



Sustainability Report 2022

Everyday Amazing.

**Making**

**Sustainability**

**Affordable**

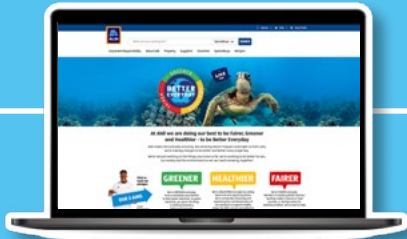




# About this report

## Welcome!

A warm welcome to the first Sustainability Report of Aldi UK. This Sustainability Report is intended for everyone who knows the Aldi brand – our customers who shop at Aldi, our colleagues, our suppliers, and Non-Governmental Organisations (NGOs) and our charity partners. It offers an insight into the work we are doing that contributes to society and the planet, while maintaining our commitment to quality and affordability.



## Go online for more

Find out more about the sustainability performance of the Aldi South Group [here](#)

The latest information on sustainability developments in the UK, and our progress, can be found [here](#)

The report has been developed with reference to the Global Reporting Initiative (GRI) Standards, an international independent organisation that provides sustainability reporting guidance, to help organisations measure and report on sustainability topics such as climate change, human rights and governance. We also use the United Nations' Sustainable Development Goals (SDGs) as a guide for our sustainability programmes across environmental and social impact. We have conducted an initial mapping of our most material impacts against the UN SDGs, and have featured them within this report. Next year, we intend to do a more comprehensive analysis and report on the UN SDGs in more detail.

## Who we are

Aldi is a discount retailer with a global presence that started from humble roots, as a tiny shop in Essen, Germany in 1946. Today, we have 7,000 stores across 11 countries and employ over 180,000 people around the world. In the UK, we have more than 40,000 employees and over 1,000 stores. We're still a family-owned business and proud that Aldi is currently the fourth largest supermarket in the UK. Aldi UK is part of the Aldi South Group.



## What makes us different

At Aldi, we are more than just low prices. We understand that the decisions we make have an impact on our customers, employees, business partners, communities and the environment. We have grown with a simple business model that offers our customers great quality products at the lowest possible prices. This approach is aligned to the principles of sustainability to fulfil our vision to make sustainability affordable. As a family-owned business, we can invest and plan for the long term without any constraints from shareholders to make short-term decisions. It's what truly makes us different when it comes to sustainability.

## Inside this report

Our work in sustainability has been ongoing for many years. However, this report focuses on our work in 2022 (the calendar year) as well as some of our upcoming plans for 2023. It is divided into the following sections:

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# Reflections

The turbulence of the past few years has led many of us to reassess our lives and reflect on what's most important to us.

More frequent, extreme weather events, global conflicts and global supply chain disruption constantly highlight how interconnected we are. The impact of the actions taken by companies, governments and individuals has been felt by every household across the UK like never before.

People's attitudes are changing, with higher expectations that businesses will act responsibly. At the same time, the pressure on household incomes has changed shopping habits, with millions of consumers switching to Aldi.

We have a huge opportunity to play a leading role in making sustainability affordable to all. We will use our influence and the strategic relationships with our supplier partners to encourage greater levels of sustainability, and show customers that doing the right thing, while offering market-leading prices, can go hand in hand.

As the UK's leading discount supermarket, our core promise to customers is that, when they shop at Aldi, they can get the very best value groceries, without sacrificing values.

This means we must continue to do business in the right way: supporting our suppliers so that they have the security to invest, create jobs and improve sustainability; working with Government and NGOs to contribute to setting standards for responsible practice across our sector; and acting to further reduce the environmental impact across our operations and supply chain.

Many of the decisions we make consider not just cost and value, but also the impact on people and planet. These range from using renewable energy to power our stores and distribution centres, to reducing food waste and packaging.

There is much we can and are doing to ensure we are making the best decisions for our customers, the business and the planet. As part of the Aldi South Group, we can use our global scale to have a much bigger positive impact.

**“We still have work to do, but, working together, we're committed to making sustainability affordable, for our customers now and for future generations.”**

Giles Hurley, CEO UK and Ireland



This report offers a snapshot of just some of the initiatives taking place around the business, thanks to the hard work and dedication of our 40,000 UK colleagues, the international business, suppliers and our partners.

We still have work to do, but, working together, we're committed to making sustainability affordable, for our customers now and for future generations.

Giles Hurley  
CEO UK and Ireland

# Making sustainability affordable

**We believe that customers should have access to affordable food that's great quality and sustainable.** For many, this may sound too challenging to achieve – yet we're making it doable at Aldi. We have always created value for our customers by being efficient and streamlined across our operations, and sticking to our principles of simplicity, consistency and responsibility.



That's why customers will see that we do things differently than other supermarkets, like a carefully selected range of products, multiple barcodes on the side of packaging, or store colleagues who are multi-taskers who can work at the till or restock, if needed. These activities often go unnoticed by our customers – **'it's just the Aldi way'** – but these seemingly small actions add up to big savings in efficiency and costs, which we can pass on to our customers through lower prices.

It makes Aldi a reassuring presence in the community at a time when we know that many of our customers are struggling with rising costs. Our lean business model means that customers pay less for a basket of goods, which is why we've won Which? Cheapest Supermarket two years in a row. But we're about more than low prices – **we make sustainability affordable.**



## How we do it

Our sustainability principles show through in the way we partner with our suppliers, the healthy choices offered for customers, and how we look after our colleagues and support our communities

.....  
Across our stores, offices and regional distribution centres (RDCs), we use renewable energy and energy-efficient lighting and refrigeration

.....  
We collaborate with our suppliers so we can buy more certified, sustainable products, and work with them to improve their own sustainability, without compromising on quality

.....  
Where we can, we share tips with customers on how being more sustainable can save money, such as suggestions on how to be more energy efficient or recipes to make food go further

.....  
We go to great lengths to avoid food waste. There's no 'buy one get one free' for customers at Aldi. Instead, customers buy what is needed, at the best price, with fewer wasted products



# Materiality

## Focusing on what matters most

A materiality assessment is an important part of prioritising what to focus on in sustainability. There are two elements to it. We look at how the outside world affects our business. We also look at what impacts we cause externally – in other words, how we affect the outside world and our stakeholders, in either a positive or a negative way. It's called a 'double materiality' assessment.

From there, we identify the most important sustainability topics on which to act.

## Our materiality process

The materiality assessment was conducted in 2023 in five stages:



### Stage one

We identified the potential material issues relevant to Aldi (and our sector)

### Stage two

We identified our most relevant stakeholders: these were our customers, local communities (around our stores and in our supply chains), employees, the environment, leadership within Aldi and suppliers

### Stage three

We engaged with stakeholders through interviews and surveys, and analysed their views on the potential material topics

### Stage four

We ranked the initial list of material issues and grouped them by themes of interest for each stakeholder group. In all, 17 topics were identified, scored and prioritised based on their impact and likelihood, determined using a scoring process and stakeholder input

### Stage five

We identified our five top material issues from the final validated list and these were shared at our National Sustainability Committee for UK and Ireland

## Our top five material issues

You can see our full list of material topics [here](#)



### Sustainable agriculture

Agricultural practices that focus on delivering positive outcomes in terms of nourishing the soil, increasing farm biodiversity, improving water quality and climate resilience, capturing carbon, and restoring and regenerating the land



### Emissions across our value chain

Reducing and preventing emissions that are caused by activities outside of our direct operations, such as in our agricultural supply chains, and how our customers use and dispose of our products



### Healthy options

Helping customers get the right balance of nutrients from their food



### Affordability

Ensuring we offer value to our customers



### Human rights in supply chain

Incorporating social criteria into procurement decisions and ensuring materials, goods and services are sourced in ethical and sustainable ways

# Linking everything together

Aldi was first established to provide access to affordable, healthy food. For more than seven decades, we have never wavered from this mission. Today, this is underpinned by our sustainability strategy: **to be greener, fairer and healthier.**

We delve deeper into these three pillars throughout the Sustainability Report. But first, some explanation:



## Greener

**covers our commitment to minimise our impacts on the environment.**

It's about reducing our carbon emissions and minimising all forms of waste across our business, including the emissions in our supply chain. This means working on areas such as sustainable agriculture, introducing more sustainable packaging options and reducing food waste. It's about fulfilling our responsible sourcing commitments as well as reducing the environmental impact of stores, RDCs and offices through energy and water management.

[Read more on pages 8 to 11 and 16 to 26 >](#)



## Fairer

**means acting responsibly in all that we do.**

It's about backing British farmers, tackling modern slavery and ensuring animal welfare behind the products that we sell. Our human rights principles set out the high standards that we meet. Being fairer is also about looking out for those who are close to us: our Aldi colleagues and the communities where we operate. We raise money for amazing charities – and redistribute surplus food to those who need it most.

[Read more on Pages 12 to 15, 24, and 30 to 42 >](#)

## Healthier

**means supporting our customers to live healthier every day.**

We do this by providing the quality and value that customers expect from Aldi. That includes selling fresh fruit and veg at low prices and improving the nutritional value of our products to support healthy shopping. We're doing a lot of work in schools through our Get Set to Eat Fresh education programme, with our partners Team GB and ParalympicsGB. By 2025, we've committed to having 70% of our food sales coming from healthier products.

[Read more on pages 28 and 29 >](#)



# Highlights

## Fairer

### £8 million+ raised

for Teenage Cancer Trust since 2017

## Greener

### 57% reduction

in food waste intensity since 2017

### Eco concept store

opened in Royal Leamington Spa

### 100% sourced from the UK

for fresh everyday ranges of beef, pork, poultry, milk and shell eggs

### 45% fresh fruit and veg

from British suppliers

### Best-paying

supermarket<sup>1</sup>

### 30% reduction

in plastic packaging since 2019

## Healthier

### 63% of Aldi's own-brand

products are categorised as healthy<sup>2</sup>

### 100% renewable energy

in stores, RDCs and offices

### 30 million meals

donated with Neighbourly since 2019



# ALDI

<sup>1</sup> Aldi was the UK and Ireland's best-paying supermarket in 2022 based on our annual pay review and subsequent interim review.

<sup>2</sup> As defined by using the UK Government's Nutrient Profile Model 2005. This is a scoring system where below 4 for food and below 1 for drinks are classed as 'healthy'.

# Aldi in action

2022 was a busy year for us. Here's a snapshot of the actions we've taken to be greener, fairer and healthier.



## Fostering better livelihoods in our supply chain

We invest in the Improved Workers' Rights in Ethiopian Flowers programme to enhance the representation of women in management structures and on worker committees, and improve working conditions for young people and workers with disabilities.

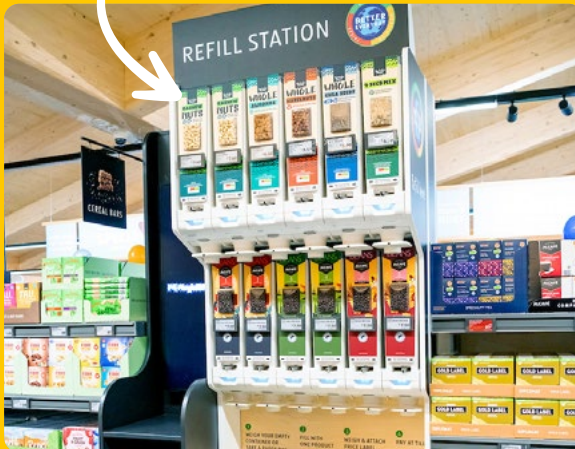


## Solutions for soft plastics

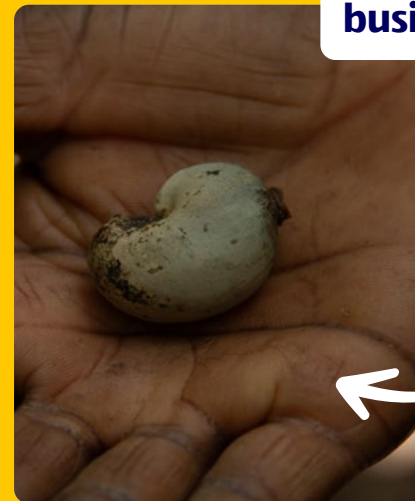
Many UK local authorities do not currently collect soft plastics, so we decided to do something about it. We introduced recycling bins for soft plastics across 75% of our UK estate.

## Eco concept store

Aldi opened the doors to a new eco concept store in Royal Leamington Spa. The store is designed to significantly reduce carbon consumption and make it easier for shoppers to reduce, reuse and recycle.



## Building sustainable business relationships



In Côte d'Ivoire, Aldi South Group collaborated with Cashew Coast, which locally sources and processes cashew kernels. Processing at origin makes for a fresher product and creates a network of sustainable business relationships.



## Proud official partners of Team GB and ParalympicsGB, continuing our support through to Paris 2024

We've partnered with Team GB since 2015 and ParalympicsGB since 2022 to celebrate the countdown to Paris 2024 by delivering a variety of programmes to encourage healthy foods.



## Partnering for better dairy

The Aldi Dairy Farm Partnership (ADFP) was launched in 2018 with our supplier Arla Foods, to support British dairy farmers in maintaining high welfare and sustainability standards. It encourages sustainable agriculture practices, including implementing biodiversity projects on farms.

# Seed to store

Aldi's goal is to be the best we can be, for our customers and for the environment. But the proof, as they say, is in the pudding – or, in our case, in the ingredients and materials that make up the products on our shelves, and how we work with our suppliers and farmers to source what we sell.

We meet with expert groups, including NGOs, to look at areas we can address and where we can support others. We're also on top of evolving regulations and standards. This includes taking part in discussions, or working groups, on topics such as sustainable agriculture, animal welfare or evolving regulation.

In this section, we explain what we're doing to look after the farmers and producers in our supply chain and how we're further improving our ingredient sourcing. It covers our work in the following areas:

- **Sustainable agriculture**

[Read more on pages 9 to 11 >](#)

- **Responsible sourcing**

[Read more on pages 12 and 13 >](#)

- **Human rights in the supply chain**

[Read more on pages 14 and 15 >](#)



# Sustainable agriculture



## Strong relationships with farmers

Whether local to the UK or across the globe, maintaining strong relationships with farmers and suppliers builds resilience into our agricultural supply chains and helps us to maintain a steady supply of quality products to our stores. We are removing barriers for young farmers, providing training and partnering with others to help ensure farmers receive fair wages.

We have an important role to play in supporting the farming community to navigate through the changing landscape for farmers. We are proud to partner with The Royal Countryside Fund (RCF) in the UK, delivering tailored support to small family farms through its Farm Resilience Programme. We have donated £745,000 to the charity between 2018 and 2023.

We have also worked with the RCF to co-create a new support initiative, Opening the Gate, that helps young people and new entrants enter, and succeed in, the agriculture industry. The programme is available for any young farmer under 40 years old, new entrant, or individual thinking about a career in the industry. It focuses on the key barriers and challenges that prevent people from succeeding in agriculture.

