPONSIBILITY

RESOURCE CONSERVATION

- Food losses & other waste
- Climate protection
- **Mobility & logistics**

SOCIAL COMMITMENT AND
DIALOGUE PROMOTION

APPENDIX

Mobility & logistics

SDG 7, 13 **GRI 302/103-1, 305/103-1** To ensure that our customers always have fresh products and full shelves, we transport goods from our distribution centres to our stores every day. We undertake most of these transport journeys ourselves. In 2017, the ALDI North Group transported goods with a total volume of almost 31 million euro-pallet spaces between our 73 distribution centres and more than 4,700 stores. These transport journeys result in greenhouse gas emissions. Through a variety of measures, we are working to make our logistics as climate friendly as possible.

Our approach

GRI 302/103-2/3, 305/103-2/3 Our goal is to continuously increase the efficiency of our goods logistics, not least to mitigate the higher transport volume associated with our rising turnover. Modern logistics concepts help us pool the flow of goods and choose optimum transport routes, thereby shortening transport routes. The distance between a distribution centre and a store is 88 kilometres on average. Low rolling resistance tyres and roof spoilers, which reduce the drag coefficient of our transport vehicles, help reduce fuel consumption and save greenhouse gas emissions. In addition, we make sure that the ALDI North Group's trucks only leave our distribution centres with full payloads and train drivers in the Netherlands, for example, on how to drive fuel efficiently.

In Germany, we examined the use of alternative power units in 2017. A changeover programme is currently not planned. With regard to our fleet of company cars, we plan to sign short leasing agreements in future so as to develop a fleet of newer vehicles, thereby ensuring that more vehicles meet the latest fuel consumption and emission standards and operate in more climate-friendly manner.

Organisation and guidelines

GRI 302/103-2 The development towards more climate-friendly logistics is being driven forward within Germany by the Logistics department of ALDI Buying and the regional companies. Communication on this issue is taking place with the ALDI North Group companies in the relevant countries. In May 2018, we adopted our International Climate Protection Policy.

Progress and measures in 2017

New logistics hub pools the flow of goods

GRI 305/103-1/2 In 2017, we continued to expand our procurement logistics for wine and sparkling wine in Germany. To this end, we set up a logistics hub that pools the flow of goods, thereby cutting costs and reducing greenhouse gas emissions.

Conversion of distribution centres to LED lighting

GRI 305/103-1/2 At our distribution centres, lighting is responsible for a large proportion of electricity consumption (up to 50 per cent). As a result, our efforts are increasingly focused on LED technology and the use of on-demand lighting using motion sensors. For more information, please refer to the chapter "Climate protection".

Inventory control system

The introduction of a logistics inventory control system that was announced in the Sustainability Report 2015 has yet to be completed in Germany. The first step is to introduce a pick-by-voice system at the German distribution centres, which will form the basis for comprehensive expansion in the future. Pick-by-voice allows us to pick orders using voice commands, without paper, leaving employees with both hands free for their work, which makes their jobs easier and leads to efficiency increases. As part of the roll-out, employees have received comprehensive training in working with the new system. In future, the inventory control system will allow us to provide even better analysis of our goods movements. A corresponding pilot project has been launched.

Number of vehicles

Number of vehicles on the reference date 31 December by type of vehicle

	2015			2016			2017		
	Number of trucks	Number of cars	Other vehicles ¹	Number of trucks	Number of cars	Other vehicles ¹	Number of trucks	Number of cars	Other vehicles ¹
Belgium/Luxembourg ²	217	185	8	219	211	8	223	226	7
Denmark	56	89	5	56	92	5	52	100	4
Germany	909	909	74	880	969	75	736	1,125	74
France	238	314	23	234	349	25	227	349	22
Netherlands	200	188	8	189	201	8	173	211	8
Poland	-	64	2	-	82	2	-	76	2
Portugal	-	41	1	-	47	1	-	55	1
Spain	-	159	-	-	170	2	-	165	2
ALDI North Group	1,620	1,949	121	1,578	2,121	126	1,411	2,307	120

¹ These include industrial trucks (forklift trucks) and vehicles with LPG drives.

² The information regarding the legally independent companies of the ALDI North Group in Belgium and in Luxembourg has been combined for the purposes of a simplified presentation (refer to "Subject of the report").

Fuel consumption GRI 302-1

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

	2015			2016			2017		
	Diesel ¹ (l)	Petrol (l)	LPG (kg)	Diesel ^{1,2} (l)	Petrol (l)	LPG (kg)	Diesel ¹ (l)	Petrol (l)	LPG (kg)
Belgium/Luxembourg ³	4,215,607	-	-	4,322,031	-	-	4,407,171	-	-
Denmark	1,513,990	-	913	1,480,176	595	330	1,412,919	339	66
Germany	16,335,662	7,368	21,365	16,863,778	2,266	21,270	17,419,921	1,698	20,655
France	5,858,537	-	9,737	5,730,617	-	9,828	5,913,078	-	10,116
Netherlands	3,626,422	-	-	3,687,240	-	-	3,526,601	-	-
Poland	144,629	-	1,386	158,452	-	567	180,340	-	1,331
Portugal	100,883	-	600	108,132	-	500	120,112	-	300
Spain	404,581	-	-	415,182	-	2,828	423,613	-	4,059
ALDI North Group	32,200,311	7,368	34,001	32,765,608	2,861	35,323	33,403,755	2,037	36,527

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

² Late reporting information for the year 2016 resulted in partial amendments compared with the previous year's report.

³ The information regarding the legally independent companies of the ALDI North Group in Belgium and Luxembourg has been combined for the purposes of a simplified presentation (refer to "Subject of the report").



TABLE OF CONTENTS

SOCIAL COMMITMENT

RAISING CONSUMER AWARENESS

CUSTOMER CONTACT & SERVICE QUALITY

SOCIAL COMMITMENT AND DIALOGUE PROMOTION

Strong commitment to a good cause

We put our expertise and experience to good use for more than just our core business. In doing so, we are helping to solve the challenges faced by society. Our social commitment is complemented by ALDI Nord Stiftungs GmbH. We also actively seek dialogue with customers, employees and other stakeholders, in which we openly discuss topics of importance to us and our dialogue partners. We take their expectations very seriously.

← BACK

TABLE OF CONTENTS

FOREWORD

MANAGEMENT

EMPLOYEE APPRECIATION

SUPPLY CHAIN RESPONSIBILITY

RESOURCE CONSERVATION

**SOCIAL COMMITMENT AND
DIALOGUE PROMOTION**

• **Social commitment**

- Raising consumer awareness
- Customer contact & service quality

APPENDIX

Social commitment

SDG 2, 3, 8, 10, 12, 17 The ALDI North Group is not just a retailer, employer, business partner or competitor, respectively. We are also a citizen and neighbour. We take responsibility in all these roles. We leverage our expertise and experience to contribute to finding a solution for societal problems above and beyond our core business. As part of our social commitment, we support a wide range of projects focusing on a variety of issues, such as nutrition or improving working conditions throughout the supply chain.

