

ALDI Nord
Interim Report 2020





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FOREWORD

DEAR READERS,

At ALDI Nord, 2020 was marked to a large extent by the COVID-19 pandemic. As a food supplier, we have borne particular responsibility during the crisis. We took action early in spring 2020, with strict hygiene and protection measures for both employees and customers to ensure that shopping is safe even during the pandemic. In addition, we rapidly laid the technical requirements necessary to make remote working possible in all suitable areas. Whether at our stores, in our warehouses or from home, all ALDI employees went the extra mile in this extraordinary stressful situation. The ALDI companies have shown their appreciation to the employees at the stores and distribution centres for their tireless efforts with a special payment or a goods voucher.

The coronavirus pandemic impressively demonstrated last year that decisive action, rather than a wait-and-see approach, is needed in times of crisis. This lesson must also be applied to another crisis, the effects of which are no less dramatic: the climate crisis. As a result, we have once again sharpened our focus on climate protection. In July 2020, we became one of the first discount supermarkets to join the 'Science Based Targets initiative'. By joining, we have com-

mitted ourselves to setting binding and scientifically verified targets over the next two years to reduce our CO₂ emissions, in line with the 1.5°C-aligned target of the Paris Agreement. We will provide more information about these new goals in 2022.

We did not let up in the other areas of our sustainability work last year either, despite the impact of the pandemic. When it comes to reducing plastic waste, for example, we stopped selling disposable plastic products such as plates, cutlery, cups, straws and cotton buds throughout the ALDI Nord group of companies at the end of 2020. We also adopted new international packaging targets in 2021 with goals that include making sure our own-brand plastic product packaging consists of 30 per cent recycled material by 2025. Another milestone from the reporting year is our new international policy on the prevention of food loss and waste. This regulates the handling of surplus food and is binding for the ALDI companies and their business partners. For many years now, ALDI Nord has been using numerous measures to minimise food loss and waste. The new policy creates a binding framework for the entire group of companies.

We report on this and other progress in this Interim Report, which is based on the requirements of the United Nations Global Compact (UNGC). Back in 2017, ALDI Nord became the first discount food retailer to join the UNGC and has since committed itself to upholding its ten principles. Together with the 17 United Nations Sustainable Development Goals (SDGs), these principles form the basis for the further development of our sustainability strategies.

I hope you enjoy reading this report and find it informative!

Rolf Buyle

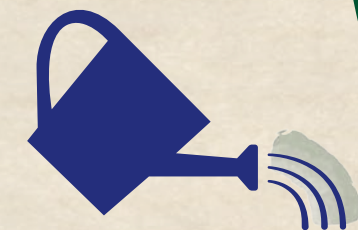
Managing Director
International Buying
ALDI Einkauf SE & Co. oHG



HIGHLIGHTS – 6 YEARS OF REPORTING

2016

16,000 MWh of climate-friendly electricity – almost double the previous year – is generated using photovoltaic systems (group-wide).



2015

The CR department of ALDI Einkauf GmbH & Co. oHG in Germany is founded, with corresponding structures also gradually being established in other countries.

2016

The first group-wide sustainability report including CR Policy is published.

2015

ALDI CR Support Asia Ltd. is founded in Hong Kong.

2017

ALDI Nord joins the UN Global Compact, a United Nations initiative for sustainable and responsible corporate governance.

2018

We adopt our climate protection policy, which includes an ambitious climate target.

2018

Plastic carrier bags are phased out in the first countries.

2019

Over 8,600 stakeholders across the ALDI companies are surveyed about their opinions on sustainability.

2020

The first climate-neutral product is available at ALDI Nord.

2020

Around 38,000 tonnes less packaging material compared to 2015 thanks to the ALDI Packaging Mission.

2020

1,178 own-brand products with the EU organic label in our ranges – an increase of over 170% compared to 2015.



CR PROGRAMME 2020 – INTERNATIONAL

CUSTOMER & PRODUCT

	Description of goals & scope		Status 2020 & next steps		SDGs
20% less virgin plastic in own-brand packaging by 2025	Reduce total weight of own-brand virgin plastic packaging at ALDI Nord (excluding fruit and vegetables) by 20% – proportional to sales – by end of 2025 (at the latest – base year 2020).		New goal.		12.2 12.5
30% recycled content in own-brand plastic packaging by 2025	30% recycled content in own-brand plastic packaging by 2025 (at the latest – average value).		New goal.		12.2 12.5
100% sustainably certified and/or recycled materials for all product packaging by end of 2020	Transition of newly purchased product packaging to sustainably certified materials (FSC®, PEFC™, EU Ecolabel or comparable standards) or consisting of more than 70% recycled materials at ALDI Nord, depending on availability by end of 2020. The requirement refers to all own-brand products within the standard product ranges, seasonal products and food specials.		Project ongoing. 70% of packaging was certified in 2020.		12.2 12.5 15.2
100% reusable, recyclable or compostable packaging by end of 2025	100% of own-brand packaging at ALDI Nord to be reusable, recyclable or compostable by end of 2025.		Project ongoing.		12.2 12.5
15% less packaging by end of 2025	Reduction of the total weight of own-brand packaging material at ALDI Nord (excluding fruit and vegetables) by 15% – proportional to sales – by end of 2025 (base year 2020).		Project ongoing.		12.2 12.5
Reusable nets for fruit and vegetables	Rollout of reusable nets for fruit and vegetables in all stores of the ALDI companies.		Project ongoing. The nets are already available in Germany, Denmark, Portugal and Spain.		12.2 12.5
No more disposable plastic carrier bags (except knot bags) by end of 2021	No more disposable plastic carrier bags (except knot bags) by end of 2021: To achieve this goal, the assortment of multiple-use carrier bags is to be expanded. These bags should be repairable and/or washable and should be recognisable as reusable, taking into account haptics and carrying comfort. Bags that do not meet these requirements are not covered by this goal. Paper bags are considered separately.		Project ongoing. Only reusable carrier bags have been implemented in Belgium, Denmark, Germany, France (in accordance with French legislation), Luxembourg, the Netherlands and Poland. The goal is currently still being implemented in Portugal and Spain. There, the last single-use carrier bags will be sold in 2021.		12.2 12.5

Process Key

New
 In Progress
 Goal achieved
 Ongoing


















	Description of goals & scope	Status 2020 & next steps	SDGs
Ban of single-use plastic products by end of 2020	End the sale of single-use plastic products such as plates, cutlery, cups, straws, stirrers and cotton buds in all ALDI companies by end of 2020. Indispensable articles should be replaced by more environmentally-friendly alternatives or reusable variants.	Goal achieved.	12.2 12.5
100% unpackaged organic fruit and vegetable articles or in environmentally friendly packaging by end of 2023	100% of our organic products (organic fruit and vegetables) will be unpackaged or use environmentally friendly packaging in all ALDI companies by end of 2023. The use of plastic is to be reduced to a minimum – taking into account product quality and food losses.	2023 Project ongoing.	12.2 12.5
Expansion of unpackaged articles in the fruit and vegetable sector to at least 40% by end of 2025	At least 40% of fruit and vegetable products will be unpackaged in the stores of all ALDI companies by end of 2025. For products which require packaging, only sustainable and environmentally friendly packaging will be used.	2025 Project ongoing. Already achieved in Portugal and Poland.	12.2 12.5
No plastic interlayers in crates by end of 2021	100% of all plastic interlayers in crates for fruit and vegetables in all ALDI companies will be removed by end of 2021.	2021 Project ongoing. Already achieved in the Netherlands (only cardboard layers used), Belgium: 95% of all interlayers in crates for fruit and vegetables in bulk made of cardboard (end of 2020).	12.2 12.5
Optimise composition of 100% of products for children by end of 2021	Standardise the criteria for products for children at ALDI Nord according to national guidelines while striving to comply with the WHO recommendation. Products for children that do not comply will be delisted or relabelled by the end of 2021. Optimise all products for children, regardless of product group.	2021 Project ongoing.	
Avoid marketing for children of unhealthy choices and promote healthier products by end of 2021	Avoid marketing unhealthy products for children and advertise and promote healthy products (including fruit and vegetables) in all ALDI companies end of 2021 except special offers e.g. christmas.	2021 Project ongoing.	2.2
Launch own brands for products for children by end of 2021	Launch and campaign a new ALDI children's brand by end of 2021.	2021 Project ongoing.	
Cooperate at least with one partner on national or international level on product range for children by end of 2021	Cooperation with suppliers, organisations and experts for improving current product ranges for children and for working on innovations for all ALDI companies by end of 2021.	2021 Project ongoing.	17.16

Process Key

New
 In Progress
 Goal achieved
 Ongoing



Description of goals & scope		Status 2020 & next steps		SDGs	
Improved nutrient composition in 100% of the defined product groups by end of 2022	Upgrade products through optimised nutritional composition (e.g. reduce salt, sugar or fat, or increase fibres) and offer reliable product ranges for customers with special dietary needs in the product groups Breakfast, Dairy, Chilled Convenience, Freezer and Non-Alcoholic Beverages in all ALDI companies by end of 2022.		Project ongoing.		2.2
Extend nutritional labelling	Introduction of nutritional label (e.g. Nutri-Score, The Keyhole) in all ALDI countries for own-brand products.		Project ongoing. ALDI France and ALDI Belgium started to use the label in 2020. At the beginning of 2021, ALDI Nord Germany, ALDI Spain and ALDI Portugal registered the first brands. These will be launched in stores later this year.	 	2.2 12.8
Improve labelling and communicate sustainable added values	Improve labelling and communicate sustainable added values, such as animal welfare, vegan, organic, improved nutritional labelling and social projects in all ALDI companies.		Project ongoing.		12.8
Expanding organic assortment	Identify the gaps in the organic assortment in each ALDI country and each product group, and listing of missing products in the assortment.		Project ongoing. 1,290 products in 2020; +9.5% compared to the previous year.		
Expanding vegetarian and vegan assortment	Expansion of the ranges of vegetarian and vegan products, including certification (e.g. V-Label) in all ALDI companies.		Project ongoing. 633 products in 2020; +27.4% compared to the previous year.		
Introduction of own brand for vegetarian and vegan products for all new products/purchases end of 2021	Introduction of an own brand for vegetarian and vegan products for all newly purchased/newly listed products in all ALDI countries end of 2021.		Project ongoing.		
Labelling 100% of vegetarian and vegan products for all new products/purchases starting in 2021	100% labelling of all vegetarian and vegan products (V-label/vegan flower) for all newly purchased/newly listed products in all ALDI companies, with a focus on cosmetics, personal care, health and beauty, starting in 2021.		Project ongoing.		12.8
Guideline for dealing with food loss by end of 2020	Introduction of a guideline for dealing with food that is no longer saleable in the ALDI stores by end of 2020 (formerly 2017).		Goal achieved. Publication in March 2021.		
Integrating 100% of all stores in a partnership to reduce food waste by end of 2021	Integrate 100% of all ALDI stores in cooperations with NGOs to reduce food waste by 2021 (e.g. Tafel, Too Good To Go, Refood). The goal is reached as soon as every store works regularly* with one or more defined potential partners. *Regularly means enabling the redistribution of food surplus as often as possible from both sides.		Project ongoing. 80.9% stores donated unsaleable food in 2020. +6.2% compared to the previous year.		17.16


















Process Key

New
 In Progress
 Goal achieved
 Ongoing



CUSTOMER & PRODUCT

SUPPLY CHAIN & RESOURCES

	Description of goals & scope	Status 2020 & next steps	SDGs
CUSTOMER & PRODUCT	Offer products from food surplus by end of 2021	 2021 Project ongoing.	
	100% labelling of all national products for all new products/purchases by end of 2021	 2021 Project ongoing.	 12.8
	Develop regional product ranges in each ALDI country by end of 2021	 2021 Project ongoing.	
	100% vegetarian and vegan soy-based products with sustainable soy by end of 2021	 2021 Project ongoing.	
SUPPLY CHAIN & RESOURCES	100% RSPO-certified palm oil by end of 2019	 Goal achieved. 99.3% in 2020. The figure refers to physically certified palm oil, palm kernel oil and derivatives. While we constantly strive to increase this share, derivatives and fractions are not always available in physically certified quality and are therefore covered by us via Book & Claim certificates.	  12.2 15.2
	Extension of certified sustainable coffee by end of 2020	 Goal achieved.	 12.2
	40% certified sustainable resources of herbal tea and fruit infusions by end of 2020	 Goal achieved.	 12.2
	100% sustainably certified wood by end of 2020	 Goal achieved. 93.2% in 2020. We consider our goal to be achieved, as exceptional cases are examined and compliance with our requirements as well as changeovers are demanded.	  12.2 15.2
	100% sustainable cotton by end of 2025	 2025 Project ongoing. Publication of International Cotton Purchasing Policy in 2020; 64.1% in 2020; +27.9 percentage points compared to the previous year.	 12.2