## Responsible farming

Our work in sustainable agriculture means building strong relationships with suppliers and farmers, fostering more sustainable farming practices and ensuring that our animal welfare policies are met. That's why we work with producers and farmers who share our values.

Food production is also a major source of greenhouse gas (GHG) emissions. Therefore, we are working to reduce the emissions from agriculture and capture more carbon data at farm level through our farm partnerships and work with suppliers.

In support of that, in the UK, we have committed that all our fresh produce will be Linking Environment and Farming (LEAF) certified – a standard that encourages sustainable farming practices – by the end of 2023.<sup>3</sup>

[See Our environmental impacts section for more detail >](#)

**£745k**  
donated to The Royal  
Countryside Fund



## Partnering for better dairy

The ADFP was launched in 2018 with our supplier Arla Foods, to support British dairy farmers in maintaining high welfare and sustainability standards. It encourages sustainable agriculture practices, including implementing biodiversity projects on farms. We are continuously working with Arla to evolve this partnership.

Each farm in the partnership works towards promoting best practice across sustainable farming techniques, animal welfare, and local employment. Farmers adhere to higher welfare standards based on [Arla's 360 programme](#), including undertaking carbon footprinting with Arla's internationally recognised [Climate Check tool](#).

<sup>3</sup> The LEAF scheme is one of the world's largest certification programmes for farmers, recognising the uptake of more sustainable approaches to food production.



# Sustainable agriculture continued

## Protecting against deforestation

Many of our products, from books to chocolate to washing up liquid, use materials that are derived from trees and plants. The need to protect and responsibly manage the world's forests is essential for climate change mitigation, preserving vital biodiversity and protecting indigenous communities. As part of the Aldi South Group, we have committed to **eliminate deforestation and conversion of natural ecosystems** from our high-priority supply chains by 31 December 2025.

We are currently in the process of formalising near-term and long-term targets that align with the Science Based Targets initiative (SBTi), including Forest Land and Agriculture (FLAG) sector requirements. These targets require the elimination of deforestation from our supply chain by the end of 2025.

[See Our environmental impacts section >](#)



## Forest protection in Brazil

The land in Brazil's Amazon region is well suited for soy plantations, and a lack of legal protection of areas of the Amazon has led to land and forest being converted to soy plantations – creating significant deforestation over the years.

To counter this, Aldi is participating in a project alongside ClimatePartner<sup>4</sup> to support the preservation of the rainforest. The project also seeks to officially acquire the land rights for the Ribeirinhos, the inhabitants of the Amazon, to secure the livelihood of the local people.

The protection of the rainforest is also critical for the survival of animal species that are in danger of becoming extinct, such as capuchin monkeys and black bearded sakis.

## Collaboration to end deforestation

We have identified commodities that are high-risk for deforestation – such as soy and palm oil – and have policies to ensure that we remove deforestation from our supply chain by the end of 2025 in those commodities. Each policy is specific to the commodity and strives to support farmers and limit habitat destruction.

We are also involved in many collaborative efforts with the aim of eliminating deforestation and forest conversion in our supply chain. This enables us to share best-practice experiences and ideas, and work to resolve industry-wide challenges. Our policies on deforestation and fair trading are clearly stated in our sustainability requirements and accessible to all our suppliers. More information can be found in our [International Position Statement on Supply Chains free from Deforestation and Conversion](#).

<sup>4</sup> ClimatePartner projects comply with recognised standards such as the Gold Standard and the Verified Carbon Standard. Read more at [www.climatepartner.com](http://www.climatepartner.com).





# Sustainable agriculture continued

## Soy production

It is estimated that 75% of soy produced globally is used to feed animals,<sup>5</sup> so it is a vital ingredient in producing our meat, poultry, dairy and eggs. We used around 251,227 tonnes of soy in 2022. However, soy is now the second largest agricultural driver of deforestation and we're working with our suppliers to limit any deforestation linked to the creation of our products.



## Our target

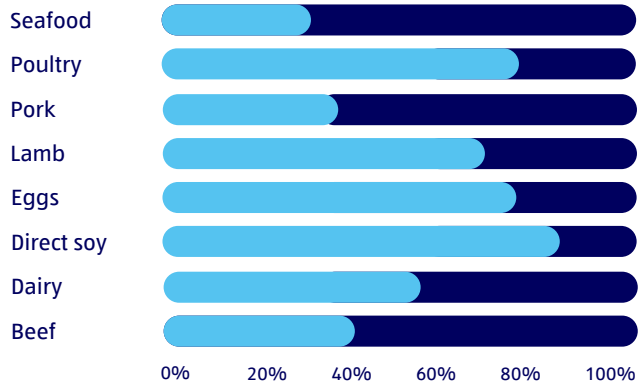


For all soy used as animal feed to produce Aldi's own-brand fresh primary meat, poultry, dairy, eggs, farmed salmon and shrimp, meat and milk alternatives, to be sourced from low-risk areas or be physically certified (deforestation and conversion-free)<sup>6</sup> by the end of 2025

## Sustainable soy product categories

Certified soy products progress

● Certified  
● Uncertified



## Collaborating for responsible soy production

Aldi UK is a signatory of the UK Soy Manifesto, a collective industry commitment working together towards 100% verified deforestation and conversion-free (vDCF) soy entering the UK by 2025. We are also a member of the UK Roundtable on Sustainable Soya and the Retail Soy Group that works to secure a resilient, sustainable soy supply chain.

Aldi has signed the Statement of Support to the [Cerrado Manifesto](#). We agree to work with local and international supply chain actors to support the development of soy production in a way that avoids deforestation and native vegetation loss.

## Palm oil

Palm oil is used as a raw material in many food products and non-food items like cosmetics and cleaning products. Its rising demand has led to the destruction of rainforest to make way for palm oil plantations. Aldi engages with a range of industry groups, such as the Retailer Palm Oil Group, to ensure the responsible use of palm oil in our supply chain.

Our policy for palm oil sourcing applies to all Aldi own-label food and non-food products within the UK and Ireland. It stipulates that straight palm oil (the oil derived from the palm fruit) must be Roundtable on Sustainable Palm Oil (RSPO) certified, to segregated level<sup>7</sup> as a minimum, while palm kernel oil and derivatives and fractions must be RSPO certified to mass balance<sup>8</sup> as a minimum. RSPO is an internationally recognised certification standard for sustainable palm oil. Its assurance indicates to individuals that its members have committed to and complied with sustainability requirements.

In 2022, 99.08% of palm oil in own-label products sold at Aldi was RSPO certified. From 2022, we aim to source all new products containing straight palm oil to be certified to segregated as a minimum. RSPO certification ensures that the palm oil in our products can be reliably traced back to responsible sources.



<sup>5</sup> Over 75% of all soy produced is used to feed animals that we then consume. Read more at [www.wwf.org.uk/updates/soy-story](http://www.wwf.org.uk/updates/soy-story).

<sup>6</sup> This means that the soy has not been grown on converted natural ecosystems such as forests.

<sup>7</sup> Segregated sourcing means the ingredients purchased from a certified farm are physically separated from non-certified ingredients throughout the entire supply chain.

<sup>8</sup> Mass balance is a sourcing method that allows for certified and non-certified ingredients to become mixed during the shipping and manufacturing processes. All major international sustainability initiatives use mass balance in one form or another.

# Responsible sourcing



We have a duty to ensure that our products come from fair and sustainable sources.

This means having a robust approach to sustainable sourcing, Fairtrade partnerships, product certifications and a way of reducing chemicals in production. Any supplier we work with must comply with our policies, which are based on international standards and legislation. We also incorporate social impact criteria into procurement decisions to effectively manage these in a sustainable and ethical way.

What's clear here is that collaboration is key. To achieve sustainable development across our supply chain, we engage with our stakeholders and work with external partners to build greater awareness on current and future challenges across our global supply chain.



9 Accepted certifications are Fairtrade, Rainforest Alliance and Cocoa Horizons. % is dependent on product.

10 78% Rainforest Alliance and 20% Fairtrade.

11 Accepted certifications are Fairtrade and Rainforest Alliance. % is dependent on product.

12 7.1% Fairtrade and 71.4% Rainforest Alliance.

13 Accepted certifications are Fairtrade and Rainforest Alliance. % is dependent on product.

14 Accepted standards are Fairtrade, Global Organic Textile Standard (GOTS), Organic Content Standard (OCS) 100/blended, Cotton made in Africa (CmiA) and Better Cotton Initiative (BCI).

## More sustainable ingredients

We want the products we sell to be produced in a sustainable way. This means looking at the detail of our products – whether that's the ingredients in food or the materials in home goods – to see if they meet recognised environmental and social standards. This is supported by Aldi policies and standards that our suppliers know about.

We encourage the responsible production of palm oil, soy, paper and sustainable textiles, which links to our policy to end deforestation. We also have Fairtrade policies and targets that cover coffee, cocoa, pineapples and bananas – and we're working to increase certification in other products, such as flowers and tea. Our progress so far includes the following:



## Our targets and performance

1	<b>Target:</b> <b>100%</b> of cocoa certified by 2025 <sup>9</sup>	<b>Performance:</b> <b>98.59%</b> of all products containing >1% cocoa certified to either Fairtrade or Rainforest Alliance in 2022 <sup>10</sup>
2	<b>Target:</b> <b>75%</b> certified sustainable coffee by 2025 <sup>11</sup>	<b>Performance:</b> <b>78.57%</b> of all products containing >95% coffee contain certified coffee in 2022 <sup>12</sup>
3	<b>Target:</b> <b>100%</b> certified sustainable bananas and pineapples by 2025 <sup>13</sup>	<b>Performance:</b> <b>100%</b> certified sustainable bananas and pineapples
4	<b>Target:</b> <b>100%</b> sustainable cotton for our Aldi-exclusive garments and household textiles by 2025 <sup>14</sup>	<b>Performance:</b> To be reported in next year's Sustainability Report

# Responsible sourcing continued

## Certifications

The certification of key products means that an independent organisation has approved the item as being responsibly sourced. It's often visible to customers as a symbol or stamp on the product and helps to build trust and guide customer decision-making. Certification can range from supporting British and UK dairy farmers to ensure high standards of animal welfare.

Here's a snapshot of some of the certifications you can find on our products in store:

All of our fresh everyday beef, pork, poultry, shell eggs and liquid milk are certified to farm level that they meet certain welfare and environmental standards.<sup>15</sup>



All timber, paper and pulp in our products is either FSC or PEFC certified, or is made from 100% recycled materials.



[See a list of all certifications that we offer in the appendix >](#)

## Animal welfare

Aldi is committed to high standards of welfare for animals and has a dedicated team who work with specialist veterinary consultants on animal welfare and with our suppliers. This helps to inform and update our animal welfare policies.

Aldi publicly reports on the welfare of animals within its supply chain through our annual animal welfare update report (Animal Testing & Welfare – Aldi UK). Animal welfare data allows us to monitor welfare outcomes for animals in our supply chain and manage this with our suppliers.

We regularly engage with NGOs in this area and are a part of industry working groups, such as the Food Industry Initiative on Antimicrobials, and the Agriculture and Horticulture Development Board's dairy, cattle and sheep welfare working group.

Our contracts with suppliers stipulate that animal welfare compliance and certification requirements are in place on certain products. If there's any breach in standards, we work with our supplier and the relevant assurance scheme, such as Red Tractor or RSPCA Assured, to investigate and correct this.

[See Simple, consistent and responsible ethics section >](#)



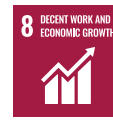
All of our fresh everyday beef, pork, milk, shell eggs and chicken are British and Red Tractor, Quality Meat Scotland or British Lion Eggs assured, meeting minimum welfare and environmental measures.



We have a cage-free shell egg goal by 2025 and monitor progress towards our cage-free shell egg goal annually. In the UK, we are currently at 82%.

<sup>15</sup> Third-party standards include Red Tractor, British Lion Eggs, RSPCA Assured, Organic or Quality Meat Scotland.

# Human rights in the supply chain



A worker in Ethiopia.

## Protecting human rights in our supply chain

It is critical to protect, value and respect people who may be impacted by our operations, throughout the supply chain. Aldi South Group was one of the first discount retailers to join the United Nations Global Compact in 2017, committing to its 10 principles across human rights, labour, environment and anti-corruption.

### Our process

We work on identifying the impact our business activities have on human rights in the following ways:

We have [due diligence processes](#) aligned to the United Nations' Guiding Principles on Business and Human Rights (UNGPs) and the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises.

We report on our [Modern Slavery Act compliance in Aldi UK and Ireland's 2022 Modern Slavery Statement](#).

## Identifying and understanding impacts

Our human rights impact assessments (HRIAs) follow a stringent methodology that helps us to identify, understand and assess the potential and actual adverse impacts of our business activities on rights-holders, such as community members or farmers. Aldi South Group has [conducted HRIAs](#) for avocados, Brazil nuts and coffee.

## Sharing results

Our buying practices are continually adjusted to improve human rights and HRIAs are considered during our buying tender process. We share the results of our HRIAs with business partners and work with them to improve performance.

## Monitoring how things are done

Our Corporate Responsibility Supplier Evaluation (CRSE) reviews the social and environmental compliance of our business partners, including their production facilities' sustainability performance. We work with our suppliers to ensure safe and fair working conditions.

[See Simple, consistent and responsible ethics section >](#)

## Feedback systems

Grievance mechanism processes are in place for colleagues and business partners, as defined by the UNGPs. We are working on extending the scope of where the grievance mechanisms are offered.

[See our Modern Slavery Statement and the Simple, consistent and responsible ethics section >](#)



## Remediation of negative impacts

We aim to prevent and mitigate any negative impact on affected rights-holders. If negative impacts occur, we act upon findings and work with business partners to remedy any impacts directly linked to our operations and products.

### High-priority raw materials and products

We focus on high-priority raw materials and products that are identified as high risk in the countries of origin. Different measures are in place to prevent adverse impacts, such as on-site visits, a Social Monitoring Programme (SMP) and employee and business partner training. We review audits when making buying decisions and have increased our traceability and supply chain mapping.

### Putting in place corrective action plans

A corrective action plan (CAP) is put in place if adverse risks and impacts are identified. This includes timelines for improvement and remediation of issues, closely monitored by Aldi. Business relationships may be terminated (temporarily or permanently) if the business partner is unwilling to implement improvement and remediation measures.

## Child labour remediation programme

The Aldi South Group has a rapid response system to react immediately and appropriately if child labour were to be found in our supply chains. We partner with The Centre for Child Rights and Business to implement the process. The Group's approach to addressing child labour is extending to food commodity groups, including providing training materials for suppliers.

## Taking action against modern slavery

We collaborate with experts, such as Slave-Free Alliance and Unseen, to record and investigate all modern slavery reports. In the UK, we are a part of the Seasonal Workers Scheme Taskforce that promotes the responsible recruitment and employment of migrant workers into UK farms, working with Government departments. Aldi is also establishing a robust modern slavery escalation process for dealing with any modern slavery reports.

