



Making Sustainability Affordable

UK Sustainability Report 2023



About this report

Welcome!

A warm welcome to the Aldi UK Sustainability Report for 2023.¹ It lays out the work we've been doing over the past year, to make sustainability affordable for our customers.

To find out more

- Read more about the sustainability performance of the Aldi South Group.
- Read more about the latest information on sustainability developments in the UK, and our progress.

Who we are

Aldi originated from humble beginnings, as a tiny shop in Essen, Germany, in 1913. We are now a global discount retailer, with 7,000 stores across 11 countries and we employ over 180,000 people around the world. In the UK, we have more than 44,000 colleagues and over 1,000 stores, making us the fourth largest supermarket in the country. We're still a family-owned business, with strong roots in the community, and we maintain our commitment to quality and affordability. Aldi UK is part of the Aldi South Group.



What makes us different

At Aldi, we offer more than just low prices – we believe in making sustainability affordable for our customers. Our simple business model offers our customers great quality products at the lowest possible prices and, as a family-owned business, we can invest and plan for the long term. It's what truly makes us different when it comes to sustainability.

Inside this report

This report focuses on our work during the 2023 calendar year. It is divided into the following sections:

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¹ This 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 are also guided by the United Nations' Sustainable Development Goals (SDGs) across environmental and social impact

Reflections



Giles Hurley

“We have long said that we want to make sustainability affordable, and we’re proving that it’s possible to do just that.”

A message from our CEO

In today’s fast-changing world, we know our customers continue to think carefully about the products they buy, questioning their social and environmental impact.

From the sourcing of raw materials to the rearing of animals and treatment of growers and producers, we have a huge responsibility as a retailer to enact change to safeguard our future.

That’s why prioritising sustainability is now non-negotiable. And rightly so.

It’s not just the right thing to do, it’s also critical to delivering security for our business, our stakeholders and the environment. Our core purpose is to provide high quality, affordable and sustainable products to millions of shoppers every day.

We have long said that we want to make sustainability affordable, and we’re proving that it’s possible to do just that.

Our private ownership and focus on our Aldi exclusive branded products are a distinct advantage.

Private ownership means we can invest for the long term. We’re not beholden to shareholders interested in short-term financial gain – we’re guided by what’s right for our business, our people and our customers. And because the majority of what we sell is our own Aldi exclusive brands, we have a huge influence over how they’re sourced, how they’re produced and how they’re packaged.

We have set a new target of **90%** food waste reduction from our operations by 2030



We have reduced food waste by **67%** since 2017

Together with our suppliers, we’re constantly looking at ways to reduce and improve product packaging, like introducing fully recyclable own-label handwash pumps – a first for the sector.

Another area where we know we can have a huge impact is food waste. We’re pleased that we are the first UK retailer to halve food waste eight years early, in line with the Courtauld 2030 and UN SDG Champions 12.3 commitments, by reducing food waste intensity by over 67% since 2017.

But we’re not stopping there, and to challenge ourselves further, we’ve set ourselves an ambitious new target: to achieve a 90% reduction in food waste that comes from our operations by 2030.

This progress is thanks to several initiatives to reduce waste at every stage of our supply chain, not just in store. This ranges from extending our partnership with Company Shop to minimise waste from our Regional Distribution Centres, to introducing our Too Good To Go Surprise Bags which contain food reaching their sell-by or use-by dates. Our long-standing partnership with Neighbourly, which continues to go from strength to strength, saw us donate over 6.5 million meals last year via the community giving platform.

Initiatives like these – big and small – will ultimately help us to reduce our overall environmental impact. I hope you find the information within this report, from our colleagues, our suppliers and our partners, as inspiring as I do.

Team Aldi have been making great progress, but we’ve still got more to do, and I am excited to see what lies ahead as we continue our work to make sustainability affordable for all our customers.

Giles

Giles Hurley, CEO UK and Ireland



Linking everything together

Our mission to provide access to affordable, healthy food has been core to Aldi for more than a century. Today, this is underpinned by our Better Everyday strategy based on three pillars: to be greener, healthier and fairer.

Greener means we evaluate the environmental impacts of our choices; healthier¹ means we promote nutritious choices to our customers; and fairer means we look after our farmers and support a responsible supply chain.

We delve deeper into these pillars throughout the Sustainability Report and you can also read more about our materiality process in [last year's report](#).

Here are the topics we identified as most important for us, and how they link to our Better Everyday strategy.

Greener

Sustainable agriculture*

Emissions in our supply chain*

Environmental impact of stores

Food waste

Packaging

Water management

Fairer

Affordability*

Human rights in the supply chain*

Community impact

Looking after our customers

Responsible sourcing policies and commitments

Healthier

Healthy options*



Everyday sustainability

Attracting and retaining talent

Compliance and ethics

Health and safety

Leadership team

Report tools

SDGs



We use the United Nations' Sustainable Development Goals as a guide for our sustainability programmes and strategy.

Read more

Click the 'read more' arrows to find out more information about a topic.

Our targets

Targets for our key sustainability topics are featured throughout the report.

Case study

Case studies for a variety of topics are featured throughout the report.

¹ Based on the UK Government Nutrient Profile Model 2005
* Top material issues

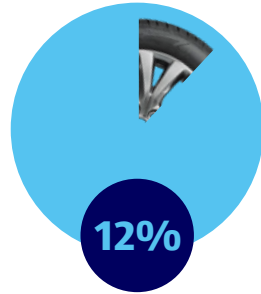


Progress against our KPIs

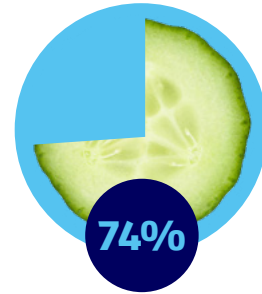
Key

Performance: The actual achievement in relation to the target

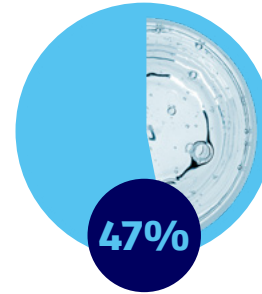
Progress: Percentage of completion towards meeting the target



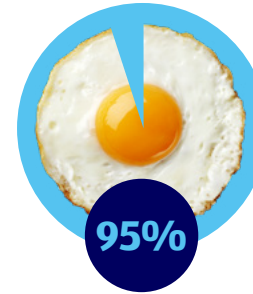
Reach net zero emissions within our own operations by 2035¹



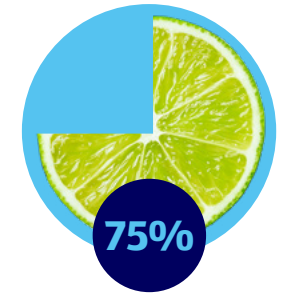
100% of UK fresh produce to be Linking Environment and Farming (LEAF) Marque certified



10% relative reduction in operational water use by 2030

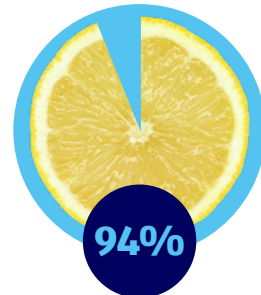


100% of shell eggs to be cage-free by the end of 2025

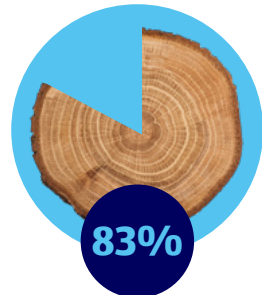


Reduce operational food waste by 90% by 2030

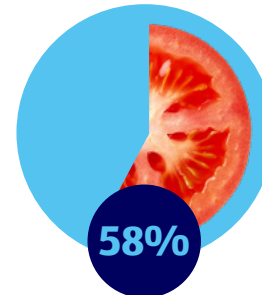
Performance:	12% reduction in emissions (baseline 2021)	74%	4.7% reduction (baseline 2020)	95%	67.22% (intensity versus baseline 2017)
Progress:	12%	74%	47%	95%	75%



85% of our own-brand food and drink sales volume (excluding alcohol) will come from healthier items by 2027



Deliver 100% on all sourcing policies to mitigate the environmental impacts of high-risk commodities²



Aldi South Group has committed to carry out 12 detailed human rights impact assessments (HRIAs) by 2025



80% of buying volume from A/B³ rated suppliers for high-risk commodity groups by 2030



Raise £10 million for Teenage Cancer Trust by 2027

Performance:	80%	83%	7 HRIAs	85% for onboarded suppliers	£9.48 million
Progress:	94%	83%	58%	106%	95%

¹ We define net zero as achieving a reduction in emissions by at least 90% versus our baseline year, consistent with limiting global warming to 1.5 degrees, and using credible forms of offsetting for the remaining emissions which we cannot yet reduce. When we refer to emissions, we refer to greenhouse gas (GHG) emissions, which are reported as equivalents to CO₂ (CO₂e). See pages 16 and 19 for our emissions targets

² Cocoa: 100% of cocoa certified by 2025; Coffee: 75% certified sustainable coffee by 2025; Bananas: 100% certified sustainable bananas and pineapples by 2025; Cotton: 100% sustainable cotton for our Aldi exclusive garments and household textiles by 2025; Palm oil: 100% certified palm oil across all palm oil by the end of 2025; Soy: all soy used as animal feed to produce Aldi's own-brand fresh primary meat, poultry, dairy, eggs, farmed salmon and shrimp, and meat and milk alternatives, to be sourced from low-risk areas or be

physically certified (deforestation and conversion free) by the end of 2025; Timber: all timber, paper and pulp in our products must be FSC certified or PEFC certified, or made from 100% recycled materials
³ Our sustainability requirements rate business partners from A to D. We prioritise sourcing from A and B rated suppliers, while D rated suppliers are delisted if they consistently fail to improve

Highlights

Some of our 2023 achievements are:



Removed **3,700 tonnes** of packaging across our range

More than **doubled** our range of dairy alternatives



Sourced **44%** of our fruit and veg from British suppliers



2023 **Which? Cheapest Supermarket**

Won Which? UK's Cheapest Supermarket of the Year



Won Employer of the Year, Grocer Gold Awards 2023, for the second year running!



Prevented **37,441 tonnes** of food from going to waste




Donated over **6.5 million** meals to good causes through Neighbourly, in 2023



Awarded the MSC UK Mid-sized Retailer of the year for our MSC-certified sales

MSC UK AWARDS WINNER 2023



Named as the nation's favourite supermarket in 2023 by YouGov



Won three Make a Difference Media and Events Awards for Workplace Wellbeing, Diversity, Equality and Inclusion and Best Provision of Women's Health and Wellbeing Support



80% of our own-brand food and drink sales volumes¹ came from healthier items

1 Excluding alcohol

Aldi in action

2023 was a busy year for us. Here's a snapshot of the actions we've taken to be greener, healthier and fairer.

Improving working conditions on tomato farms in Spain

We frequently arrange risk assessments to improve labour standards and working conditions on farms.

Read more on page 38



Partnering to prevent food waste

Our new partnership with Too Good To Go, from February 2023, has sold more than 370,500 bags and prevented more than 1,600 tonnes of food from going to waste. It's also saved shoppers over £7 million in food costs.

Read more on page 25



Supporting the transition to easy refills

We work with the GoUnpackaged UK Refill Coalition scheme to encourage customers to shop more sustainably.

Read more on page 29



Making recipes healthier for customers

We work with suppliers to reformulate recipes so they're healthier but still taste great. By reviewing seasonings in our Pop Outs snacks range, we've more than halved the salt content, taken out saturated fat and increased fibre.

Read more on page 33



You, me and a cup of tea

We continue to support Teenage Cancer Trust, as part of our aim to raise £15 million by 2027. We even sold a reusable bag designed by Hex, a member of the Teenage Cancer Trust community, which raised £11,700.