Process Key

 New
  In Progress
  Goal achieved
  Ongoing



	Description of goals & scope		Status 2020 & next steps	SDGs	
100% certified flowers and plants	Continuously increase share of certified sustainable plants and flowers (e.g. GLOBALG.A.P. in combination with GRASP or alternative standards) in all ALDI companies.		Project ongoing.		12.2
Social evaluation of all producers of fruit and vegetables	Continuously increase the share of certified sustainable fruit and vegetables (e.g. GLOBALG.A.P. in combination with GRASP or alternative standards) in all ALDI companies.		Project ongoing.		
Extension of animal welfare criteria	Ongoing expansion of test and certification systems and own standards in all ALDI companies that go beyond the statutory requirements and include animal welfare aspects.		Project ongoing. Intensive efforts were made to further raise the level of animal welfare on a broad scale in 2020. We will publish an update of the IAWP in 2021; the goal will then be achieved.		
Ban on all defined chemical substances in 2020	Ban on specific groups of chemical substances in the manufacture of own-brand products, in the product groups clothing, home textiles and footwear, by end of 2020 (ALDI Detox Commitment) and ongoing in all ALDI countries.		Project ongoing. It became apparent that the industry will not meet its obligations under the Detox Commitment in 2020. Following the adopted roadmap, several Detox progress reports and the final report were published. However, the challenges are significant, so the work with partners in the supply chain will be continued to improve chemicals management in the coming years and to pursue the defined goals. After the end of the ALDI Detox Commitment, a continuous improvement process will be pursued to make further progress towards gradually eliminating hazardous chemicals within the supply chains. Due to its complexity, continuous work and measures will be needed to achieve the goal step by step. Therefore we will define new goals that contribute to this goal.		3.9 6.3 12.4
Participation in sector initiatives	Expansion of dialogue with major stakeholder groups, especially through participation in sector initiatives in all ALDI countries.		Project ongoing.		17.16























Process Key

New
 In Progress
 Goal achieved
 Ongoing



SUPPLY CHAIN & RESOURCES

CLIMATE & ENVIRONMENT

	Description of goals & scope		Status 2020 & next steps	SDGs	
SUPPLY CHAIN & RESOURCES	Identify impacts on human rights and implement transparent reporting according to our due diligence strategy	We aim to conduct and publish up to 12 Human Rights Impact Assessments (HRIAs) – at least one assessment for each high-risk supply chain – by end of 2025. We will start by conducting three HRIAs by end of 2021.	 2025	New goal.	 8.8
	Establish a grievance mechanism	Implement grievance mechanisms in all high-risk supply chains by 2025.	 2025	New goal.	 8.8
	Further implementation of Corporate Responsibility Supplier Evaluations	Rollout of Corporate Responsibility Supplier Evaluation (CRSE) in all high-risk supply chains by 2027.	 2027	New goal.	 8.8
CLIMATE & ENVIRONMENT	40% reduction in greenhouse gas emissions by end of 2021	40% reduction in greenhouse gas emissions in all ALDI companies by end of 2021, compared to the reference year 2015.	 2021	Project ongoing. 31% reduction in greenhouse gas emissions in 2020, compared to the reference year 2015. The focus was on increasing efficiency. In the next step, further efficiency measures will be planned and implemented with an increased focus on green power/greening.	 7.2  13.3
	Installation of photovoltaic systems in stores	Increasing the ratio of ALDI stores equipped with photovoltaic systems through continuous expansion.	 ∞	Project ongoing. 777 of the stores equipped with photovoltaic systems; +34% compared to the previous year.	 7.2  9.4
	LED lighting in all new stores by end of 2019	Introduction of LED lighting in all new ALDI stores (interior and outdoor lighting) by end of 2019.		Goal partially achieved. LED lighting technology has been installed at new stores in all countries since 2016. We are continuing the conversion progress for outdoor lighting.	 8.4  9.4
	LED lighting in existing stores	Review of conversion of existing ALDI stores in the portfolio to LED lighting.		Goal achieved.	 8.4  9.4
	LED lighting in distribution centres	Review of conversion of ALDI distribution centres to LED lighting .	 ∞	Project ongoing. In Belgium, Denmark and Germany, the changeover has already been completed. In France, the Netherlands, Poland and Spain, the switch to LED in distribution centres is planned or being implemented.	 8.4  9.4
	ALDI Nord encourages strategic suppliers, who are responsible for 75% of supply chain emissions, to set science-based reduction targets	Encourage our suppliers who represent at least 75% of Scope 3 Category 1 emissions to set their own Science Based Targets by 2024.	 2024	New goal.	

Process Key

 New
  In Progress
  Goal achieved
  Ongoing



HUMAN RIGHTS

For us, responsibility does not start in our stores. We are committed to greater sustainability even in the cultivation of resources such as palm oil or cocoa. We are working intensively to permanently improve working conditions at our suppliers' production sites.



PRINCIPLE 1

SUPPORTING
HUMAN RIGHTS

PRINCIPLE 2

EXCLUSION OF
HUMAN RIGHTS ABUSES



POLICY STATEMENT AND INTERNATIONAL FRAMEWORKS

As an international trading company with extensive global supply chains, we see it as our responsibility to respect human rights and prevent human rights abuses. With our [Human Rights Policy Statement](#) at ALDI Nord, we have been committed to upholding the 'United Nations Guiding Principles on Business and Human Rights' (UNGP) since 2018.

Our experience shows that it is time to take the next step and seek legal regulation regarding corporate human rights due diligence. That is why we are in favour of a European regulation on supply chain responsibility. In September 2020, we published a [position paper](#) on the topic. In our view, a law of this nature is an important part of an international solution to create fair competitive conditions and drive change.

In 2008, we committed to complying with the [amfori BSCI Code of Conduct \(CoC\)](#) by joining the 'amfori BSCI' (Business Social Compliance Initiative). Its guidelines and our policy statement are based on numerous international agreements, including the core conventions of the 'International Labour Organization' (ILO), the 'Universal Declaration of Human Rights of the United Nations' (UN), the 'UN Convention on the Rights of the Child', the 'UN Convention on the Elimination of All Forms of Discrimination against Women' and the 'Guidelines for Multinational Enterprises' of the Organisation

for Economic Co-operation and Development (OECD). The values and norms contained in these agreements are also reflected in other standards and regulations of ALDI Nord, including our [Corporate Responsibility \(CR\) Policy](#), which has been in force for several years, as well as the 'Additional Agreement on Social Standards: Commitment to humane and fair working conditions in our supply chains'. These provide ALDI employees and our business partners with a binding framework for action. In the reporting year, we also published new guidelines on dealing with [forced and child labour](#). With these guidelines, we reiterate that all forms of servitude or slavery, forced or compulsory labour, serfdom, human trafficking, involuntary labour or child labour are unacceptable in our business and along our supply chains. For International Women's Day 2021, we also sent a clear signal to reduce discrimination and promote equality by signing the United Nations' '[Women's Empowerment Principles](#)'. As part of this, we are committed to equal pay for work of equal value, and to gender equality – both along the global supply chains and within our group of companies.

HUMAN RIGHTS DUE DILIGENCE IN OUR SUPPLY CHAINS

We are aware that the production of goods along complex supply chains comes with risks. We therefore continuously identify human rights risks and take action to mitigate negative impacts in our supply chains. We achieve this via a range of practices, including continuous hotspot analyses, monitoring, research and dialogue with stakeholders. In addition, we continuously carry out assessments to identify potential risks in our supply chains. In 2020, we started to regularly conduct cross-resource-group risk assessments related to human rights and environmental aspects in our supply chains. The aim of these analyses is to make risks comparable with each other, which allows us to identify which product groups, resources, production countries and cross-cutting issues we need to address with high priority due to their risks and impacts. We also conduct Human Rights Impact Assessments (HRIAs) for the selected high-priority product groups or resources to gain a deeper insight into the supply chains. Furthermore, HRIAs allow us to engage with stakeholders and derive effective measures. If we identify specific human rights violations in our supply chains, we can respond immediately and take corrective action. In 2021, we will conduct a total of three HRIAs on human rights risks in risk supply chains. We aim to publish the initial results and the resulting measures on our websites by the end of 2021. We aim to conduct up to 12 HRIAs – at least one assessment for each high-risk supply chain – and publish the results by the end of 2025.

AUDITING WORKING CONDITIONS ON SITE

To ensure compliance with human rights requirements in our supply chains, we audit the working conditions of our producers on site. Since 2019, we have carried out inspections known as ALDI Producer Assessments (APAs) in our high-risk supply chains in cooperation with external service providers. In the reporting year, we conducted APAs in our supply chains for fruit and vegetables such as pineapples, bananas or citrus fruits. At the end of 2020, we developed an approach that links our supplier evaluation (CRSE) (see 'Labour rights') with the APAs. Since the beginning of 2021, around 55 audits have been carried out in the pineapple and banana supply chains in Africa and Latin America; these were completed at the end of May 2021. We will continue to pursue the approach of linking the two auditing methods in 2022, expanding them to include avocado and citrus products.

We also regularly assess the working conditions at our suppliers' production facilities in high-risk countries in the non-food segment through comprehensive social audits and certifications carried out by external service providers, as well as with our own inspections of production facilities ([ALDI Social Assessments – ASAs](#)). On site, we enter into an exchange with stakeholders and those potentially affected in order to better identify and prevent possible human rights violations at an early stage. In the event of serious violations of our requirements, a contractually defined pro-



cess comes into effect. Possible consequences range from written warnings to termination of the business relationship. In the year under review, we performed 307 ASAs in nine countries, half of them in China (50 per cent). Due to the COVID-19 pandemic, we conducted about two-thirds of the ASAs remotely for the first time this year to protect workers on site. Staff from the CR departments in Bangladesh and Hong Kong conducted the audits via video conferencing, while local service providers carried out the on-site checks. At 59 of the production facilities audited, there were critical deficiencies in areas such as occupational health and safety. Such deficiencies are often the result of structural challenges in the production countries. We also work to address these kinds of findings through multi-stakeholder initiatives such as the 'German Partnership for Sustainable Textiles' (Bündnis für nachhaltige Textilien). When problems are identified, we endeavour to develop solutions together with suppliers and producers to improve working conditions along our supply chains, for example. In the case of repeated violations or lack of progress, we usually block the production facility in question from receiving new orders.

CERTIFICATION STANDARDS FOR THE BUYING OF HIGH-RISK RESOURCES

In future, we will focus in particular on the high-risk resources identified in the relevant countries of origin. We will achieve this by implementing targeted measures within the framework of international responsible sourcing strategies. Numerous steps have already been taken to reduce human rights risks in our food and non-food supply chains. These include the use of established auditing and certification standards in the buying process and the qualification of production facilities for apparel textiles in the high-risk country Bangladesh within the scope of the ALDI Factory Advancement (AFA) Project. During the reporting period, we worked with several production facilities and business partners to further develop the AFA Project. The aim is to make factories independent of external AFA Project trainer support. So far, these facilitators have helped local workers and managers independently address workplace issues and find their own sustainable solutions. Selected employees and managers have now assumed trainer roles at the production facilities. As a result of the COVID-19 pandemic, the production facilities had to temporarily stop their activities, and the project was suspended for four months from April. We also replaced the face-to-face events with online training and sensitised the production facilities with information material on how to deal with the coronavirus. The focus is on the occupational health and safety guidelines for reopening the production facilities after closure and the COVID-19-related safety guidelines for daily operation of the factory.

Our cooperation with a non-governmental organisation (NGO) from Bangladesh in the AFA Project came to an end in April 2021 (for more on the project, see the Sustainability Report 2019). We are currently developing a follow-up programme that combines on-site training and workplace activities. Plans include a childcare facility in the community, which can also be used by parents from factories that do not produce for ALDI, extending responsibility beyond our own supply chains.

In addition to our own internal checks, we also want our customers and NGOs to be able to trace the origin of our textiles and shoes. The publication of our main production facilities, including their addresses and the approximate number of employees, is a necessary first step towards ensuring the traceability of our products all along the supply chain and complying with the 'Transparency Pledge' formulated by an alliance of nine human rights groups and trade unions. Since 2020, we have also been publishing all our main production facilities on the 'Open Apparel Registry' platform.

CONTINUOUS IMPROVEMENT AND TRANSPARENCY

Implementing due diligence on human rights is a continuous development process. We therefore constantly analyse our Corporate Responsibility (CR) strategies, as well as our processes and tools. Beyond that, we are currently planning online training sessions for our suppliers on human rights policies and procedures at ALDI Nord. Our progress, measures and goals are disclosed transparently within the scope of our sustainability reporting and on our websites.



LABOUR RIGHTS

Around 79,000 ALDI employees make a decisive contribution to our success.

We offer them secure employment, attractive conditions and long-term development prospects. We also take responsibility along our supply chains and stand up for fair working conditions.