# Human rights in the supply chain continued

## Fostering better livelihoods in our supply chain

We believe the best way to work with people and the environment is through joint initiatives and partnerships. Various multi-stakeholder projects we're engaged in at farm level are having positive impacts on working conditions and promoting gender equality around the world.

In Côte d'Ivoire, for instance, Aldi South Group collaborates with Cashew Coast, which locally sources and processes the cashew kernels that we then sell in store as an African Cashews Specialbuy. Processing at origin like this makes for a fresher product and creates a network of sustainable business relationships – value is reinvested into the community and the predominantly female workforce gain greater financial independence.

In Ethiopia, we invest in the Improved Workers' Rights in Ethiopian Flowers programme delivered by Fairtrade Africa and Fairtrade Foundation. The initiative aims to enhance the representation of women in management structures and on worker committees, along with improving working conditions for young people and workers with disabilities.

In Latin America, the Aldi South Group jointly piloted an innovative living wage verification process on three banana farms that indirectly supply to us. The goal of the pilot is to ensure that everyone in our supply chain receives a fair wage. The project aims to train and guide workers and local trade unions to improve the wage verification process where, often, average wage data provided masks seasonal wage fluctuations. Participants in the pilot included suppliers, traders, farm workers, trade unions and the NGO Banana Link.



We invest in the Improved Workers' Rights in Ethiopian Flowers programme delivered by Fairtrade Africa and Fairtrade Foundation.



## Aldi and the Wilberforce Institute in Morocco – working towards a fruitful future



In Morocco, Aldi's blueberry and raspberry growers are based in the regions of Larache, Laoumraa and Kenitra. Since 2014, there's been a five-fold increase in production, leading to increased competition locally and a fall in market prices. Often intermediaries recruit for pickers on the berry farms in peak season, carrying the risk of modern slavery. Aldi teamed up with the Wilberforce Institute in late 2022, to conduct a series of risk assessments at Aldi's blueberry and raspberry growers in Morocco.

Suppliers are using the resulting recommendations to put measures in place to reduce future risk. This includes paying increased overtime premiums; ensuring working standards are enforced, such as legal limits on the hours of work and minimum age requirements, reducing the risk of gangmasters, labour exploitation and loans. Transporters and recruiters need to be trained and make sure that growers conduct checks on the recruitment practices of intermediaries.

# Our environmental impacts

We're working hard to reduce environmental impacts across our operations, from emissions to energy and water use. We're tackling emissions by focusing on the energy used to power our stores and distribution centres, and looking at our supply chain, particularly our agricultural emissions.

We track our emissions by commodity and supplier to identify the sources of major emissions within our supply chain and work together to reduce them. Our dialogue with customers also plays a key role: we help customers save money while encouraging them to use products in a more climate-friendly way – for example, by offering energy-saving tips.

In this section, we explain how we are working to reduce our environmental impact throughout our entire operations.

- **Climate change**

[Read more on pages 17 and 18 >](#)

- **Our energy use**

[Read more on pages 19 and 20 >](#)

- **Environmental impact of stores, RDCs and offices**

[Read more on page 21 >](#)

- **Water management**

[Read more on page 22 >](#)





# Climate change



## Working together to reach net zero

The sharing of best practice is key to tackling challenges shared by the retail industry on climate change. The following are UK-based initiatives with learnings shared with Aldi Ireland:

- **British Retail Consortium (BRC) Climate Action Roadmap:** a joint industry commitment to deliver net zero in the supply chain by 2040
- **Waste & Resources Action Programme (WRAP) Courtauld Commitment 2030:** Aldi is one of the founding signatories of the Courtauld Commitment 2030, whose goal is to collaborate on delivering 50% emissions reduction in food and drink by 2030
- **WRAP's Retailer Net Zero Collaborative Action Programme:** collaborative retailer actions focused on agricultural emissions, consumer choices and standardised Scope 3 reporting

## Our Scope 3 emissions explained

Aldi's Scope 3 emissions are primarily created in our supply chain activity and goods that we purchase for resale. Aldi has grouped our Scope 3 supply chain emissions into the following key categories, aligned to the Greenhouse Gas Protocol (GHGP) Corporate Value Chain (Scope 3) Accounting and Reporting Standard, following an initial screening of our business activity:

<sup>18</sup> Our Scope 3 emissions breakdown (which can be found in the data table in the appendix on page 53) reflects the total for the UK using standard guidelines (GHG Corporate Standard Protocol). We have identified Category 4 emissions as strategically important, in line with our international net zero strategy. We anticipate that our Upstream transportation and distribution (Category 4) will increase in our upcoming reporting years, to surpass Fuel-related emissions (Category 3) as a result of improved data acquisition. We therefore consider Upstream transportation and distribution (Category 4) to be more strategically relevant.

## Tackling climate change

Aldi has a responsibility as a large retailer to ensure the emissions that we directly produce through our own operations and the energy that we buy (we refer to these as Scope 1 and 2) are reduced, and that we reduce our indirect (Scope 3) emissions – these are emissions produced by activities outside of our own operations across our value chain.

[Read more in the appendix >](#)

Due to our complex, global supply chains and our millions of customers in the UK, Ireland and Europe, our indirect (Scope 3) emissions make up the biggest part of our carbon footprint and hold the greatest opportunity for us to reduce our climate impacts.

## Our targets



- 1 Aldi in the UK is committed to reach net zero emissions across our supply chain by 2040<sup>16</sup>
- 2 Aldi South Group has committed that the top 75% of its suppliers by emissions, covering purchased goods, will have science-based targets by 2024<sup>17</sup>

To keep up with the latest science and expectations on businesses to curb emissions, our international sustainability team are assessing our existing targets (for Scopes 1, 2 and 3). We are also in the process of formalising near-term and long-term reduction targets focused on supplier engagement and absolute emissions reductions against a 2022 baseline. These new targets take into account SBTi's FLAG sector requirements.

## Our Scope 3 emissions<sup>18</sup>



<sup>16</sup> As part of Aldi's involvement in the BRC Climate Action Roadmap.

<sup>17</sup> Aldi South Group has also committed that 75% of its suppliers by emissions covering purchased goods will have science-based targets by 2024. The target boundary includes biogenic emissions and removals for bioenergy feedstocks.



# Climate change continued

## Tackling emissions outside our operations

Our suppliers – and the sources of their emissions – are wide-ranging, from the farmers who produce the food, to transport and logistics companies, and those who construct our stores and distribution centres. Our colleagues also play a part through their journeys to work, and our customers can support carbon reduction by using and disposing of our products responsibly.

To take effective action, we need a detailed and accurate understanding of our Scope 3 data. In the coming year, we are undertaking projects to improve data quality as well as targeting carbon reduction projects in our key supply chains.

## Emissions from agriculture

In 2022, we worked with suppliers to understand our carbon footprint from agriculture, which will help us to better quantify the contribution and impact of farming on our emissions. We will focus on the most carbon-intensive areas of our business alongside supporting farmers to reduce on-farm emissions.

We source 45% of our fruit and veg, and 100% of our everyday fresh beef, pork, poultry, milk and shell eggs from British suppliers – reducing our transport emissions when compared with shipping from international producers. As part of the ADFP, we're working with dairy producer Arla Foods to undertake carbon footprinting.

[See Sustainable agriculture section >](#)

**100%**  
of our everyday fresh  
beef, pork, poultry,  
milk and shell eggs  
sourced from British  
suppliers

## Bringing customers with us to fight climate change

We're increasingly working to support customers to make more climate-friendly choices. Sources of emissions from customers relate to the products we sell that are plugged in – like toasters or kettles – or products that use energy or water at their homes (from washing clothing to cooking food). Food waste and packaging is also a major source of emissions from our customers.

We believe it is our responsibility to offer customers products and choices that reduce their emissions, such as reducing our packaging and the emissions footprints of the products we sell. However, on top of doing our bit, we want to help our customers to reduce their emissions by offering energy-saving tips in our customer leaflets, and online [buying checklists](#) that offer healthy, money-saving ideas to avoid waste. We are in the process of developing more customer engagement projects around climate change.



<sup>19</sup> A digital twin was set up for the Stroud Aldi store. This used building simulation techniques to replicate the metering data. This digital twin was then used to understand energy uses within the building. The digital twin model was then translated into the Aldi Leamington Spa store model to provide a representable energy prediction.

**57%**  
decrease in energy  
demand compared  
with a normal store



## Eco concept store

Aldi opened the doors to a new eco concept store in Royal Leamington Spa at the end of September 2022. The store is designed to significantly reduce emissions and make it easier for shoppers to reduce, reuse and recycle. We'll be using the store to test and learn what works best for our customers. The new store includes:

- **A 'difficult to recycle' unit** – located at the store entrance to allow customers to recycle items which are not collected by local authorities. Aldi will be the **first** UK retailer to trial a recycling point for coffee pods and medicine packets, also accepting batteries, soft plastics and cosmetic packaging.
- **Nuts and coffee refill fixture** – a trial selling packaging-free products to help customers shop more sustainably and at even lower prices. Customers can use their own containers or free FSC-certified paper bags. This follows Aldi's refill trial at its store in Ulverston, Cumbria in 2021.
- **Sustainable building materials** – from timber fibre insulation, cement replacement concrete, recycled lighting columns and low-temperature tarmac, to a partial green roof, several changes to traditional store design have been made to reduce lifecycle carbon emissions and to improve the ecological credentials of the site.
- **Energy-saving initiatives** – the store has solar panels and uses chiller doors to reduce energy consumption, while redesigning the building structure has also helped reduce overall energy demand up to 57% compared with a normal store.<sup>19</sup> The car park has dedicated electric vehicle charging points, with capacity to expand these in the future as demand for the spaces increases.

# Our energy use



In addition to tackling the emissions produced outside of our operations (Scope 3), we are working to reduce emissions across our own operations (Scope 1) and through the energy we purchase (Scope 2). We're always looking out for ways to be more efficient across every Aldi store, RDC and office.

## Our Scope 1 and 2 emissions footprint

The Company Carbon Footprint (CCF) is the calculation of all carbon emissions generated through Aldi's UK and Ireland direct operations – from gas consumption, transport, and refrigerant gases. It tracks our progress towards our target to achieve net zero for operational emissions by 2035, and is supported by our [energy policy statement](#) for Aldi UK and Ireland.

In the UK, we are on track to achieve our target of net zero for operational emissions by 2035. In 2022, we achieved a 3.1% reduction versus 2021. Streamlined Energy and Carbon Reporting (SECR), which is applicable to Aldi in the UK, reported a reduction of 5.9% in overall emissions in 2022 versus 2021.<sup>23</sup>

[See our detailed emissions data here >](#)

# Our targets and performance



**1 Target:**  
**26%** reduction of absolute Scope 1 and 2 GHG emissions by 2025, from a 2016 baseline (SBTi approved)<sup>20</sup> for Aldi South Group

**Performance:**  
**14%** reduction (location based)<sup>21</sup>  
**8%** increase (market based)<sup>22</sup>

**2 Target:**  
For Aldi UK and Ireland, we are also committed to achieve:

**net zero** to be achieved for Scope 1 emissions by 2035

**Performance:**  
**8%** increase in Scope 1

**net zero** has been achieved by Aldi for Scope 2 emissions, following the continued procurement of green electricity, since 2016 (market based)

**net zero** to be achieved for Scope 2 emissions by 2030

**28%** reduction in Scope 2 emissions (location based)

**3 Target:**  
**2%** reduction in electricity in 2022 across the UK and Ireland in line with ISO 50001 and our Greener Everyday colleague engagement programme

**Performance:**  
**3%** reduction achieved in 2022 across our stores

Our Scope 1 market-based emissions have increased since 2016, driven by the expansions of our operations across the UK and Ireland during this time. By the end of 2022, we had 40% more stores and 30% more RDCs than in 2016. Consequently, the total distances travelled by our fleet HGVs has gone up by around 15% over this time, although our total HGV fleet has decreased. We are working hard to find ways to minimise our emissions footprint while continuing to fulfil the demands of our customers across the UK and Ireland.

<sup>20</sup> Aldi South Group has committed to reduce absolute Scope 1 and 2 GHG emissions by 26% by 2025 from a 2016 base year. This target is in line with the SBTi well below 2°C pathway and has been validated by SBTi.

<sup>21</sup> Emissions are calculated based on the average carbon intensity of the UK or Ireland electricity grid – see [Scope 2 Guidance | GHG Protocol](#) for more information.

<sup>22</sup> Emissions are calculated based on the renewable electricity that Aldi procures – see [Scope 2 Guidance | GHG Protocol](#) for more information.

<sup>23</sup> The difference between the two reports is attributed to SECR only including UK emissions and the reporting on grey-fleet emissions (i.e., any employee-owned vehicle, where fuel is expensed). The SECR statistics include Scope 1, 2 and a proportion of Scope 3 that relates to store deliveries provided by third-party logistics from our RDCs.

# Our energy use continued

## Saving energy across our sites

Our stores, RDCs, offices and owned transport are accredited to the energy management standard ISO 50001 across Aldi UK and Ireland. Our main energy consumption comes from five areas: refrigeration, lighting, heating, fleet diesel and electrical appliances.

We've been directly purchasing 100% renewable energy across our stores, RDCs and offices since 2015. We've also improved refrigeration, installed heat recovery systems and improved control systems. New fridge doors in refurbished and new stores can save up to 20% of store energy consumption per year. We consider energy performance in all our design activities and operations – such as in the way we set up our stores, offices and RDCs. Since 2021, we have been rolling out our electronic shelf labels in store that replace traditional paper price labels.



**100%**  
renewable electricity  
has powered all of our  
stores, offices and RDCs  
since 2015



## Tracking energy use

Every Aldi store in the UK and Ireland has an Energy Management System (EnMS), using energy-saving technology and employee awareness to help achieve the most efficient energy consumption. We track progress against our energy targets, including electricity, gas and fuel use, and review these targets annually. Stores also have an Energy Policy Pack to guide employees to think responsibly about energy consumption.



# Environmental impact of stores, RDCs and offices



We're working to reduce our overall environmental impact, on top of reducing our emissions and the energy we use. This includes reducing vehicle pollution, limiting our impact on local habitats and protecting biodiversity around our locations.

## Our approach

Every site is different, so we ensure to align with local regulations and authorities when building and running our locations.

We also have specific targets such as aiming to transition to natural refrigerants by the end of 2029 (all stores with hydrofluorocarbon refrigerants to be converted to CO<sub>2</sub>) and transitioning our fleet to low-carbon fuels such as hydrotreated vegetable oil and compressed natural gas.

During the construction of Aldi stores and distribution centres, we work to the Building Research Establishment Environmental Assessment Method (BREEAM) accreditation when required. BREEAM rates the sustainability of buildings. We also manage local habitats in line with both the council and national planning policy, and environmental best practice – for example, to be aware of any protected species in the locality, such as bats or badgers.