Our approach

In all nine ALDI North Group countries, we work with national initiatives and organisations to support local and overarching projects. The focus is primarily on food and non-food donations. Beyond that, we sometimes provide support in the form of financial donations. Moreover, ALDI Nord Stiftungs GmbH pursues an international charitable mandate that is oriented towards a stipulated charter.

This commitment focuses on the following areas:

- Doing business sustainably along the value chain
- Climate protection, animal welfare and biological diversity
- Health on and off the job, healthy nutrition and healthy working conditions
- Disaster relief and rescuing those whose lives are in danger, especially in the event of natural and environmental disasters
- Science and research

As a retailer operating on the international stage with a complex value chain, our commitment extends to our products' countries of origin. Since March 2017, for example, we have supported two coffee and cocoa production projects in Colombia and in west and central Africa. The support benefits farmers and producers in those regions, as well as their families, and contributes to greater sustainability in cultivation.

Organisation

As a field of action, social commitment is centrally anchored in our Corporate Responsibility (CR) Policy, despite usually taking the form of local commitment. The projects are therefore selected and promoted independently in the ALDI North Group countries. The regional companies manage their social commitment independently in Germany as well – with the support of the ALDI Buying CR department. Since 2016, ALDI Nord Stiftungs GmbH has additionally looked after international partnerships and projects beyond the ALDI North Group.

Progress and measures in 2017

Social commitment in the ALDI North Group countries

In the period under review (2017), numerous regional companies in the ALDI countries demonstrated their commitment to society through partnerships, projects and donations. Here are a few selected examples:

- In the period under review, ALDI Netherlands launched a variety of projects and partnerships, including a project dealing with healthy nutrition in cooperation with Jongeren Op Gezond Gewicht (JOGG), a foundation dedicated to combating childhood obesity, and a partnership with the Plastic Soup Foundation designed to address the use of plastic. Since 2017, ALDI Netherlands has also been involved in two research projects dealing with ways to avoid food losses. ALDI Netherlands also participates in charity runs. In 2017, more than 150 employees competed in the KiKa Run, the proceeds of which went to help children with cancer.
- ALDI Denmark is part of a national campaign to fight breast cancer and is donating part of the proceeds from the sale of various products. This partnership has been in place since late 2016 and was continued in 2017.



← BACK

TABLE OF CONTENTS

FOREWORD

MANAGEMENT

EMPLOYEE APPRECIATION

SUPPLY CHAIN RESPONSIBILITY

RESOURCE CONSERVATION

SOCIAL COMMITMENT AND DIALOGUE PROMOTION

• Social commitment

- Raising consumer awareness
- Customer contact & service quality

APPENDIX



- Similarly, ALDI Portugal is supporting the World Food Programme of the United Nations by donating part of the proceeds from the sale of Earth Water to the fight against hunger and poverty. ALDI Portugal has also concluded a number of additional local partnerships to help organise food donations.
- In Poland, we are supporting charitable causes by once again taking part in the Katowice Business Run. The entry fees are donated.
- A clean neighbourhood is our aim at ALDI Belgium. All stores participated in Retail Clean Up Day 2017 and organised rubbish collection campaigns in their neighbourhoods.

ALDI Nord Stiftungs GmbH partnerships

As one of its first projects, ALDI Nord Stiftungs GmbH joined forces with Deutsches Kinderhilfswerk (DKHW) to launch Mobile Aktion Ernährung und Bewegung, a mobile project dedicated to teaching children and young people the basics of healthy and sustainable nutrition while helping them discover the joy of physical activity in a fun and enjoyable way. Trailers designed especially for the project make stops at public places and school playgrounds in the ALDI North sales region, where they offer free activities dealing with the topics of healthy nutrition and physical activity. Some 360 events to be supported by DHKW regional partners with a total of six trailers are scheduled to take place between October 2017 and October 2018. ALDI Nord Stiftungs GmbH partnered with Leibniz Institute for Agricultural Engineering and Bioeconomy to support a further project that created a research alliance to develop solutions for sustainable food production and approaches to

healthy nutrition. The findings will be made available to the public at large following completion of the project.

Food donations: current projects

As a retailer, we have a responsibility to avoid food waste. Efforts to address the issue combine waste management and social commitment. One aspect of our dedication to fighting food waste is to donate unsaleable food that is still edible. For more information, please see the stories "Saving food" and "Social commitment in Portugal".

Targets and status

The local and project-related approach means that we define few overarching targets for social commitment. Our existing targets relate to sustainable consumption and food donations. Individual projects are subject to evaluation.

← BACK

TABLE OF CONTENTS

FOREWORD

MANAGEMENT

EMPLOYEE APPRECIATION

SUPPLY CHAIN RESPONSIBILITY

RESOURCE CONSERVATION

**SOCIAL COMMITMENT AND
DIALOGUE PROMOTION**

- Social commitment
- **Raising consumer awareness**
- Customer contact & service quality

APPENDIX

Raising consumer awareness

SDG 12 **GRI 417/103-1** How can we create effective incentives for more sustainable consumption? Governments and organisations worldwide are trying to find answers to this question. In its 2030 Agenda, the United Nations have dedicated a Sustainable Development Goal to promoting responsible patterns of consumption (SDG 12). As a leading discounter, we provide our customers with products that meet their daily needs. That is why this responsibility affects us deeply. Every year, consumers make 1.2 billion purchases at our stores. Our goal is to promote a healthy, sustainable lifestyle – and make it possible for a broad section of society to engage in affordable, responsible consumption.

Our approach

GRI 417/103-2 We use various tools to inform our customers about social and environmental aspects of our products. Our customer magazine ALDI aktuell and our advertising campaigns often focus on our sustainably certified products. In our stores, we attract our customers' attention to such products through appropriate labelling on shelves and through posters. Moreover, we create transparency through clear product labelling by using recognised sustainability seals and own brands. We raise awareness of special sustainability requirements through special campaigns and projects. In the Netherlands, for example, we are committed to raising awareness of the issue of plastic waste among schoolchildren. The employees of the ALDI North Group also receive comprehensive information about the sustainability aspects of our products, initiatives and projects.

As a second cornerstone, we offer our customers an appropriate range of products for a healthy and sustainable lifestyle, such as a wide selection of fresh fruit and vegetables, healthier product alternatives with less sugar and products for special nutritional requirements, as well as products containing certified resources and from controlled production.