PRINCIPLE 3

SAFEGUARDING
FREEDOM OF ASSOCIATION

PRINCIPLE 4

ABOLITION OF ALL FORMS
OF FORCED LABOUR

PRINCIPLE 5

ABOLITION
OF CHILD LABOUR

PRINCIPLE 6

AVOIDANCE
OF DISCRIMINATION



SOCIAL RESPONSIBILITY IN THE SUPPLY CHAINS

For us, responsibility does not begin in our stores, nor does it end there. We are working to improve the sustainability of our supply chains. We aim to create better working conditions and enable fair cooperation between retailers, suppliers and upstream industries. As a retailer, we can influence certain aspects more strongly through our business activities, making them particularly relevant. Such aspects include health and safety, freedom of association, pay and working hours, as well as working against discrimination, child labour and forced labour.

That is why we make clear demands with regard to working conditions. We require our suppliers to comply with the 'amfori BSCI' (Business Social Compliance Initiative). We monitor and evaluate compliance through on-site inspections and audits by independent inspectors. In 2020, ALDI CR-Support Asia Ltd. in Hong Kong reviewed approximately 7,000 audit reports from external auditors. We expect all suppliers to rectify any deficits as quickly as possible in accordance with agreed corrective action plans. We have introduced our own audits, the ALDI Producer Assessments (APAs), for our food supply chains (see the section entitled 'Human rights'). In the coming years, we plan to extend these assessments to all high-risk supply chains and to continuously increase the number of these audits. We also regularly assess the working conditions at our suppliers' production facilities in high-risk countries in the non-food segment

by carrying out our own inspections of production sites (ALDI Social Assessments – ASAs) and implementing comprehensive social audits and certifications with the support of external service providers.

In addition, we require suppliers to continuously improve the working and social conditions at their production sites or those of producers they commission. All production sites contracted by our suppliers that are located in high-risk countries according to the amfori classification must provide evidence of their social standards in the form of a valid amfori BSCI audit, SA8000 certification or a comparable valid social audit such as the 'Sedex Members Ethical Trade Audit' (SMETA). Since 2020, we have also accepted social audits from the 'Fair Wear Foundation' (FWF).

OUR COMMITMENT IN THE TEXTILE INDUSTRY

Alongside external audits, we also carry out ALDI Social Assessments (ASAs) in the textile industry and other measures as part of the ALDI Factory Advancement Project (AFA – see the section entitled 'Human rights'). We also address the multifaceted challenges in the industry by working closely with other businesses, governments, NGOs and trade unions, and by actively engaging in industry and multi-stakeholder initiatives. An

overview of all memberships and commitments can be found under 'Stakeholders & networks' in the Sustainability Report 2019.

In the future, we plan to develop concepts for pilot projects that improve access to grievance mechanisms in relevant supply chains, taking into account the 'United Nations Guiding Principles on Business and Human Rights' (UNGP). Garment factories in Bangladesh where goods are produced for ALDI Nord are also included in the complaints mechanism of the 'Accord on Fire and Building Safety in Bangladesh'. We believe that the accord is and will remain a critical tool for continuously improving the safety of workers in the textile industry in Bangladesh, also in its future form as the 'Ready-Made Garments (RMG) Sustainability Council (RSC)'.

Furthermore, we are involved in the 'Living Wage' initiative within the Partnership for Sustainable Textiles. As part of this, we reviewed our purchasing practices in 2019 and 2020 using the 'Purchasing Practices Self Assessment' (PPSA). All ALDI countries and ALDI CR Support Asia Ltd. in Hong Kong took part in this analysis. An action plan was drawn up and implemented on the basis of these findings. In 2021, we will continue this analysis, expanding the focus on our suppliers and production sites through purchasing practices assessments (PPAs).

BY 2027: SUPPLIER ASSESSMENTS FOR ALL HIGH-RISK RESOURCES

To assess the social standards of our suppliers, we review their ability to select suitable production sites and continuously improve their labour and social standards as part of our Corporate Responsibility Supplier Evaluation (CRSE).

The CRSE assessment process was implemented for the footwear product group at the beginning of 2020, followed by DIY and household goods from mid-2021. In 2020, we also started a pilot project for the fish and seafood supply chain, particularly tuna. Furthermore, we critically reviewed our international clothing textile supplier pool for ALDI Nord in 2020 with the aim of consolidating the pool of suppliers and terminating business relationships with suppliers who have repeatedly received negative ratings. In the coming years, we will continue our comprehensive CR assessment of suppliers and production sites in combination with strategic meetings. CRSEs for all high-risk supply chains are expected to be implemented by 2027.

In the long term, we plan to reinforce these measures by developing company-wide strategies for ethically responsible purchasing (ethical sourcing). The aim is to integrate other Corporate Responsibility (CR) criteria in addition to certifications into our purchasing decisions. For example, consideration should be paid to how suppliers monitor working conditions on site and whether they promote special programmes that provide additional support to local workers and their families.



CERTIFICATIONS AND MEMBERSHIPS

From producers of fruit and vegetables, as well as flowers and plants, we require a valid 'GLOBALG.A.P.' certification according to the Integrated Farm Assurance Standard (IFA) in combination with a social assessment such as 'GRASP' (GLOBALG.A.P Risk Assessment on Social Practice) or an equal or higher social standard. At the end of 2020, the share of producer companies with corresponding evidence was almost 100 per cent for all ALDI companies. In 2017, we began purchasing (organic) 'Fairtrade' and 'Rainforest Alliance' certified bananas in line with our international CR requirements.* Bananas with organic and Rainforest Alliance certification (without Fairtrade) are only traded at ALDI Poland. Since 2019, similar rules have applied to the purchase of pineapples throughout the group, requiring at least Fairtrade or 'SCS Sustainably Grown' certification. As part of our International Purchasing Policy for Flowers and Plants, only certified sustainable flowers and plants have been sold by ALDI companies since 2020.

As a member of the German Initiative on Sustainable Cocoa, we have been supporting the 'PRO-PLANTEURS' project, which improves the working and living conditions of cocoa farmers in Côte d'Ivoire, since 2015. We will continue to support PRO-PLANTEURS in the second project phase from 2020 to 2025. In 2020, we became the first discount retailer to join the Tony's Chocolonely 'Open Chain' initiative, which works to protect human rights in chocolate production. Together, we are pursuing the mission to change the prevailing standards in the cocoa industry by improving working conditions along supply chains and making the sourcing of cocoa beans more transparent. Since spring 2021, the chocolate has been available at all stores in Germany in three flavours under the Choceur brand. The product will also appear internationally in ALDI countries in 2021, partly as a special-buy product and in the standard product ranges.

In the case of herbal teas and fruit infusions, around 51 per cent of the own-brand products across all ALDI companies were sustainably certified at the end of 2020 (UEBT/UTZ, EU organic logo, Fairtrade or UTZ/Rainforest Alliance Certified seal). As a result, we have exceeded our target of increasing the share of certified sustainable resources in our own-brand herbal tea and fruit infusion products to 40 per cent by the end of 2020.

*In the Sustainability Report 2019, we stated that sustainably certified bananas had already been sourced for all ALDI Nord countries since 2017. However, in 2017 this only applied to the ALDI companies in Belgium, Germany and the Netherlands.

EMPLOYEE APPRECIATION AT ALDI NORD

The over 79,000 ALDI employees have always been one of the pillars of success for the ALDI companies. The HR principles and the employer brand build on this foundation with a holistic approach encompassing all areas of HR (see Sustainability Report 2019). Due to the challenges surrounding the COVID-19 pandemic, the focus of HR work was primarily on digitalisation in 2020, with an emphasis on digital collaboration, processes, training, staff dialogue and the introduction of digital media. Further developing the way leadership is viewed in times of digital collaboration was also on the agenda.

ORGANISATION AT ALDI NORD

Responsibility for HR is organised locally, enabling a location-specific approach to provide the best possible support for regional issues. The mission statement, the HR standards and the 'real traders' leadership principles form the common core of our HR work. Since 2019, we have been investing in expanding and strengthening the HR teams at the ALDI companies. For example, the position of HR Business Partner was created at a large number of the regional companies to act as 'change agents' for implementing the common HR principles. The Business Partners focus on employees and ensure that high HR standards are maintained. We continued this development in 2020.

Freedom of association is comprehensively safeguarded at the locations of ALDI Nord. In the ALDI Nord countries, dialogue with employees takes place either via works councils or directly with the respective trade unions (see Sustainability Report 2015).

DIVERSITY AND EMPLOYEE RETENTION

People from all over the world work in the nine European countries in which the ALDI companies operate. This diversity is a part of ALDI Nord. It enriches our working relationships and reflects the diversity of our customers. All ALDI employees should have the same opportunities, regardless of gender, age, religious affiliation or world view, sexual identity, origin or physical impairment. The ALDI companies reject all forms of discrimination. Our values are also set out in the ALDI Nord CR Policy. In 2020, women accounted for around 67 per cent of the total workforce (2019: 65 per cent). The proportion of female employees in management positions was 34 per cent in the reporting year (2019: 32 per cent), and women manage about half of our stores. We see this as confirmation of our philosophy of placing a clear focus on individual performance when filling management positions. By signing the United Nations' 'Women's Empowerment Principles' in March 2021, we publicly reaffirmed our commitment to greater



gender equality in our group of companies and along our international supply chains.

ALDI Nord aims to provide long-term employment relationships with fair pay and fair employment conditions. Most employment contracts offered by the ALDI companies are permanent (almost 79 per cent in 2020). In comparison to the rest of the retail sector, ALDI Nord has always benefited from above-average employee loyalty. Regardless of their gender, all ALDI employees are remunerated with fair pay in accordance with their performance.

OCCUPATIONAL HEALTH AND SAFETY

Taking responsibility for the well-being of employees is part of the ethos of the ALDI companies. We focus on occupational health and safety measures, preventive health measures, fair pay and employment contract conditions, and equal opportunities for all employees. These measures have the added benefit of functioning as engagement and motivational tools for employees.

In 2020, we too were particularly challenged by the COVID-19 pandemic. The ALDI Nord group of companies reacted early to the requirements arising from the global pandemic, taking responsibility for the health of our employees and customers. As early as spring 2020, we provided technical support for home working where possible, particularly in administration

and service. We also set up extensive protective measures for employees and customers in areas where direct customer contact is necessary. These measures guaranteed working operations and food supplies at all times across all ALDI Nord countries. ALDI Nord was thus able to fulfil its responsibility as a responsible employer and food supplier even during the pandemic.

CANDIDATE MANAGEMENT

ALDI Nord hired additional workers in 2020 to ensure the supply of goods to the population during the pandemic. We continue to aim to support staff growth and provide candidates with a quick and easy access point to ALDI Nord. Onboarding programmes, such as the week-long ALDI POWER DAYS for new ALDI Einkauf employees, were held fully online in the context of the COVID-19 pandemic.

PROFESSIONAL DEVELOPMENT

Systematic training and development are key elements to ensure the continued success of ALDI Nord. The ALDI Academy was founded in 2019 to establish a range of continuing education programmes in Germany. Among other things, we continue to provide leadership coaching and training on feedback culture, as well as programmes to promote situational leadership and active employee participation. These training courses help managers – and through them,

the employees – to better adapt to customers' needs. Despite the challenges of the COVID-19 pandemic, the training programmes were extended to more staff groups in 2020, as they were transferred to digital learning formats. The online programmes range from digital language courses to extensive project management training. The plan to establish the ALDI Academy in other countries could not be implemented in 2020 due to the pandemic. However, further training programmes are already and will continue to be available in the other countries.