## Consulting with the community on real estate

We consult with the community and other relevant stakeholders regarding any new sites or where there may be significant proposed changes to existing stores. This consultation takes place before the submission of a planning application so that we can explain our proposals and reassure people. We do this with a mix of digital communications and face-to-face consultation.

The approach is designed to meet the statutory requirements of the planning regimes in Wales and Scotland or the expected requirements of individual local planning authorities in England.

## Efficient transportation for stores and RDCs<sup>24</sup>

We are reducing transport emissions in the following ways:

- Transitioning to low-carbon fuels for HGVs in our owned fleet. Currently Neston, in the UK, is running on 100% alternative fuels for its owned fleet
- Transitioning to electric company cars and installation of electric vehicle charging points at new and refurbished stores
- Conducting driver training programmes which include fuel efficiency training and monitoring of driving style
- Rolling out of double deck trailers and technologies, such as solar mats, air deflectors and HGV trailer skirts, that improve truck efficiencies

## Energy efficiency among colleagues

Aldi colleagues take action to be more energy, fuel and water efficient within their roles. Our 'Greener Everyday' programme engages all colleagues to look at practical actions we can take to support our net zero goals.

[See Everyday sustainability section >](#)

Around 30,000 colleagues were engaged in the programme across Aldi UK and in Ireland in 2022.

Within the programme, we regularly communicate to colleagues on sustainability measures, such as how to do heating checks for the winter months or showcasing biodiversity measures at our RDCs. We also run campaigns – during the festive period in 2022, we encouraged our stores, offices and RDCs to switch off over the Christmas and New Year bank holiday.

## Colleague engagement and collaboration

The Colleague Engagement Programme is an initiative with guidance and training on the simple actions that colleagues can take to reduce energy and waste, and recycle in day-to-day activities. To date, we've achieved:

- A reduction in energy consumption which led to more than £2.1 million savings across Aldi UK and Ireland<sup>25</sup> – that was enough energy savings to power 15 stores for a full year!
- Over 45 Aldi colleagues as 'Environmental Champions'
- The sharing of ideas and best practice between markets to identify environmental actions at work, such as signposts displayed by all printers

<sup>24</sup> Aldi Energy Policy statement [online](#).

<sup>25</sup> Cost avoidance calculated by comparing forecasted vs. actual electricity consumption since programme launch in 2019.

**£2.1 million**  
savings from  
reduced energy  
consumption!

# Water management



The UN estimates one-third of the global population currently live in water-stressed regions and nations. At Aldi, efficient water management is most important in our packaging and supply chain activities.

## Our targets



- 1 50% of the UK's fresh food to be sourced from areas with sustainable water management by 2030 – as part of Aldi's role as a signatory to the WRAP Water Roadmap<sup>26</sup>
- 2 All UK produce will be **LEAF certified** by the end of 2023, with minimum standards for water management<sup>27</sup>
- 3 10% relative reduction in operational water use by 2030 (against a 2020 baseline)
- 4 The Aldi South Group has a water goal for all high-priority supply chain products with high water scarcity, pollution or other water stewardship risks to be produced according to good water stewardship practices by the end of 2030

## Ensuring good water stewardship practices

Our International team used the World Wide Fund for Nature (WWF) Water Risk Filter to risk assess our globally-sourced products, starting with fresh produce as the highest-risk category, which had informed the priority supply chains in our international goal.

We have a comprehensive chemical management system across all tiers in the supply chain to reduce waste water. Our Detox policy, which ran to 2020, was based on our commitment to Greenpeace's Detox Initiative in 2015 that recognised the urgent need for eliminating industrial releases of all hazardous chemicals. This led to improved wastewater and sludge testing results, along with an increased treatment of factory wastewater in our production facilities.

## From sour to sweet – improving water use in our citrus supply chains

Aldi South Group is a sponsor of [WRAP's Water Stewardship project](#) on sustainable water management in Southern Spain, which aims to tackle water challenges in citrus supply chains. The programme brings together businesses, growers and other relevant stakeholders to take forward collective action at the catchment or river basin level. This will involve a range of interventions, farmer engagement and knowledge sharing, working with certification bodies and joint advocacy to improve water governance.

The programme aims to reduce the incidences of illegal water use, dramatically reducing water-related risks in the main fruit and vegetable production areas, specifically Andalusia, Murcia and, in future, Valencia.



## Where we're heading

We are currently conducting a water-related risk assessment for our supply chain as part of further developing our water strategy. More details to come in our 2023 Sustainability Report.

<sup>26</sup> See further details from WRAP [here](#).

<sup>27</sup> The LEAF scheme is one of the world's largest certification programmes for farmers, recognising the uptake of more sustainable approaches to food production.



# Tackling waste



## Achieving our food waste goals



### Target:

# 50%

reduction in food waste by 20% by 2025, and 50% by 2030 (compared with a 2017 baseline) – in line with [Courtauld 2030](#)<sup>29</sup>

### Performance:

# 57%

reduction in food waste intensity by the end of 2022 (compared with a 2017 baseline)<sup>30</sup>

## Tackling food and packaging waste

Waste is an urgent environmental and social issue. Given the scale and urgency of the problem, we're working with global, national and local organisations to help us to reduce waste across all of our operations. We're also working with suppliers on where we can reduce excess packaging of our products. In this section, we share our work to reduce both food and packaging waste.

In 2018, the UK wasted 9.5 million tonnes of food from households and businesses.<sup>28</sup> When it comes to surplus food, we don't want to waste an opportunity. As a fast-growing supermarket, we have a responsibility to tackle this major issue and to help fight food poverty and minimise environmental impact.

We're constantly learning how to better monitor our food waste. This involves engaging with our suppliers and our teams across the business to identify waste hotspots from 'farm to fork'; trialling additional food surplus redistribution routes and helping customers to reduce waste at home.

## Using labelling to reduce food waste

We know that avoiding waste matters to our customers – from the time it takes to do a shop, to the food they put in their fridge and cupboards. That's why we give customers the important information they need before they buy. Our product labelling follows the guidance of WRAP in the UK.

[See Customers and communities section >](#)

## Improving data accuracy

In 2022, we invested in improving the accuracy of our food waste tonnage and intensity data for years 2017–2021. We have a Food Waste Reduction Working Group within Aldi and have our food waste data audited on a quarterly basis.<sup>31</sup> Aldi has also developed an automated food waste report using a new reporting platform, which breaks down food wastage in granular detail to help target food waste reduction activities and initiatives.

# 41.9%

reduction in food waste tonnage (compared with 2017)

# 75%

price reduction on fresh produce, bakery and chilled products near the end of their shelf life

# 30%

price reduction on ambient items that have imperfect outer packaging



See our full reporting methodology for years pertaining to

[2017–2021 >](#)

[2022 >](#)

## Where we're heading

During 2022, we reviewed ways to help reduce household food waste. From 2023, we will be removing 'Best Before' dates on selected products, including fresh fruit and vegetable lines, to replace them with 'Display Until' codes. This encourages customers to look at the quality of produce rather than a date.

<sup>28</sup> Source: WRAP.

<sup>29</sup> Our commitment is in line with Courtauld 2030. This is a voluntary agreement that enables collaborative action across the entire UK food chain to deliver farm-to-fork reductions in food waste, GHG emissions and water stress that will help the UK food and drink sector achieve global environmental goals.

<sup>30</sup> Please see our full reporting methodology for years pertaining to 2017–2021 [here](#), and 2022 [here](#).

<sup>31</sup> Deloitte LLP. Aldi received limited assurance on historical food waste data (up to and including 2022's food waste data for the UK and Ireland). [Food Waste – ALDI UK](#).

# Tackling waste

## Successfully partnering to reduce food waste

We believe that having access to fresh and healthy food should be a right, not a privilege. Tackling food waste means calling in other experts to work with ours. Here's a snapshot on who we're working with:



### Neighbourly

Our partnership with the giving platform Neighbourly means that our stores donate long-life products, fruit and vegetables, bakery products and flowers that are near the end of their shelf life, all year round. All our stores are linked to local charities and community groups.

In addition to our ongoing support, we donated £250,000 to a winter foodbank fund in 2022. This was distributed to charities in the form of microgrants throughout the winter period. In all, 250 charities received a £1,000 grant to support them during the cost-of-living crisis.

Aldi shoppers can buy and donate non-perishable food items at customer donation points across Aldi's stores nationwide, through our Neighbourly partnership.

“We're always looking for new and creative ways to increase the amount of food we can donate. This partnership is enabling us to distribute even more surplus stock, while supporting a vast range of good causes. Our aim is for fresh, healthy food to be accessible for everyone, and Neighbourly are helping us to extend this commitment beyond our affordable range of fresh products.”

Liz Fox,

National Sustainability Director, Aldi UK and Ireland

<sup>32</sup> CO<sub>2</sub> tonnage was provided by Neighbourly based on WRAP's redistribution calculation.

Since 2019

**30 million meals**

donated to charities such as shelters, after school clubs, foodbanks and more

**4,633** causes supported

**5,486,373** people supported

**£749,054** financial donations

**883 tonnes** of non-food products donated

**63,286** tonnes CO<sub>2</sub>e reduced<sup>32</sup>



### Company Shop Group

Since 2015, our partnership has seen 14,538 tonnes of surplus food that would have been wasted going to people to feed themselves and their families. That equates to an amazing 34,614,286 meals on the table over seven years we've worked together. We also conducted a successful trial in our Cardiff RDC to allow our RDCs nationally to donate rejected stock to the Community Shop. The stock will be discounted to sell to those in need to prevent food going to waste.



### The Bread and Butter Thing (TBBT)

Aldi in the UK started working with TBBT in 2022, donating 5,000 meals to its mobile food clubs that take nutritious food into the heart of communities. This low-cost weekly shop provides essential produce for family eating, such as fresh fruit and veg, fridge favourites and cupboard staples.



# Tackling waste

## Taking action on packaging

The role of packaging is important to protect products from damage, ensure they can be transported easily and to help reduce waste by preserving food for longer. However, excessive packaging has negative impacts on the environment. We have ambitious targets across our business and supply chain for reusing and recycling packaging.

We communicate with our customers and colleagues about sustainable packaging, and encourage suppliers to use sustainable packaging options.

## Memberships and associations

Collaboration with peers in the retail sector is key to achieving reduced packaging goals. Our international team at Aldi are guided by the relevant regional, national and global legislation:

- It is a legal requirement in the UK to collect and submit all supplier packaging data under the Extended Producer Responsibility (EPR) reform
- We comply with WRAP's UK Plastic Pact (UKPP) to ensure 100% of our plastic packaging is reusable, recyclable or compostable, supporting WRAP's pledge for 70% of plastic packaging to be effectively recycled or composted by 2025. We are also working to increase the volume of loose, refillable or reusable transactions each year
- We follow guidance from On Pack Recycling Labelling (OPRL) about what is possible to recycle
- We use the design for recyclability guidance on plastics from Recycling of Used Plastics (RECOUP), an expert body in plastics resource efficiency and recycling

## Tracking the effectiveness of our packaging efforts

We adopt our principles of simplicity and efficiency to effect change and track progress. In 2022, we worked on data capture to align with EPR requirements:

- We now have access to an online portal which provides real-time data and progress on our targets for packaging
- We are working with recycling technology company Polytag on a trial to better understand the traceability of our packaging



## Our targets and performance

Aldi's packaging targets are far-reaching. To date, we have successfully removed all single-use plastic cutlery, plates, cups and straws – we did this before this became legislation in 2023. We have also eliminated problematic plastic packaging (such as black plastic, PVC and expanded polystyrene) from the primary packaging of our core food range. We also use 100% pulp-based packaging across primary packaging in our core range – that is FSC or PEFC-certified or made from at least 70% recycled content. Aldi's internal plastics and packaging targets are far-reaching, but we're always working to do more.

<b>1</b>	<b>Target:</b> <b>50%</b>	reduction in plastic (primary) packaging in relation to sales by 50% by 2025, from a 2019 baseline	<b>Performance:</b> <b>30%</b>	reduction at end of 2022
<b>2</b>	<b>Target:</b> <b>50%</b>	reduction in all packaging (primary, secondary and tertiary) in relation to sales by 50% by 2025, from a 2015 baseline	<b>Performance:</b> <b>21%</b>	reduction at end of 2022
<b>3</b>	<b>Target:</b> <b>50%</b>	of all plastic (primary) packaging is made of recycled content by 2025	<b>Performance:</b> <b>24%</b>	at end of 2022
<b>4</b>	<b>Target:</b> <b>100%</b>	of own-label (primary) packaging to be reusable, recyclable or home compostable by end of 2022	<b>Performance:</b> <b>98%</b>	achieved of the target at end of 2022
			<b>22,064</b>	<b>tonnes of unrecyclable material removed since 2019</b>

We are proud of our progress to have over 97% of our own-label packaging reusable, recyclable or home compostable. However, there are a number of packaging components where there are no current market solutions (mixed material composites, spray pumps, soak pads, bands). Research into finding solutions is therefore a major priority and progress has already been made in 2023.

# Tackling waste Initiatives and achievements



There are opportunities for us to reduce waste from packaging all over our stores and product lines. Here are just a few things we've been doing.

## Solutions for soft plastics

Many UK local authorities do not currently collect soft plastics, so we decided to do something about it. In 2022, we introduced recycling bins for soft plastics across 75% of our UK estate, to help customers recycle tonnes of difficult to recycle materials each year. Customers can return all types of clean, soft plastic packaging regardless of where the items were bought. The goal is to collect up to 300 tonnes of plastic in 2023.

## Making recycling easier for our customers

Customers in the UK will find store plastic collections in entrance lobbies. There's also a coffee capsule return scheme. And we've been trialling a refill scheme showing customers that it's cheaper to refill. Keep an eye out for more refilling in 2023.

[See case study on our eco concept store >](#)

## We're getting lean on beans

The removal of plastic shrink-wrap from our multi-packs of Bramwells baked beans further reduces plastic waste. This will save 78 tonnes of single-use plastic in the UK from going to landfill each year, while still offering our customers a multi-pack discount when they buy four tins.



## Where we're heading

We also trialled the removal of the outer plastic wrap for our sweetcorn minipacks, which could remove a further 24 tonnes of plastic from circulation each year. This means Aldi customers will be able to buy more of their everyday items, plastic-free. Watch this space!

## Podback and Aldi join forces to recycle coffee pods

We were very proud to be the first UK supermarket to join Podback! It means that our own-label coffee pods will now be part of the pod recycling service, which helps customers recycle their used coffee, tea and hot chocolate pods. Shoppers order recycling bags from Podback's website, fill them with Aldi own-label pods and take the bag to one of 6,500 Yodel drop-off points. There are also kerbside collections in some areas.

We expect this will help our customers recycle up to 268 tonnes of plastic and 20 tonnes of aluminium from Aldi own-label coffee pods each year.