Organisation and guidelines

GRI 417/103-2 The promotion of sustainable consumption is firmly anchored in our Corporate Responsibility (CR) Policy and our CR Programme. The CR managers play an instrumental role in driving our activities forward. Corporate Communication, Marketing, Sales, Buying, Quality Assurance and CR work closely together to help make this goal a reality.

Progress and measures in 2017

GRI 417/103-2

Sustainability in focus

As part of a variety of campaigns and partnerships, we informed our customers about certified sustainable products in our range in our customer magazine ALDI aktuell in 2017. In many countries, the focus in 2017 was primarily on sustainable fish products. Poland took part in the Marine Stewardship Council (MSC) 2017 anniversary campaign, while Belgium, France and the Netherlands participated in Think Fish Week 2017.

Over a period of six weeks, ALDI Netherlands ran a sustainability awareness campaign focusing on shopping responsibly ("Verantwoord boodschappen doen") that advertised sustainable products in the customer magazine and on posters and shelves, outside stores and on the radio. Since 2017, ALDI Portugal has been working to educate employees and customers about sustainability-related topics in the Portuguese customer magazine, in flyers, in internal newsletters and on a training poster for employees in stores as part of a CR communication concept. ALDI France is focusing its efforts on its customer magazine and is informing employees and customers through the "ALDI s'engage pour vous" (ALDI is dedicated to you) information box.

Furthermore, we provide information about our environmental management activities in our redesigned stores through display panels that draw attention to our rooftop photovoltaic systems and posters that explain how we dispose of our packaging while showcasing our new reusable shopping bags. In some countries, we show customers where sustainability plays a role at the store on our shopping trolleys, freezers and checkout dividers. Spanish customers can also turn to our customer magazine and the Internet to learn about innovative do-it-yourself ideas designed to encourage recycling.

Healthy lifestyle: campaigns and fresh offers

As part of our social commitment, we spearhead projects that promote a healthy lifestyle. In the Netherlands, we work with the Jongeren Op Gezond Gewicht (JOGG) foundation to raise awareness of healthy nutrition among children and young people. The Deutsches Kinderhilfswerk project Mobile Aktion Ernährung und Bewegung, which is sponsored by ALDI Nord Stiftungs GmbH, also focuses on getting children physically active and encouraging them to choose a healthy diet.

We are expanding our selection of fresh products at our stores. Our fresh products include our range of fruit and vegetables, a product group that consists of over 100 different items and is of tremendous significance throughout the ALDI North Group. In 2017, we launched an additional fresh weekly special in Germany and the Netherlands. In Spain, the specially designed Sí nos importan ("Yes, they are

← BACK

TABLE OF CONTENTS

FOREWORD

MANAGEMENT

EMPLOYEE APPRECIATION

SUPPLY CHAIN RESPONSIBILITY

RESOURCE CONSERVATION

**SOCIAL COMMITMENT AND
DIALOGUE PROMOTION**

- Social commitment
- Raising consumer awareness
- **Customer contact & service quality**

APPENDIX

important”) creative communication campaign on all channels encouraged consumers to appreciate fruit and vegetables in October and November 2017.

As part of our new ALDI Nord Instore Konzept (ANIKo) design programme, we are giving recipes using fresh ingredients more space at our stores. In Spain, for example, customers can enjoy live cooking demonstrations with professional chefs at new store openings that focus on aspects such as balanced nutrition, health and sustainability. In Portugal, the Group has been working with a nutritional consultant to develop the recipes for the customer magazine ALDI aktuell since 2013.

Targets and status

The German CR target on sustainable consumption was supplemented through an additional country-specific target in the period under review.

Customer contact & service quality

SDG 3, 12 **GRI 417/103-1** The trust of our customers is our most valuable asset. That is why we listen carefully to what they want. For more than 100 years, we have consistently and systematically tailored our products and services towards the demands of our customers. If these demands change, we evolve – by expanding our product range, modernising our stores and even taking a new approach to how we communicate with customers. But one thing remains the same: we offer high quality at the low ALDI prices people have come to expect.

Our approach

GRI 417/103-2 Our measures are aimed at offering our customers an appealing shopping experience. Shopping at ALDI North should always be something special – “Every day a special one” – and communication plays a key role in making it just that. To achieve this goal, we are giving our stores and our approach to how we communicate with customers a complete makeover. For example, we invite our customers in many countries to celebrate new store openings with product tastings or cooking events. In our redesigned stores, we provide orientation, create inspiration and communicate directly and humorously with our customers.

Our range of sustainably certified products plays an important role in all communication measures – in stores, in the customer magazine ALDI aktuell, online or in TV and radio advertising. As part of the extensive modernisation of our stores, we continue to expand our sustainability-related communication. In our advertising campaigns, we draw attention to our expanded organic product range and our growing selection of fresh fruit and vegeta-

bles. Since 2016, we have significantly expanded our advertising activities in cooperation with the ALDI SOUTH Group. We make use of TV and radio campaigns as well as print advertising. Increasingly, social media communication plays a major role.

Our customers’ needs are also at the centre of our services. We are always available for them, and we have set ourselves the goal of answering every enquiry within a very short period of time. For a number of years now, our ALDI app has provided a convenient shopping helper for mobile phones in all countries in which the ALDI North Group operates. Traditionally, our customers have been able to rely on the “ALDI Guarantee”, our fair and tolerant returns and exchange policy.

Organisation and guidelines

GRI 417/103-2 Our customer communication efforts are coordinated by various departments depending on the topic and reason. Along with Marketing and Corporate Communication, Sales and in-store employees are involved in our efforts. Within ALDI Buying, the Marketing department, Sales and Corporate Communication are each led by a dedicated managing director. Separate departments or managers are also responsible for these activities in the ALDI North Group countries.

We always act in compliance with our values when communicating with our customers and use simple, clear and understandable language and imagery.

Progress and measures in 2017

GRI 417/103-2

Customer communication as part of store openings

The ALDI North Group’s stores are currently undergoing renovation and modernisation as part of our efforts to implement the new ALDI Nord Instore Konzept design programme. We take the opportunity provided by post-renovation store openings to foster direct contact with our customers. In Germany, we reward our customers’ patience during the remodelling phase with special offers such as fresh waffles, gift cards or fruit and vegetable baskets. Other countries also make use of a wide range of campaigns. In Poland, for example, new store openings feature a children’s entertainer and music for adult guests. In the Netherlands, food trucks visit stores to provide food and drink for customers.

Communication expanded across all channels

We expanded our advertising activities significantly in many countries in which the ALDI North Group operates in the period under review. In Germany, for example, the new freshness campaign, which highlights the wide range of fresh products, debuted in September 2017. In the Netherlands, the six-week Verantwoord en voordelig (“Responsible and beneficial” or “Responsible and affordable”) focused on sustainable products.