Read more on page 40

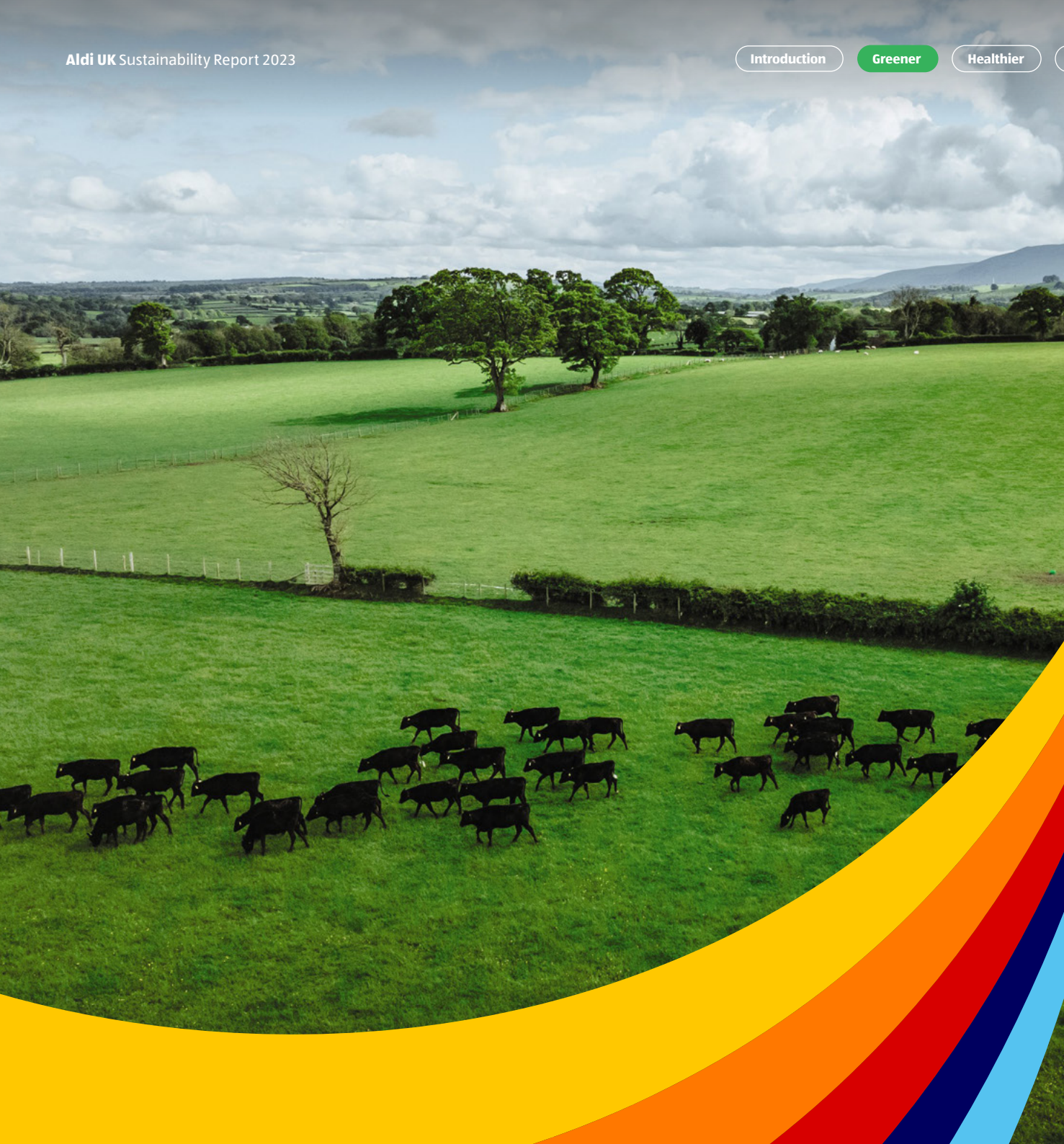


Building our lowest-carbon distribution centre

Our newest distribution centre (DC) is being built in Leicestershire, with the goal of being Aldi's lowest embodied-carbon DC globally! The reduction is being achieved during both the construction and lifecycle of the DC.

Read more on page 22





Greener

This section details our work in responsible agriculture and reducing our environmental impact across our entire operations and supply chain in the UK.

We're working hard to reduce our operational environmental impacts, by focusing on the energy used to power our stores and RDCs, and our water use. We're also committed to reach net zero across our supply and value chain by 2050.

- Sustainable agriculture** >
- Water management** >
- Emissions in the supply chain** >
- Emissions in our operations** >
- Tackling food waste** >
- Taking action on packaging** >



Sustainable agriculture

Sustainable agriculture involves farming in a way that preserves and restores critical habitats, improves soil health and water quality, and avoids deforestation. Yet much of food production is still a major source of GHG emissions. At Aldi UK, we strive to reduce the emissions from agriculture by fostering practices that are less damaging to the environment than traditional agricultural processes.

Strong relationships with farmers

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. It also helps us to ensure that our animal welfare policies are met.

Our farmer relationships are important to gather carbon data at farm level and to help us to measure and reduce our Scope 3 emissions. We also invest in the future security of farming by providing training to young farmers and working with our partners.



Case study

Aldi Dairy Farm Partnership supports farmer growth and efficiency

Howard Edwards is a third-generation dairy farmer in Shropshire. He has been part of the Aldi Dairy Farm Partnership (ADFP) since its inception, in 2018, and has reaped the benefits of being part of a group of like-minded farmers.

“It’s been great to be part of this initiative since the start and I feel proud to represent Arla and Aldi in what we do every day on our farm. We have really benefitted from the advice of members of the group to improve efficiencies – such as improving cow health and welfare, improving housing for youngstock and optimising feed efficiency.

In 2023, we invested in a new housing facility for the milking herd, with some input from ADFP members. This will improve cow health, increase milk yield through feed efficiency and also reduce ammonia emissions.”



Partnering for better dairy

The ADFP has been supporting British dairy farmers since 2018. In 2023, we announced a new partnership with dairy cooperative Arla, to enable Aldi to provide welfare and sustainability support to more farmers who produce the milk for Arla that goes into Aldi’s everyday dairy ranges for our customers week in, week out.

This support involves being part of Arla’s FarmAhead™ Customer Partnership, a new initiative where Aldi supports Arla farmers’ ongoing efforts to reduce emissions on-farm. With this programme, Aldi will partner with Arla on projects that encourage innovative farming practices and promote the sharing of learnings to drive sustainability progress. Aldi also increased its investment in the ADFP farmer programme to cover 100% of Arla Fresh Milk supply, which increased the number of farms from 25 to over 150.

Aldi is committed to welfare and sustainability, and the partnership with Arla provides us with a wealth of data and insights from our supply chain to ensure we are driving change.



Our targets

Targets

100%

shell eggs to be cage-free by the end of 2025.

Performance

95%

Sustainable agriculture continued



Case study

Supporting farmers' wellbeing

The Royal Countryside Fund (RCF) has been working with Edward Richardson at Farm Cornwall since 2013.

Farm Cornwall works alongside farmers across the county who may be struggling with debt, divorce, bereavement, or physical or mental health. Together, they are helping farmers navigate trying personal circumstances to reach a better place – whether that process takes months or years – and turn their situations around so they can thrive once again. It's a crucial issue as research shows that 94% of farmers under 40 believe that mental health is the biggest hidden problem facing farmers today.¹

With our combined support, Farm Cornwall has helped over 100 farms from Launceston to the Isles of Scilly through the RCF's resilience programmes. Edward continues to support those who need long-term guidance and intends to reach farmers in other parts of the UK.



The Royal Countryside Fund

At Aldi, we support UK farmers to navigate the changing demands of working in agriculture. Our partnership with the RCF in the UK offers tailored support to small family farms through its Farm Resilience Programme. Between 2018 and 2023, we have donated £745,000 to the charity. Over the next three years of our partnership with the RCF, we will reach £1 million of funding to continue to support the future of British farming.

We also co-created an initiative with the RCF called Opening the Gate, to help farmers under 40 years old and those new to the field to enter and succeed in the agriculture industry through a series of interactive workshops. It focused on the key barriers and challenges that prevent people from succeeding in agriculture.

The RCF hosted two roundtable discussions to understand the barriers faced by young people in farming. It included:

- Lack of access to land and capital
- Fewer available tenancies in the UK, due to a shortage of farms
- Difficulty in planning for the future when tenancy lengths are restricted to 12 months
- Access to networks, learning opportunities and advice



What we've learnt

We understand there is a need to further develop our collaborative working relationships with suppliers so that we can drive improvements in both animal welfare and environmental impact. We have joint strategies with our key suppliers in dairy, beef, chicken and pork to ensure alignment on goals and targets, in particular working towards net zero.

Looking ahead

In 2024, we will be funding research and development projects for more sustainable dairy farming in our supply chain, including feed supplements to reduce methane emissions and work on measuring carbon sequestration at farm level.



¹ FarmingUKNews, Young farmers rank poor mental health as 'one of biggest hidden problems', 2023

Sustainable agriculture continued

Celebrating our local suppliers

Local sourcing of our ingredients is better for the environment and benefits the livelihoods of those in the communities around us, such as local farmers.



Case study

Bala, Wales

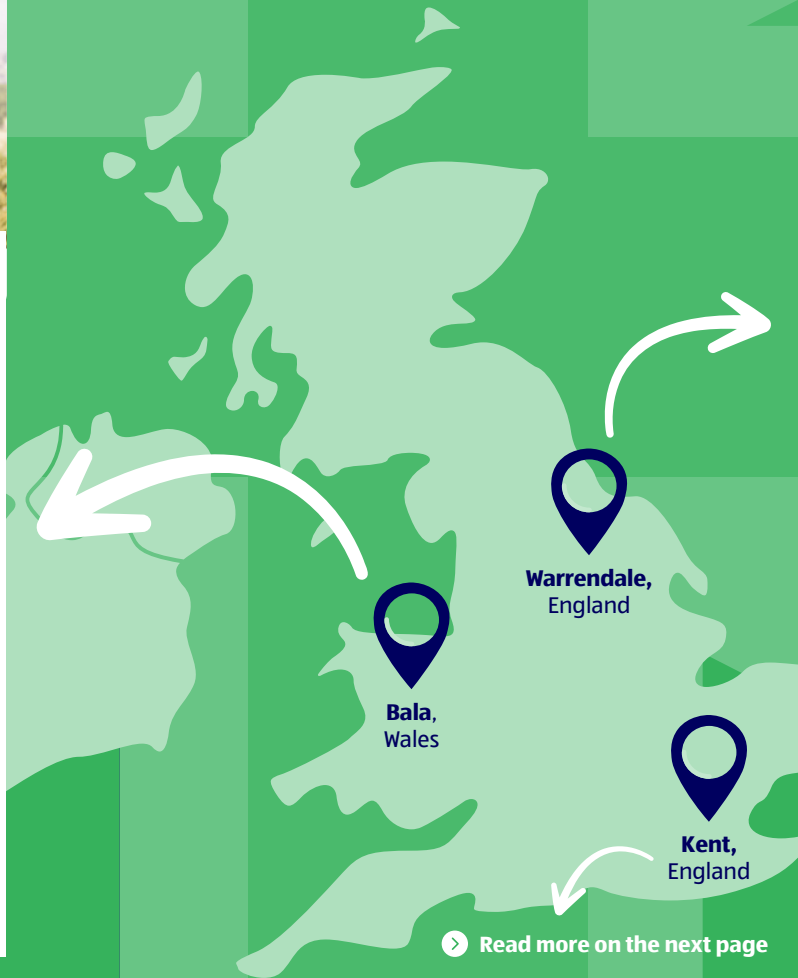
Cultivating farm resilience in Bala, Wales

Erin McNaught's family farm in Bala, Gwynedd, Wales, spans a legacy of four generations. She's taking over the farm from her grandfather to manage 300 sheep and 50 cattle.

The RCF Farm Resilience Programme offered the McNaught family an informal environment to have discussions that have helped shape the farm's trajectory and planning. It provided a platform for Erin to tackle pressing issues head on, such as succession planning, financial planning and ways to improve business effectiveness.

"I want to thank the RCF for running this programme – it's useful for anyone in agriculture, and it was great to sit down with other farmers to come up with new ideas."

Erin McNaught, Farmer



Case study

Warrendale, England

Warrendale Wagyu full traceability to farm



Our partnership with Warrendale Wagyu means our customers can enjoy top quality, award-winning wagyu beef knowing it has come from a British source that's committed to sustainable farming practices.

Warrendale Wagyu is a Yorkshire-based, family-owned business. It has full traceability on its partner farms, which means that it knows where every animal has been from birth. Its cattle feed on grass, mainly in upland areas of the UK, before being given special diets to ensure the high meat quality.

"We are grateful for the long-standing relationship we have with Aldi and its customers, who continue to appreciate the quality of our products."