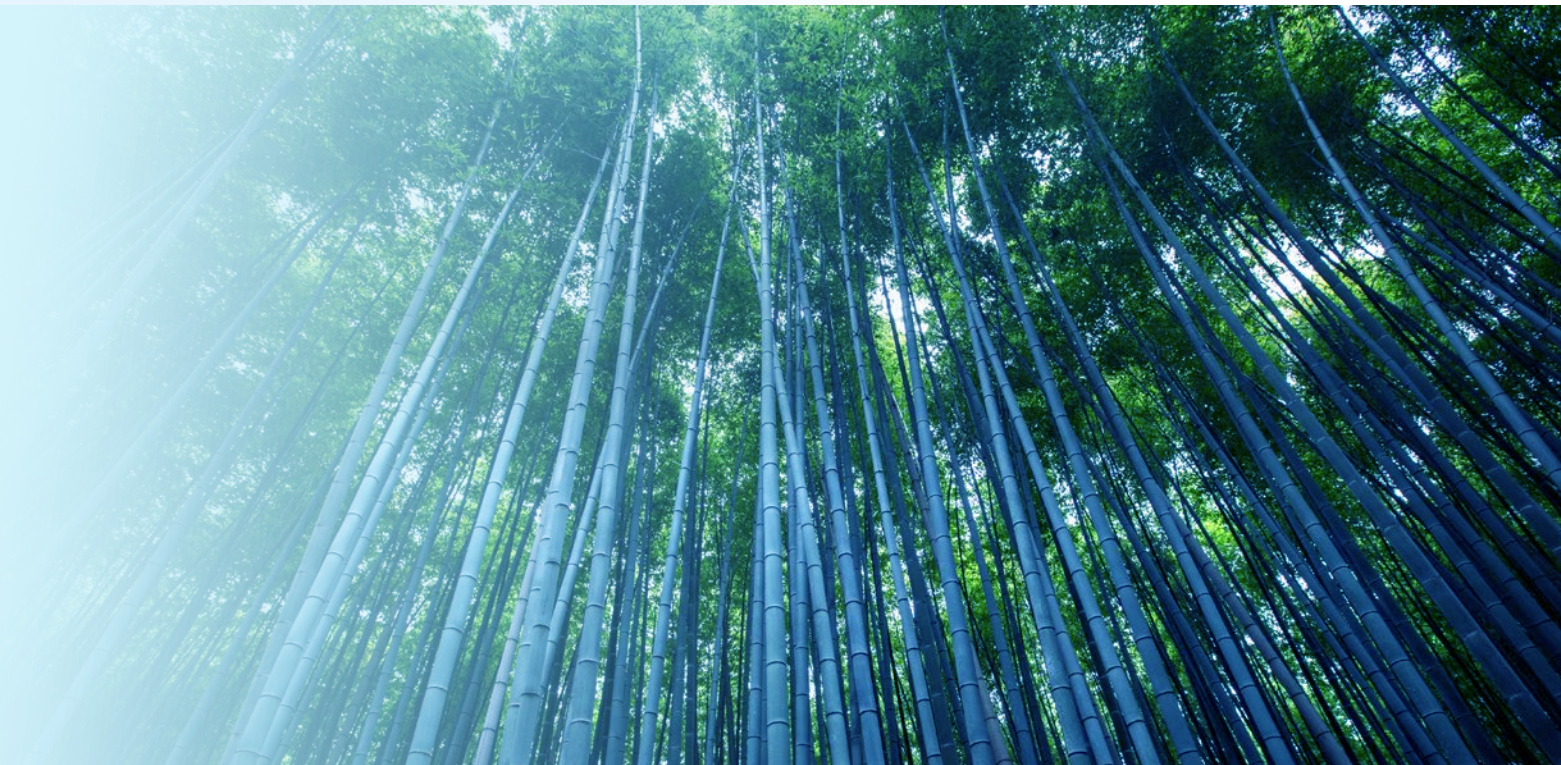
GRIEVANCE SYSTEMS

By introducing grievance systems, we are living up to our commitment as an employer to offer equal opportunities for all and to prevent discrimination. At ALDI Netherlands, employees can confidentially report discrimination, bullying, intimidation or other undesirable behaviour to an advisor. In Spain, a new grievance system (whistleblowing line) has been active since July 2019, in addition to other methods for reporting discrimination issues. Via this system, employees can access a protocol on prevention and management of abuse in the workplace. In 2020, ALDI Poland, ALDI Spain, ALDI Netherlands, ALDI Portugal and ALDI Denmark followed ALDI Nord Germany and ALDI France in introducing grievance systems for reporting discrimination cases.



ENVIRONMENTAL PROTECTION

Saving energy and conserving resources is our aim in our stores, in logistics and at our administrative locations. Relevant climate targets are embedded throughout the group of companies. We are also committed to promoting environmental awareness, from sustainable packaging to avoiding food waste.



PRINCIPLE 7

PREVENTIVE
ENVIRONMENTAL PROTECTION

PRINCIPLE 8

INITIATIVES FOR GREATER
ACCOUNTABILITY AWARENESS FOR
THE ENVIRONMENT

PRINCIPLE 9

DEVELOPMENT AND DISSEMINATION
OF ENVIRONMENTALLY
FRIENDLY TECHNOLOGIES



OUR COMMITMENT TO CLIMATE PROTECTION

Climate protection is one of the greatest societal challenges of our time. That is why we place a particular focus on reducing our energy consumption and CO₂ emissions.

In 2018, we published our current climate target: we undertake to reduce our greenhouse gas emissions throughout ALDI Nord by 40 per cent by the end of 2021 compared with our 2015 levels. This target applies to all CO₂ emissions that we cause in the course of our business activities (Scope 1 and Scope 2 emissions). As things stand, we expect to reach our target by the end of 2021. With our Climate Protection Policy, we demonstrate the importance of climate protection across all ALDI companies. We plan to report on our progress to date, as well as on new climate targets, in an updated version of the International Climate Protection Policy in early 2022 (see also 'Joining the Science Based Targets initiative').

We also calculate our business-related CO₂ footprint annually, which breaks down our greenhouse gas emissions by emission source. It is prepared in accordance with the internationally recognised Greenhouse Gas (GHG) Protocol standard.

JOINING THE SCIENCE BASED TARGETS INITIATIVE

In July 2020, ALDI Nord became one of the first discount retailers to join the 'Science Based Targets initiative' (SBTi). By joining, we commit to setting binding and scientifically verified targets to reduce our CO₂ emissions over the next two years. These targets should be in line with the 1.5-degree target of the Paris Agreement, taking the entire value chain into account. We are therefore currently working on the following measures:

- development and validation of science-based targets (SBTs) for climate protection across the entire ALDI Nord value chain (Scope 1, 2 and 3 CO₂ emissions)
- development of a forecast for Scope 1 and Scope 2 emissions (own business-related CO₂ emissions)
- development of a range of suitable measures to achieve the reduction target

In addition, we are continuously working on further measures and strategies to reduce our CO₂ emissions. In our updated International Climate Change Policy, we will provide information on the measures planned for SBTs as part of our new climate strategy in 2022.

CLIMATE PROTECTION IN THE SUPPLY CHAIN

In addition to the emissions we produce ourselves, we also consider emissions in the upstream and downstream value chain. These Scope 3 emissions, as they are known, account for up to 95 per cent of total emissions in the retail sector.

We are in close dialogue with our most important partners and suppliers in order to reduce these CO₂ emissions. Strategic suppliers – who are responsible for 75 per cent of emissions in the supply chain – are also required to set science-based targets (SBTs) by the end of 2024. They have already been offered free webinars on the requirements for operational climate accounting and the definition of SBTs to support them. The training sessions were carried out with our cooperation partner 'Climate Partner'. ALDI Nord continuously reviews the status of implementation and the progress of climate commitment among the suppliers.

ENVIRONMENTAL RESPONSIBILITY IN BUILDINGS

It is in our genes as a discounter to focus on efficient use of resources. By adopting modern efficiency management systems, we are contributing to the future viability of ALDI Nord.

LIGHTING

Lighting the retail space accounts for around one-quarter of a store's electricity consumption. To keep electricity consumption as low as possible, we have been installing LED lighting technology at new stores in all countries since 2016. In Germany, we also completed the conversion of outdoor lighting to insect-friendly LEDs in 2020; in other countries, the conversion is still under way. The exact measures and advantages of LED lighting can be found in the Sustainability Report 2017.

At our distribution centres, we will be able to save a total of up to 3,000 tonnes of CO₂ emissions per year by switching to LEDs. Belgium and Denmark have already switched to LED lighting in recent years. Since 2020, only LED lamps have been used for interior lighting in Germany. The conversion to LED is also planned or being implemented at our distribution centres in France, the Netherlands, Poland and Spain. In some cases, outdoor lighting at the central warehouses has also been converted to LED, and demand-responsive lighting – i.e. light sources that are switched on by motion detectors – has been introduced.



REFRIGERATION

Refrigeration is another aspect of climate protection efforts at our stores. We have started replacing the refrigerants used to date with climate-friendlier alternatives. ALDI Belgium, ALDI Nord Germany, ALDI Luxembourg, ALDI Netherlands and ALDI Portugal are gradually switching over all existing fridges and freezers to the natural refrigerant propane (R290), which has very low global warming potential. All newly installed cooling systems already use CO₂ as a natural refrigerant. Since 2020, this has applied to the entire group of companies, as all countries have installed the new cooling systems since the reporting year.

Between 2019 and 2020, we reduced emissions resulting from refrigerant losses by 3 per cent to around 74,000 tonnes of CO₂ equivalents. This reduction was a result of the switch of refrigerants alongside the rollout of digital leakage monitoring systems that are in use at our locations in Germany, Poland and the Netherlands (for more information, see Climate Protection Policy). ALDI France has also been using a digital monitoring system at all new stores since 2018.

RENEWABLE ENERGY: MORE GREEN ELECTRICITY BY 2021

The roofs of many stores and distribution centres are equipped with photovoltaic systems. In 2020, our systems already had an installed capacity of more than 95,000 kWp and produced more than 79,800 MWh of electricity. Across the group of companies, we saved around 19,300 tonnes of CO₂ emissions in 2020 by expanding photovoltaic systems.

We exceeded our target of installing an additional nominal output of more than 50,000 kWp (compared to 2017) through further photovoltaic systems by the beginning of 2021 by achieving an additional nominal output of about 63,000 kWp. We plan to push ahead with the expansion of further systems in the future.

Across ALDI Nord, we currently use approximately 72 per cent of the solar-generated electricity ourselves; the remainder is fed into the power grid. To increase the amount of energy for our own use, we continue testing the effectiveness of storage technology that would enable us to use the generated electricity at a later time.

Despite additional photovoltaic systems, we will still draw most of our electricity from the grid in the years ahead. To meet our climate target, we currently plan to purchase more green power by the end of 2021. ALDI Belgium, ALDI Netherlands and ALDI Spain have begun fully sourcing their electricity from green sources. As a result, we

saved more than 96,000 tonnes of CO₂ equivalents in 2020. For the other countries, we are currently developing strict criteria for the purchase of green electricity.

SUSTAINABILITY IMPROVEMENTS IN COTTON

Our stated goal is the conversion to 100 per cent sustainable cotton by the end of 2025 for own-brand clothing and household textile products made from or containing cotton. In the year under review, we underlined this goal by joining the '2025 Sustainable Cotton Challenge' programme of the global non-profit organisation 'Textile Exchange'. We also published an International Cotton Purchasing Policy in early 2020. This forms a binding framework for action that applies to both ALDI Nord and our business partners.

In 2020, we already sold 64 per cent certified cotton. At present, we use the requirements of the 'Global Organic Textile Standard (GOTS)', the 'Organic Content Standard (OCS)', 'Fairtrade', cotton from the initiatives 'Cotton made in Africa' (CmiA) and 'Better Cotton Initiative' (BCI), as well as recycled cotton.

REDUCTION OF CHEMICALS IN PRODUCTION

Coordinated action by all players in the industry is essential to achieving positive change in the supply chain. That is why we want to harmonise our chemical management requirements with leading industry standards. In 2020, we therefore adopted the parameters for wastewater and sludge testing of the international 'Zero Discharge of Hazardous Chemicals' (ZDHC) initiative. In addition, we have been working with the 'Partnership Initiative Wastewater' of the German Partnership for Sustainable Textiles since July 2020 in order to improve standardisation of requirements and measures.

Furthermore, we rely on partnerships to reduce negative impacts on people and the environment. It was for this reason that we joined the 'amfori Business Environmental Performance Initiative' (amfori BEPI) in 2017. amfori BEPI aims to promote environmental protection throughout supply chains during chemical-intensive production processes. In the area of chemicals management, amfori BEPI works together with the ZDHC, for example. The partnership gives participating production facilities access to the ZDHC's training programmes. Chemical Management Audits (CMAs) for high-risk production facilities and all newly registered wet-processing facilities have been mandatory since 2018 (2020: 54 CMAs). The corrective action plans (CAPs) drawn up as part of the CMAs help producers with the proper storage of chemicals, for example. In 2021, the results of



RECYCLING AND THE SUPPLY CHAIN

the CMAs mentioned above will be followed up and improvement measures implemented. During production of all our products, we also check compliance with the limit values in the wastewater and sludge analysis, as well as in the final product. Since 2020, we have also accepted 'STeP certificates' from 'OEKO-TEX®' and 'bluesign®' system partnerships as an alternative to the ZDHC's CMAs.

The manufacture of our products has an impact on the environment. We try to reduce this impact as much as possible; this includes using and reusing resources as efficiently as possible. We are therefore closely following the development of the action plan for a circular economy at European level, as well as national efforts such as the duty of care for products in Germany. Since 2020, we have been involved in the 'Expert Group on Circular Economy' of the German Partnership for Sustainable Textiles ('Bündnis für nachhaltige Textilien') and want to work together on sustainable solutions. Furthermore, three products made from recycled cotton from 'WECYCLED®' were included in our range for the first time in 2020. This textile process uses production scraps and residues from textile manufacturing to make new cotton thread instead of producing waste. At partner workshops, they are separated by people with disabilities and then processed together with fresh cotton into high-quality WECYCLED® thread. In 2020, a total of around 83,000 items using WECYCLED® thread were sold to our customers.