← BACK

TABLE OF CONTENTS

FOREWORD

MANAGEMENT

EMPLOYEE APPRECIATION

SUPPLY CHAIN RESPONSIBILITY

RESOURCE CONSERVATION

**SOCIAL COMMITMENT AND
DIALOGUE PROMOTION**

- Social commitment
- Raising consumer awareness
- **Customer contact & service quality**

APPENDIX

Our weekly customer magazine ALDI aktuell remains our key customer communication channel. In 2017, the magazine was given a fresh new look. Prior to the facelift, we entered into a multistage research process to identify our customers' needs and expectations in relation to our magazine, which we took into account while making the changes.

The German website also received a comprehensive overhaul in 2017. The updated, innovative structure of the website now makes it even easier for visitors to find detailed descriptions of items, the latest special offers or information about our products' sustainability. In early 2018, ALDI Netherlands started using the new format for its website. The ALDI Denmark, ALDI Poland and ALDI Portugal websites are scheduled to be relaunched soon, with further countries to follow. The ALDI Spain website was overhauled in 2015. In Spain, we started using Instagram to communicate and intensified our use of Facebook and Twitter in the period under review.

Customer dialogue: knowing about customers' needs

The only way for us to tailor our products and services to our customers' needs and expectations is to know them. That is why we actively seek our customers' opinions on certain topics on an ad hoc basis through customer surveys. In 2017, for example, we held a customer panel to support our materiality analysis. The key finding was that sustainability is personally important or very important to more than 80 per cent of the customers we surveyed. As part of the modernisation of our stores, we also asked customers on location for their thoughts on the visual facelift. These findings were continuously worked into the further development of the ANIKo store concept. In Spain, we regularly use studies to gauge how people perceive our brand. Since late 2016, Contigo ALDI has been offering customers in Spain an additional online service that has been very well received. Stores in France have been subject to visits and assessments since 2017 as part of a project in cooperation with the market research institute TNS. This measure will be intensified in 2018.

Targets and status

GRI 417/103-2/3 In the German retail sector, we have the highest customer reach in the ALDI North sales region. In 2017, 82 out of 100 households shopped at our stores at least once. According to the market research company GfK, we increased our reach by roughly 200,000 households among younger customers under 29 years of age in Germany in 2017 – a rise of around 15 per cent compared to the previous year. In Belgium, 80 per cent of consumers also shop at our stores at least once a year (as of

late 2016). According to Kantar Worldpanel, an international market research company, ALDI France came in first among retailers with regard to the number of items purchased per trip in 2017 (bricks-and-mortar retail).

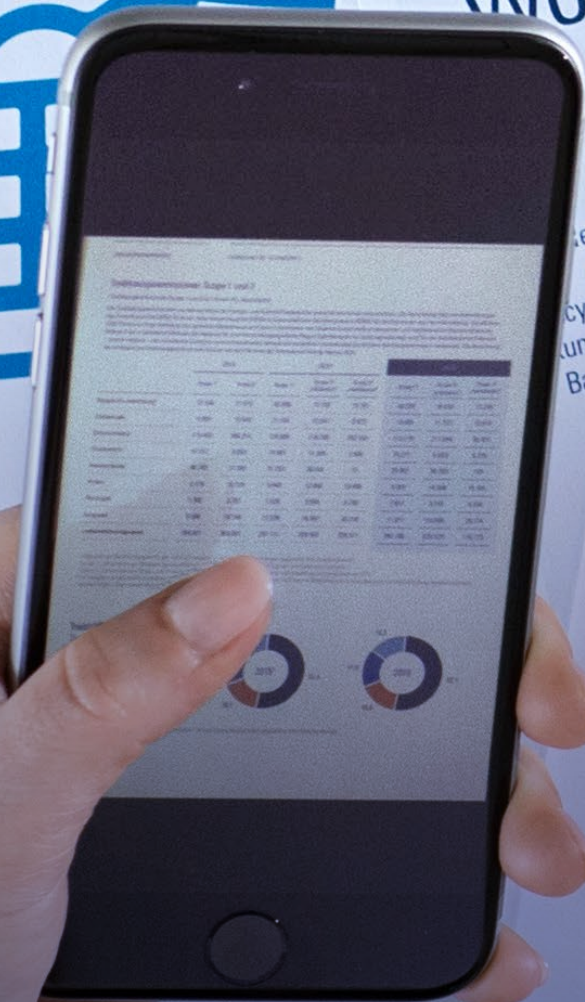
Together with the introduction of new customer services, ALDI Spain has defined key performance indicators for customer satisfaction, which it monitors on an ongoing basis. The latest findings reveal that 95 per cent of those making enquiries have a positive opinion of the customer service.

Various awards show us that we are on the right track when it comes to our development. In the period under review, for example, Kundenmonitor Deutschland found that we offered the best value for money. Customers in Germany also found us to be the most family-friendly company. In Spain, our customer communication came in second in the category "Building a Brand" at the Commercial Effectiveness Awards 2017. In 2017, the industry publication "Rayon Boisson" awarded ALDI France the Liège d'Or ("Golden cork") for the evolution of the range of wines, which now more than ever meet customer expectations in terms of selection, price and transparency, thanks to "Simplement bon et bio" organic wines or wines with a controlled designation of origin, for example.

umweltfreund-
Kälteanlage in
genommen.

Steigerung gegenüber dem Vorjahr
um knapp zehn Prozent.

Auf uns
Wort ist



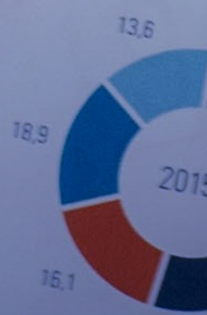
	2014	2015
Belgien/Luxemburg ¹	Scope 1 ²	Scope 2
Dänemark	37.536	17.600
Deutschland	9.963	13.540
Frankreich	113.483	268.210
Niederlande	67.917	9.603
Polen	46.780	27.262
Portugal	2.174	10.134
Spanien	1.382	3.781
Unternehmensgruppe	5.596	19.748
	284.831	369.961

leben
nen
cyclet
under
Baur

Treibhausgasemissionen Scope 1 und 2 nach Quellen 2015 & 2016

Gesamtmenge an Treibhausgasemissionen
Scope 1 und 2 anteilig nach Quellen (in
Prozent, auf Basis ortsbasierter Emissionen)

- Strom
- Heizenergie
- Kältemittel
- Logistik



¹ Aufgrund von Nachmeldungen für das Jahr 2015 ergaben sich teilweise Anpassungen gegenüber dem Vorjahr.

TABLE OF CONTENTS

- SUBJECT OF THE REPORT
- INDEPENDENT ASSURANCE REPORT
- GRI CONTENT INDEX
- UN GLOBAL COMPACT COP
- SUSTAINABLE DEVELOPMENT GOALS
- IMPRINT & CONTACT

APPENDIX

At a glance: about this report

The subject matter of this report, the underlying standards and its indexes are all presented in a compact format in the appendix.