## Customers and communities

In this section, we explain what putting customers first and supporting communities means at Aldi.

- **Healthy living is a given**

[Read more on pages 28 and 29 >](#)

- **Looking after our customers**

[Read more on pages 30 and 31 >](#)

- **Making a difference in our communities**

[Read more on pages 32 and 33 >](#)

- **Community impacts**

[Read more on pages 34 and 35 >](#)

We've welcomed a million new customers into our stores over the last 12 months – in fact, two-thirds of UK households now do their shopping with us. This means we really have the capacity to make a difference among our customers and in their communities – and we take our responsibility seriously.

Across Aldi, we champion our goal to make sustainability affordable. It's embedded into everything we do. It means that when a customer visits Aldi, they know that we're working hard to offer good quality, healthy products at a great price – products where our environmental and social impact has been considered before they reach the shelf.

# Healthy living is a given



We believe that everyone should be able to enjoy affordable, tasty produce. High-quality products at the lowest possible price shouldn't come at the cost of healthy choices for customers.

## Our targets



**1 Target:** 70% of our own-brand food and drink sales (excluding alcohol) will come from healthier items by 2025

**Performance:** 63.5% was reached in 2022, so we're well on the way to achieving this

**2 Target:** 5% increase in the number of vegetable portions sold across our own-brand products by the end of 2023 (compared with 2019)

**Performance:** 3.8% was reached in 2022

## Veggies for all!

We have a veg pledge to help boost our customers' buying and eating of veg, all year round. This supports our involvement in the Peas Please initiative – a UK charity with the goals of creating a sustainable food system which delivers health and wellbeing for all. We've already seen a 3.8% increase in portions of veg sold since 2019 – our goal is to reach 5%.

We're making vegetables more attractive to customers by placing them in higher footfall areas with plenty of space for display, so customers see them as soon as they come in store. Our monthly advertising campaigns promote veg in meals, and we're upping the number of vegetables and vegan choices in our leaflets and online. We also offer great deals on fruit and veg every week through our Super 6 items.

We also joined the Eat Them to Defeat Them campaign – with a mission to encourage children (and the whole of the UK) to eat more vegetables through weekly veg offers, recipes, and support for children and parents.



## Nutritional labelling, promoting public health and tackling childhood obesity

We know that shoppers like easy-to-see front of pack labels that use colour coding. At Aldi, we not only fulfil the minimum mandatory nutrition information that must appear on prepacked food – showing the amount of energy, fat, saturated fat, carbohydrate, sugars, protein and salt – we go even further.

Our traffic light labelling displays – with the percentage reference intake added – make it easier for customers to understand the nutritional composition of a product and to compare different items. We also label all fruit and veg (including processed ones) with the '5 a day' logo. Plus, we've removed cartoon characters from packaging on those products which contribute most to children's sugar intake, but we've kept them on our children's fruit and vegetable lines to promote healthier choices.

We're working to improve the nutritional profile of all our products and are in the process of creating the baseline so that we can track our progress on the following:

- We support public health and reduce childhood obesity under our Public Health England (PHE) targets.<sup>33</sup> We're constantly reviewing our products and reformulating recipes to reduce sugar, salt and calorie content
- Over and above the UK legislation requirements, we are working to restrict the use of Southampton 6 colours – sometimes called 'E numbers' – flavour enhancers, MSG and trans fats

## Our Get Set to Eat Fresh initiative

This is an engaging and inspiring programme focused on educating children aged 5 to 14 on the importance of a balanced diet, teaching them how to cook healthy food for themselves. Aldi, Team GB and ParalympicsGB have committed to building the programme and our goal is to reach 3 million young people by 2024.



# Healthy living is a given continued



## Temptation-free checkouts

The till area in stores is the place where convenient, impulse, and sometimes unhealthy purchases happen. Since 2015, Aldi UK has had a policy in place to ensure all products sold on our tills pass strict criteria and are defined as 'healthier' items.

We specifically put healthy products in prominent and important parts of our UK stores to ensure that healthy products are easily accessible. It's backed up by a policy that defines products as healthier or less healthy using the nutrient profile scoring system. It means that only items scored as healthy are allowed to be sold on our tills.

## The Foodie Market Popcorn – less sharing and healthier!

What's movie night without popcorn? The challenge was that bags for sharing were high in saturated fat, salt and sugar. Therefore, Aldi introduced single-serve Foodie Market Popcorn bags into stores. These have less salt and sugar and contain more fibre, which means they meet healthier standards than the existing legislation. They're also gluten free – and tasty!

We now have a goal to have 70% of sales come from healthy products by 2025. We use the nutrient profile model (the same used for the high fat, salt and sugar (HFSS) legislation) to define a 'healthy' product and continue to reformulate products to help us progress towards this goal.

**70%**

We now have a goal to have 70% of sales come from healthy products by 2025



## Highlights

**63.5%**

of our own-brand sales were from healthy products in 2022.<sup>34</sup> We will achieve our target through our reformulation programme by making more of our products fall under this 'healthy' definition, and marketing techniques to encourage customers to purchase healthier items.



## Where we're heading

We'll keep working with specialist service providers to help our suppliers with product reformulation. This will help Aldi, and our suppliers, meet the PHE targets for salt, sugar, calories and saturated fats, and go further by improving products with added beneficial elements like fibre and protein, and removing/reducing unhealthy elements, such as saturated fat or MSG.



# Looking after our customers



## Our goal is to be the nation's favourite place to shop

We strive to make Aldi a good shopping experience. Before we build any new store, we get to know the community and the needs of customers in that area, and build the shopping experience on our '7 Moments That Matter' – making sure our stores are friendly and clean, and that people can easily find what they're looking for and check out quickly. The seven moments cover friendliness, cleanliness, availability, quality, clear aisles, till queues and scanning at Aldi stores.

## Customer satisfaction – how we perform

In 2022, we achieved a satisfaction score of 89.23/100 across the UK and Ireland. To gain even more feedback, from January 2023 we began contacting 15,000 customers each month, asking them to complete a customer satisfaction survey.



## The 7 Moments That Matter

We've put ourselves in the shoes of our customers to devise our seven moments. When we set up a store, we use the following checklist:

### 1 Is it friendly?

Colleagues are in store to help customers find and reach things, assist at the self-checkouts or chat at the till if that's what someone wants (or not if they don't!)

### 2 Is it clean?

Everything has to be clean – the floors, the smudge-free chiller, even the air – with only the best fresh produce on display

### 3 Can I find what I'm looking for?

There's clear, easy-to-read signage on the fridges, shelves and aisles

### 4 Is it good price and quality?

It's what our business is built on

### 5 Can I get into store and up and down the aisles easily?

We're thinking of everyone – from providing store car park spaces for disabled people to parent and child spaces. Our till system is both visual and audio, guiding customers to available tills

### 6 How long is the queue?

If you're in store, you will hear the words: "We're opening till two for you"

### 7 Can I check out quickly?

Big barcodes allow Aldi colleagues to scan products quickly and accurately

# Looking after our customers continued



## Top quality produce

There are a few steps we take to offer our customers the highest quality fruit and veg at the lowest possible prices. We make sure all produce is free of defects, with a particular focus on loose products.

We've also removed 'Best Before' dates on a number of items and replaced them with 'Display Until' codes, to help reduce household food waste. This encourages customers to look at the quality of produce rather than a Best Before date.

## We're open to all customers

We work hard to be an inclusive retailer and have really positive relationships with our customers. We offer shoppers ways to tell us what they think, and when customers tell us what they want – or don't want – we act on it. For example, in 2022, we introduced self-checkouts as well as a new till system that clearly indicates to customers which tills are open. We also monitor customer insights to make sure we're meeting needs and gauging how people feel about our prices.



## We asked customers to tell us the truth...

Customer feedback has driven direct change in our stores. In the past we have used our 'Tell Aldi' system, where customers use a link on their receipt to provide feedback, with the chance of winning Aldi vouchers. From a practical standpoint, sometimes people missed this at the bottom of the receipt and – to be good to the environment – we're trying to reduce the use of paper receipts in our stores.

That's why, in 2022, we trialed a feedback system to hear what our customers had to say. It's a system that asks the customer one question, from a random selection, while at the card payment terminal. It gave us much more spontaneous and genuine feedback.

# Making a difference in our communities



At Aldi, we really have the capacity to make a difference. It's because we have more than 1,000 stores and over 40,000 employees across the UK, who want to support their local communities. As a company, we want to give something back to the communities where we're present.

That's why we're proud to be partnered with Teenage Cancer Trust in the UK. Over the years, we have raised £8 million for Teenage Cancer Trust – and we're not stopping here!

But that's not all. We also respond to large-scale emergencies as the Aldi South Group, like donating money for the Ukrainian refugee crisis along with a host of other smaller donations raised for a broad range of charities.

## Our target



We're able to use the Aldi profile to fund and help raise awareness of the vital work that Teenage Cancer Trust (UK) do to improve people's lives. Our target is:

**Target:**

**£1 million** raised each year for Teenage Cancer Trust

## Aldi is proud to partner with Teenage Cancer Trust in the UK

Teenage Cancer Trust is the only UK charity dedicated to providing specialised nursing care and support for young people aged 13 to 24 with cancer. Aldi UK began our partnership with Teenage Cancer Trust in 2017. Our donations support the charity's mission that every young person with cancer gets the support they need, when they need it, before and after diagnosis. Our goal is to raise £10 million in 10 years, by 2027. This cause goes beyond the teenagers; acknowledging that parents, siblings, friends and communities are all affected. After visiting Teenage Cancer Trust, we recognised their need for greater support. It was also a cause that our employees could embrace. Like Aldi, Teenage Cancer Trust is based all over the UK, across 28 hospital units. Importantly, we can see a local impact from our donations – across each of our UK regions, our employees and customers can see first-hand the tangible difference they're making in their local community.

Aldi has raised over £8 million for Teenage Cancer Trust since our partnership began in 2017. In 2022 alone, we raised £1,176,142.



## Inspired employee fundraising

Fundraising took place throughout the year with a variety of challenges and events – from sweepstakes to charity sky dives – as well as collecting donations in our stores. In total, our colleagues raised over £535,000 in 2022. Aldi colleagues donated an additional £60,000 to Teenage Cancer Trust in 2022 through our payroll giving scheme, Pennies from Heaven.

## Inspired donations

It's up to our Aldi colleagues to devise imaginative fundraising ideas and they're always inspired! There were a range of challenges and events – from sweepstakes to charity sky dives. Here are some of the other ways we donated to Teenage Cancer Trust during 2022:

- Supported Teenage Cancer Trust's 'Anything but hair' campaign, a three-day charity fundraiser on TikTok. We doubled every donation up to £5,000!
- Made gift-in-kind donations with vouchers
- Rolled out cause-related marketing products, donating a set amount of a specific product sale
- Extended the Rainbow Fund to support families who are financially struggling while using Teenage Cancer Trust facilities

# Making a difference in our communities continued

## Supporting Teenage Cancer Trust at the Royal Albert Hall



In March 2022, the Royal Albert Hall hosted its first annual Teenage Cancer Trust concert since the Covid-19 pandemic – a full week of exciting celebrity performances in aid of the charity. Aldi donated £240,000 to support the show, which included a £40,000 donation to match what guests donated through an Aldi text to donate video played at each show. Many Aldi employees also supported through volunteering opportunities at the event and helped collect over £30,000 in cash and card collections!

**£240,000**  
donation from Aldi to support the show



# Community impacts



## In 2022, Aldi supported the following charities and causes



### International Red Cross for Ukraine

Aldi South Group – including Aldi UK and Ireland – donated €5 million to the International Red Cross for Ukraine.

**€5 million**  
donated by Aldi to the International Red Cross for Ukraine



### When You Wish Upon A Star

When You Wish Upon a Star has a simple mission: to grant the wishes of children living with a life-threatening illness. We supported the charity in 2022 with close to €250,000 in goods and donations.



### Baby products for charities

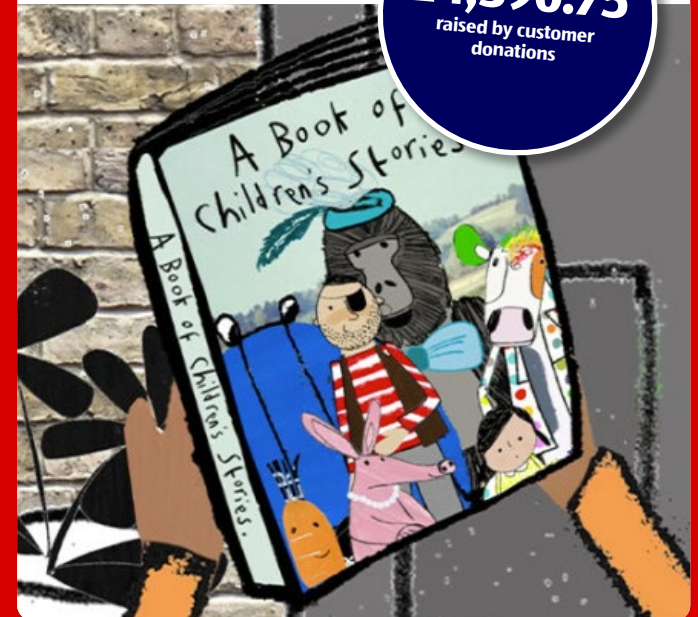
We donated 80,000 items of baby products from our Mamia range, including nappies and baby wipes, to charities and foodbanks that help new parents on low incomes. This was inspired by a study from Aldi and YouGov which found that more than three-quarters (77%) of new parents across the UK were worried about the cost of essential baby products.

### Books for school kids

The summer holidays in the UK are an opportunity to catch up on reading, but the National Literacy Trust states that 1 in 17 kids don't have a book at home. As schools ended for the summer in the UK, Aldi donated 10,000 books to kids who needed them.

The My Reading Journey campaign, created in partnership with the Neighbourly Foundation and Magic Breakfast, included a video animation narrated by England and Manchester United footballer Marcus Rashford. This highlighted the joy of reading and the fact that books are a necessity, not a privilege. It encouraged people to donate books. Customer donations also raised £4,590.75.

**£4,590.75**  
raised by customer donations



# Community impacts continued



## Bowel Cancer UK

In 2022, Aldi committed to adding the signs and symptoms of bowel cancer to all its packs of toilet roll, in support to Bowel Cancer UK's #GetOnARoll campaign. The aim is to raise awareness of the disease by including signs and symptoms of bowel cancer on all our packs of own-brand toilet roll and a QR code on the packaging for customers to find out more.

## Neighbourly Foundation Winter Foodbank

A winter foodbank fund through the Neighbourly Foundation donated £250,000. This was distributed to charities in the form of microgrants throughout the winter period.