PROMOTION OF A CIRCULAR ECONOMY: OUR PACKAGING TARGETS

Avoiding waste is a key pillar of sustainable development. Packaging waste accounts for a significant part of the total waste volume at ALDI Nord. We are continuously working to reduce the amount of packaging used and to meet the rising demand for more sustainable product packaging. We are guided by the principles of the circular economy: 'Reduce. Reuse. Recycle.' Our goal is to use as little packaging material as possible, while of course ensuring product safety and quality at all times. The packaging we use should be designed in such a way that it can be returned to the circular economy.

In 2020, we adopted international packaging targets for the entire ALDI Nord group of companies. Our goal is to make sure that 100 per cent of our own-brand product packaging is recyclable by 2025. We also aim to reduce the total weight of our own-brand product packaging material by 15 per cent by 2025 in relation to sales (database 2020). Fruit and vegetables are one focal point of these efforts, with at least 40 per cent of the fruit and vegetable products of all ALDI companies to be offered without packaging by the end of 2025. However, some products require packaging for quality and safety reasons. For these products, we will only use sustainable and environmentally friendly materials and promote the use of recycled or renewable resources, for example.

In addition to these international targets, the ALDI companies also pursue national targets that are set out in our plastics and packaging strategies such as the 'ALDI Packaging Mission'. These targets are also reflected in industry commitments, for example in the Netherlands with 'Plastic Pact NL' (see Sustainability Report 2019). As part of our packaging mission, we printed instructions for the proper disposal of packaging materials on almost all own-brand product packaging in Germany in 2020. The ALDI disposal instructions are also increasingly included on own-brand product packaging in Poland and Portugal. This allows us to promote consumer education on proper waste disposal in these countries as well. In some countries, such as the Netherlands, similar national labelling systems are used. We aim for 100 per cent of the own brands at ALDI Netherlands to be labelled accordingly by 2022, thus fulfilling an applicable industry obligation.

GUIDE FOR MORE SUSTAINABLE PACKAGING

ALDI published a guide for more sustainable packaging in 2019. The guide serves as an orientation aid for recyclable packaging design and highlights optimisation potential for resource-efficient packaging. Version 2.0 of the guide was sent to our German suppliers at the beginning of 2021. The updated version includes further



packaging examples, recommendations for avoiding materials that are difficult to recycle and an update on the minimum standard of the German 'Central Agency Packaging Register' (ZSVR) foundation. These measures allow us to take into account not only the legal requirements, but also the growing customer expectations for more sustainable packaging.

AVOIDING PLASTIC

Because it preserves the quality of goods and can be used in a variety of ways, we consider plastic to be a valuable resource. However, the increasing volumes of plastic waste are more and more a cause for concern for the public, governments and companies around the world. There is a growing awareness that the problem must be tackled at the roots. At ALDI Nord, we also avoid plastic packaging wherever product protection and quality requirements permit, allowing us to save around 1,750 tonnes of plastic in our own-brand product packaging in 2020 compared to 2019 in Germany alone. Every single measure brings us one step closer to achieving our goals.

Wherever we have to use plastic because of its product-protecting qualities, we want to ensure that the resources used flow back into the cycle. That is why we are gradually using more and more recycled plastics for our product packaging

throughout the ALDI Nord group of companies. When it comes to beverages, we use up to 50 per cent recycled plastic in all ALDI Nord countries for fruit juices in 0.33-litre bottles, our own-brand cola and some mineral waters.

We achieved our goal of ending the sale of disposable plastic products such as plates, cutlery, cups, straws and cotton buds throughout the group of companies at the end of 2020. Indispensable items have been replaced by more environmentally friendly or reusable alternatives, allowing us to meet national regulatory requirements in some countries.

The next step is to align our international packaging targets with the circular economy principle. We aim to reduce the total weight of virgin plastic in our own-brand product packaging (excluding fruit and vegetables) by at least 20 per cent (relative to sales) by 2025. We also aim for our own-brand plastic product packaging to contain an average of at least 30 per cent recycled material by the end of 2025.

CARRIER BAGS, REUSABLE NETS AND FRUIT BAGS

In 2019, we converted all carrier bags to multiple-use bags in Germany and removed non-reusable plastic carrier bags from the stores throughout Belgium, France, Germany, Luxembourg, the Netherlands and Poland. ALDI Denmark stopped issuing plastic bags for single use at the end of 2020. We also introduced FSC® MIX-certified paper bags in Portugal in 2020. In 2019, ALDI France conducted a pilot project at two regional companies to switch completely to FSC® MIX-certified paper bags, as a result of which the paper bags were introduced at all regional companies of ALDI France from January 2021. In Spain and Portugal, (single-use) plastic carrier bags were replaced in 2019 by carrier bags made of 100 per cent recycled plastic that will also be withdrawn from sale in 2021. As a result, only reusable carrier bags will be issued throughout the group of companies from the beginning of 2022.

We have also been offering reusable nets at the ALDI stores in Germany since late 2019. Nets are more environmentally friendly than conventional fruit and vegetable bags, are washable and can be reused. Appropriate alternatives will also soon be available in other countries such as Denmark, the Netherlands, Portugal and Spain (see Sustainability Report 2019). ALDI Belgium has been using FSC®-certified paper bags for loose fruit and vegetables since March 2020.

REDUCTION OF FOOD LOSS: OUR GOALS

Our goal is to ensure optimal availability of all products on our shelves while minimising food losses and waste – both in our own business operations and throughout the supply chain, all the way through to our customers. For many years, ALDI Nord has used numerous measures to minimise food loss and waste in all areas.

In the reporting year, we developed an international guideline for the prevention of food losses and waste (see Guideline for the prevention of food losses and food waste) and published it on the national websites of the ALDI companies at the beginning of 2021. This guideline applies to all food products sold by ALDI Nord. It regulates the handling of surplus food and is binding for the ALDI companies and their business partners. The guideline defines our own hierarchy for avoiding food waste, which we have developed on the basis of existing models. We prefer to sell, donate or recycle food before it is used as feed for livestock, for example. Our international goal is to include products made from surplus food production (food recycling) in the ALDI product ranges. We are also working to ensure that all ALDI Nord stores will cooperate with partners to reduce food waste, such as food banks or the 'Too Good To Go' organisation, by the end of 2021. ALDI Belgium already expanded its cooperation with food banks in 2019 by freezing food surpluses prior to donation so that the best-before date is no longer an issue.



REGIONALITY: GUIDELINE FOR DEFINITION

Depending on how you define it, regionality can mean products from your own country, the wider region or the farm around the corner. We want to inform our customers about how we understand regionality at ALDI Nord. That is why we developed the 'Guideline for Local Food' in 2020, which defines our understanding of regionality. We also distinguish between products of regional and national origin, and between local specialties, brands, dishes and recipes. We are initially testing the guideline internally and will make it publicly available in the course of 2021. Our goal is to label all products of national origin accordingly by the end of 2021 and to expand our regional product range. We also want to inform our customers about the sustainability benefits of regionality.

LABELLING OF PRODUCTS: EXPANDED NUTRITIONAL LABELS TO AID CUSTOMER DECISIONS

The 'Nutri-Score' food label is one of the most commonly used expanded nutritional labels in the EU. This five-level colour and letter scale informs consumers at a glance about the nutritional composition of a product, helping them to compare items within a given product category. We support the adoption of the Nutri-Score to make decisions as easy as possible for our customers. The Nutri-Score label is applied to the packaging of certain own-brand products depending on the legal requirements in the respective countries. ALDI France and ALDI Belgium, for example, started using the Nutri-Score in 2020. Germany and Spain registered the first brands for the Nutri-Score in early 2021 and launched the first items in mid-2021. ALDI Portugal registered the first brands at the beginning of 2021; in the Netherlands, the Nutri-Score is expected to be introduced at the beginning of 2022. In other countries, customers are already familiar with similar labels. ALDI Denmark will continue to use the well-established label 'The Keyhole'.

SUSTAINABLE PRODUCT RANGES

We share responsibility for more sustainable production of resources across the entire value chain. That is why we use purchasing policies, internal purchasing guidelines and (international) catalogues with corporate responsibility (CR) requirements for our suppliers. We also work closely with our suppliers and support them in implementing our sustainability requirements and improving the sustainability of products and production processes. Our main international goal is to further optimise the products in our ranges. For example, we plan to use vegan rather than vegetarian recipes; use less salt, sugar and fat in our products; and further expand our ranges of organic products in many ALDI Nord countries.

Resource-specific purchasing policies currently exist for tea, cocoa, coffee, palm oil, fish (national) and animal welfare (national and international) (as of the end of 2020). Our International Animal Welfare Purchasing Policy stipulates a ban on fresh battery eggs no later than 2025. ALDI France has already reached this target and has been 100 per cent free of shell eggs from caged hens since March 2021. Fresh eggs from caged hens have not been sold for several years at ALDI Belgium or ALDI Netherlands due to national legal requirements. Some national fish purchasing policies contain a red list of fish species that are not allowed to be sold in these countries, including Belgium and Germany. We also joined the 'Global Tuna Alliance' and the 'North Atlantic

Pelagic Advocacy Group' in 2020, and take part in the 'Global Dialogue on Seafood Traceability'. In future, we also want to advocate for the sustainable use of soy, which is why we have been a member of the 'Retail Soy Group' and the 'Round Table on Responsible Soy Association' since 2020. ALDI Denmark published a national purchasing policy for soy in the reporting year. An international version for the group of companies will follow in the course of 2021. In the non-food segment, there are purchasing policies in place for flowers and plants, wood, cardboard and paper, as well as an International Cotton Purchasing Policy, which was published in 2020.

Thanks to the ALDI Transparency Code (ATC), our customers can track the origin of numerous meat products across ALDI Nord online at any time. In Germany, fish products, fresh eggs and textiles made from sustainable cotton can also be traced back to their origin via the ATC.



ANTI-CORRUPTION

As our mission statement says, 'We keep our word'. That is why we expect all employees and business partners to act responsibly and reliably. Clear standards for ethically correct and compliant behaviour apply.

PRINCIPLE 10

WORK
AGAINST CORRUPTION





VALUE-BASED CORPORATE GOVERNANCE

Simplicity, Responsibility and Reliability are the values that guide our actions. They are an integral part of our 'Simply ALDI' mission statement. The mission statement provides around 79,000 ALDI employees with a clear sense of direction. We are committed to always acting in accordance with our corporate values, and to never take risks due to compliance violations. We also expect all ALDI employees and business partners to act responsibly and reliably, adhering to all rules, policies and agreements. Most ALDI countries have developed 'Compliance Goals' in which these requirements are stipulated.

OUR UNDERSTANDING OF COMPLIANCE

Our mission statement and the Compliance Management System (CMS) provide ALDI employees with clear guidelines for ensuring ethically correct and compliant behaviour. Currently, a 'Code of Conduct' is being developed for ALDI Nord, which will include all compliance topics. The General Terms and Conditions of Purchasing define clear rules that govern the relationship between suppliers and the ALDI companies. Anti-competitive conduct by suppliers and manufacturers is prohibited. Sanctions are in place for

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

WELL-STRUCTURED COMPLIANCE MANAGEMENT SYSTEM

The CMS is designed to help ALDI employees live up to our ALDI core values at all times. Above all else, the CMS aims to ensure and promote ALDI Nord's long-term success and avoid or mitigate any damage or risk. The CMS is internationally available to all ALDI companies but has yet to be introduced and implemented in some countries.

As a part of the CMS, whistleblowing systems have been created to receive information on compliance violations within ALDI Nord. Any violations of applicable law and internal rules can be reported through these channels either under a specific name or anonymously. Examples of

violations include corruption, unfair competition and unethical behaviour, as well as non-compliance with environmental standards. In Germany, non-compliance with social standards, such as human rights and work safety regulations, may also be reported in this way. The whistleblowing systems are available on the websites for internal and external parties at all times. In the reporting year, ALDI France, ALDI Poland and ALDI Portugal introduced whistleblowing systems and put them into use. ALDI Denmark and ALDI Netherlands have also adapted their reporting channels, which have been available since 2021. In some countries, such as the Netherlands, there are also grievance systems and other channels in place that ALDI employees can use in cases of sexual harassment, bullying, discrimination, aggression or violence.

COMPLIANCE AS AN INTEGRAL PART OF ALDI NORD

We perform various kinds of training to raise all ALDI employees' awareness of the importance of compliance. New employees receive training on the key policies of ALDI Nord when they start working for us. In Germany, authorised signatories and managing directors in all departments of ALDI Einkauf also regularly complete training,

covering a wide range of critical topics such as antitrust law, unfair competition, protection of company secrets and avoidance of corruption, as well as data protection and information security. Since September 2019, these topics have been part of compulsory attendance training at the ALDI Academy. Due to the COVID-19 pandemic, we converted the face-to-face events into online offerings in the reporting year. Similar training also takes place every two to three years at the ALDI companies in Belgium, France, the Netherlands, Portugal and Spain. In Denmark, such training was introduced in 2020. We are also expanding communication regarding compliance on the websites and take part in industry events, such as the 'Bundeskongress Compliance' (Federal Compliance Congress) in Germany.