← BACK

TABLE OF CONTENTS

FOREWORD

MANAGEMENT

EMPLOYEE APPRECIATION

SUPPLY CHAIN RESPONSIBILITY

RESOURCE CONSERVATION

SOCIAL COMMITMENT AND
DIALOGUE PROMOTION

APPENDIX

• Subject of the report

- Independent assurance report
- GRI Content Index
- UN Global Compact COP
- Sustainable Development Goals
- Imprint & Contact

Subject of the report

This is the ALDI North Group's second comprehensive Sustainability Report. By publishing it, we are keeping our promise to provide our internal and external stakeholders with regular and transparent information about our material social, environmental and economic goals and measures. The report is directed in particular towards customers, employees, suppliers and business partners, as well as interested parties in the public domain.

Further development: new structure and more content

Our Sustainability Report 2017 consists of two main elements: traditional reporting subject matter and appealing stories. The Management, Key topics and Data & standards overview pages serve as the starting point for diving into the issues covered by the report, where we give an account of where we stand with regard to sustainability and what we hope to achieve in future. Readers also have the option of downloading this information as a compact PDF. In addition, the cr-aldinord.com home page presents readers with stories, both long and brief, that provide an informative look at the sustainability-focused activities of the overall Group (our Highlights). Our aim with this structure is to offer exciting insights and new perspectives in particular to customers and employees and make sustainability issues even more tangible. At the same time, we are shining an even bigger spotlight on ALDI North activities by way of separate country profiles.

Reporting period and publication cycle

GRI 102-50 The reporting period covers the time from 1 January to 31 December 2017. We have taken account of significant events up to the editorial deadline on 31 March 2018. We also plan to update the stories on the home page outside the reporting period and add to them in order to reflect new developments.


GRI 102-52 The ALDI North Group publishes a comprehensive Sustainability Report every two years. The next report is scheduled for publication in 2020.

The report is available in German and in seven other languages. When, for reasons of readability, the male form is used to designate persons and functions in this report, this shall naturally be interpreted to include equally the male and female gender. The legal form of companies is also omitted for the same reasons.

Scope of the report and publisher

GRI 102-54 We determined the topics covered by this report using our materiality analysis. The report has been prepared in accordance with the GRI Standards: Core Option published by the Global Reporting Initiative (GRI). The GRI Content Index provides an overview at a glance.

GRI 102-1,-3,-5 The publisher of the report is ALDI Einkauf GmbH & Co. oHG, Essen (hereinafter referred to as ALDI Buying). The shareholders of ALDI Buying are specifically ALDI GmbH & Co. KG limited partnerships which form a group of equal subsidiaries in Germany. The foreign ALDI companies are licensees of ALDI Buying. These legally independent companies form the ALDI North Group, which is the subject of the report. Deviations in individual performance indicators or content are indicated as necessary. ALDI Luxembourg is supplied by the Purchasing and the Logistics departments of ALDI Belgium. ALDI Belgium and ALDI Luxembourg are legally independent companies, which are regularly displayed in combined form in the report for reasons of simplicity.

GRI 102-48,-56 Selected content and performance indicators for the year 2017 were the subject of an assurance engagement by the independent audit firm Flottmeyer Steghaus + Partner. They are identified by the check mark  Certification of the review of this report is available for download. Retroactive changes to figures with respect to previous reports are noted accordingly.

Organisational changes

GRI 102-10 At the beginning of 2018, business operations at the regional companies Hoyerswerda and Könnern underwent restructuring; the associated stores remained largely unaffected by the change. Restructuring the local distribution and administration processes shall ensure a better supply set-up for the stores and ultimately for customers. In future, fewer truck transports will be necessary as a result of these efforts thanks to the better utilisation of their capacities. Our supply chain is also gradually changing in favour of greater dialogue with our suppliers, for example as part of the Sustainable Textiles Purchasing project.

 Section verified

← BACK

TABLE OF CONTENTS

FOREWORD

MANAGEMENT

EMPLOYEE APPRECIATION

SUPPLY CHAIN RESPONSIBILITY

RESOURCE CONSERVATION

SOCIAL COMMITMENT AND
DIALOGUE PROMOTION


APPENDIX

- Subject of the report
- **Independent assurance report**
- GRI Content Index
- UN Global Compact COP
- Sustainable Development Goals
- Imprint & Contact



Certification on an independent audit

To ALDI Einkauf GmbH & Co. oHG

In accordance with our engagement we carried out an independent audit on achieving limited assurance regarding the selected information and key figures in the sustainability report 2017 compiled by ALDI Einkauf GmbH & Co. oHG for the company group ALDI Nord (in the following referred to as "company") for the reporting period from 01-01-2017 to 31-12-2017¹. Within the scope of our audit the selected information and key figures were marked with a symbol  in the sustainability report.

Responsibility of the legal representative

The management of the company is responsible for compiling the sustainability report in agreement with the criteria specified as well as internal guidelines stated in the principles of reporting and standard information of the Global Reporting Initiative (GRI).

This responsibility comprises selecting and applying suitable methods to compile the sustainability report as well as making assumptions and carrying out estimates on individual sustainability data which are plausible under the prevailing circumstances. The responsibility also comprises the concept, implementation and maintenance of systems and processes if they are of significance for compiling the sustainability report.



Independence and quality control of the auditing company

In carrying out the engagement we have adhered to the requirements of independence as well as further professional regulations which are based on the fundamental principles of integrity, objectiveness, professional competence and suitable care, non-disclosure as well as conduct in compliance with the profession.

Our quality assurance system is based on the national legal regulations and professional announcements, especially the professional rules for auditors and certified public accountants as well as the general comments of the German Chamber of Auditors (WPK) and requirement of the Institute of Public Auditors in Germany (IDW): Requirements of quality assurance in the practice of the auditor (IDW QS1).

Responsibility of the auditor

Based on the activities performed by us it is our task to submit an assessment on whether circumstances have become known to us which give us reason to assume that

- the key figures in the report of the company for the financial year 2017 essentially have not been compiled in correspondence with the criteria of the principles of reporting and standard data of the Global Reporting Initiative (GRI),
- the approaches designated with a checkmark  and described in the chapter "Management" of the sustainability report are not in correspondence with the requirements of the standard data GRI 103: Management approach of reporting and standard data of GRI Standards as well as
- the information on quantity designated with a checkmark  in the sustainability report of the company for the financial year 2017 in essential concerns have not been compiled in correspondence with the criteria of being complete, accurate, clear, up to date and reliable based on the principles of reporting and standard data of GRI.

The material examination of product-related or service-related data in the sustainability report as well as references to external documentation sources or opinions of experts as well as future-related statements were not the subject matter of our engagement.