[See food waste case study >](#)



**£15,000**  
donated by Aldi to Causeway's safehouse for modern slavery survivors

**£5,000**  
donated by Aldi to Causeway's Sofa To Summit fundraising campaign



## Causeway (formerly named City Hearts)

In 2020, Aldi UK donated £15,000 to Causeway's safehouse for modern slavery survivors and, in 2021, donated a further £5,000 to LifeSupply, which provides survivors with an initial care pack of toiletries, bedding and clothes when they arrive in a Causeway service. In 2022, Aldi UK also donated £5,000 to Causeway's Sofa To Summit fundraising campaign.



## Everyday sustainability

In this section of our report, we explain what we are doing to take care of employees:

- **Looking after our people**  
[Read more on page 37 >](#)
- **Attracting everyday amazing people**  
[Read more on pages 38 and 39 >](#)
- **Health and safety**  
[Read more on page 40 >](#)
- **Making things happen**  
[Read more on page 41 >](#)
- **Simple, consistent and responsible ethics**  
[Read more on page 42 >](#)

Sustainability is as much of a priority inside Aldi as it is outside. We operate with honesty and integrity wherever we do business around the world, applying our greener, fairer, healthier strategy pillars across all our operations. Inside Aldi, it's no different.

Sustainability is part of our language; it's key to onboarding and training from the first day at work. At every level and in each area – in office, store or distribution centre – people are encouraged to understand what sustainability looks like in practical terms, from thinking about energy use to helping customers recycle.

People are our biggest asset, so we work hard to create a friendly, cooperative place to work where colleagues feel like they're part of one amazing team. As well as offering everyone the job satisfaction they need, we invest in helping our colleagues progress and develop, in the way that they wish.

# Looking after our people



## Looking after our colleagues

Aldi prides itself on having an inclusive working environment. We are an inclusive employer where colleagues can bring their true selves to work, knowing they are welcome, valued and appreciated.

It doesn't stop there. We want our colleagues to feel happy and healthy, too, which is why we are committed to continually improving our Diversity and Inclusion (D&I) and wellbeing strategies. By offering well-rewarded, positive and inclusive employment, we can help our colleagues thrive, inside and outside of work.

## To attract the best, we've got to be the best

Aldi colleagues tend to stay with us for years. That's because they believe in the values of the company. Being part of Aldi means feeling consistently and responsibly cared for, beyond day-to-day employment. We offer benefits that include a great holiday allowance, pension, paid breaks, and parental leave and sabbatical opportunities. We also have a night premium for colleagues.

In some areas of the business, our colleagues are 'multi-taskers' and not confined to one job, hour after hour. For example, in-store colleagues are trained to work at the till, get involved in stock-checking or turn their hand to a bit of cleaning, where needed.



Fair play to fair pay, our annual pay review in 2022, confirmed Aldi as the UK and Ireland's best-paying supermarket.<sup>35</sup> After reviewing the market, we increased our hourly rates for store colleagues and warehouse operations to ensure we were the highest paying. We're always responding to market conditions to pay fairly and competitively in an ever-changing sector. We're also the only supermarket in the UK to give colleagues paid breaks. To us, that's just part of being fair.

## Healthy colleagues

Health is an important part of colleague welfare. Our support ranges from a discounted Health Cash Plan, that enables employees to claim back money on health services, to a Bike to Work scheme. We also offer online health access, with a digital doctor (GP) available, a dedicated wellbeing portal for mental health support and a free will service.

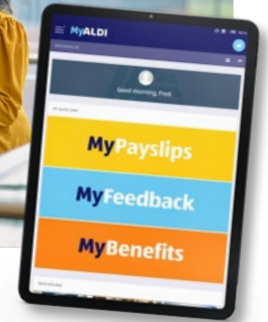
Our approach covers three layers of support for colleagues:

- Provide a safe working environment, with robust health and safety procedures, risk assessments, return to work support and more
- Tools and platforms such as MyWellness and myRTwellbeing, and partnerships with Mental Health UK and Team GB
- Help colleagues who face difficult times with free services such as the [RetailTRUST](#) helpline, salary finance options and trauma support

## Financial boosts

At times, people need a little financial advice or support. We offer financial wellness support, financial health checks and an Employee Assistance Programme. In 2022, we also launched a new MyBenefits platform for colleagues to access discounts. Plus, there are long service awards and gifts for a new parent.

<sup>35</sup> Aldi was the UK and Ireland's best-paying supermarket in 2022 based on our annual pay review and subsequent interim review.



## Keeping colleagues connected and supported

The MyALDI app is where colleagues share their stories and recognise each other for the amazing work they do. There's access to content and specialists in five areas of wellness: mental, nutritional, financial, physical and social.

A new Social Wellness hub offers access to resources and support on mental and physical health, nutrition and financial issues. There's also a dedicated menopause hub offering a safe space for colleagues to share their experiences and connect. Aldi held a menopause awareness webinar in 2022 to educate leaders on the topic to support their teams.

## Aldi won the Grocer Gold Awards 2022 'Employer of the Year' category.





# Attracting everyday amazing people



We have more than 40,000 colleagues at Aldi UK. We recognise the importance of D&I and are working to better reflect the communities we serve, including providing more support to minority and under-represented groups. We've made progress, but we know there's a lot more we can do, and we're working with expert partners to help us.

40,000+  
colleagues at  
Aldi UK



## D&I: our Embrace strategy

We're making positive changes to the way we attract, recruit and support our people. At the core of this is our Embrace strategy, which is built on five strategic pillars:

- 1 Employee engagement and support:**  
We check that people feel they can be themselves at work and that they're being treated equally
- 2 Employee insights and data:**  
When you listen, you learn. We do this through surveys and listening groups
- 3 Partnerships and external engagement:**  
We work with D&I specialists to inform our different programmes that support colleagues
- 4 Employer branding, attraction and selection:**  
Equal opportunities are offered throughout our selection process as we work to build a diverse talent pipeline for the future
- 5 Learning, development and awareness raising:**  
We promote social mobility and D&I within our apprenticeship strategy, our school partnership and our career starter programmes

Leaders receive Embrace training in their first year as a manager. This allows conversations around D&I and what it means for their respective teams. The training also supports leaders in improving their understanding, confidence and fluency when discussing D&I.



## As a signatory of the British Retail Consortium's Better Jobs Charter, we have made the following pledges:

- 1 Appoint a D&I executive**
- 2 Improve recruitment practices to remove bias**
- 3 Support career opportunity and progression for all**
- 4 Collect and contribute data on diversity**
- 5 Create a respectful and inclusive work environment**
- 6 Ensure all line managers are responsible for supporting equity in the workplace**

# Attracting everyday amazing people continued

## Appealing to university grads

Aldi also continued to rank well within the graduate market, including Times Top 100, UK Guardian 300, Rate My Placement Top 100 and Rate My Apprenticeship Top 100. In 2022, Aldi attended 91 university career events to speak with potential graduate candidates and increase our visibility among graduates to consider Aldi as a future employer.

**91**  
university career events  
attended to speak with  
potential graduate  
candidates



## Apprenticeship opportunities

We offer a range of apprenticeship programmes that enable existing colleagues to enhance their skills, develop specialist knowledge and improve their career progression prospects. Subjects range from customer service guidance to data analysis to driving. We offer career starter programmes with no requirement for applicants to have achieved qualifications or gained prior experience.

Aldi uses various marketing tools to promote apprenticeship vacancies to young people across the UK, with a focus on increasing social mobility and promoting D&I.

Each year, we host an Aldi apprenticeship graduation ceremony to celebrate the achievements of apprentices. The Aldi Apprentice of the Year winner is awarded to recognise the special achievements of apprentices.

**“My Aldi apprenticeship offered me an in-depth introduction into the world of logistics, subsequently igniting a passion that will help shape my future.”**

**Lee Dryden**, Aldi Apprentice of the Year 2022

## Increasing gender diversity

Aldi is a company built on merit and opportunity. Our growth means that we can provide career opportunities for everyone, regardless of background and where they work in our business. We track gender representation at all levels of our business and have many longer-term initiatives, including our accelerate and mentoring programmes, to help more women access senior roles at Aldi. We also have programmes to attract, retain and support women at Aldi. We are a signatory to the UN Women's Empowerment Principles to drive gender equality across our business.



## Gender pay and equality programmes

Aldi UK's mean gender pay gap is 10% and our median is 8.7%. Despite bringing our gender pay gap down significantly since records began in 2017, we saw a slight increase between 2021 and 2022. We track gender representation at all levels of our business, enabling us to identify where new initiatives will have the most impact. Using this intelligence, we are delivering many exciting programmes to attract, retain and support women at Aldi.

For example, all of our colleagues at Executive Manager level received dedicated diversity and inclusivity training in 2022 that will empower them to better identify and tackle important issues like unconscious bias. Our female mentoring programme has been underway since 2021 and is helping us to identify ways to improve female representation at senior levels, reducing our gender pay gap. We've introduced paid leave for women undergoing fertility treatment and have an ongoing programme of menopause awareness initiatives, including support guides, webinars and a menopause colleague hub.

## Supporting people with different abilities

We also work alongside the Business Disability Forum and the Hidden Disabilities Sunflower Scheme to better support our colleagues and customers with different abilities.

## Where we're heading

Due to the slight increase in the gender pay gap, our human resources team is working with committees within Aldi, that represent warehouse and store operations, to gather insights from colleagues from listening groups and surveys. The findings will be used to define strategic actions to reduce the gender pay gap.

# Health and safety



## Keeping colleagues healthy and safe



**At Aldi, a safe place to work is a human right**

It's important that everyone who works at Aldi, including our contractors, gets home safely at the end of a day. A safe environment, without risking personal health or safety, should be the norm rather than a nice to have. This applies to our people, customers and those working within our global supply chain.

[See Responsible sourcing section and Simple, consistent and responsible ethics section >](#)

All Aldi colleagues must complete e-learning modules on their first day that highlight health and safety policies and procedures within the workplace. It's a mandatory course that requires 100% completion from colleagues. Store teams received training on how to deal with manual handling; slips, trips and falls; and chemical spillages.

We also support the request from the Ethical Trading Initiative (ETI) that the International Labour Organisation (ILO) and International Organisation of Employers (IOE) make occupational health and safety (OHS) a fundamental right in the workplace.

### Rethinking safety – Everyday Safe, Everyday Amazing

In 2022, the Aldi Health and Safety team regrouped to think about what safety has meant to them and their colleagues in recent years. This included the emphasis on considering the safety of yourself and others – which gained such momentum during the pandemic – and how this could continue and help to positively influence the culture of safety in Aldi.

The result is the launch of Everyday Safe, Everyday Amazing, which aims to highlight the link between safety and the smooth delivery of our amazing retail operation – from picking stock in our warehouse, to scanning a bottle of milk through our tills. Keeping each other safe ultimately keeps us operating.

### Safety in our operations

Our safety strategy is in alignment with Aldi's business strategy. This helps Aldi colleagues to think about safety as something that can propel our business forward.

This is supported in the following ways:  
.....  
Safety performance reviews and challenges take place at monthly Managing Director catchups with Regional Safety Managers, and during Store Operations and Warehouse Operations Committees. This focuses on the things achieved, as well as the areas that need work, using the approach of '3 to Celebrate, 3 for Focus'  
.....  
Our Operational teams work together to strategically steer efforts toward reducing risk and accidents



### Food hygiene safety

We've also partnered with the Food Standards Agency to take part in the Achieving Business Compliance (ABC) trial. This programme will look to create a new regulatory framework for food hygiene inspections that aims to benefit retailers, regulators and consumers.

We've already celebrated a big win! Aldi was named "most hygienic supermarket in the UK" in a study of 744 stores. The study, conducted by Property Inspect, used data from the Food Standards Agency (FSA) to identify the percentage of supermarkets under each brand that received a rating of five in their latest hygiene inspection.

**Across the UK, 99.73% of our 744 stores boasted a top hygiene rating of five, followed by Waitrose at 98.24% and Marks & Spencer at 96.72%.**

### Where we're heading

Health and safety is an area that requires continuous improvement. We are working to reduce risk of harm and personal injury to our colleagues, customers and others, and reduce losses to the business due to safety. Our goal is to provide a hygienic and safe shopping experience.

# Making things happen



Aldi is a family-owned business that considers sustainability to be crucial to the future success of our business. To ensure we're delivering on our sustainability ambitions, our sustainability work and the development and implementation of our strategy is supported by national and global teams.

The National Sustainability teams in the UK and Ireland look after the day-to-day sustainability work and projects. Our National Sustainability Committee includes those on the National Sustainability team along with senior managers from other departments. They check that we're on track to deliver the sustainability strategy and goals. The Committee is chaired by a Group Managing Director.

Our International Sustainability team aligns with countries in the Aldi South Group on sustainability strategy and actions. Where needed, they set international guidelines on behalf of the Aldi South Group, such as climate targets. Finally, the International Sustainability Committee includes representatives of each National Sustainability Committee (at Group Managing Director level). They come together to discuss and approve international strategy.

We continually engage with our internal and external stakeholders, and the feedback we receive informs and drives our sustainability activities.

## Leadership team effectiveness

Sustainability within a company needs to be driven by the leadership so that it's effective. That's exactly what we do at Aldi. We're committed to sustainability and affordability, from leadership level to our colleagues in stores and distribution centres.

## Sustainable leadership: Greener Everyday and Embrace strategy

The leadership teams across Aldi need to be equipped with the right skills to effectively manage our work in sustainability. For example, we equip managers with D&I skills to ensure that colleagues understand this as a business priority and how to consider D&I in their decision-making.

Where relevant, leaders have the opportunity to undertake apprenticeship programmes which aim to help innovate and deliver on social and environmental change. We offer a programme for senior leaders which helps to increase their ability in developing a sustainability programme and promote an ethical, inclusive, innovative and supportive culture. Leaders receive Embrace training in their first year as a manager in both the UK and Ireland, focused on D&I.

Among our colleagues, we offer a sustainability training day to give an overview of our work across Aldi. A Greener Everyday e-learning module is also available, which brings together all areas of Aldi's Greener Everyday programme. This is to make colleagues aware of Aldi's environmental objectives and how individuals can support them.

In addition, we annually release our Health, Safety and Energy Guidelines policy to remind colleagues across the business of the importance of seemingly small actions (such as turning off lights, computers and machinery when not in use) that can have a significant impact on energy consumption.



## Helping colleagues understand and identify sustainability

It takes commitment to make sure that sustainability is a part of everyone's day-to-day role at Aldi. At the outset of employment, every employee must complete e-learning modules on our Code of Conduct and Conflicts of Interest.

[See Simple, consistent and responsible ethics section >](#)

From there, sustainability is a part of most roles, from those who are customer-facing to our colleagues who purchase our products. For example, in certain roles, teams use a project scoping tool to incorporate environmental considerations in our most influential projects.

## Purchasing for sustainable options

Our buying department considers packaging at every step of the buying process, with the aim of making sustainability affordable for everyone. This includes the product sample stage through to final product. Plastics and packaging are part of our category reviews where teams update the business on our current progress, areas of focus and potential areas of opportunity to improve our commitments to reduce plastic.