We see reliable data protection as a basic prerequisite for all our activities. The policies of the ALDI companies on the general principles, goals and responsibilities are designed to ensure holistic information security and legally compliant data protection across all business processes. ALDI employees receive regular training on information security and data protection issues. Target-group-orientated data protection courses are also held, for example on how to handle employee or customer data.



AT A GLANCE: THE DETAILS

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

KEY FIGURES

MANAGEMENT

CUSTOMER & PRODUCT

SUPPLY CHAIN & RESOURCES

CLIMATE & ENVIRONMENT

EMPLOYEES & COMMUNITY

REPORT PROFILE

IMPRINT & CONTACT





MANAGEMENT

STORES AND ALDI EMPLOYEES

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

	2018			2019			2020		
	Number of stores	Number of employees	thereof female	Number of stores	Number of employees	thereof female	Number of stores	Number of employees	thereof female
Belgium/Luxembourg ¹	461	7,234	5,160	456	7,319 ²	5,083	456	8,056	5,873
Denmark	183	2,367	1,220	182	2,689	1,456	184	2,594	1,195
Germany	2,219	36,312	25,415	2,206	37,788	25,297	2,210	38,860	26,517
France	872	9,526	5,974	870	10,070	6,290	885	10,158	6,628
Netherlands	496	10,933	6,287	492	11,086	6,444	493	10,104	5,994
Poland	132	2,142	1,845	138	2,694	2,206	157	3,509	2,812
Portugal	65	1,496	987	73	1,633	1,094	83	2,239	1,544
Spain	294	3,924	2,560	308	4,357	2,870	328	5,463	3,466
ALDI Nord	4,722	73,934	49,448	4,725	77,636	50,740	4,796	80,983	54,029

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

² The value for 2019 was corrected compared to the information published in the previous year's report.

PRODUCTS AND OWN BRANDS IN THE PRODUCT RANGES

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

	2018		2019		2020	
	Number of products	Proportion of own brand (in %)	Number of products	Proportion of own brand (in %)	Number of products	Proportion of own brand (in %)
Belgium/Luxembourg ¹	1,459	95.5	1,479	95.1	1,594	90.0
Denmark	1,876	70.8	1,741	61.9	1,624	65.3
Germany	1,649	86.9	1,739	85.4	1,579	79.4
France	1,546	93.7	1,562	93.1	1,775	88.4
Netherlands	2,007	92.5	2,075	92.3	1,947	90.5
Poland	2,259	70.1	2,326	67.8	1,991	48.7
Portugal	1,746	84.5	1,908	84.8	2,016	84.4
Spain	2,311	84.0	2,624	86.1	2,472	85.8
ALDI Nord	14,853	83.9	15,454	82.8	14,998	79.1

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



TOTAL NET SALES OF THE ALDI COMPANIES

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



CUSTOMER & PRODUCT

FOOD DONATIONS

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

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

	2018	2019	2020
Belgium/Luxembourg ¹	42.7 ²	50.1 ²	61.0
Denmark	56.3	72.9	61.2
Germany	98.9	99.1	97.6
France	23.9	36.8	55.7
Netherlands	76.2	81.9	86.4
Poland	30.3	41.3	92.7
Portugal	100.0	100.0	100.0
Spain	68.4	64.0	56.1
ALDI Nord	71.6	76.2	80.9

- 1 The information regarding the legally independent companies of ALDI Belgium and ALDI Luxembourg has been combined for the purposes of a simplified presentation (refer to 'Report profile').
- 2 The values for 2018 and 2019 were corrected compared to the information published in the previous year's report.

ORGANIC AND FAIRTRADE PRODUCTS

Number of own-brand products with EU organic logo and number of procured own-brand products with Fairtrade certification in the standard and special-buy product range¹

	2018		2019		2020	
	Organic products	Fairtrade products	Organic products	Fairtrade products	Organic products	Fairtrade products
Belgium/Luxembourg ²	113	16	121	41	112	27
Denmark	213	22	169	75	234	61
Germany	258	42	305	160	379	174
France	151	15	223	42	233	40
Netherlands	114	34	128	82	106	75
Poland	105	17	134	87	84	86
Portugal	165	22	244	97	271	92
Spain	345	7	322	64	314	69
ALDI Nord	1,024	90	1,178	265	1,290	269

- 1 In some cases, the ALDI Nord buying companies purchase individual products for several countries. As a result, the total number of purchased products may be lower than the total of the breakdowns by country.
- 2 The information regarding the legally independent companies of ALDI Belgium and ALDI Luxembourg has been combined for the purposes of a simplified presentation (refer to 'Report profile').

FRUIT AND VEGETABLE ITEMS

Average number of fruit and vegetable items in the product ranges

	2018	2019	2020
Belgium/Luxembourg ¹	105	106	139
Denmark	110	107	95
Germany	102	110	125
France	100	105	128
Netherlands	122	124	109
Poland	123	115	112
Portugal	104	111	129
Spain	140	150	188
ALDI Nord	128	116	115

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

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, ALDI Nord offers wide ranges of non-labelled vegetarian and/or vegan items.

	2018	2019	2020
Belgium/Luxembourg ²	36	37	57
Denmark	15	68	58
Germany	169	246	385
France	8	23	35
Netherlands	16	27	76
Poland	9	73	96
Portugal	17	54	126
Spain	37	66	139
ALDI Nord	271	497	633

- 1 In some cases, the ALDI Nord buying companies purchase individual products for several countries. As a result, the total number of purchased products may be lower than the total of the breakdowns by country.
- 2 The information regarding the legally independent companies of ALDI Belgium and ALDI Luxembourg has been combined for the purposes of a simplified presentation (refer to 'Report profile').



PUBLIC PRODUCT RECALLS

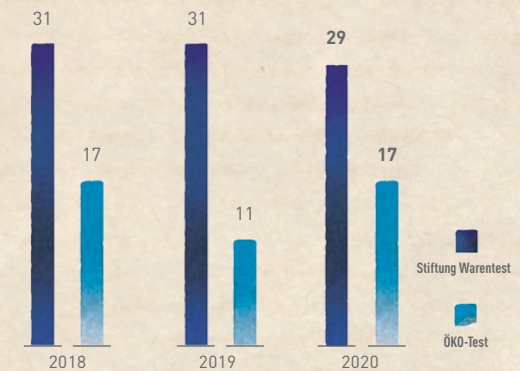
The number of publicly recalled products broken down into food and non-food products

	2018			2019			2020		
	Total	Recalls Food	Recalls non-food	Total	Recalls Food	Recalls non-food	Total	Recalls Food	Recalls non-food
Belgium/Luxembourg ¹	9	8	1	9	7	2	8	8	–
Denmark	4	3	1	11	9	2	3	2	1
Germany	10	8	2	18	16	2	13	12	1
France	13	13	–	9	8	1	18	15	3
Netherlands	2	1	1	8	6	2	5	5	–
Poland	1	–	1	4	3	1	11	10	1
Portugal	–	–	–	1	1	–	1	1	–
Spain	7	6	1	8	7	1	9	7	2
ALDI Nord	46	39	7	68	57	11	68	60	8

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

PRODUCTS PROMOTED WITH STIFTUNG WARENTEST OR ÖKO-TEST

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



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

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

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

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



■ Number of own-brand fish and seafood products or fish and seafood-containing products

■ Number of own-brand fish and seafood products or fish and seafood-containing products with ATC code

MEAT OR MEAT-CONTAINING PRODUCTS WITH ALDI TRANSPARENCY CODE

Number and share of own-brand meat products and own-brand products containing meat that are labelled with the ALDI Transparency Code (ATC)¹

	2020		
	Total	ATC on products	ATC proportion
Belgium/Luxembourg ²	389	324	83.3
Denmark	n/a	n/a	n/a
Germany	781	717	91.8
France	606	368	60.7
Netherlands	466	113	24.2
Poland	381	19	5.0
Portugal	286	72	25.2
Spain	265	8	3.0
ALDI Nord	3,174	1,621	51.1

¹ Data was collected internationally for the first time in 2020, with the exception of Denmark.

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



SUPPLY CHAIN & RESOURCES

CERTIFIED SUSTAINABLE FISH AND SEAFOOD PRODUCTS

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

In 2020, around 60 per cent of our own-brand fish and seafood products were certified with one of the following sustainability standards: the largest portion was attributable to the MSC certification standard (around 65 per cent), followed by ASC certification (around 27 per cent), GLOBALG.A.P. certification (around 13 per cent) and products with the EU organic logo (around 2 per cent).¹

	2018	2019	2020
Belgium/Luxembourg ²	72.8	76.9	74.3
Denmark	77.4	86.8	88.9
Germany	78.0	80.5	85.8
France	43.9	49.1	54.1
Netherlands	76.4	82.7	80.6
Poland	44.8	46.6	42.2
Portugal	40.2	51.8	51.0
Spain	19.3	28.2	37.8
ALDI Nord	53.9	56.5	60.0

¹ Products which are certified with several labels 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 ALDI Belgium and ALDI Luxembourg has been combined for the purposes of a simplified presentation (refer to 'Report profile').

FSC®- OR PEFC™-CERTIFIED PRODUCTS

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

FSC® 100%, FSC® MIX and PEFC™ are considered to be certification standards. In 2020, FSC® MIX accounted for the largest share (around 43 per cent), followed by FSC® 100% (around 39 per cent) and PEFC™ (around 18 per cent).

	2018	2019	2020
Belgium/Luxembourg ¹	79.3	97.8	97.2
Denmark	93.1	94.5	95.0
Germany	92.5	95.3	95.2
France	85.2	91.2	92.6
Netherlands	83.1	89.8	90.7
Poland	75.7	71.4	89.8
Portugal	92.3	94.5	96.7
Spain	76.3	93.0	97.5
ALDI Nord	76.4	87.9	93.2

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

CERTIFIED PALM OIL

Proportion of total volume of palm oil used in the production of our food and non-food items in the standard and special-buy product ranges certified in accordance with a physical RSPO supply chain system (in per cent)¹

	2018	2019	2020		
	Total	Total	Total	Food	Non-Food
Belgium/Luxembourg ²	91.9	99.8	100.0	100.0	99.9
Denmark	94.0	96.2	90.1	93.8	69.8
Germany	92.9	99.1	100.0	100.0	100.0
France	87.5	100.0	99.9	99.9	100.0
Netherlands	85.1	98.6	100.0	100.0	100.0
Poland	79.2	78.0	99.5	99.4	100.0
Portugal	90.1	97.4	99.7	99.9	96.6
Spain	76.8	85.6	87.6	97.8	56.7
ALDI Nord	90.0	98.6	99.3	99.8	96.9

¹ Some data is based on extrapolations.

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

SUSTAINABLE COTTON

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

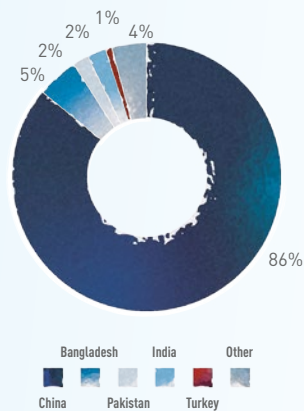
	2018	2019	2020
Belgium/Luxembourg ¹	33.8	54.7	74.7
Denmark	32.9	37.8	63.7
Germany	35.5	35.3	64.9
France	24.5	24.9	52.1
Netherlands	21.0	25.3	49.5
Poland	30.9	37.1	64.8
Portugal	37.7	38.6	76.4
Spain	32.6	42.6	68.7
ALDI Nord	33.2	36.2	64.1

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



NON-FOOD PRODUCT GROUP PRODUCTION FACILITIES BY COUNTRY

Share of non-food production facilities
used by producing country in 2020
(in per cent)



CERTIFIED SUSTAINABLE COCOA PRODUCTS

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

In 2020, around 100 per cent of the own-brand products containing cocoa used certified sustainable cocoa. The largest proportion was attributable to the UTZ/Rainforest Alliance certification standard (around 94 per cent), followed by Fairtrade (around 6 per cent, including around 0.2 per cent attributable to items with Fairtrade certification and the EU organic logo) and the EU organic logo (around 0.005 per cent).

	2018	2019	2020 ¹
Belgium/Luxembourg ²	99.4	100.0	100.0
Denmark	99.0	98.6	97.5
Germany	97.3	95.4	99.9
France	87.8	94.0	93.5
Netherlands	97.1	97.9	98.4
Poland	95.7	94.1	99.2
Portugal	98.4	96.8	92.1
Spain	96.3	97.4	98.7
ALDI Nord	94.9	97.1	99.7

¹ The calculation basis in 2020 changed compared to previous years (previous calculation basis: number of items). Therefore, only a limited comparison between the years is possible.