¹ Our audit engagement comprises the German version of the sustainability report 2017 in the printed version

← BACK

TABLE OF CONTENTS

FOREWORD

MANAGEMENT

EMPLOYEE APPRECIATION

SUPPLY CHAIN RESPONSIBILITY

RESOURCE CONSERVATION

SOCIAL COMMITMENT AND
DIALOGUE PROMOTION

APPENDIX


- Subject of the report
- **Independent assurance report**
- GRI Content Index
- UN Global Compact COP
- Sustainable Development Goals
- Imprint & Contact

Nature and scope of audit

We have conducted our audit in compliance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised) as well as the International Standard on Assurance Engagement (ISAE) 3410. According to this, we are obligated to adhere to professional duties and to plan and carry out the engagement with due consideration of the principle of relevance in order to be able to submit our assessment with limited assurance.

In an audit to achieve limited assurance the performed audit measures are less extensive compared with an audit to achieve sufficient assurance, hence a lower grade of assurance is achieved.



The selected audit measures are at the obligatory discretion of the auditor.

Within the scope of our audit, we have for example conducted the following measures regarding the management and strategy approaches as well as the key figures bearing a checkmark :

- inspection of the files and specifications on sustainability strategy and management as well as acquiring an understanding of the organizational structure of the company;
- interviewing the employee of the CR department assigned to compile the report
- commencing procedures and inspecting the documentation of the systems and processes regarding collection of sustainability information as well as spot checks examining same
- analytical assessment of relevant information as well as data disclosed for consolidation
- inspection of internal documents, contracts and invoices/reports from external service providers
- assessment of the overall presentation of the selected information and key figures on sustainability performance which are comprised in the subject matter of our engagement
- visits on site at selected companies for estimation of source data as well as the concept and implementation of validation processes on a local and regional level

Judgement

On the basis of our audit on achieving limited assurance no circumstances have come to our attention which cause us to assume that

- the management and strategy approaches in the sustainability report bearing a checkmark  were not in compliance with the requirements of the standard specifications of GRI 103: Management approach of reporting principles and standard data of GRI Standards.
- the key figures in the sustainability report of the company for the financial year 2017 designated with a checkmark  have in essential aspects not been compiled in correspondence with the criteria of being complete, accurate, clear, up to date and reliable based on the principles of GRI Standards of the reporting principles and standard data.

Purpose of Use and Certification

This certification is issued on the basis of the engagement assigned by ALDI Einkauf GmbH & Co. oHG. The audit to achieve limited assurance was conducted for the purpose of ALDI Einkauf GmbH & Co. oHG and the certification only serves as information to ALDI Einkauf GmbH & Co. oHG on the result of the audit to achieve limited assurance.

Limitation of Liability

The certification does not serve as a basis for decisions to be made by a third party. Our responsibility is directed only at ALDI Einkauf GmbH & Co. oHG. We shall thus not be responsible to a third party.

Essen, this 30 June 2018

F l o t t m e y e r • S t e g h a u s + P a r t n e r

Wirtschaftsprüfungsgesellschaft ·
Steuerberatungsgesellschaft

(Auditing Company · Tax Consulting Company)

Ruth Beerbaum
Certified Auditor

Christian Bruun
Certified Auditor

← BACK

TABLE OF CONTENTS

FOREWORD

MANAGEMENT

EMPLOYEE APPRECIATION

SUPPLY CHAIN RESPONSIBILITY

RESOURCE CONSERVATION

SOCIAL COMMITMENT AND DIALOGUE PROMOTION

APPENDIX

- Subject of the report
- Independent assurance report
- **GRI Content Index**
- UN Global Compact COP
- Sustainable Development Goals
- Imprint & Contact

GRI Content Index

The Sustainability Report 2017 of the ALDI North Group was prepared in accordance with the GRI Standards: Core Option published by the Global Reporting Initiative (GRI). The index shown here is an abbreviated version and is completed by supplementary information provided at cr-aldinord.com/gri.

GRI STANDARDS AND NAME		REFERENCE & ADDITIONAL INFORMATION	EXTERNAL ASSURANCE
GRI 102: General disclosures 2016			
ORGANISATIONAL PROFILE			
GRI 102-1	Name of the organisation	ALDI Einkauf GmbH & Co. oHG on behalf of ALDI North	
GRI 102-2	Activities, brands, products and services	SR 5f., 29, GCI	✓
GRI 102-3	Location of headquarters	Essen, Germany	
GRI 102-4	Location of operations	SR 15, online	
GRI 102-5	Ownership and legal form	SR 61	
GRI 102-6	Markets served	SR 5f., online	
GRI 102-7	Scale of the organisation	SR 5f., GCI	
GRI 102-8	Information on employees and other workers	SR 21, 23, GCI	
GRI 102-9	Supply chain	SR 5f., 32ff., 36ff., online	
GRI 102-10	Significant changes to the organisation and its supply chain	SR 32f., 22, 61	
GRI 102-11	Precautionary principle or approach	SR 6ff., 32f., 36, 47	
GRI 102-12	External initiatives	SR 14, online	✓
GRI 102-13	Membership of associations	SR 14, online	
STRATEGY			
GRI 102-14	Statements from senior decision-makers	SR 3	
ETHICS AND INTEGRITY			
GRI 102-16	Values, principles, standards and norms of behaviour	SR 5ff., 16, 18, 26, 29, 33, 37, 43, 45, 47, 52, 57, 58	✓
GOVERNANCE			
GRI 102-18	Governance structure	SR 15f., 18, 22, 24, 24, 26, 29, 33, 36, 43, 45, 47, 52, 55, 57f.	✓
SR	Page in the Sustainability Report 2017		
GCI	More information in the GRI Content Index (online)		
Online	More information at cr-aldinord.com and aldi-nord.de		
FP	Food Processing Sector Disclosure		

← BACK

TABLE OF CONTENTS

FOREWORD

MANAGEMENT

EMPLOYEE APPRECIATION

SUPPLY CHAIN RESPONSIBILITY

RESOURCE CONSERVATION

SOCIAL COMMITMENT AND
DIALOGUE PROMOTION

APPENDIX

- Subject of the report
- Independent assurance report
- **GRI Content Index**
- UN Global Compact COP
- Sustainable Development Goals
- Imprint & Contact