[See Tackling waste section >](#)

# Simple, consistent and responsible ethics



At Aldi, we value our business ethics and understand the high standards of corporate responsibility that are expected of us. We take great pride in upholding our reputation, which has gained us the trust of our customers, business partners and colleagues.

Although the language and legislation around topics such as bribery, anti-corruption, food safety and labour rights is anything but simple, when it comes to compliance and ethics, we continue to apply our core values of simplicity, consistency and responsibility.

You can find more in-depth information on how we assume responsibility towards effective employment procedures, marketing, transparent reporting and more in our [UK and Ireland Code of Conduct](#).

## Code of Conduct

Each employee is required to complete e-learning modules that highlight the company policy surrounding a variety of topics. This list is not exhaustive: Code of Conduct, corporate responsibility, disability awareness for leaders, disability awareness for non-leaders, modern day slavery and competition law training. The average company-wide completion rate was 89% across all policies and modules in 2022.

## Reporting compliance issues

Aldi operates an AlertLine system, which is independently managed by a third-party provider, allowing colleagues and suppliers to report serious compliance violations anonymously.

All reports received are triaged on receipt by the National Compliance Officer team before allocation for investigation and response. Any critical concerns will be escalated immediately to Top Management. Regular monthly and annual summary reporting is also provided.

## Grievance process

The Employee Handbook highlights Aldi's commitment to dealing with grievances seriously. If anyone feels wrongly or unfairly treated, they can raise the matter with a senior manager, either individually or together with colleagues, and the grievance will be taken seriously. The grievance process is clearly outlined to all employees. The high frequency with which the employee will see their direct leader allows for ample opportunity to raise any concerns they may have.

Any employee who might be required to handle a grievance is given full training, has access to template documents and guidance, and will be given advice from human resources or our legal advisors if required. Any employee who wishes to give feedback regarding the process or documents provided can do so, with suggestions reviewed by human resources.

## Human rights and social impact monitoring within the supply chain

Aldi has stringent policies and guidelines in place regarding human rights to ensure the same level of commitment from suppliers. All suppliers are made aware of our policies and commitments in the International Catalogue of Requirements for both Quality and Sustainability as part of Aldi's contractual agreement. During the tender process, our standard procurement questions for potential suppliers cover ethics and sustainability. Suppliers also receive a range of training to support them to comply with our sustainability requirements.

We have implemented a Social Monitoring Programme to enable monitoring of compliance regarding social impact standards at our suppliers' production facilities. Our suppliers are integrated into this programme according to an assessment and prioritisation of their respective supply chain risks. All those in high-risk areas who manufacture Aldi products must have a valid third-party audit of their main production facilities.



On-site audits performed by independent experts are a key component of the programme. Aldi recognises audits and certificates according to the standards, which include Amfori Business Social Compliance Initiative (BSCI), the Sedex Members Ethical Trade Audit (SMETA) and the International Council of Toy Industries (ICTI).

Workers in the supply chain have access to a grievance mechanism that enables them to raise issues and find remediation. One is the Worker Voice Programme from the Issara Institute. The other third-party grievance mechanism is the Amfori 'Speak 4 Change' programme, where workers in the supply chain have access to a mechanism that is country specific.

[See Human rights in the supply chain section for more information >](#)

## Memberships

Aldi is a member of the British Retail Consortium. We also have positive relationships with several NGOs, charities and certification bodies.



# Appendix and indices

## Our material topics

Following the completion of our materiality assessment, the following material topics were identified:

1. Sustainable agriculture
2. Emissions across our value chain
3. Healthy options
4. Human rights in the supply chain
5. Affordability
6. Energy management
7. Packaging
8. Looking after our customers
9. Attracting and retaining talent
10. Community impact of Aldi stores
11. Food waste
12. Responsible sourcing policies and commitments
13. Water management
14. Health and safety
15. Compliance and ethics
16. Leadership team effectiveness
17. Environmental impact of stores, RDCs and offices

<sup>36</sup> Segregated sourcing means the ingredients purchased from a certified farm are physically separated from non-certified ingredients throughout the entire supply chain.

<sup>37</sup> Mass balance is a sourcing method that allows for certified and non-certified ingredients to become mixed during the shipping and manufacturing processes. All major international sustainability initiatives use mass balance in one form or another.

## Third-party certifications for our products and commodities

<b>Fish and seafood</b>	<ul style="list-style-type: none"> <li>• In 2022, 56% of our wild fish was certified to Marine Stewardship Council (MSC) or other international recognised standards</li> <li>• We also support Fishery Improvement Projects (FIPs). These projects have the end goal of the fisheries involved achieving MSC certification at the end of the five-year process. We only accept FIPs rated C and above</li> <li>• We ensure that our fish and seafood products are rated six and above according to the Sustainable Fisheries Partnership (SFP) scoring system</li> </ul>
<b>Timber, paper and pulp</b>	<ul style="list-style-type: none"> <li>• All timber, paper and pulp in our products is either <a href="#">FSC</a> or <a href="#">PEFC</a> certified, or is made from 100% recycled materials. For FSC or PEFC certified material, we have traceability through the supply chain from the forest to the final product.</li> </ul>
<b>Soy</b>	<p>Every year we footprint the soy in our animal feed to understand origin and certification levels. Accepted soy standards for our products include:</p> <ul style="list-style-type: none"> <li>• RTRS v.2018</li> <li>• ProTerra 4.0 2019</li> <li>• ISCC Plus v.3 2016</li> <li>• SFAP Non-Conversion</li> <li>• Cefetra CRS</li> <li>• Belgian Feed Association BFA</li> <li>• Cargill Triple S v.6.2 2018</li> <li>• ADM Responsible Soy Standard</li> <li>• Bunge Pro S v. 2015</li> <li>• Bio Suisse</li> </ul>
<b>Palm oil</b>	<p><a href="#">Our policy</a> for palm oil sourcing applies to all Aldi own-label food and non-food products within the UK and Ireland. It stipulates that straight palm oil (the oil derived from the palm fruit) must be Roundtable on Sustainable Palm Oil (RSPO) certified, to segregated level<sup>36</sup> as a minimum, while palm kernel oil and derivatives and fractions<sup>37</sup> must be RSPO certified to mass balance as a minimum.</p>
<b>Cotton</b>	<p>Accepted standards are Fairtrade, Global Organic Textile Standard (GOTS), Organic Content Standard (OCS) 100/ blended, Cotton made in Africa (CmiA), Better Cotton Initiative (BCI).</p>
<b>Meat, dairy, eggs and milk</b>	<p>All our fresh everyday beef, pork, poultry, shell eggs and liquid milk are certified to farm level, such as Red Tractor, QMS, and British Lion eggs Quality Assurance Schemes, or Organic.</p>
<b>Cocoa</b>	<p>Accepted certifications are Fairtrade, Rainforest Alliance and Cocoa Horizons.</p>
<b>Coffee</b>	<p>Accepted certifications are Fairtrade and Rainforest Alliance.</p>
<b>Bananas and pineapples</b>	<p>Accepted certifications are Fairtrade and Rainforest Alliance.</p>



# GRI content index

<b>Statement of use</b>	Aldi has reported the information cited in this GRI content index for the period 1 January 2022 to 31 December 2022 with reference to the GRI Standards.	
<b>GRI 1 used</b>	GRI 1: Foundation 2021	
<b>GRI standard</b>	<b>Disclosure</b>	<b>Location</b>
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details	Sustainability Report 2022, Chapter 'Appendix', Section 'GRI 2 General Disclosures', <a href="#">page 49</a>
	2-2 Entities included in the organization's sustainability reporting	Sustainability Report 2022, Chapter 'Appendix', Section 'GRI 2 General Disclosures', <a href="#">page 49</a>
	2-3 Reporting period, frequency and contact point	Sustainability Report 2022, Chapter 'Appendix', Section 'GRI 2 General Disclosures', <a href="#">page 50</a>
	2-4 Restatements of information	Sustainability Report 2022, Chapter 'Appendix', Section 'GRI 2 General Disclosures', <a href="#">page 50</a>
	2-5 External assurance	Sustainability Report 2022, Chapter 'Appendix', Section 'GRI 2 General Disclosures', <a href="#">page 50</a> Food waste assurance statement can be found here: <a href="https://cdn.aldi-digital.co.uk/x5@oSuaMDVjsf7lhd1oSbafyWtU.pdf">https://cdn.aldi-digital.co.uk/x5@oSuaMDVjsf7lhd1oSbafyWtU.pdf</a> Our methodology for food waste assurance can be found here: <a href="https://cdn.aldi-digital.co.uk/IWxt1aYwg9zvfcOYFfUtas2ZVuM.pdf">https://cdn.aldi-digital.co.uk/IWxt1aYwg9zvfcOYFfUtas2ZVuM.pdf</a>
	2-6 Activities, value chain and other business relationships	Sustainability Report 2022, Chapter 'Appendix', Section 'GRI 2 General Disclosures', <a href="#">page 51</a> Sustainability Report 2022, Chapter 'Seed to store', <a href="#">pages 8 to 12</a> Sustainability Report 2022, Chapter 'Tackling waste', <a href="#">pages 23 to 26</a> Sustainability Report 2022, Chapter 'Customers and communities', Section 'Making a difference in our communities', <a href="#">pages 32 and 33</a>
	2-9 Governance structure and composition	Sustainability Report 2022, Chapter 'Everyday Sustainability', Section 'Making things happen', <a href="#">page 41</a>
	2-22 Statement on sustainable development strategy	Sustainability Report 2022, Chapter 'Introduction', Section 'Reflections', <a href="#">page 2</a>
	2 Policy commitments	Aldi South Group's International Policy Statement for Human Rights: <a href="https://cr.aldisouthgroup.com/en/download/international-policy-statement-human-rights">https://cr.aldisouthgroup.com/en/download/international-policy-statement-human-rights</a> Aldi's Letter of commitment: <a href="https://cr.aldisouthgroup.com/en/downloads/letter-of-commitment-for-un-global-compact">https://cr.aldisouthgroup.com/en/downloads/letter-of-commitment-for-un-global-compact</a> International Position Statement on Mandatory Human Rights Due Diligence Legislation: <a href="https://cr.aldisouthgroup.com/en/downloads/international-position-statement-mandatory-human-rights-due-diligence-legislation">https://cr.aldisouthgroup.com/en/downloads/international-position-statement-mandatory-human-rights-due-diligence-legislation</a>



# GRI content index continued

GRI standard	Disclosure	Location
<b>GRI 2: General Disclosures 2021 continued</b>	2-24 Embedding policy commitments	Sustainability Report 2022, Chapter 'Everyday sustainability', Section 'Simple, consistent and responsible ethics', <a href="#">page 42</a>
	2-25 Processes to remediate negative impacts	<a href="https://www.aldi.co.uk/corporate/corporate-responsibility/fairer/modern-slavery">https://www.aldi.co.uk/corporate/corporate-responsibility/fairer/modern-slavery</a> Sustainability Report 2022, Chapter 'Seed to store', Section 'Human rights in the supply chain', Sub-section 'Feedback systems', <a href="#">page 14</a> Sustainability Report 2022, Chapter 'Everyday sustainability', Section 'Simple, consistent and responsible ethics', Sub-section 'Grievance process', <a href="#">page 42</a> Sustainability Report 2022, Chapter 'Everyday sustainability', Section 'Simple, consistent and responsible ethics', Sub-section 'Human rights and social impact monitoring within the supply chain', <a href="#">page 42</a>
	2-26 Mechanisms for seeking advice and raising concerns	Sustainability Report 2022, Chapter 'Everyday sustainability', Section 'Simple, consistent and responsible ethics', Sub-section 'Reporting compliance issues', <a href="#">page 42</a>
	2-29 Approach to stakeholder engagement	Materiality: Sustainability Report 2022, Chapter 'Introduction', Section 'Materiality', <a href="#">page 4</a> Real estate: Sustainability Report 2022, Chapter 'Our environmental impacts', Section 'Consulting with the community on real estate', <a href="#">page 21</a> Customers: Sustainability Report 2022, Chapter 'Customers and communities', <a href="#">pages 28 to 31</a> Colleagues: Sustainability Report 2022, Chapter 'Everyday sustainability', Section 'Looking after our people', <a href="#">page 37</a> Supply chains: Sustainability Report 2022, Chapter 'Seed to store', <a href="#">pages 8 to 15</a> Sustainability Report 2022, Chapter 'Everyday sustainability', Section 'Making things happen', <a href="#">page 41</a>
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	Sustainability Report 2022, Chapter 'Introduction', Section 'Materiality', <a href="#">page 4</a>
	3-2 List of material topics	Sustainability Report 2022, Chapter 'Appendix', Section 'Our material topics', <a href="#">page 43</a>
	3-3 Management of material topics	Sustainability Report 2022, Chapter 'Introduction', Section 'Materiality', <a href="#">page 4</a>



# GRI content index continued

GRI standard	Disclosure	Location
<b>GRI 301: Materials 2016</b>	301-1 Materials used by weight or volume	Sustainability Report 2022, Chapter 'Appendix', Section 'Packaging data', <a href="#">page 54</a>
	301-2 Recycled input materials used	Sustainability Report 2022, Chapter 'Appendix', Section 'Packaging data', <a href="#">page 54</a>
	301-3 Reclaimed products and their packaging materials	Sustainability Report 2022, Chapter 'Our environmental impacts', Section 'Taking action on packaging', <a href="#">page 25</a> Sustainability Report 2022, Chapter 'Appendix', Section 'Packaging data', <a href="#">page 54</a>
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	Sustainability Report 2022, Chapter 'Appendix', Section 'Emissions data', Emissions data table A, <a href="#">page 53</a>
	305-2 Energy indirect (Scope 2) GHG emissions	Sustainability Report 2022, Chapter 'Appendix', Section 'Emissions data', Emissions data table A, <a href="#">page 53</a>
	305-3 Other indirect (Scope 3) GHG emissions	Sustainability Report 2022, Chapter 'Appendix', Section 'Emissions data', Emissions data table B, <a href="#">page 53</a>
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	Sustainability Report 2022, Chapter 'Tackling waste', <a href="#">pages 23 to 26</a>
	306-2 Management of significant waste-related impacts	Sustainability Report 2022, Chapter 'Tackling waste', <a href="#">pages 23 to 26</a>
	306-3 Waste generated	Sustainability Report 2022, Chapter 'Appendix', Section 'Waste data', <a href="#">page 55</a>
	306-4 Waste diverted from disposal	Sustainability Report 2022, Chapter 'Appendix', Section 'Waste data', <a href="#">pages 55 and 56</a>
	306-5 Waste directed to disposal	Sustainability Report 2022, Chapter 'Appendix', Section 'Waste data', <a href="#">pages 56 and 57</a>
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-2 Ratio of basic salary and remuneration of women to men	Sustainability Report 2022, Chapter 'Appendix', Section 'Pay gap data', <a href="#">page 52</a>