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

CERTIFIED SUSTAINABLE COFFEE

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

In 2020, around 55 per cent of the coffee procured for own-brand products was certified according to one of the following sustainability standards: Fairtrade, UTZ/Rainforest Alliance and the EU organic logo. UTZ/Rainforest Alliance certification accounted for the largest share (around 88 per cent), followed by a share of around 12 per cent with Fairtrade certification and the EU organic logo.

	2018	2019	2020
Belgium/Luxembourg ¹	54.2	54.4	57.0
Denmark	81.7	54.8	85.7
Germany	43.1	47.0	49.5
France	58.3	58.1	57.7
Netherlands	57.5	60.2	63.6
Poland	46.6	58.2	46.5
Portugal	62.6	66.0	69.4
Spain	67.3	73.4	71.2
ALDI Nord	50.1	52.5	54.8

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

CERTIFIED SUSTAINABLE TEA

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

In 2020, 68 per cent of our own-brand tea products was certified according to one of the following sustainability standards: Fairtrade, UTZ/Rainforest Alliance and the EU organic logo. UTZ/Rainforest Alliance accounted for the largest share (around 82 per cent), followed by the EU organic logo (around 15 per cent).

	2018	2019	2020
Belgium/Luxembourg ²	65.3	67.2	70.1
Denmark	64.9	40.4	78.9
Germany	61.6	61.9	67.3
France	82.7	71.6	67.4
Netherlands	70.4	74.1	73.9
Poland	46.7	52.4	67.0
Portugal	49.4	49.3	62.1
Spain	49.1	50.5	61.5
ALDI Nord	62.7	62.7	68.0

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

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



KAT-CERTIFIED SHELL EGGS

Share of KAT-certified shell eggs as a proportion of the total number of procured shell eggs in the standard and special-buy product ranges (in per cent)¹

	2018	2019	2020
Belgium/Luxembourg ²	89.3	94.9	95.6
Germany	100.0	100.0	100.0
Netherlands	100.0	100.0	100.0
Poland	34.7	35.5	32.2
Total	97.6	99.3	98.7

- 1 KAT certification is not used in all countries. Only the countries where it is used are listed here.
 2 The information regarding the legally independent companies of ALDI Belgium and ALDI Luxembourg has been combined for the purposes of a simplified presentation (refer to 'Report profile').

SHELL EGGS FROM CAGE-FREE FARMING

Share of cage-free shell eggs as a proportion of the total number of procured shell eggs (in per cent)¹

	2019	2020
Belgium/Luxembourg ²	100.0	100.0
Denmark	100.0	100.0
Germany	100.0	100.0
France	25.3	54.6 ³
Netherlands	100.0	100.0
Poland	n/a	36.8
Portugal	100.0	100.0
Spain	100.0	100.0
ALDI Nord	96.0	96.1

- 1 The data was collected for the first time in 2020 and retrospectively for 2019 where available.
 2 The information regarding the legally independent companies of ALDI Belgium and ALDI Luxembourg has been combined for the purposes of a simplified presentation (refer to 'Report profile').
 3 ALDI France reached its target of sourcing 100 per cent of its shell eggs from cage-free farms in March 2021 – well ahead of the 2025 target.

OWN-BRAND CAGE-FREE EGG PRODUCTS

Share of own-brand cage-free shell egg products as a proportion of the total number of procured egg products (in per cent)¹

	2020
Belgium/Luxembourg ²	99.7 ³
Denmark	100.0
Germany	99.5
France	79.3
Netherlands	100.0
Poland	49.7
Portugal	62.9
Spain	64.4
ALDI Nord	80.1

- 1 The data was collected for the first time in 2020.
 2 The information regarding the legally independent companies of ALDI Belgium and ALDI Luxembourg has been combined for the purposes of a simplified presentation (refer to 'Report profile').
 3 The data refers to ALDI Belgium companies only. It will be expanded to include ALDI Luxembourg companies in the coming years.

ALDI SOCIAL ASSESSMENTS (ASAS)

	2018	2019	2020
Number of countries in which ASAs were carried out	8	6	10
Number of ASAs effected,	327	348	307
thereof China	240	242	156
Proportion of non-food production facilities in risk countries in which social risks were detected, relating to the total number of ASAs effected (in per cent)	30.6	22.4	19.2



CLIMATE & ENVIRONMENT

DIRECT ENERGY CONSUMPTION BY SOURCE

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

	2018	2019	2020
Natural gas	399,292	393,052 ²	382,216
Heating oil	26,925	28,889	22,455
Biogas	116	131	101
Diesel (incl. diesel generators)	347,637	347,894	346,954
Petrol	11	338	854
Liquid gas	498	389	402

¹ The data is partly based on estimates and extrapolations.

² The value for 2019 was corrected compared to the information published in the previous year's report.

DIRECT ENERGY CONSUMPTION

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

	2018	2019	2020
Belgium/Luxembourg ²	110,758	112,820	105,946
Denmark	19,658	19,471	18,828
Germany	394,921	391,645	384,431
France	143,871	138,007 ³	132,214
Netherlands	79,812	80,503	77,286
Poland	18,949	21,373	27,143
Portugal	1,427	1,560 ³	2,015
Spain	5,081	5,314	5,118
ALDI Nord	774,478	770,693	752,981

¹ The data is partly based on estimates and extrapolations.

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

³ The value for 2019 was corrected compared to the information published in the previous year's report.

INDIRECT ENERGY CONSUMPTION

Electricity and district heating consumption (in MWh)¹

At almost 1,119 GWh, electricity consumption is responsible for the largest share of energy demand at our sites. It increased by around 6 per cent. The increase was due to several factors, including the opening of new stores, additional marquee sales and less favourable weather conditions.

	2018			2019			2020		
	Total	Electricity	District heating	Total	Electricity	District heating	Total	Electricity	District heating
Belgium/Luxembourg ²	96,325	96,325	–	103,691	103,691	–	103,126	103,126	–
Denmark	47,769	36,545	11,224	49,875	37,921	11,954	51,465	39,700	11,765
Germany	495,474	476,032	19,442	502,075 ³	482,226 ³	19,849	503,570	483,730	19,840
France	199,372	195,753	3,619	207,224 ³	196,093	11,131 ³	218,076	207,287	10,789
Netherlands	90,922	89,947	975	106,734	105,810	924	108,000	107,185	815
Poland	28,588	25,027	3,561	32,993	29,106	3,887	35,291	30,880	4,411
Portugal	21,621	21,621	–	24,183	24,183	–	23,577	23,577	–
Spain	108,441	108,441	–	113,353	113,353 ³	–	123,203	123,203	–
ALDI Nord	1,088,512	1,049,691	38,821	1,140,128	1,092,383	47,745	1,166,308	1,118,688	47,620

¹ The data is partly based on estimates and extrapolations.

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

³ The value for 2019 was corrected compared to the information published in the previous year's report.



GREENHOUSE GAS EMISSIONS SCOPE 1 AND 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, as well as 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 were calculated separately for the first time in 2019 according to location-based and market-based emission factors. While the location-based method uses the factors for a specific geographical region (such as a country), a company's individual electricity mix is used – wherever possible – for the market-based factors by way of the emissions actually generated by the energy producer. The calculation of location-based greenhouse gas emissions is based on the factors specified by the International Energy Agency (IEA).

	2018			2019			2020		
	Scope 1 ¹	Scope 2 ² "location-based"	Scope 2 ² "market-based"	Scope 1 ¹	Scope 2 ² "location-based"	Scope 2 ² "market-based"	Scope 1 ¹	Scope 2 ² "location-based"	Scope 2 ² "market-based"
Belgium/Luxembourg ³	37,445	16,200	22,312	34,338	17,093	17,136	35,055	20,424	–
Denmark	9,297	8,784	15,472	8,849	7,153	16,208	7,434	8,128	16,243
Germany	114,111	209,197	196,088	108,556	195,358 ⁴	203,716 ⁴	109,476	198,196	140,970
France	67,738	10,948	10,499	56,316 ⁴	15,344 ⁴	11,658 ⁴	49,954	13,222	9,325
Netherlands	25,961	41,730	126	28,867	45,964	120	26,248	44,716	106
Poland	8,727	19,253	18,558	7,138	22,986	24,603	7,694	24,475	28,754
Portugal	3,455	5,674	5,711	2,857 ⁴	7,675	5,316	2,398	6,958	4,576
Spain	8,376	26,202	169	11,295	31,621 ⁴	57 ⁴	13,609	31,811	–
ALDI Nord	275,110	337,988	268,935	258,216	343,194	278,814	251,868	347,930	199,972

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

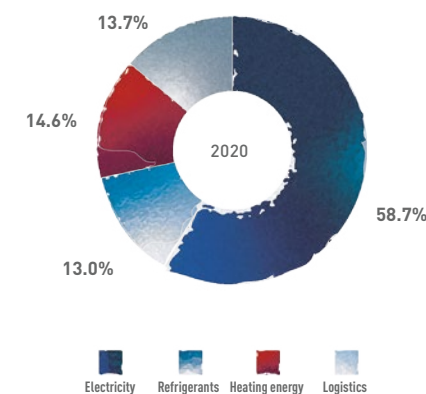
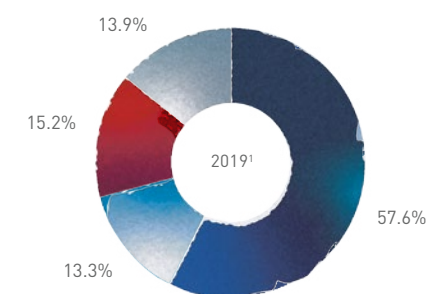
2 Scope 2: Emissions from the consumption of electricity and district heating, broken down by location- and market-based emissions.

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

4 The value for 2019 was corrected compared to the information published in the previous year's report.

GREENHOUSE GAS EMISSIONS SCOPE 1 AND 2 BY SOURCES

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



1 The value for 2019 was corrected compared to the information published in the previous year's report.

VEHICLES

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

	2018			2019			2020		
	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	226	236	8	230	259	8	235	279	8
Denmark	52	128	5	48	140	5	46	137	4
Germany	710	1,104	72	690	1,197	71	673	1,262	67
France	223	392	18	225	438	20	243	505	19
Netherlands	165	238	8	166	276	9	169	316	9
Poland	–	91	2	–	165	2	–	356	2
Portugal	–	66	1	–	61	1	–	120	1
Spain	–	204	5	–	203	5	–	280	5
ALDI Nord	1,376	2,459	119	1,359	2,739	121	1,366	3,255	115

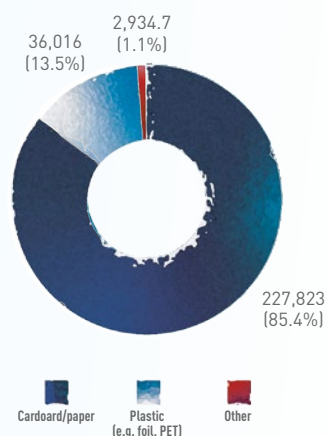
1 These include industrial trucks (forklift trucks) and vehicles with LPG drives.

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



PACKAGING WASTE BY CATEGORY FOR ALDI NORD

Weight and shares of packaging waste by category in 2020
(in tonnes and per cent)

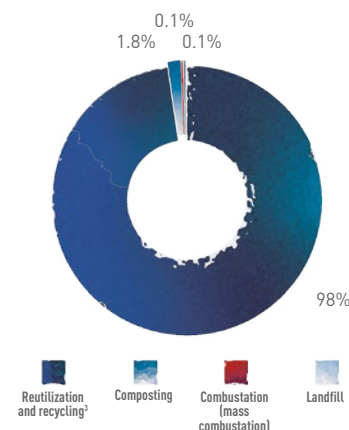


AMOUNTS OF WASTE BY DISPOSAL METHODS IN GERMANY

Amounts of waste in Germany proportionately by the type of disposal
(in per cent)^{1,2}

At around 98 per cent, the majority of non-hazardous waste was recycled or reused in 2020.

- 1 The allocation to disposal types is partly based on estimates or projections.
- 2 The scope of data is to be expanded and internationalised in the coming years where possible.
- 3 Including incineration for energy recovery.



WATER CONSUMPTION

Water consumption (in cubic meters)¹

The increased consumption across countries in 2020 is due to several factors, including the opening of new stores, the maintenance and filling of sprinkler systems, major leaks, water use to comply with COVID-19 measures and outdoor watering due to heat.