Jim Bloom, Founder, Warrendale Wagyu



Read more on the next page

Sustainable agriculture continued

Celebrating our local suppliers



Reducing plastic film on packaging has led to annual plastic savings of **82 tonnes**

Peeling back packaging on frozen potatoes

Working with various suppliers, we've successfully scaled back plastic packaging on our frozen potato range. By almost halving the thickness of the plastic film on packaging, we're achieving an annual saving of 82 tonnes of plastic.

We are now looking to apply micron reduction to the packaging of our other frozen fruit and veg lines – this will amount to an additional 122 tonnes of plastic saving a year. The combined packaging reductions on frozen potatoes and other items will achieve a total annual plastic saving of 204 tonnes.

Case study

Kent, England

Our £750m 20-year investment with British apple grower

AC Goatham & Son has been providing us with apples since **2016**

A family-owned Kent-based fruit farm, AC Goatham & Son, is now our sole supplier of British apples after signing a £750 million deal. It has been providing us with apples and pears since 2016.

Aldi will be collaborating with AC Goatham & Son to establish a sustainability roadmap for its continued supply of Aldi's apples. The roadmap will focus on our key dimensions of sustainability; including climate change, sustainable agriculture, food waste and ethical trade. The 20-year contract will include an 'Aldi Orchard' – a 200-acre plot in Gravesend, which will grow a mix of Gala and Braeburn apples for our UK stores. This long-term deal will provide vital support for British farmers.

AC Goatham & Son has big plans for its future, including working with Aldi to extend the growing season with controlled atmosphere storage and working in partnership with the supermarket on its journey to net zero. The roadmap will ensure we can keep providing great tasting apples as sustainably as possible.

"This is a fantastic achievement and gives us the confidence now to invest for the future and to grow more British apples and pears for Aldi, guaranteeing sustainability, viability and, most importantly, UK food security."

Ross Goatham, Managing Director of AC Goatham & Son



In 2023, we were thrilled that British Apples and Pears Limited (BAPL) named Aldi its 2023 Apple Retailer of the Year.

Sustainable agriculture continued

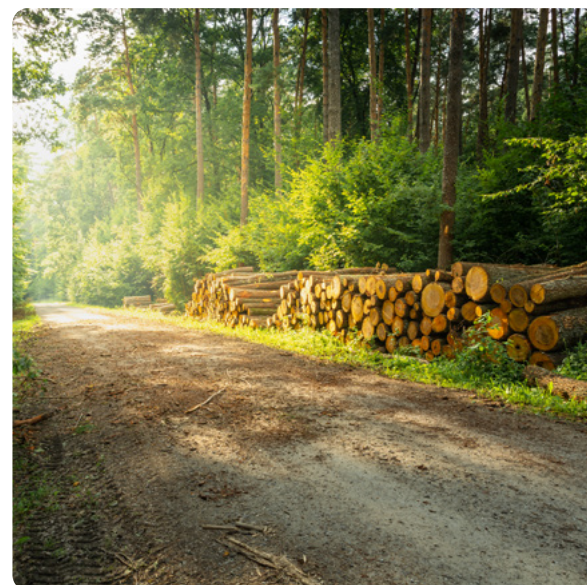


Collaborating to end deforestation

Within our supply chain, we have identified the commodities that are higher risk for deforestation – including [soy](#) and [palm oil](#).

The setting of policies and clear reduction pathways encourages our suppliers to only supply products that are supportive of our goal. We are involved in many collaborative industry groups with the aim of eliminating deforestation and forest conversion across the retail supply chain. This enables us to share best practice, experiences and ideas with our peers, and work to resolve industry-wide challenges.

➔ [Read more in our International Position Statement on Supply Chains free from Deforestation and Conversion.](#)



Protecting against deforestation

Many of our products, from books to chocolate to toys, are produced using commodities that are derived from natural sources (such as trees, cocoa and soy). The need to protect and responsibly manage these sources is essential for climate change mitigation, preserving vital biodiversity and protecting indigenous communities.

Looking ahead

We are committed to eliminate deforestation and conversion of natural ecosystems from our high-priority supply chains by 31st December 2025.



Case study

Promoting ecosystem health in the rainforest

Forests are among the planet's most important carbon reservoirs and are also home to an enormous diversity of species. The Rimba Raya Biodiversity Reserve in Indonesia is the habitat for some of the last remaining endangered Bornean orangutans.

Aldi UK and Ireland are supporting a project via [ClimatePartner](#) to protect the orangutans' habitat and promote ecosystem health by reforesting degraded areas. The community also receives support from activities that include the supply of individual water filters, water purification systems, fire management, solar lighting, libraries, scholarships and a floating health service clinic.

Large amounts of carbon are stored in the vegetation and soil of tropical swamps and forests, primary rainforests and mangroves. Forest protection projects like this help to ensure that these carbon stores and habitats are preserved.

Sustainable agriculture continued



Soy production

The soy supply chain is complex, with multiple players involved at different stages in the process, including farms, mills, shippers and feed companies. It is estimated that 75%¹ of soy produced globally is used to feed animals, so, as retailers, we have a responsibility to ensure sustainable soy supply chains in commodities such as meat, dairy and eggs.

In 2023, we used an estimated 239,651 tonnes (t) of soy in our product supply chains.

We have a target for all soy used as animal feed to produce Aldi's own-brand fresh primary meat, poultry, dairy, eggs, farmed salmon and shrimp, and meat and milk alternatives to be sourced from low-risk areas or be physically certified (deforestation and conversion free) by the end of 2025.

At Aldi UK, we participate in industry initiatives to work towards a soy supply chain that is free from deforestation. To support this, we are members of:



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.



63%
of our soy is responsibly sourced²

Palm oil

The demand for palm oil – used in many food products and non-food items, such as cosmetics and cleaning products – has contributed to the destruction of rainforests. We engage with industry groups to ensure the responsible use of palm oil³ in our supply chain:



RETAILERS' PALM OIL GROUP



In 2023,
99%
of the palm oil found
in our own-label products
sold at Aldi was
RSPO certified⁴

1 More than 75% of all soy produced is used to feed animals that we then consume. Read more at www.wwf.org.uk/updates/soy-story
 2 This is made up of a mix of being sourced from low-risk countries, physically certified and credits; 63% is progress for Aldi UK and Ireland
 3 Our policy for palm oil sourcing for the UK and Ireland stipulates that straight palm oil (the oil derived from the palm fruit), palm kernel oil and its derivatives must be certified to Roundtable on Sustainable Palm Oil (RSPO) standards. RSPO certification indicates that palm oil has been produced and sourced in line with the RSPO standard requirements and that the palm oil in our products can be reliably traced back to its sources
 4 Using a combination of Mass Balance and Segregated certification

Sustainable agriculture continued

Certifications

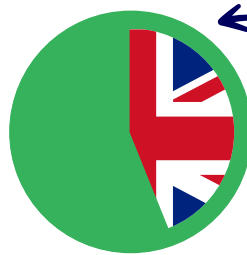
Product certification means that an independent organisation has approved the item as being responsibly sourced. A logo on a product can help inform a customer's buying decision, while building trust in how it has been sourced.

Our certification of products ranges from supporting British producers through Red Tractor certification to ensuring higher standards of animal welfare through RSPCA Assured. It also shows our lower environmental impact through LEAF Marque or Organic certification.

All of our fresh everyday beef, pork, poultry, shell eggs and liquid milk is certified to farm level to ensure it meets certain welfare and environmental standards.



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



44%

of our fruit and veg was sourced from British suppliers in 2023

100%

of our everyday fresh range of beef, pork, poultry, milk, butter, cream and eggs was sourced from British suppliers in 2023



Animal welfare

Our entire fresh, everyday range of beef, pork, poultry, milk, butter, cream and eggs are all sourced from British Red Tractor, Quality Meat Scotland or Lion Eggs approved farms that meet minimum welfare and environmental standards.

The local sourcing of our ingredients is a key focus as it's both better for the environment and benefits the livelihoods of those in the communities around us. In 2023, we sourced 44% of our fruit and veg, and 100% of our everyday fresh range of beef, pork, poultry, milk, butter, cream and eggs from British suppliers. We have the goal of 100% of shell eggs being cage-free by 2025 and monitor progress annually. In the UK, we are currently at 95%.

Fish and seafood

Fish stocks around the world are under pressure from overfishing, pollution, plastics and warming ocean temperatures. Our policies promote responsible sourcing of fish and seafood across our own-label products and partner fish products.

We use recognised certification standards,¹ and map and report on our supply chain compliance with the Sustainable Fisheries Partnership. Our policies are dependent on the catch methods and certifications for wild caught products, including tuna.

For our aquaculture products, we work with globally recognised certification standards, including the Aquaculture Stewardship Council (ASC), Best Aquaculture Practices (BAP) and Global GAP, to ensure high standards of animal welfare and habitat protection. We also support the [Ocean Disclosure Project](#), publishing the origin and catch methods for our fish and seafood products.

In 2023, we collated a [checklist for buying sustainable seafood](#) in partnership with the Marine Stewardship Council (MSC). It encouraged customers to seek out the blue MSC ecolabel, which shows that fish has been certified against the highest sustainability standards. The checklist points customers toward tasty alternatives to the 'big five' (cod, haddock, tuna, salmon and prawns).

We are also part of the Seafood Ethics Action Alliance – a collaboration of retailers and seafood businesses that aims to strengthen human rights due diligence across global seafood supply chains.




MSC UK Mid-size Store of the year

In 2023, we were awarded the MSC UK Mid-size Store of the year for our commitment to sourcing MSC-certified sustainable seafood. The MSC certification is seen as our gold standard! We're expanding our MSC Certified range wherever possible to give customers an even wider choice of responsibly caught wild fish.



¹ Standards include MSC, BAP, ASC and Global Gap



Water management



More than one-third of the world's population – roughly 2.4 billion people – live in water-stressed countries and, by 2025, the number is expected to rise to two-thirds.

Efficient water management across our supply chain activities is important at Aldi. We are currently conducting a water-related risk assessment across our supply chain to further develop our water strategy.



Our targets

Targets

100%
of our UK fresh produce to be LEAF Marque certified

10%
relative reduction in operational water use by 2030

Performance

74%
as of the end of 2023¹
This has now increased to 80% as of January 2024

4.7%
(baseline 2020)

¹ Long-term contracts and growing seasons have meant that some of our crops with longer cropping cycles (such as potatoes) are due to transition later in 2024.



Case study

Supporting water stewardship in Spain

Aldi South Group is a sponsor of WRAP's Water Stewardship project on sustainable water management in Southern Spain, which aims to reduce water-related risks in the main fruit and vegetable production areas of Andalusia, Murcia and, in future, Valencia.



Emissions in the supply chain



Tackling climate change

We are working to reduce the emissions¹ that we directly produce through our own operations and the energy that we buy (these are our Scope 1 and 2 emissions).

Our focus is also on reducing the emissions produced by activities outside of our own operations, across our supply and value chains (our Scope 3 emissions). Since these emissions make up the biggest portion of our carbon footprint, they present the greatest opportunity to reduce our climate impacts.

New Aldi South Group emissions reduction targets validated by the SBTi are:

Our targets

Our supply chain emissions targets:

Targets	Performance
90% reduction in absolute Scope 3 GHG emissions by 2050 from a 2022 baseline year ²	New target ⁶
72% reduction in Scope 3 FLAG ⁴ by 2050 from a 2022 baseline year ³	New target ⁶
30.3% reduction in GHG emissions associated with FLAG ⁴ activity by 2030 from a 2022 baseline year	New target ⁶
25% reduction in industry ⁵ GHG emissions activity by 2030 from a 2022 baseline year	New target ⁶

The Aldi South Group commits to no deforestation across its primary deforestation-linked commodities, with a target date of no later than 31st December 2025

1 When we refer to emissions, we mean the GHG emissions, which are reported as equivalents to CO₂ (CO₂e)

2 The target boundary includes biogenic land-related emissions and removals from bioenergy feedstocks

3 The target boundary includes land-related emissions and removals from bioenergy feedstocks

4 The target boundary includes land-related emissions and removals from bioenergy feedstocks. The SBTi's FLAG guidance provides a framework for companies in land-intensive sectors to set science-based targets that include land-based emission reductions and removals For more information: [Forest, Land and Agriculture Science-Based Target Setting Guidance, 2023](#)

5 Industry, in relation to these targets, refers to any GHG emissions that are not classified as being linked to Forest, Land and Agriculture activity

6 New targets have been set and progress will be reported in 2024



Emissions in the supply chain continued

Our Scope 3 emissions

Aldi UK and Ireland have set our Scope 3 baseline year as 2022, to align to our international business.¹ Our top emissions categories, and areas of focus, for 2023 are shown here:

Emissions from the production of goods and services that we buy

➤ Read more about our partnership with dairy producer Arla Foods, to undertake carbon footprinting in our Sustainable agriculture section

21,010,210 tCO₂e



107,651 tCO₂e

Emissions from transport in our supply chain

To support this, our Specialbuy leaflets are now made from a lighter paper stock, sourced from within the UK. This means that they weigh less and spend less time on the road, compared with previous editions.