GRI STANDARDS AND NAME	REFERENCE & ADDITIONAL INFORMATION	EXTERNAL ASSURANCE
STAKEHOLDER ENGAGEMENT		
GRI 102-40 List of stakeholder groups	SR 12, 14	✓
GRI 102-41 Collective bargaining agreements	SR 20	
GRI 102-42 Identifying and selecting stakeholders	SR 12, 14	✓
GRI 102-43 Approach to stakeholder engagement	SR 14, online	✓
GRI 102-44 Key topics and concerns raised	SR 13ff.	✓
REPORTING PRACTICE		
GRI 102-45 Entities included in the consolidated financial statements	GCI	
GRI 102-46 Defining report content and topic boundaries	SR 12ff.	✓
GRI 102-47 List of material topics	SR 13, online	✓
GRI 102-48 Restatements of information	SR 61	
GRI 102-49 Changes in reporting	SR 12ff.	
GRI 102-50 Reporting period	NB 61, online	
GRI 102-51 Date of most recent report	GCI	
GRI 102-52 Reporting cycle	SR 61	
GRI 102-53 Contact point for questions regarding the report	SR 70, online	
GRI 102-54 Claims of reporting in accordance with GRI Standards	SR 61	
GRI 102-55 GRI content index	SR 64ff.	
GRI 102-56 External assurance	SR 61ff., GCI	

Key topics GRI 200 Economic topics, GRI 300 Environmental topics, GRI 400 Social topics

GRI 204: SOURCING 2016

GRI 103-1/2/3 Management approach disclosures	SR 29ff., 32ff., 36ff., GCI	
GRI FP 2 Operations assessed for risks related to corruption	SR 31, 35f., 40ff., online	✓

GRI FP: ANIMAL WELFARE

GRI 103-1/2/3 Management approach disclosures	SR 39, GCI, online	
---	--------------------	--

- SR** Page in the Sustainability Report 2017
- GCI** More information in the GRI Content Index (online)
- Online** More information at cr-aldinord.com and aldi-nord.de
- FP** Food Processing Sector Disclosure

← BACK

TABLE OF CONTENTS

FOREWORD

MANAGEMENT

EMPLOYEE APPRECIATION

SUPPLY CHAIN RESPONSIBILITY

RESOURCE CONSERVATION

SOCIAL COMMITMENT AND
DIALOGUE PROMOTION

APPENDIX

- Subject of the report
- Independent assurance report
- **GRI Content Index**
- UN Global Compact COP
- Sustainable Development Goals
- Imprint & Contact

GRI STANDARDS AND NAME	REFERENCE & ADDITIONAL INFORMATION	EXTERNAL ASSURANCE
GRI 205: ANTI-CORRUPTION 2016		
GRI 103-1/2/3 Management approach disclosures	SR 16, GCI	
GRI 205-1 Operations assessed for risks related to corruption	GCI	
GRI 206: ANTI-COMPETITIVE BEHAVIOUR 2016		
GRI 103-1/2/3 Management approach disclosures	SR 16, GCI	
GRI 206-1 Legal actions for anti-competitive behaviour, anti-trust and monopoly practices	GCI	
GRI 301: MATERIALS 2016		
GRI 103-1/2/3 Management approach disclosures	SR 42f., 45f., GCI	
GRI 301-1 Materials used by weight or volume	SR 42f., 45f., 58f., GCI, online	
GRI 302: ENERGY 2016		
GRI 103-1/2/3 Management approach disclosures	SR 47ff., 52f., GCI	
GRI 302-1 Energy consumption within the organisation	SR 49ff., 53, GCI, online	✓
GRI 305: EMISSIONS 2016		
GRI 103-1/2/3 Management approach disclosures	SR 47ff., 52f., GCI	
GRI 305-1 Direct (Scope 1) GHG emissions	SR 51, GCI	
GRI 305-2 Energy indirect (Scope 2) GHG emissions	SR 51, GCI	
GRI 306: EFFLUENTS AND WASTE 2016		
GRI 103-1/2/3 Management approach disclosures	SR 45f., GCI	
GRI 306-2 Waste by type and disposal method	SR 46, GCI, online	
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016		
GRI 103-1/2/3 Management approach disclosures	SR 32ff., 36ff., GCI	
GRI 308-2 Negative environmental impacts in the supply chain and actions taken	SR 32ff., 36ff., GCI	
GRI 403: OCCUPATIONAL HEALTH & SAFETY 2016		
GRI 103-1/2/3 Management approach disclosures	SR 24, GCI	
GRI 403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	SR 24, GCI	
SR	Page in the Sustainability Report 2017	
GCI	More information in the GRI Content Index (online)	
Online	More information at cr-aldinord.com and aldi-nord.de	
FP	Food Processing Sector Disclosure	

← BACK

TABLE OF CONTENTS

FOREWORD

MANAGEMENT

EMPLOYEE APPRECIATION

SUPPLY CHAIN RESPONSIBILITY

RESOURCE CONSERVATION

SOCIAL COMMITMENT AND
DIALOGUE PROMOTION

APPENDIX

- Subject of the report
- Independent assurance report
- **GRI Content Index**
- UN Global Compact COP
- Sustainable Development Goals
- Imprint & Contact

GRI STANDARDS AND NAME	REFERENCE & ADDITIONAL INFORMATION	EXTERNAL ASSURANCE
GRI 404: TRAINING AND EDUCATION 2016		
GRI 103-1/2/3 Management approach disclosures	SR 18ff., GCI	
GRI 404-1 Average hours of training per year per employee	SR 18f., 21, GCI	
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016		
GRI 103-1/2/3 Management approach disclosures	SR 18, 22f., GCI	
GRI 405-1 Diversity of governance bodies and employees	SR 20f., 22f., GCI	
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016		
GRI 103-1/2/3 Management approach disclosures	SR 18ff., 22f., 32, GCI	
GRI 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	SR 20, 32, GCI	
GRI 412: AUDIT OF HUMAN RIGHTS COMPLIANCE 2016		
GRI 103-1/2/3 Management approach disclosures	SR 32ff., 36ff., GCI	
GRI 412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.	GCI	
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016		
GRI 103-1/2/3 Management approach disclosures	SR 32ff., 36ff., GCI	
GRI 414-1 New suppliers that were screened using social criteria	SR 32ff., GCI	
GRI 414-2 Negative social impacts in the supply chain and actions taken	SR 33, 37ff., online	
GRI 416: CUSTOMER HEALTH AND SAFETY 2016		
GRI 103-1/2/3 Management approach disclosures	SR 26ff., GCI	
GRI 416-1 Assessment of the health and safety impacts of product and service categories	SR 26ff., GCI, online	
GRI 417: MARKETING AND LABELLING 2016		
GRI 103-1/2/3 Management approach disclosures	SR 29ff., 57ff., GCI	
GRI 417-1 Requirements for product and service information and labelling	SR 29ff., 57ff., GCI	
SR	Page in the Sustainability Report 2017	
GCI	More information in the GRI Content Index (online)	
Online	More information at cr-aldinord.com and aldi-nord.de	
FP	Food Processing Sector Disclosure	

← BACK

TABLE OF CONTENTS

FOREWORD

MANAGEMENT

EMPLOYEE APPRECIATION

SUPPLY CHAIN RESPONSIBILITY

RESOURCE CONSERVATION

SOCIAL COMMITMENT AND
DIALOGUE PROMOTION

APPENDIX

- Subject of the report
- Independent assurance report
- GRI Content Index
- **UN Global Compact COP**
- Sustainable Development Goals
- Imprint & Contact

UN Global Compact COP

Sustainability is at the heart of our system of corporate values. That is why we became the first discounter to join the United Nations' (UN) Global Compact in the summer of 2017. With this step, we have enhanced our commitment to the ten principles of more sustainable business.