	2018	2019	2020
Belgium/Luxembourg ²	50,419	51,048	55,991
Denmark	12,031	14,726	15,418
Germany	260,258	264,138	271,369
France	151,072	166,618 ³	186,900
Netherlands	51,504	62,527	65,601
Poland	24,295	25,578	33,478
Portugal	54,381	87,838	96,104
Spain	127,306	136,858	132,780
ALDI Nord	731,267	809,330	857,642

¹ The data are partly based on estimates and extrapolations.

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

³ The value for 2019 was corrected compared to the information published in the previous year's report.

FUEL CONSUMPTION

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

	2018			2019			2020		
	Diesel ¹ (l)	Petrol (l)	LPG (kg)	Diesel ¹ (l)	Petrol (l)	LPG (kg)	Diesel ¹ (l)	Petrol (l)	LPG (kg)
Belgium/Luxembourg ²	4,520,097	–	–	4,570,082	–	–	4,483,859	–	–
Denmark	1,418,630	1,068	63	1,446,716	3,901	45	1,400,522	1,902	22
Germany	17,735,451	107	24,030	17,442,870	572	17,584	17,348,437	43	19,209
France	6,427,933	–	11,058	6,600,170	–	9,955	6,486,941	3,906	9,844
Netherlands	3,823,673	–	–	3,740,935	19,068	–	3,559,980	57,633	–
Poland	227,094	–	1,188	287,321	13,895	–	673,910	31,162	–
Portugal	142,393	–	66	156,477	–	66	201,038	–	66
Spain	450,342	–	2,560	485,950	–	2,778	471,979	–	2,228
ALDI Nord	34,745,613	1,175	38,965	34,730,521	37,436	30,428	34,626,666	94,646	31,369

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

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



AMOUNT OF WASTE

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

The most significant proportion of the waste generated was attributable to packaging waste.
Hazardous waste, amounting to 1,057 metric tons, only made up 0.3 per cent of the total volume of waste.
This includes used oil, oil filters, vehicle batteries and fluorescent tubes which containing mercury.
2020 is the first year in which data was collected and reported internationally, with the exception of ALDI Poland.
In previous years, data was only collected and reported for companies of ALDI Nord Germany.

	2018	2019	2020									
	Total	Total	Total amount of waste	Hazardous waste	Paper/board/carton	Urban waste ²	Waste from the production and processing of food ³	Used appliances	Packaging waste Total	thereof plastic (e.g. foil, PET)	thereof board/paper	thereof other ⁴ packaging waste
Belgium/Luxembourg ⁵	n/a	n/a	39,860	69	–	4,304	6,533	5	28,949	1,193	27,756	–
Denmark ⁶	n/a	n/a	8,918	–	–	1,095	2,987	–	4,836	–	4,836	–
Germany	214,093	262,608	239,237	903	705	23,266	55,193	44	159,126	29,118	129,524	484
France	n/a	n/a	35,744	24	109	3,855	406	18	31,332	1,420	27,519	2,393
Netherlands	n/a	n/a	38,179	28	277	5,396	7,624	26	24,828	3,474	21,354	–
Poland	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Portugal	n/a	n/a	4,412	14	115	395	n/a	–	3,888	148	3,689	51
Spain	n/a	n/a	15,990	18	27	1,403	716	10	13,816	664	13,146	6
ALDI Nord	214,093	262,608	382,340	1,056	1,233	39,714	73,459	103	266,775	36,016	227,823	2,935

n/a = data not available

¹ The data is partly based on estimates and extrapolations.

² Industrial waste. This includes 'residual waste', packed food, bulky waste, wood and metal scrap.

³ This includes waste from canteen operation and bake-off goods.

⁴ This includes other packaging waste, such as flowerpots or plant bowls.

⁵ The information regarding the legally independent companies of ALDI Belgium and ALDI Luxembourg has been combined for the purposes of a simplified presentation (refer to 'Report profile').

⁶ Data only includes stores and logistic, excluding administrative buildings.



EMPLOYEES & COMMUNITY

EMPLOYEES BY JOB CATEGORY

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

	2018		2019		2020	
	ALDI Nord	thereof female	ALDI Nord	thereof female	ALDI Nord	thereof female
Sales	59,620	44,891	61,970	45,561	63,733	47,659
Warehouse	5,903	1,359	6,251	1,414	6,988	1,997
Vehicle fleet	2,796	58	2,867	63	2,851	86
Office	2,829	2,483	3,379	2,848	4,361	3,249
Upper management	646	165	732	198	924	290
Lower management	1,360	420	1,693	595	2,002	721
Other ¹	780	72	744 ²	61	124	27
ALDI Nord	73,934	49,448	77,636	50,740	80,983	54,029

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

2 The value for 2019 was corrected compared to the information published in the previous year's report.

LOST DAY RATE

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

	2018 ¹	2019 ¹	2020
Belgium/Luxembourg ²	4.2	4.1	5.0
Denmark	2.8	2.7	3.2
Germany	4.7	4.8	4.8
France	5.8	5.6	7.0
Netherlands	4.3	4.1	4.8
Poland	3.2	2.7	5.0
Portugal ³	n/a	n/a	n/a
Spain	3.3	3.6	5.0
ALDI Nord	4.0	3.9	5.0

1 Due to a difference in calculation methods, the values for 2018 and 2019 have been partially corrected compared to the information published in the previous year's report.

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

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

EMPLOYEES BY EMPLOYMENT TYPE

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

	2018				2019				2020			
	Fulltime	thereof female	Parttime	thereof female	Fulltime	thereof female	Parttime	thereof female	Fulltime	thereof female	Parttime	thereof female
Belgium/Luxembourg ¹	2,649	1,168	4,585	3,992	2,710 ²	1,152	4,609	3,931	3,551	2,101	4,505	3,772
Denmark	1,093	438	1,274	782	1,145	489	1,544	967	1,090	405	1,504	790
Germany	7,375	3,015	28,937	22,400	8,093	3,062	29,695	22,235	8,163	3,351	30,697	23,166
France	6,156	3,054	3,370	2,920	6,278	3,161	3,792	3,129	6,111	3,277	4,047	3,351
Netherlands	2,004	383	8,929	5,904	2,120	462	8,966	5,982	2,073	473	8,031	5,521
Poland	1,640	1,346	502	499	2,210	1,769	484	437	2,904	2,258	605	554
Portugal	432	230	1,064	757	475	241	1,158	853	634	341	1,605	1,203
Spain	1,590	770	2,334	1,790	1,878	977	2,479	1,893	2,238	1,148	3,225	2,318
ALDI Nord	22,939	10,404	50,995	39,044	24,909	11,313	52,727	39,427	26,764	13,354	54,219	40,675

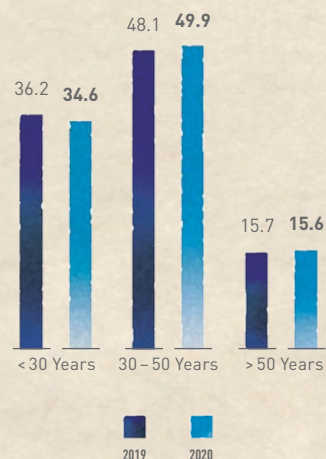
1 The information regarding the legally independent companies of ALDI Belgium and ALDI Luxembourg has been combined for the purposes of a simplified presentation (refer to 'Report profile').

2 The value for 2019 was corrected compared to the information published in the previous year's report.



EMPLOYEES BY AGE GROUP

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



LENGTH OF SERVICE WITH THE COMPANIES

Average length of service with the companies (in years)

	2018	2019	2020
Belgium/Luxembourg ¹	12	12	12
Denmark	4	4	3
Germany	10	10	10
France	6	6	6
Netherlands	7	6	7
Poland	2	2	3
Portugal	2	2	2
Spain	3	4	4
ALDI Nord	8	8	8

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

WOMEN IN MANAGEMENT POSITIONS

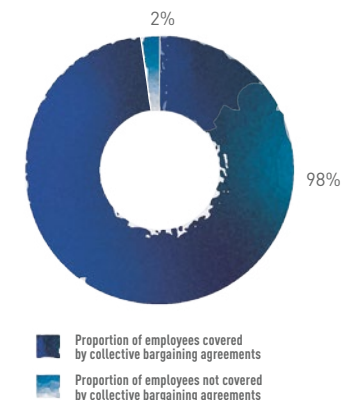
Proportion of female ALDI employees in management positions on the reference date 31 December (in per cent)

	2018	2019	2020
Belgium/Luxembourg ¹	31.1	33.1	38.0
Denmark	27.0	30.9	35.3
Germany	28.4	31.8	30.3
France	21.7	29.3	37.3
Netherlands	17.7	19.2	24.5
Poland	33.7	37.2	34.7
Portugal	50.0	41.8	38.4
Spain	36.3	42.0	39.2
ALDI Nord	28.0	31.7	33.5

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

EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS

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



¹ The proportion of employees was calculated with the exclusion of ALDI Poland, because no collective bargaining agreements have been concluded there.

EMPLOYEES BY EMPLOYMENT CONTRACT

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

	2018				2019				2020			
	fixed-term	thereof female	permanent	thereof female	fixed-term	thereof female	permanent	thereof female	fixed-term	thereof female	permanent	thereof female
Belgium/Luxembourg ¹	14.9	66.1	85.1	74.3	10.5	62.7	89.5	67.0	14.7	62.3	85.3	65.2
Denmark	7.1	52.7	92.9	52.4	1.2	67.7	98.8	54.3	16.4	46.4	83.6	48.8
Germany	17.3	60.3	82.7	71.4	18.7	61.1	81.3	72.5	16.8	59.1	83.2	70.0
France	11.7	68.1	88.3	65.1	10.6	66.6	89.4	64.8	10.3	64.2	89.7	64.4
Netherlands	53.5	53.7	46.5	61.1	50.4	53.4	49.6	61.3	30.6	57.1	69.4	60.6
Poland	59.1	85.0	40.9	84.3	61.2	76.0	38.8	81.9	53.3	80.7	46.7	79.2
Portugal	53.0	64.4	47.0	57.3	58.6	64.5	41.4	70.6	58.2	67.2	41.8	67.6
Spain	7.0	57.2	93.0	65.2	4.6	69.2	95.4	65.2	16.9	20.6	83.1	65.2
ALDI Nord	22.9	61.0	77.1	68.8	22.5	60.9	77.5	68.7	21.4	61.5	78.6	67.1

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

APPRENTICES AND TWIN-TRACK DEGREE STUDENTS

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 is therefore restricted to Denmark, Germany, France, the Netherlands and Spain. In Germany, a twin-track work/study degree course with in-service training is also offered.

	2018		2019		2020	
	Apprentices	Twin-track students	Apprentices	Twin-track students	Apprentices	Twin-track students
Denmark	46	–	48	–	40	–
Germany	1,684	143	1,759	179	1,688	196
France	221	–	241	–	199	–
Netherlands	54	–	53	–	53	–
Spain	–	–	–	–	12	5
Total	2,005	143	2,101	179	1,992	201



REPORT PROFILE

The purpose of the interim report is to transparently inform our internal and external stakeholders on the sustainable progress by the companies of the ALDI Nord group of companies. The structure of the report is based on the recommendations of the United Nations Global Compact (UNGC) and comply with the requested Communication on Progress. The report covers the four fields of human rights, labour, the environment and anti-corruption as well as the Ten Principles of the UNGC. The next sustainability report is scheduled for 2022.

The editor of this report is ALDI Einkauf SE & Co. oHG, Essen (hereinafter referred to as ALDI Einkauf); the scope of this report is the ALDI Nord group of companies. In Germany, the ALDI Nord consists of legally independent regional companies, each in the legal form of a GmbH & Co. KG or SE & Co. KG (limited partnership with a GmbH or SE as general partner, respectively), forming a group of equal subsidiaries. The legally independent foreign ALDI companies are licensees of the ALDI brand, which is licensed by ALDI Einkauf, and are therefore part of the ALDI Nord group of companies for the purposes of this report.

Any deviations within individual key figures or contents are marked accordingly. The procurement of goods for ALDI Luxemburg is effected by the commissioned purchasing and logistics division of ALDI Belgium. ALDI Luxemburg and ALDI Belgium, however, are legally independent companies whose figures were added regularly in the tables of this report for reasons of convenience.

Online services such as travel, photo, music and mobile phone services, flower delivery, online games, e-books and ALDI delivery are not included in the sustainability report.

The period under review is from 1st January until 31st December 2020. The editorial deadline is 31st March 2021.

Any contents of the report are also available on our platform <https://www.aldi-nord.de/verantwortung>. Here we provide you with documents for download and additional information as well as our previous sustainability reports (2015–2020).



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EDITORIAL DEADLINE

31 March 2021

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

Language of the report

The report is available as a PDF document in English and further languages. In case of deviations between the versions, the German document will prevail. In the interest of readability, the legal structure of companies is not specified.

The Interim Report 2020 (PDF) is available in the following languages: English, French, German, Portuguese, Spanish.

Disclaimer

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