293,886 tCO₂e

Emissions produced from product waste



Emissions from materials used in our business

68,426 tCO₂e



Energy our customers use to store and prepare the products we sell

59,676 tCO₂e



Our aim by 2025 is to reduce the embodied carbon within our standard store design by 9.6%

¹ We align our emissions accounting activity to the Greenhouse Gas Protocol Corporate Value Chain Accounting and Reporting Standard, capturing all relevant emissions within our Scope 3 footprint. This has enabled us to increase our focus on the activities responsible for the majority of our emissions. We are also aligned to other industry standards, such as the SBTi FLAG guidance, and will be following the upcoming GHG Protocol Land Sector and Removals guidance

Emissions in the supply chain continued

Working together to reach net zero

Sharing best practice is key to tackling challenges shared by the retail industry on climate change. We continue to collaborate with our peers across the following key industry groups, with learnings shared with our Irish teams:



Aldi joins UK retailers working with WWF to reduce the environmental impact of the nation's shopping baskets

In 2023, we joined WWF's Retailer Commitment for Nature – an agreement to work with WWF to reduce the environmental impact of UK shopping baskets by 50% by 2030. This involves working with other UK retailers – including Co-op, Lidl, M&S, Sainsbury's, Tesco and Waitrose – with the aim of reducing the impact of food production across seven key areas such as climate, deforestation, packaging and agriculture.

“We recognise that the food and drink sector has a huge part to play when it comes to taking steps to positively impact the environment. We've already made great strides in this space, but working collaboratively is crucial, which is why we're pledging to join WWF in its efforts.”

Giles Hurley,
CEO of Aldi UK and Ireland





Emissions in our operations

Although our indirect (Scope 3) emissions make up the biggest share of our emissions footprint, it's important that we reduce our emissions across our own operations (Scopes 1 and 2) too.



Our Scope 1 and 2 emissions footprint

In 2023, Aldi South Group updated its carbon reduction targets, including updating the baseline year for our transport, heating and refrigerants (Scope 1) and electricity (Scope 2) emissions to 2021. In the UK, we are on track to achieve our target of net zero emissions for operational emissions by 2035.

We calculate all carbon emissions generated from our direct operations across the UK and Ireland in our Company Carbon Footprint (CCF). This tracks our gas consumption, transport fuels and refrigerant gases, along with our progress. It is supported by our [energy policy statement](#) for Aldi UK and Ireland.

In 2023, we achieved an 11% reduction in our Scope 1 and 2 emissions versus 2022 (UK and Ireland). Streamlined Energy and Carbon Reporting (SECR), which is applicable to Aldi in the UK, reported a reduction of 12% in Scope 1 and 2 emissions in 2023 versus 2021.

Saving energy across our sites

Our stores, RDCs, offices and owned transport continue to be 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% electricity from renewable sources across our stores, RDCs and offices since 2015.¹ Since 2021, we have:

- Improved refrigeration efficiency, installed low-carbon heating² with heat recovery, and improved our control systems, in 129 stores³
- Installed doors on fridges in our new and refurbished stores – these deliver an energy saving of up to 20% per store
- Rolled out electronic shelf labels in store that replace traditional paper price cards – by the end of 2023, this had been rolled out in 898 locations

➤ See Appendix for energy saving statistics.

Aldi in the UK reported a reduction of **12%** in Scope 1 and 2 emissions in 2023 versus 2021

Our targets	
Targets	Performance
90% (net zero) for Scope 1 and 2 emissions by 2035 from a 2021 baseline ⁴	12% reduction in Scope 1 (market based) and net zero achieved in Scope 2 (market based)
72% reduction in Scope 1 GHG emissions associated with FLAG ⁵ activity by 2050 from a 2021 baseline year	New target ⁶
52% reduction of absolute Scope 1 and 2 emissions by 2030 from a 2021 baseline	12% reduction (market based)
30.3% reduction in Scope 1 GHG emissions associated with FLAG activity by 2030 from a 2021 baseline year ⁵	New target ⁶

1 Carried out with the REGO certification method
 2 As of the end of 2023, heating upgrades were completed in 17 stores, equating to 5.3% of stores with gas
 3 This equates to 30% of gas stores
 4 The target boundary includes biogenic land-related emissions and removals from bioenergy feedstocks
 5 SBTi's FLAG guidance provides a framework for companies in land-intensive sectors to set science-based targets that include land-based emission reductions and removals. For more information: [Forest, Land and Agriculture Science-Based Target Setting Guidance, 2023](#)
 6 New targets have been set and progress will be reported in 2024

Emissions in our operations continued

In 2023, our store numbers increased by

30



Electricity consumption increased by

1.6%

versus 2022, due to these new store openings along with an increase in electric vehicle charging.



However, natural gas emissions decreased by

10.4%

in part due to 17 stores having their gas heating removed entirely, and 42 had their reliance on gas reduced due to either upgrades to the gas heating or the electrical systems.



Further to this, we have improved our controls on all gas consuming stores to improve efficiency across the estate. Refrigeration emissions decreased by

24.4%

compared with 2022.¹



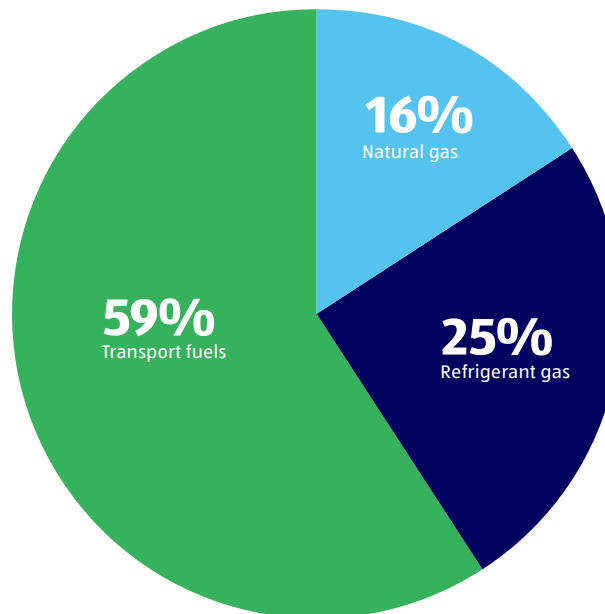
Tracking energy use

Every Aldi store and DC has an individual electricity and gas consumption forecast, with associated reduction targets. We challenge ourselves to be as efficient as possible with the energy we use and track progress against our targets by reporting performance to our colleagues via our Greener Everyday colleague engagement programme.

[Read more on the next page.](#)

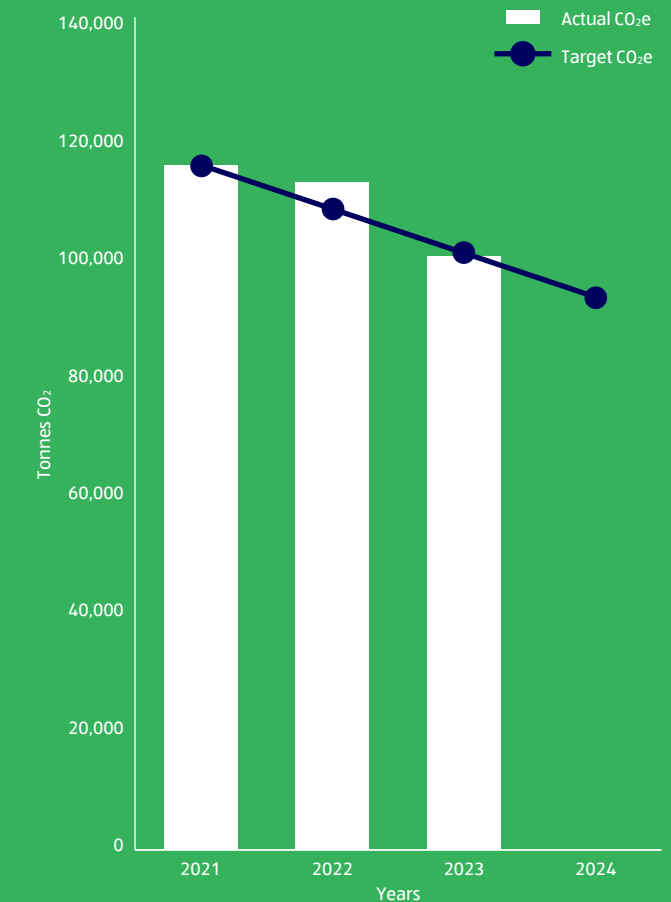
Our GHG emissions in 2023

(Scope 1 and 2 market based)



CO₂ emissions pathway for UK and Ireland

(Scope 1 and 2 market based)



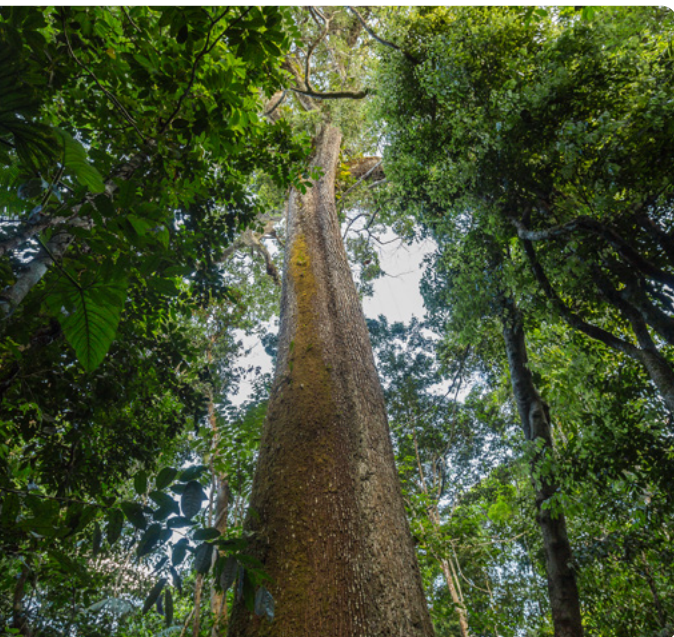
¹ This was due to a continued switch to CO₂ and as a consequence of cooler air temperatures during the 2023 summer

Emissions in our operations continued

The protection of biodiversity and limiting our impact on local habitats both contribute to reducing our overall environmental impact and achieving our net zero targets.

Local habitats are managed in line with local planning policy, national planning policy and environmental best practice. From 2024, in line with the UK Government's Biodiversity Net Gain legislation, Aldi will be working with an external provider to ensure biodiversity credits are upheld for all new store builds. This allows for maximal benefit, funding biodiversity-rich habitats offsite where onsite biodiversity is not feasible.

Our stores have specific targets, such as aiming to transition away from hydrofluorocarbons (HFCs) to natural refrigerants, such as CO₂, by 2030.¹



Efficient transportation for stores and RDCs

In 2023, we continued to transition to low-carbon fuels for HGVs in our owned fleet. Our Neston Region's owned fleet runs on 100% alternative fuels and, in 2023, alternative fuels (HVO and CNG) accounted for 11% of the total kilowatt hours (kWh) generated from fuel use.

We're also transitioning to electric company cars and installing electric vehicle charging points at new and refurbished stores (see Appendix). We continue to trial different transport efficiency technologies, such as double deck trailers, solar mats, e-Cool trailers and trailer side skirts. Driving style also plays a role in reducing transport emissions and we conduct driver training programmes.