# GRI content index continued

GRI standard	Disclosure	Location
<b>Material topic: Food waste</b>	3-3 Management of material topics	Sustainability Report 2022, Chapter 'Tackling waste', <a href="#">pages 23 and 24</a> <a href="https://www.aldi.co.uk/corporate/corporate-responsibility/greener/food-waste">https://www.aldi.co.uk/corporate/corporate-responsibility/greener/food-waste</a>
<b>Agriculture, aquaculture and fishing sector standard</b>	13.9.1 Food security	Sustainability Report 2022, Chapter 'Seed to store', Section 'Sustainable agriculture', <a href="#">page 9</a> <a href="https://www.aldi.co.uk/corporate/corporate-responsibility/fairer/supply-chain-resources">https://www.aldi.co.uk/corporate/corporate-responsibility/fairer/supply-chain-resources</a>
<b>Material topic: Healthy options</b>	3-3 Management of material topics	Sustainability Report 2022, Chapter 'Customers and communities', Section 'Healthy living is a given', <a href="#">pages 28 and 29</a>
<b>Material topic: Human rights in the supply chain</b>	3-3 Management of material topics	Sustainability Report 2022, Chapter 'Seed to store', Section 'Human rights in the supply chain', <a href="#">pages 14 and 15</a>
<b>Agriculture, aquaculture and fishing sector standard</b>	13.13 Land and resource rights	Sustainability Report 2022, Chapter 'Seed to store', Section 'Sustainable agriculture', <a href="#">page 10</a>
<b>Material topic: Looking after our customers</b>	3-3 Management of material topics	Sustainability Report 2022, Chapter 'Customers and communities', Section 'Looking after our customers', <a href="#">page 30</a>
<b>Material topic: Packaging</b>	3-3 Management of material topics	Sustainability Report 2022, Chapter 'Tackling waste', <a href="#">pages 25 and 26</a>
<b>Material topic: Responsible sourcing policies and commitments</b>	3-3 Management of material topics	Sustainability Report 2022, Chapter 'Seed to store', Section 'Responsible sourcing', <a href="#">pages 12 and 13</a>
<b>Agriculture, aquaculture and fishing sector standard</b>	13.23 Supply chain traceability	Sustainability Report 2022, Chapter 'Appendix', Section 'Third-party certifications for our products and commodities', <a href="#">page 43</a>



# GRI content index continued

GRI standard	Disclosure	Location
<b>Material topic: Emissions across our value chain</b>	3-3 Management of material topics	Sustainability Report 2022, Chapter 'Our environmental impacts', Section 'Climate change', <a href="#">pages 17 and 18</a>
<b>Material topic: Sustainable agriculture</b>	3-3 Management of material topics	Sustainability Report 2022, Chapter 'Seed to store', Section 'Sustainable agriculture', <a href="#">pages 9 to 11</a>
<b>Agriculture, aquaculture and fishing sector standard</b>	13.3 Biodiversity	Sustainability Report 2022, Chapter 'Seed to store', Section 'Sustainable agriculture', <a href="#">page 10</a>
<b>Agriculture, aquaculture and fishing sector standard</b>	13.7 Water and effluents	Sustainability Report 2022, Chapter 'Our environmental impacts', Section 'Water management', <a href="#">page 22</a>



# GRI general disclosures data

## GRI 2 General Disclosures

### 1. The organization and its reporting practices

<b>GRI 2-1</b>	GRI 2-1 Organizational details	Aldi UK
	The organization shall:	
<b>GRI 2-1-a</b>	a. report its legal name	ALDI Stores Limited
<b>GRI 2-1-b</b>	b. report its nature of ownership and legal form	Private limited company
<b>GRI 2-1-c</b>	c. report the location of its headquarters	England
<b>GRI 2-1-d</b>	d. report its countries of operation	England, Scotland & Wales
<b>GRI 2-2</b>	GRI 2-2 Entities included in the organization's sustainability reporting	
<b>GRI 2-2-a</b>	a. list all its entities included in its sustainability reporting	Aldi UK
<b>GRI 2-2-b</b>	b. if the organization has audited consolidated financial statements or financial information filed on public record, specify the differences between the list of entities included in its financial reporting and the list included in its sustainability reporting	Audited consolidated financial statements of the UK and Ireland Group are filed at Companies House in the UK. The entities included are: ALDI Stores Limited ALDI Limited ALDI Stores (Ireland) Limited ALDI Stores (Ireland) Developments Limited
<b>GRI 2-2-c</b>	c. if the organization consists of multiple entities, explain the approach used for consolidating the information, including: i. whether the approach involves adjustments to information for minority interests; ii. how the approach takes into account mergers, acquisitions, and disposal of entities or parts of entities; iii. whether and how the approach differs across the disclosures in this Standard and across material topics.	No adjustments are made to the consolidated results. There are no minority interests/mergers/acquisitions/full or partial disposals.



# GRI general disclosures data continued

## GRI 2 General Disclosures

<b>GRI 2-3</b>	GRI 2-3 Reporting period, frequency and contact point	
<b>GRI 2-3-a</b>	a. specify the reporting period for, and the frequency of, its sustainability reporting	1 January to 31 December, annually
<b>GRI 2-3-b</b>	b. specify the reporting period for its financial reporting and, if it does not align with the period for its sustainability reporting, explain the reason for this	Calendar year
<b>GRI 2-3-c</b>	c. report the publication date of the report or reported information	22 December 2023
<b>GRI 2-3-d</b>	d. specify the contact point for questions about the report or reported information	aldicr@aldi.co.uk
<b>GRI 2-4</b>	GRI 2-4 Restatements of information	
<b>GRI 2-4-a</b>	a. report restatements of information made from previous reporting periods and explain:	No
<b>GRI 2-4-a(i)</b>	i. the reasons for the restatements;	N/A
<b>GRI 2-4-a(ii)</b>	ii. the effect of the restatements.	N/A
<b>GRI 2-5</b>	GRI 2-5 External assurance	
<b>GRI 2-5-a</b>	a. describe its policy and practice for seeking external assurance, including whether and how the highest governance body and senior executives are involved;	Our financials are audited annually. We also assure our publicly reported food waste data. This is then presented to the CEO of Aldi UK and Ireland.
<b>GRI 2-5-b</b>	b. if the organization's sustainability reporting has been externally assured:	No
<b>GRI 2-5-b(i)</b>	i. provide a link or reference to the external assurance report(s) or assurance statement(s);	Assured annual financials posted at Companies House
<b>GRI 2-5-b(ii)</b>	ii. describe what has been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process;	Financials as per legal requirement
<b>GRI 2-5-b(iii)</b>	iii. describe the relationship between the organization and the assurance provider.	The assurance provider is independent of Aldi.



# GRI general disclosures data continued

## GRI 2 General Disclosures

### 2. Activities and workers

#### GRI 2-6

GRI 2-6 Activities, value chain and other business relationships

#### GRI 2-6-a

a. report the sector(s) in which it is active

Construction, recruitment, agriculture, aquaculture, and fishing, food and beverages, textiles and apparel, utilities, renewable energy, forestry, real estate, trading, distribution and logistics, packaging, retail

d. describe significant changes in 2-6-a, 2-6-b, and 2-6-c compared to the previous reporting period.

N/A



# Pay gap data

## GRI 405

### GRI 405-2

#### Gender pay gap

Gender pay gap 2022				Gender pay gap 2021			
	Female	Male	% difference female v male	Female	Male	% difference female v male	Difference (2021 v 2022)
Mean	£12.19	£13.55	10.04%	£11.57	£12.83	9.82%	+0.22
Median	£10.80	£11.83	8.71%	£10.36	£11.08	6.5%	+2.21

#### Bonus pay gap

Bonus pay gap 2022				Bonus pay gap 2021			
	Female	Male	% difference female v male	Female	Male	% difference female v male	Difference (2021 v 2022)
Mean bonus	£365.91	£339.47	7.23%	£585.55	£585.55	36.78%	+0.22
Median bonus	£229.87	£229.87	0.00%	£434.21	£434.21	26.84%	+2.21
Received a bonus	14%	15%	-6.7%	91%	85%	7.1%	



# Emissions data

## UK totals

### Emissions data table A: our direct emissions

	2022	2022
Emissions Scope	tCO <sub>2</sub> e	%
Scope 1	103,564	0.40%
Scope 2 (market-based)	0	0.00%

### Emissions data table B: our indirect emissions

	2022
Emissions Scope and Scope 3 Category	% (market-based)
<b>Scope 3<sup>38</sup></b>	<b>99.26%</b>
1. Purchased Goods and Services	97.02%
2. Capital Goods	0.26%
3. Fuel-related Emissions	0.20%
4. Upstream Transportation and Distribution	0.12%
5. Waste Generated in Operations	0.02%
6. Business Travel	0.00%
7. Employee Commuting	0.04%
8. Upstream Leased Assets	
9. Downstream Transportation and Distribution	
10. Processing of Sold Products	
11. Use of Sold Products	0.35%
12. End-of-life Treatment of Sold Products	1.25
13. Downstream Leased Assets	
14. Franchises	
15. Investments	
<b>Total all Scopes</b>	<b>100%</b>

<sup>38</sup> Disclaimer: Aldi UK and Ireland are currently in the process of reviewing all our calculation methods and data quality for our Scope 3 emissions categories to ensure accuracy and completeness.

Our global parent business has established new and ambitious targets, supporting the transition to net zero. These require a thorough evaluation and realignment of our current supply chain emissions data, a process which our team are hard at work completing this year.



# Packaging data

## GRI 301

### Materials data table A: materials used by weight

#### GRI 301-1-a(i)

Data point	2022 (tonnes)
Aluminium	8,828.93
Steel	28,809.89
Glass	139,764.02
Plastic	108,831.68
Other	690.62
Wood	31.04
Paper	75,924.41

Own-label primary packaging only. Other packaging includes materials such as cork, ceramic and rubber. Please note this list is not exhaustive.

### Materials data table B: recycled input materials used

#### GRI 301-2

Data point	2022 (tonnes)
Total recycled input material used	133,505.21
Total input material used	362,880.59

### Materials data table C: percentage of recycled input material used

#### GRI 301-2-a

Data point	2022 (tonnes)
Percentage of recycled input material used	36.79%

Own-label primary packaging only.

### Materials data table D: reclaimed products and their packaging materials

#### GRI 301-3-b

#### UK

Data is collected from our business partners and uploaded into a data portal owned by our data compliance partner, Valpak. This information was compiled from the data reports from the Valpak portal.



# Waste data

## GRI 306

### GRI 306-3-a

#### Waste data table A: total waste

Data point	2022 (tonnes)
Total waste generated in metric tonnes, broken down by waste category:	14,652.44
Food waste	28,787 <sup>39</sup>
Batteries	152
General	14,056
Hazardous	6
Metal	438
Paper, cardboard, corrugate	112,336
Plastic film	4,115
Other plastic	3,378
Waste Electrical and Electronic Equipment (WEEE)	137
Wood	19,769

<sup>39</sup> Includes donated food and waste sent to anaerobic digestion.

### GRI 306-3-b

Please provide any contextual information, if necessary, in order to understand how the data has been compiled.

Each of Aldi's RDCs collates the data on a monthly basis for the majority of the waste streams based on invoices they are receiving from Aldi's waste providers, who collate the waste data. The exception to this is general waste, cardboard and plastic film, which are nationally managed contracts, and data is collated nationally and provided to us by the service provider. Food waste is calculated by adding weights into Aldi's systems against each product and multiplying by the number of units written off within stores and RDCs. Food waste does not include supplier QC rejections, as this is supplier owned stock.

### GRI 306-4-a

#### Waste data table B: waste diverted from disposal

Data point	2022 (tonnes)
Total weight of waste diverted from disposal in metric tonnes, broken down by waste category:	182,251.34
Batteries	152
Commercial/co-mingled waste	13,138
Hazardous waste	6
Metal	435
Paper, cardboard, corrugate	112,336
Plastic film	4,115
Other plastic	3,378
WEEE	136
Wood	19,769
Food waste	28,787

# Waste data continued

## GRI 306 continued

### GRI 306-4-b

#### Waste data table C: hazardous waste diverted from disposal

Data point	2022 (tonnes)	
	On site	Off site
Total weight of waste diverted from disposal in metric tonnes, broken down by waste category:		
i. Preparation for reuse		0.44
ii. Recycling		4.96
iii. Other recovery operations (incinerated)		0.50
Total weight of hazardous waste diverted from disposal in metric tonnes		5.90

### GRI 306-4-c

#### Waste data table D: non-hazardous waste diverted from disposal

Data point	2022 (tonnes)	
	On site	Off site
Total weight of non-hazardous waste diverted from disposal in metric tonnes, and a breakdown of this total by the following recovery operations:		
i. Preparation for reuse		47,171.85
ii. Recycling		121,934.73
iii. Other recovery operations (incinerated)		13,138.87

### GRI 306-4-e

Please provide any contextual information, if necessary, in order to understand how the data has been compiled.

All waste is collected by Aldi's waste providers and taken off site for processing. Waste is segregated into different waste streams on site but any further processing takes place off site.

### GRI 306-5-a

#### Waste data table E: waste directed to disposal

Data point	Off site
Total weight of waste directed to disposal in metric tonnes, and a breakdown of this total by composition of the waste:	
Batteries	921.89
Commercial/co-mingled waste	0.00
Hazardous waste	918.00
Metal	0.40
	3.49

# Waste data continued

## GRI 306 continued

### GRI 306-5-b(i)

#### Waste data table F: hazardous waste directed to disposal

Data point	2022 (tonnes)	
	On site	Off site
Total weight of hazardous waste directed to disposal in metric tonnes, and a breakdown of this total by the following disposal operations:		
i. Incineration (with energy recovery)		0.50
ii. Incineration (without energy recovery)		0.00
iii. Landfilling		0.40

### GRI 306-5-c

#### Waste data table G: non-hazardous waste diverted from disposal

Data point	2022 (tonnes)	
	On site	Off site
Total weight of non-hazardous waste diverted from disposal in metric tonnes, and a breakdown of this total by the following recovery operations:		
i. Incineration (with energy recovery)		13,138.87
ii. Incineration (without energy recovery)		0.00
iii. Landfilling		921.89
iv. Other recovery operations (reuse)		47,171.85
v. Other recovery operations (recycled)		121,934.70

### GRI 306-5-e

Please provide any contextual information, if necessary, in order to understand how the data has been compiled.

Each of Aldi's RDCs collates the data on a monthly basis for the majority of the waste streams based on invoices they are receiving from Aldi's waste providers, who collate the waste. The exception to this is general waste, cardboard and plastic film, which are nationally managed contracts, and data is collated nationally. Food waste is calculated by adding weights into Aldi's systems against each product and multiplying by the number of units written off within stores and RDCs. Food waste does not include supplier QC rejections, as this is supplier owned stock.



**Sustainability Report 2022**



**Everyday Amazing.**