This Sustainability Report also serves as a communication on progress (COP) for the ALDI North Group within the framework of the UN Global Compact. The table refers to passages of text in which we provide information on our commitment to apply the Global Compact's ten principles.

PRINCIPLE	REFERENCES
HUMAN RIGHTS	
PRINCIPLE 1 Support and respect the protection of human rights	SR 5ff., 16, 22f., 32ff., 36ff., online
PRINCIPLE 2 No complicity in human rights abuses	
LABOUR	
PRINCIPLE 3 Uphold the freedom of association	
PRINCIPLE 4 Eliminate forced and compulsory labour	SR 18ff., 22f., 32ff., 36ff.
PRINCIPLE 5 Abolish child labour	
PRINCIPLE 6 Eliminate discrimination	
ENVIRONMENT	
PRINCIPLE 7 Support a precautionary approach to environmental challenges	
PRINCIPLE 8 Promote greater environmental responsibility	SR 5ff., 26ff., 29ff., 32ff., 36ff., 42f., 45f., 47ff., 52f., 57ff., online
PRINCIPLE 9 Encourage the diffusion of environmentally friendly technologies	
ANTI-CORRUPTION	
PRINCIPLE 10 Work against corruption	SR 16
SR	Page in the Sustainability Report 2017
Online	More information at cr-aldinord.com and aldi-nord.de

← BACK

TABLE OF CONTENTS

FOREWORD

MANAGEMENT

EMPLOYEE APPRECIATION

SUPPLY CHAIN RESPONSIBILITY

RESOURCE CONSERVATION

SOCIAL COMMITMENT AND
DIALOGUE PROMOTION

APPENDIX

- Subject of the report
- Independent assurance report
- GRI Content Index
- UN Global Compact COP
- **Sustainable Development Goals**
- Imprint & Contact

Sustainable Development Goals

We support the Sustainable Development Goals (SDGs) of the United Nations and play our part in achieving them. Our activities are centred on ensuring that our range of own-brand products is sustainable along the entire value chain and on promoting responsible consumption. This allows us to help achieve the following SDGs and the respective sub-goals: Responsible consumption and production (SDG 12), climate action (SDG 13), decent work and economic growth (SDG 8) and life on land (SDG 15).

SDG	REFERENCES
SDG 1 No poverty	SR 32ff., online
SDG 2 Zero hunger	SR 36ff., 45f., 55f., online
SDG 3 Good health and well-being	SR 32ff., 55f., 58f., online
SDG 4 Quality education	SR 18ff., 22f.
SDG 5 Gender equality	SR 22f., online
SDG 6 Clean water and sanitation	SR 32ff., online
SDG 7 Affordable and clean energy	SR 47ff., 52f., online
SDG 8 Decent work and economic growth	SR 18ff., 22f., 24, 32ff., 55f., online
SDG 10 Reduced inequalities	SR 18ff., 22f., 55f., online
SDG 11 Sustainable cities and communities	online
SDG 12 Responsible consumption and production	SR 5ff., 14, 29ff., 32ff., 36ff., 42f., 45f., 55f., 57ff., online
SDG 13 Climate action	SR 47ff., 52f., online
SDG 14 Life below water	SR 3 6ff., 42f., online
SDG 15 Life on land	SR 32ff., 36ff., 42f., online
SDG 16 Peace, justice and strong institutions	SR 16, 32ff., online
SDG 17 Partnership for the goals	SR 5ff., 14, 55f., online

SR Page in the Sustainability Report 2017

Online More information at cr-aldinord.com and aldi-nord.de

[← BACK](#)[TABLE OF CONTENTS](#)[FOREWORD](#)[MANAGEMENT](#)[EMPLOYEE APPRECIATION](#)[SUPPLY CHAIN RESPONSIBILITY](#)[RESOURCE CONSERVATION](#)[SOCIAL COMMITMENT AND
DIALOGUE PROMOTION](#)**APPENDIX**

- Subject of the report
- Independent assurance report
- GRI Content Index
- UN Global Compact COP
- Sustainable Development Goals
- **Imprint & Contact**

cr-aldinord.com

The Sustainability Report 2017 (PDF) is available in the following languages:

Danish
Dutch (BE)
English
French
French (BE)
German
Polish
Portuguese
Spanish

Imprint & Contact

PUBLISHER

ALDI Einkauf GmbH & Co. oHG
Eckenbergstraße 16A
45307 Essen
Germany

RESPONSIBLE PARTY

Rayk Mende
Managing Director
Corporate Responsibility
ALDI Einkauf GmbH & Co. oHG

PROJECT MANAGEMENT

Dr. Christina Fries-Henrich
Director Corporate Responsibility
Reporting/Society
ALDI Einkauf GmbH & Co. oHG

Katharina Kücherer
Manager Corporate Responsibility
Reporting/Society
ALDI Einkauf GmbH & Co. oHG

Sarah Mager
Manager Corporate Responsibility
Reporting/Society
ALDI Einkauf GmbH & Co. oHG

Sibel Seker
Manager Corporate Responsibility
Reporting/Society
ALDI Einkauf GmbH & Co. oHG

CONTACT GRI 102-53

cr-gr@aldi-nord.de

EDITORIAL DEADLINE

31 March 2018

CONCEPT/EDITING/DESIGN

Stakeholder Reporting GmbH,
Hamburg, Germany

PHOTO CREDITS

John M. John

We would like to take this opportunity to thank colleagues and all the other participants involved in producing this report for their support.

ORIGINAL REPORT LANGUAGE

The original report language is German. In addition, the present report is also available in other languages. In the event of any differences between the German original version and the translated version or in other cases of doubt, the German original version shall always apply and is decisive.

DISCLAIMER

This report contains forward-looking statements relating to the future development of ALDI North Group companies. These statements are assessments that have been made based on information available to the ALDI North Group at the time this report was prepared. The actual performance may deviate from the performance expected on the basis of the current assessments. ALDI North Group companies are therefore unable to assume any responsibility whatsoever for the accuracy of these statements.

SUSTAINABILITY REPORT 2017 OF THE ALDI NORTH GROUP¹

This report can also be found online at cr-aldinord.com along with a wide range of other interesting content, key figures, highlights and downloads.

¹ For information on the legal organisation of the ALDI North Group, please refer to the "Organisation" section.



cr-aldinord.com