Energy efficiency among colleagues

50,000 colleagues took part in our Greener Everyday programme

The Greener Everyday colleague engagement programme aims to inspire Aldi colleagues to take action – every day – to be more energy, fuel and water efficient within their roles. It includes tactics such as carrying out heating checks in winter months and showcasing biodiversity measures at our RDCs. Our Christmas and Easter Bank Holiday shutdown campaigns in 2023 contributed to a saving of 488,914kWh in energy – the equivalent of powering more than three stores for a whole year.

In 2023, over 50,000 colleagues took part in our Greener Everyday programme, which led to a reduction in energy consumption, achieving more than £2.4 million savings across Aldi UK and Ireland since 2019 – saving enough energy to power 15 stores for a full year!²



¹ The majority of stores with HFC refrigerants will be converted to CO₂.
² Savings calculated by taking the difference in actual electricity consumption versus forecasted electricity consumption for all stores in the UK and Ireland

Emissions in our operations continued

Case study

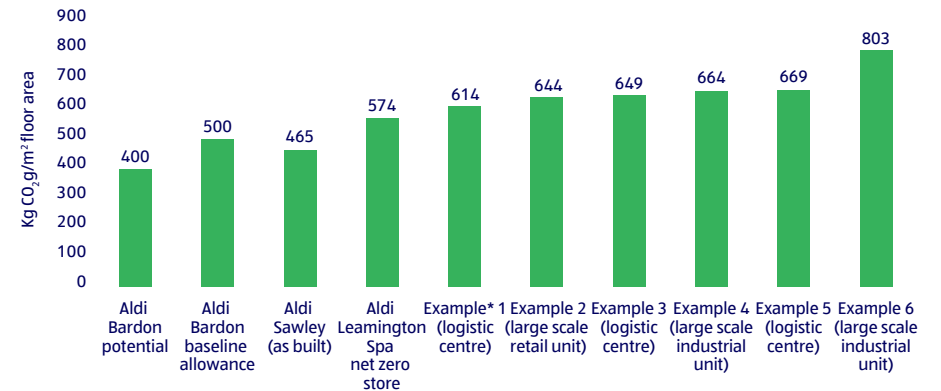
Our lowest-carbon DC coming to Bardon Leicestershire

Bardon is a new DC currently being built in Leicestershire, UK and is due for completion in 2026. The goal is for it to be Aldi's lowest embodied-carbon DC globally, with a potential embedded carbon of 400kg CO₂e/m². The reduction is being achieved during both the construction and lifecycle of the DC.

Bardon incorporates numerous carbon reduction initiatives. These range from a ground stabilisation scheme that reduces the amount of concrete needed in the foundations as well as the use of Ground Granulated Blast-furnace Slag (GGBS), which lowers the embedded carbon content of the concrete. Recycled electric arc furnace (EAF) steel is used in the reinforcement and other steel components.

The DC will have 19,422 roof mounted solar panels and an energy efficient air source heating system. The building includes and is equipped with more recycled and low-carbon materials, such as a raised access floor with a 97% recycled content. The energy efficient systems incorporate controls linked to the LED lighting and heating systems to reduce energy use when areas of the building are unoccupied.

How Bardon compares with similar buildings



* Examples are similar buildings to Bardon DC





Tackling food waste



Over a third of all food produced globally goes to waste.¹ In the UK alone, 6.4 million tonnes of food are thrown away every year, yet 4.7 million people in the country are in food poverty.²

We reduce waste by offering discounts on food that's near its use-by or best before date, donating it or selling it through redistribution schemes. Global, national and local organisations help us track and limit waste in our operations or within our local communities. Together with suppliers, we're also working to find innovative ways to reduce food waste and excess packaging. Each year, we report and assure our food waste figures.

➔ **Read more in the Taking action on packaging section.**

Aldi is also signed up to the Courtauld commitment to reduce 'farm to fork' waste by 50% by 2030.³

We're thrilled to say that we are the first UK retailer to halve food waste eight years early, in line with the Courtauld 2030 and UN SDG Champions 12.3 commitments – that's 23,800 tonnes of absolute food waste tonnage. That's why we set a new target of 90% reduction by 2030.

Our targets

New target

Performance

90%

reduction in food waste that comes from our operations by 2030

67.22%

(baseline 2017)

Breaking down what's in the bin

Every UK Aldi store is now measured on the tonnage of food that ends up in the bin. Our automated food waste report platform breaks down wastage in granular detail to identify items that are discarded most often. This allows each store to target food waste reduction actions accordingly, through price reductions, donations and redistribution partnerships.



How we meet and exceed our waste targets

We know that around 70% of food waste happens in the home, while the remaining waste occurs during the supply chain process.⁴ Currently, over 50% of our largest suppliers are reporting on their food waste via the Manufacturing 2030 platform,⁵ and we're working together to align with [WRAP's Food Waste Reduction Roadmap](#) and [the Target, Measure, Act Principles](#). Aldi has also worked with suppliers to [move from use-by dates to best before dates on milk](#) to reduce milk waste in the home, in line with WRAP's labelling guidance.⁶



1 WRAP, Action on food waste, 2023. Source: <https://www.wrap.ngo/taking-action/food-drink/actions/action-on-food-waste>
 2 UK Parliament Research Briefing, 'Food poverty: Households, food banks and free school meals', 2023. Food poverty is defined as: 'experiencing food poverty' or 'household food insecurity' if they cannot (or are uncertain about whether they can) acquire 'an adequate quality or sufficient quantity of food in socially acceptable ways'
 3 Courtauld 2030 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
 4 WRAP, [Food waste trends survey, 2021](#)
 5 Top suppliers represent 80% of Aldi's receiving volume
 6 This has since been rolled out in all UK stores from January 2024

Tackling food waste continued



Aldi's policy of 'Low Waste to No Waste' is core to our in-store training plans and activities, and colleagues are encouraged to ensure that edible food surplus is sold at a reduced price. Where we cannot sell products at a reduced price, they are redistributed through our charity partners or wrapped up and sold in a 'Surprise Bag' through the Too Good To Go app.

We also support our customers to consider the environmental impact of food that's thrown away. During WRAP's annual [Food Waste Action Week](#), for example, we promoted easy recipes that involve more taste and less waste.



With these 'simple' steps, we prevented over 37,000 tonnes of food from going to waste in 2023!

1 Reducing prices for our customers by up to 75%, including 30 to 75% price reductions on fresh produce, bakery and chilled products near the end of their shelf life and 30% price reductions on ambient items that have imperfect outer packaging

2 Switching products from use-by dates to best before dates to reduce consumer waste at home



3 Rolling out our national partnership with Too Good To Go



4 Measuring our stores' food waste figures in granular detail





Our partnership with Too Good To Go



Sophie Trueman,
Managing Director UK and Ireland, Too Good To Go

Customer feedback

“I would personally like to thank Aldi Inverness Scotland for their support. Aldi Inverness has given us reduced food through Too Good To Go boxes, which has managed to feed my child and my home. Thank you for the great cause and Aldi Inverness for their support, generosity and kindness.”

Joanne,
Too Good To Go customer at Aldi Inverness store

Q: How does Too Good To Go work?

A: It's a straightforward, free app that connects people to stores, cafés and restaurants that have surplus unused food and drink that would otherwise be discarded. Customers can search for local favourites and also find places they might not know are nearby, purchase a 'Surprise Bag' of goods at a substantially reduced price – it's a surprise because the app doesn't detail what will be in the bag. The customer then collects their bag of quality unsold items within a certain time slot. It's a win-win as it saves money for the customer, reduces food waste and benefits the environment.

Q: How many bags have been sold on Too Good To Go from Aldi since the partnership?

A: Since Too Good To Go was rolled out across all Aldi stores in the UK and Ireland in February 2023, 370,524 bags have been sold.¹ That has prevented over 1,670 tonnes of food from going to waste and saved shoppers over £5.4 million in food costs.

Q: How have you found our partnership so far?

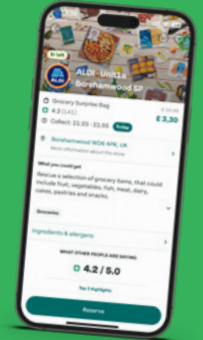
A: Since our partnership started, we've been looking for ways to continuously improve – such as finding new ways to optimise waste – fuelled by the enthusiasm and dedication of the Aldi team. We've seen an overwhelmingly positive response from our customers and it's been incredible to see that the bags are so popular.

Q: Why do you think Too Good To Go is so popular in the UK since its launch in 2016?

A: We have over six million users in the UK now. The cost of living and concerns about food waste have triggered an increase in people using the app. When people buy from the stores or restaurants they know, there's a reassurance of quality, even if they don't know exactly what the bag will contain. Also, customers can buy surplus food bags wherever they are as the app can be searched by location.

Q: What is your message to Aldi customers who have yet to download the app?

A: Give it a go! Times are tough and there's tons of great food to be had at a fraction of the price. You know you'll get a bag of quality goods, while doing your bit towards helping the planet and ending food waste. Not only that, but 1.14 million customers have rated Aldi Too Good To Go bags as their favourite among retailers.



Saved over
£7 million
for Too Good To Go Surprise Bag shoppers

1.14 million
customers rated Aldi Too Good To Go bags as their favourite among retailers

Prevented more than
1,670 tonnes
of waste

370,524
Aldi Too Good To Go bags sold in 2023



¹ Figure represents sales from January to December 2023



Our partners in reducing food waste



We partner with amazing organisations who are working to end food waste and help people to put quality food on the table. They are now the lifeblood of many local communities.



Company Shop Group

Our alliance with Company Shop Group, now in its ninth year, has seen 11,608 tonnes of supplier-owned surplus food, that would have been wasted, going to people who are struggling to feed themselves and their families. That equates to more than an amazing 27.6 million meals on tables since our relationship began.

In February, we launched our RDC Company Shop Group project across all our UK RDCs, to donate rejected stock to Company Shop (this does not impact our wastage intensity). In 2023, Aldi donated 794 tonnes of surplus food (which amounts to 1,890,514 meals) to Company Shop Group.

During Christmas 2023, Aldi donated 2,000 three-course meals to Company Shop Group's community shops in 12 locations across the country. Aldi colleagues also volunteered at two of the events, helping to prepare and serve food.

The equivalent of more than **27.6 million** meals on tables since our relationship began



Neighbourly

Our partnership with the giving platform, Neighbourly, enables stores to donate long-life products, fruit and vegetables, bakery products and flowers that are near the end of their shelf life. Neighbourly endeavours to link 100% of our stores with local charities or community groups.

During 2023, a significant number of donations were made from our stores. Ten tonnes of cereal and 5,000 gallons of milk were donated to foodbanks through Neighbourly as part of a breakfast club, along with 10,000 activity books during the school holidays.

On Christmas Eve and New Year's Eve, our chilled donation figures reached new heights. Charity partner coverage was the strongest to date, with 90% of stores being able to redistribute their chilled products. This resulted in 1.4 million meals (390 tonnes of food) being donated – up by a massive 32% since the partnership began.

1.4 million meals (390 tonnes of food) donated over Christmas

Warming up the Homeless is a charity that supports homeless people on the UK's South East coast. It collects from four Aldi Stores in the Sheppey region.

“Between the Aldi stores across our charity reach, Aldi is directly responsible for feeding over 200 homeless people a week. Across the board we feed 1,400 people a week, which includes 42 children. I can't thank you enough.”

Trudy Hampton-Hodges, CEO, Warming up the Homeless



Skegness Centre Food Bank collects from the Aldi Customer Donation Points in Stores Programme

“The donations from our Aldi store make a big difference. The inclusion of fresh vegetables and fruit really helps improve the nutritional value of our food parcels. The bread, cakes and all the other bits also contribute to making the food parcels that little bit more special.”

Johnny Whelbourn, Skegness Centre Food Bank Manager

Isaac Winfield Foodbank

During the pandemic, inspirational 12-year-old Isaac Winfield, from Redditch, Worcestershire, used his birthday money to open the first of a series of foodbanks for struggling families. When one of the foodbanks was burgled in October 2023, Aldi donated £500 of everyday products to restock it, including ambient food, nappies and toiletries, along with £2,000 worth of Specialbuys in December, which were mainly toys for children.



Taking action on packaging

Packaging is essential for protecting and preserving the quality of the items we sell. It also serves as a quick and familiar signpost to the items our customers love. But it's no secret that excessive packaging has significant detrimental impacts on the environment.

We've been working with suppliers to reduce as much packaging as we can and to ensure that, where possible, packaging used for our products is either reusable, recyclable or home compostable.¹

We have also worked with our suppliers to reduce our reliance on virgin plastic packaging through lightweighting – redesigning or adjusting packaging to reduce weight – and including recycled content. Seemingly 'simple' packaging changes and reductions have had a significant impact on the products across our shelves, fridges and freezers.

In 2023, we removed a massive **3,700 tonnes** of packaging across our range!



Our targets

Targets

50%

reduction in plastic (primary) packaging in relation to sales by 2025, from a 2019 baseline

50%

reduction in all packaging (primary, secondary and tertiary) in relation to sales by 2025, from a 2015 baseline

50%

of all plastic (primary) packaging is made of recycled content by 2025

100%

of own-label (primary) packaging to be reusable, recyclable or home compostable by the end of 2022

Performance

39.4%

reduction at the end of 2023

32.5%

reduction at the end of 2023

25.4%

at the end of 2023

98.8%

achieved of the target at the end of 2023, with 35,888.88 tonnes of unrecyclable material removed since 2019



We're pleased with our progress so far on making lots 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, such as those with mixed material composites, soak pads and bands. Research into finding solutions is a business priority.

¹ To meet our pledge to ensure our own-label packaging is recyclable, reusable or home compostable, we ensure that recyclability is maintained for any materials we amend, switch, remove or reduce

Taking action on packaging continued

Our buying department considers packaging at every step of the buying process – this includes the product sample stage through to final product. All colleagues receive training in positive action on plastics, packaging and recycling, and we run monthly sessions open to everyone across the business.



Case study

Reducing packaging

884 tonnes of packaging reduced by moving from glass to 30% rPET¹ on peanut butter jars.

377 tonnes of cardboard saved on our washing powder and cat litter packaging, along with 38 tonnes of steel saved by removing ring pulls from our mushy peas, chickpeas and kidney, mixed and cannellini bean tins.

100 tonnes of packaging saved by moving our steak range to pressboard – this was a European first!



Case study

Switching to recycled content

105 tonnes of virgin plastic reduced by incorporating 85% rPET on soft cheese lids.

479 tonnes virgin plastic reduction (64 tonnes of total plastic) by incorporating 50% rHDPE in thick bleach bottles.



Case study

Reducing plastic

840 tonnes of plastic saved by reducing wrapping on crisp bags, baby wipes, frozen food bags, bread and our baked beans and sausages tins.

112 tonnes of plastic saved by switching to a cardboard multi-wrap sleeve on tuna and replacing sleeves on cheese singles with paper.



See Appendix for a full breakdown of our packaging actions.

Our partners in reducing retail packaging

Collaboration with peers in the retail sector is key to achieving our packaging goals. We're proud to work with:



¹ rPET is recycled PET plastic (polyethylene terephthalate), and rHDPE is a plastic made from recycled High Density Polyethylene



Tackling waste – with help from our customers

Store plastic collections boosted by the Flexible Plastic Fund



In 2023, we were the first retailer to obtain funding for our front of store soft plastic collections from the new industry-led Flexible Plastic Fund (FPF).¹ The funding was granted in recognition of how difficult it is to recycle this material. Over the year, we recycled 98 tonnes of soft plastic from our customers, including wrappers, packets, films and pouches.



Coffee pod recycling

We were the first UK supermarket to join Podback in 2022. In 2023, our customers ordered 4,800 bags² to recycle their Aldi coffee pods.

Blister pack recycling trial exceeds expectations

We launched our blister pack post back scheme in 2023 where customers were invited to send back empty packs to our recycling partner Terracycle. The trial resulted in such a high number of returns that we have temporarily paused the scheme whilst we explore ways to accommodate our customers' amazing response to it.

- 1 This went to press in early 2024 when we received our first payout
- 2 Material collected from May 2023 onwards
- 3 This has now been rolled out in our Leamington Spa store in 2024

Leading the field in easy refills

Aldi was the first retailer to launch in the [GoUnpackaged](#) UK Refill Coalition – a scheme that provides retailers with a scalable refill model. The introduction of refill in our stores allows our customers to access a more sustainable shop, without having to change their purchasing habits. Furthermore, we guarantee that our refill lines will always be a better price than packaged. We launched the first fixture in our Solihull store in October 2023.³





Healthier

This section details how we encourage customers to choose healthy options at affordable prices.

We want our customers to live healthy lives and enjoy better quality foods as part of a balanced diet. Helping them eat well for less is at the top of our priority list. It makes us feel incredibly proud knowing that we offer millions of customers access to fresh, affordable and healthy food, to help support healthier choices every day.

Healthy choices, healthy prices





Healthy choices, healthy prices

We sell our products at the lowest possible price because we believe that every customer should be able to buy healthy, high quality produce.

We report our progress against the [Public Health England \(PHE\) salt, sugar and calorie targets](#). In the UK and Ireland in 2023,¹ we reported:



Our targets

Targets

Performance

85%

of our own-brand food and drink sales volume² (excluding alcohol) will come from healthier items³ by 2027

80%

was reached in 2023, so we're well on the way to achieving our target

5%

increase in the number of vegetable portions sold across our own-brand products by the end of 2023 (against a 2019 baseline)

4.2%

was achieved in 2023

100%

compliance to calorie targets by 2024

94%

of PHE 2024 calorie targets achieved

95%

compliance to salt targets by 2024

84%

of PHE 2024 salt targets achieved

20%

reduction in sugar by 2024

14.3%

sugar reduction since 2015 across PHE sugar categories



Putting fresh and healthy first

We have a duty of care to our customers to make healthy living choices affordable.

We deliberately keep product lines limited, which means we can sell high quality, healthy and seasonal food throughout the year. The first thing shoppers see in store is a colourful range of fresh fruit and veg.

We also encourage customers to think about broader health issues, like sugar and salt content. Our labelling clearly shows salt, sugar and calorie content, and we offer simple, healthy recipes to suit all households and budgets.

External stakeholders and NGOs, including the British Nutrition Foundation, British Retail Consortium and Drinkaware, help us give customers additional guidance on the type and amount of food and drink that is healthy to consume.

1 These figures are based on combined UK/Ireland data
 2 In 2023, Aldi's target changed from looking at sales units to sales volume. This allows us to more accurately report on how much 'healthy' and 'unhealthy' foods our customers are consuming
 3 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'
 4 [Sustainable Baskets - BDA, 2023](#)

Encouraging plant-based eating



We are committed to increasing our vegan and vegetarian range and recipes. We worked with the experts at the British Dietetic Association (BDA) to develop a shopping basket which meets healthy eating recommendations. It doesn't need to break the bank and can be done on a budget. The basket is in line with UK Government healthy eating guidelines and the [Eating Better by Half](#) goal. There's 15% protein (50% animal and 50% plant based) included in the basket. That's five times more plant protein than an average diet!⁴

In the UK and Ireland, in 2023, we have achieved the following, against a 2020 baseline:



Increased the volume of plant-based protein products sold by

32%

Expanded the range of our plant-based protein options by

67%

More than doubled our range of dairy alternatives



Healthy choices, healthy prices continued

Inspiring young foodies!

We support young people to have healthy diets in the following ways:

- Our **Get Set To Eat Fresh** schools programme with Team GB and ParalympicsGB educates children about a balanced diet and how to prepare healthy meals. In 2023, we challenged young people aged 5 to 14 to get creative and design an Aldi lorry that would inspire the UK to enjoy healthy, sustainable food. The judging panel of representatives from Team GB, ParalympicsGB and Aldi selected their stand-out designs from the 12,000 exciting entries, and visited each of the first-place winners to present them with their prizes in a special assembly and show them their designs in person

- We launched the **'Eat Like a Champion'** Cookbook, full of healthy, family-friendly recipes inspired by athletes
- We've joined the **Eat Them to Defeat Them** campaign to encourage children (and parents) to eat more vegetables through weekly offers and recipe ideas
- Aldi proudly supports the **Brownlee Foundation**, which inspires children from all backgrounds to enjoy sport and lead active lives



12,000
entries into our
'design an Aldi Lorry'
competition



Emily Campbell,
Team GB weightlifter



Melanie Woods,
ParalympicsGB wheelchair racer

Nutritional labelling

Our traffic light labelling – with the percentage reference intake added – makes it easier for customers to understand the nutritional composition of a product and compare items.

We label all fruit and veg (including processed ones) with the '5 a day' logo. To ensure we're not influencing children negatively, we've removed cartoon characters from packaging on products which contribute most to children's sugar intake, and we've kept them on our children's fruit and vegetable lines.

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.

Making healthy options easier

We specifically put healthy products in prominent and important parts of our stores to ensure that they're easily accessible.

Of course, customers also want to enjoy snacks and eat treats. So, we're looking at ways to make items healthier, but still as tasty, by working with suppliers to reformulate what goes into them.

Healthy choices, healthy prices continued

Case study

Snackrite Pop Outs – with less salt and saturated fats

In 2023, a reformulation was carried out across three flavours of the Pop Outs snack range. Already popular among customers as a healthier alternative to crisps, the aim was to make Pop Outs HFSS compliant¹ by further lowering the salt and sugar content.

The solution was found in seasonings. Our supplier worked with its flavours team to reduce the amount of sodium within the seasoning and replace it with potassium chloride to ensure the same quality and flavour.

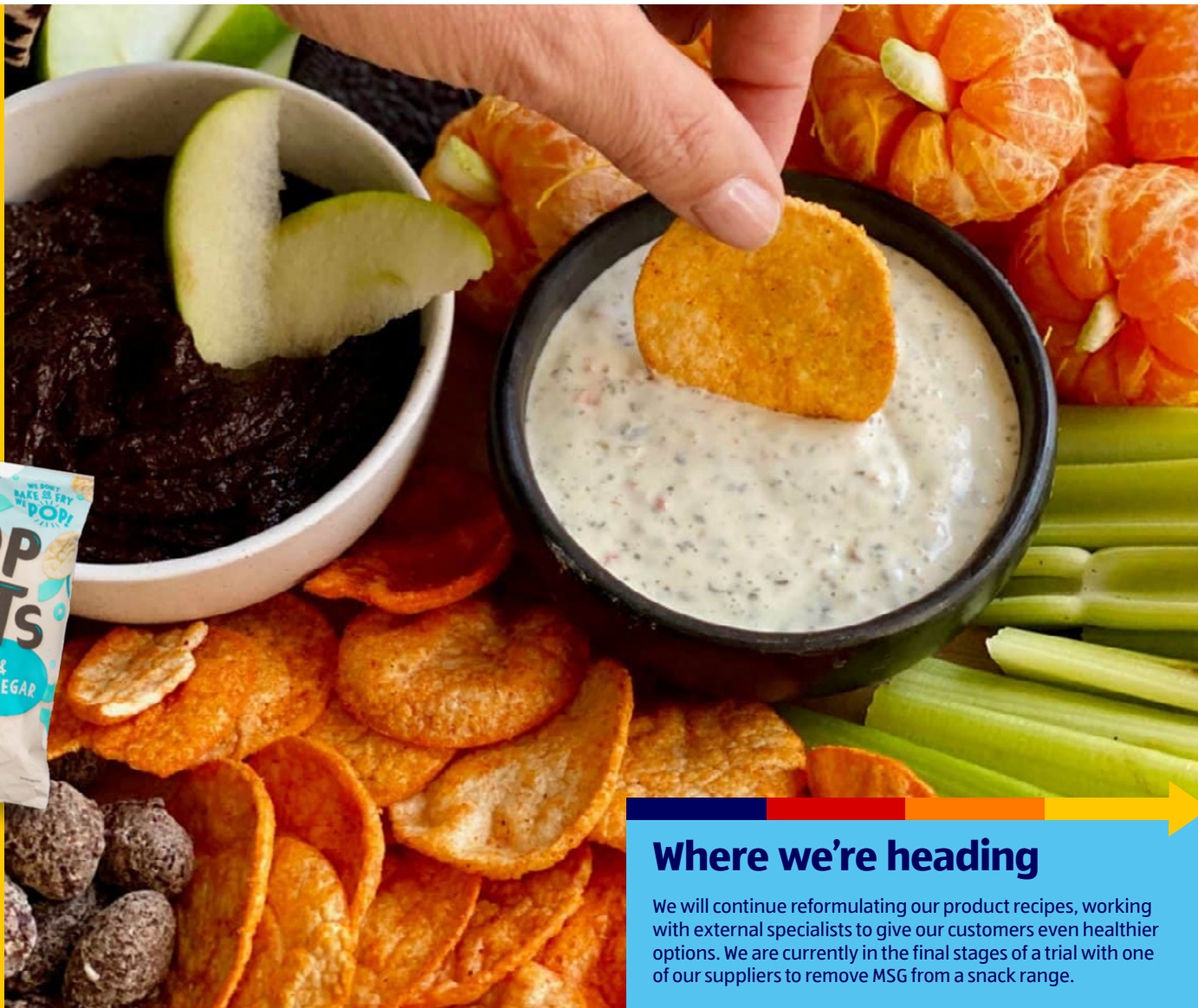
The result is that the salt content of Pop Outs has been lowered from 7 points to 3 and the saturated fat content has gone from 1 to 0. The fibre content has also increased from 1 to 2, depending on the variant.

As part of our goal to have 85% of sales volume come from healthy products by 2027, this reformulation is particularly exciting. The initial change applied to Pop Outs 100g share bags, but from October 2023, single serve bags have also become HFSS compliant.



Our goal is for sales volume from healthy products to be

85%



Where we're heading

We will continue reformulating our product recipes, working with external specialists to give our customers even healthier options. We are currently in the final stages of a trial with one of our suppliers to remove MSG from a snack range.

¹ We use the nutrient profile model (the same used for high fat, salt and sugar (HFSS) legislation) to define a 'healthy' product



Fairer

This section explains how we put customers first at Aldi, support the communities around us, and value strong relationships with our suppliers.

Almost 19 million shoppers now enjoy our great quality products at unbeatable prices. To each one of those customers and their communities, we've made the pledge to make sustainability affordable.

We work closely with growers, farmers, buyers, suppliers – every link in our supply chain – to align with our sustainability principles. Our close, and often long-term, relationships with suppliers are central to maintaining our commitment to quality and affordability. We meet with expert groups, including NGOs, to advance our work and stay on top of evolving regulations and standards.

- Responsible sourcing** >
- Human rights in the supply chain** >
- Making a difference in our communities** >



Responsible sourcing

We have a duty to ensure that our products come from ethical sources that are supported by environmental standards and fair working conditions. This means having a robust approach to sourcing and product certifications. That's why we work with certification partners such as Fairtrade on a selection of product lines. In 2023, Aldi generated over £999,000 in Fairtrade Premium for farmers and workers in our supply chain. 42% of this Premium was invested by producers into projects related to Sustainable Development Goal 2: Zero Hunger.¹

We work with partners to build awareness among suppliers of the current and future challenges impacting our global supply chain, such as resource constraints and water use.

We have clear policies to which all our suppliers must comply.

➤ [Read more about our supplier policies in our 2022 UK Sustainability Report.](#)

In 2023, we generated around **£999,000** in Fairtrade Premium for farmers and workers in our supply chain



Our targets

Targets

Performance

100%

delivery of all sourcing policies to mitigate the environmental impacts of high-risk commodities

83%

delivered

100%

of cocoa certified by 2025²

94%

certified

75%

certified sustainable coffee by 2025^{3,4}

65%

certified

100%

certified sustainable bananas and pineapples by 2025⁵

100%

certified

100%

sustainable cotton for our Aldi exclusive garments and household textiles by 2025⁶

74%

certified



Non-food product sourcing

We want the products we sell to be produced in a way that reduces environmental impact and meets recognised environmental and social standards. That's why we analyse the detail of our products, such as food ingredients or the materials used in home goods.

In 2023, responsible sourcing plans were developed for product types that require action and implementing enhanced tender requirements for suppliers, such as for cotton certification.

- 1 The United Nations' Sustainable Development Goal 2 is about creating a world free of hunger by 2030 using a multi-dimensional approach – from social protection to safeguard safe and nutritious food, to transforming food systems to achieve a more inclusive and sustainable world
- 2 Accepted certifications are Fairtrade, Rainforest Alliance and Cocoa Horizons. The percentage is dependent on product
- 3 Accepted certifications are Fairtrade and Rainforest Alliance. The percentage is dependent on product
- 4 Certified coffee has been affected by poor harvest yields, creating a global shortage. This has impacted our ability to source certified coffee. The International team are working to source other types of certified coffee
- 5 Accepted certifications are Fairtrade and Rainforest Alliance. The percentage is dependent on product
- 6 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)

Responsible sourcing continued



Ayalnesh Tesfaye,
Senior Supervisor, Herburg Roses, Ethiopia
Photographer: Solomon Tewodros

Case study



Working with flower farm workers to improve their lives

The Fairtrade Improved Workers' Rights in Ethiopian Flowers project is an initiative that aims to enhance the representation of women in management structures and on worker committees. It also aims to improve worker health and safety, and the working environment, along with promoting inclusivity in the workplace, for example, through training on gender equality and providing assistive devices for workers with disabilities.

In the UK, Aldi is the largest retailer of Ethiopian Fairtrade flowers. We believe it is essential to support enhanced working conditions for the people who produce our products, to address gender equality challenges and create fairer and supportive working environments.

That's why we have invested in Fairtrade flower programmes since 2019, on top of sourcing Fairtrade flower stems. We've been working with Fairtrade producers over the last 10 years to support workers at farms such as Herburg Roses, which grows most of our beautiful Fairtrade roses. Based in Ethiopia, Herburg currently employs approximately 1,200 workers, 64% of whom are women.

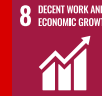
We are investing £200,000 in Phase 2 of the project, which will run from 2022 to 2025 across seven Fairtrade certified flower farms in Ethiopia, with the goals of improving labour relations and working conditions for flower farm workers. Key activities include establishing working partnerships with trade union officials and the International Labour Organization (ILO), sharing learnings to promote workers' rights and collective bargaining agreements, and supporting the inclusion of women, young adults and vulnerable persons in the workplace.

"The project under Fairtrade was a life changer for me. I was promoted at work due to the skills and empowerment the project provided me with. The project assisted me with improved communication skills and boosted my confidence. I have also learned about conflict resolution. I am here entirely because of the project."

Abonesh Kebede, Senior Supervisor, Herburg Roses



Human rights in the supply chain



It is critical to protect, value and respect people who may be impacted by our operations, throughout the supply chain, as reflected in [Aldi's Human Rights and Environmental Due Diligence Policy](#).

Our targets

Targets	Performance
12 detailed HRIAs carried out by Aldi South Group by 2025	7 assessments
80% of buying volume from A/B rated suppliers ¹ for high-risk commodity groups by 2030	85% for onboarded suppliers

Risk analyses and impact assessments

Aldi South Group has committed to carry out 12 detailed [HRIAs](#) by 2025 that follow a stringent, methodological approach, including extensive background research and engagement with rightsholders.

¹ Our sustainability requirements rate business partners from A to D. We prioritise sourcing from A and B rated suppliers, while D rated suppliers are delisted if they consistently fail to improve

Prevention and mitigation: Risk management

Based on the results of our risk analyses, we implement measures to address risks, and prevent and mitigate potential adverse impacts that have been identified, prioritising the most salient ones. These measures include, but are not limited to, the implementation of the [Aldi Business Partner Sustainability Standards](#).

The social and environmental compliance of our suppliers of certain high-priority commodity groups (as identified in our risk assessments) is reviewed under our [Corporate Responsibility Supplier Evaluation \(CRSE\)](#). Suppliers also receive a range of training to support them to comply with our requirements.

Our [Social Monitoring Programme \(SMP\)](#) monitors compliance with our standards at suppliers' production facilities according to an assessment and prioritisation of their supply chain risks. Suppliers in high-risk areas who manufacture Aldi products must have a valid third-party audit of their main production facilities.

We also work with our suppliers to ensure safe and fair working conditions. In 2023, we provided bespoke training to construction management companies (CMCs) working on our sites, including senior management and site managers.



Grievance mechanisms

Affected rightsholders, both internal and external, can submit complaints and grievances on human rights and environmental topics through the [Aldi AlertLine](#).

In addition, we partner with civil society and industry stakeholders to support the creation and implementation of multi-stakeholder grievance mechanisms in production countries, and are therefore engaging in projects such as the [amfori Speak for Change Programme](#), the [Impartial Worker Occupational Safety and Health Complaints Mechanism of the RMG Sustainability Council \(RSC\)](#), the [Complaints System of the RSPD](#), and the [Issara Worker Voice Programme](#).

Remediation and corrective action plans

If negative impacts occur, we act upon findings and work with business partners to remedy any impacts directly linked to our operations and products.

A corrective action plan (CAP) is put in place if we identify any adverse risks or impacts with business partners. 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

For information on Aldi's progress in preventing and combatting child labour in supply chain activities, see the [Aldi South Group's Child Labour Policy](#).



Fairtrade Foundation.
Photographed: Flower farm worker Bónsa Guracho, and family
Photographer: Solomon Tewodros

Human rights in the supply chain continued



Fostering better livelihoods in our supply chain

Case study



Supporting survivors of modern slavery

Causeway offers direct assistance to marginalised individuals, including survivors of modern slavery. In 2023, Aldi UK donated over 365 products to Causeway's LifeSupply programme valued around £1,800, including household items and clothing.

One person was a female survivor of modern slavery who had recently relocated into a council house. She was given home goods, valuing around £130. We also donated £5,000 to Causeway's LifeLink programme, which provides a safe space where survivors can regularly meet with peers in similar situations and develop new skills for independent living.

"We are so grateful to Aldi for their continued support for survivors of modern slavery and their donations to LifeSupply."

Mary Tear, LifeSupply Coordinator at Causeway charity



Taking action against modern slavery

In 2023, we established a robust modern slavery escalation process, which facilitates decision-making on investigations, risk assessments or the remediation of an incident.

Stronger Together (S2G) and the Responsible Recruitment Toolkit (RRT)

Aldi UK is a project sponsor of S2G and the RRT. In 2023:

- 152 Aldi suppliers attended the foundation workshop for Stronger Together and 24 suppliers completed the advanced training course
- 111 people, from 59 of our suppliers, attended one or more of the RRT training courses

▶ We report on our Modern Slavery Act compliance in Aldi UK and Ireland's 2023 Modern Slavery Statement.



Case study



Helping to improve working conditions on tomato farms in Spain

In 2023, risk assessments of Aldi's tomato growers in Spain's Almeria region were conducted by the Wilberforce Institute. The region's farming sector is highly dependent on thousands of migrant workers from Eastern Europe and Africa.

At the time, in 2020, the Almeria region had over 92 slum areas housing up to 10,000 people, with no access to electricity, running water or sanitation. Workers without papers were extremely vulnerable to exploitation. In 2023, a review of the situation showed improvement for these workers due to public awareness about labour exploitation in the agricultural sector, an increase in minimum wages and new labour legislation to prevent workplace harassment.

All companies are now required to have a harassment prevention programme in place. This includes worker committees and communication channels for workers to raise concerns confidentially.

Following any risk assessment we commission, we ensure suppliers address any high-risk areas identified to help reduce the overall risk of modern slavery.



Making a difference in our communities



We may have over 1,000 stores and 44,000 colleagues across the UK, but our roots as a community-focused business stand strong. That sense of community is forged when customers come through our doors each week and see familiar Aldi faces both at the tills and in the aisles. Ours is a people-centred organisation, committed to giving back to the communities we serve and lending support further afield, wherever we can.

In the UK, we've been partnered with Teenage Cancer Trust since 2017 and we support a broad range of other national and international charities. The Aldi South Group also responds to large scale emergencies. For example, in 2023 a £500,000 donation was made to the British Red Cross, to help those affected by the devastating earthquakes in Turkey and Syria.

Our targets

Target	Performance
Over	Over
£1 million	£1.3 million
raised each year for Teenage Cancer Trust	in 2023

Proud partners of Teenage Cancer Trust 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. Over the years, Aldi colleagues have championed the charity through a variety of activities, helping its mission to ensure that every young person with cancer (and their families and friends) gets the support they need before, during and after diagnosis.

The charity is based all over the UK, and it delivers outstanding care and expertise in each of its 28 specially designed hospital units.

Our goal in 2017 was to raise £5 million in five years. We achieved this over 18 months early, setting our sights on raising £10 million by 2027. In 2023, Aldi raised more than £1.3 million¹ for Teenage Cancer Trust, bringing the overall fundraising total to £9,487,979.²

Fantastic fundraising feats

Fundraising took place throughout the year with a variety of challenges and events – from sweepstakes, marathons, hikes and bike rides, to raffles and dare devil challenges. In total, our colleagues raised over £690,500 in 2023, supported by customer donations in stores. Many Aldi colleagues also went the extra mile by taking part in our payroll giving scheme: in 2023, they donated an additional £65,468.25 through the scheme, which went directly to Teenage Cancer Trust.

Our very own senior leaders, Graham Hetherington (MD), Dan Ronald (GMD) and Oliver King (GMD) ran the London Marathon dressed as Cuthbert the Caterpillar, raising over £55,000!



Inspired donations for Teenage Cancer Trust

There have been many avenues for supporting Teenage Cancer Trust throughout 2023. Some inspirational highlights include:

- Extending our renowned Super Six range in our Teenage Cancer Trust 'Takeover Month' of July, where we added a little gem lettuce cause-related marketing product to raise over a whopping £55,000
- ▶ Read more about Hex's Specialbuy bag, another cause-related marketing product, in the case study.
- Renewing our Rainbow Fund to provide £10,000 of shopping vouchers for young people and families using Teenage Cancer Trust Facilities
- Continuing our sponsorship of the Ashby 20 Road Race, donating £2,000 to the event, with further donations by runners to Teenage Cancer Trust during the sign-up process. Many Aldi colleagues join the race each year, as both runners and spectators
- ▶ Read more about our donations to Teenage Cancer Trust in the Appendix.

¹ Exact figure: £1,309,795 million

² In April 2024, Aldi celebrated the £10 million fundraising milestone for the charity and now aims to raise a total of £15 million by 2027



You, me and a cup of tea

Case study

One of our star products to go on sale throughout the July Teenage Cancer Trust 'Takeover Month' was Hex's 'You, me and a cup of tea' reusable Specialbuy bag.

This unique item was designed by a young person named Hex who received treatment from Teenage Cancer Trust after being diagnosed with aplastic anaemia.

It was inspired by the support they received from their Clinical Nurse Specialist, Charlene, and Hex's relationship with art and design, which was something that ran deep before their diagnosis and became a central coping method during treatment.

Having studied Fine Art at Leeds Art University, Hex turned to art while undergoing treatment, using it like a diary to help pass the time and express emotions. It was art that Hex decided to use to raise money for Teenage Cancer Trust, in recognition of the special bond that was formed with their Clinical Nurse Specialist and the work the charity does to make sure that young people don't have to face a cancer diagnosis alone.

Hex met with the Aldi design team to watch their 'You, me and a cup of tea' artwork on paper transform into a reusable Specialbuy bag that customers could purchase in stores throughout July 2023.

From every bag sold, 15p was donated to Teenage Cancer Trust to help fund specialised nurses and youth support coordinators and support its 28 hospital units across the UK.

Sales of Hex's Specialbuy bag raised more than
£11,700



"The design symbolises how it felt for me to get that support when I needed it most. Art was the biggest thing that helped me through treatment. For the past three years, I have drawn for anything from two to six hours a day, and it's acted as therapy for me as it's distracted my mind. It's been one constant thing I had, especially throughout Covid. I think some people get scared away from art as they think they need to create something pretty. But it doesn't matter what it looks like – you're only making it for you."

Hex,
designer of the Specialbuy bag





Community impacts

Royal Albert Hall annual Teenage Cancer Trust shows

The Royal Albert Hall hosted the annual Teenage Cancer Trust shows – a full week of exciting celebrity performances in aid of the charity. Aldi donated £200,000 to support the show, alongside a £50,000 donation to match guest text-in donations. 40 Aldi colleagues also supported by volunteering at the event, greeting guests and collecting donations. Volunteer collections amounted to over £30,000, with an additional £28,771 being donated by guests through the text to donate option.



£184,579
worth of products
were donated



When You Wish Upon a Star

Aldi continues to support When You Wish Upon a Star each year and, in 2023, £184,579 worth of products were donated. Aldi donates weekly to support its mission of granting the wishes of children living with life-threatening illnesses.



£4,590
raised by customers

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 one in 17 kids don't have a book at home. As schools in the UK ended for the summer, Aldi donated 10,000 books to kids, in partnership with the Neighbourly Foundation and Marcus Rashford's Magic Breakfast Book Club, which promotes books as a necessity, not a privilege. Customer donations also raised £4,590.



Bowel Cancer UK

In 2023, Aldi continued to add the signs and symptoms of bowel cancer to all its packs of toilet roll, in support of Bowel Cancer UK's #GetOnARoll campaign.



Marine Conservation Society beach cleans

Aldi UK is the biggest corporate supporter of the Marine Conservation Society's national beach cleaning and litter survey project, Beachwatch. Our partnership in 2023 saw our first beach clean in Brighton, with a number of volunteers from Aldi taking part, who managed to collect 10kg of litter from a 100m stretch of beach. We have more beach cleans planned for 2024, so watch this space.

[Read more about the partnership.](#)

“Our partnership with Aldi means we're able to carry out beach cleans year-round and collect valuable data that makes a big difference in keeping our seas safe for wildlife, people, and future generations. Working with a corporate supporter on marine conservation means that we can extend our reach beyond our existing volunteers and supporters, and train large numbers of new citizen scientists.”

Charli Wilson,
Marine Conservation Society Corporate Partnerships Manager

Community impacts continued



Neighbourly Foundation Winter Foodbank

Aldi donated £250,000 to Neighbourly's Winter Fund in 2022/23 to support low-income households in the form of microgrants to charities. Charities were encouraged to come forward and apply for grants, depending on what their needs were. A total of 250 charities received £1,000 grants to support families and children with access to food and daily essentials, and 95,000 people received weekly support from the good causes that benefitted from Aldi's 2023 Winter Fund.

£250,000
donated by Aldi to Neighbourly's Winter Fund in 2022/23

Aldi and Neighbourly Adult's Breakfast Club

Just ahead of the Easter school holidays, we launched the Adult's Breakfast Club, aimed at all those parents who sacrifice their own meals to ensure their children don't go hungry.

Research showed that 44% of parents within 1,000 lower-income families are skipping meals, and 37% simply can't afford a full shop to feed themselves and their families.¹ This was further backed up by findings from Neighbourly, with charity professionals estimating that food provision among their network has increased by 159% in the last 12 months.² In addition, many charity professionals agree that there's a lack of breakfast food items being provided to foodbanks.

Aldi donated 10 tonnes of healthy cereal and 5,000 gallons of milk, and milk alternatives, to foodbanks connected to our 11 RDCs across the country, including Cardiff, Swindon, Darlington and Chelmsford. We also called on our customers to donate to the Club, with just £5 providing 30 breakfast meals. In 2023, 4,180 people were supported weekly by the charities that benefitted from the Breakfast Club programme.

10 tonnes
of healthy cereal donated to foodbanks by Aldi

"We are now seeing the real-world effects of the cost-of-living crisis. Parents sitting with empty, or half-empty, plates at mealtimes to ensure their children have enough food. Creating a dedicated Breakfast Club to ensure these parents are getting the nutrients they need and deserve is a brilliant initiative and one we hope will make a tangible difference in our community."

Steve Butterworth,
CEO, Neighbourly



"We believe that having access to healthy food should be a right, not a privilege. Our partnership with Neighbourly to donate surplus food from our stores helps to support the communities where we operate, but we want to be able to help parents too."

Liz Fox,
National Sustainability Director at Aldi UK



Causeway

In 2023, Aldi UK donated hundreds of items to Causeway's LifeSupply programme, which helps to furnish safehouses around the UK for survivors of modern slavery and labour abuse.

➔ See Human rights in the supply chain for more information.

¹ Research was conducted by OnePoll between 1st and 8th February 2023, with a sample of 1,000 UK parents from low-income households (as defined by the Government's Department for Work & Pensions)
² Research was conducted by Neighbourly and taken from a survey of 130 local charities between 9th and 22nd February 2023



Everyday Sustainability

Our greener, fairer, healthier ethos applies to life inside Aldi, as much as it does across all our outward-facing operations.

Sustainability is key to colleagues' onboarding and training from their first day here. People at every level in our offices, stores and RDCs are encouraged to understand what sustainability looks like in practical terms, from thinking about food waste and energy use to helping customers recycle.

We foster personal progression, development and wellbeing. Every colleague matters, and we pride ourselves on being a progressive and rewarding place to work, where health, wellbeing and inclusivity are ranked as important as pay and benefits.

Looking after our people >

Attracting everyday amazing people >

Health and safety >

Embedding our sustainability strategy >

Simple, consistent and responsible ethics >

Looking after our people



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

Aldi benefits include paid breaks, night premium pay, flexible working, access to mental and financial wellbeing services, free mortgage advice and sabbatical opportunities.

A varied working day is the Aldi way. Rather than being confined to one job, our people are 'multi-taskers' with autonomy. For example, in-store colleagues are trained to work at the till, get involved in stock checking, look out for near-end of shelf-life food that we can donate, or turn their hand to sprucing up the shelves.

Fair Play to Fair Pay

Our annual pay review in 2023 confirmed Aldi as the UK and Ireland's best-paying supermarket. After reviewing the market, we increased our hourly rates for store colleagues and warehouse operations, with all rates of pay being higher than the Real Living Wage, set by the Living Wage Foundation. Aldi is also the only major supermarket in the UK to pay for breaks, which for the average store colleague is worth an additional £927 annually. We continue to evaluate our pay to ensure it is fair and competitive in an ever-changing sector.

Somewhere people want to work

Being an inclusive workplace is reflected in how colleagues feel about coming into work each day, knowing they can be their true self – welcomed, valued and part of an amazing team.

We regularly assess and update our Diversity and Inclusion (D&I) and wellbeing strategies to make sure we're offering well-rewarded, positive and inclusive employment and training opportunities for all our colleagues.



Being recognised for our work

We're proud that our commitment to D&I was recognised in 2023 when Aldi received:



Grocer Gold Awards 2023
'Employer of the Year'
for the second year running



The Retail Gazette's 2023
'Workplace Gamechanger'
Award



Make a Difference Media and Events Awards 2023

Retail's Best Implementation of Workplace Wellbeing



Retail Industry awards 2023
Diversity, Equality and Inclusion

Looking after our people continued



24/7
Virtual GP and
wellbeing app available
to employees

Colleague health and wellbeing

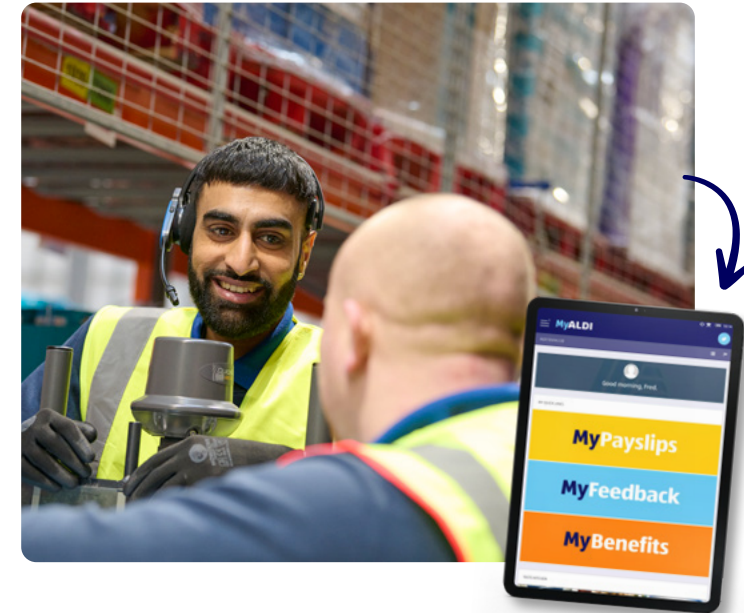
We provide access to wellbeing services that link to the key areas of our wellbeing programme – physical, mental, nutritional, social and financial – such as:

- A discounted Health Cash Plan, access to the Bike to Work scheme, free access to a 24/7 virtual GP, and discounted gym memberships
- Paid fertility leave, which provides colleagues two days' paid leave for each cycle of fertility treatment
- A 24/7 Employee Assistance Programme (EAP)
- Discounted legal services and a free will service
- Access to lifestyle benefits including discounted cinema tickets, money off holidays, shopping discounts and more

Financial boosts

Help is at hand for any colleague who needs financial advice or support. Partnership services include:

- **Salary Finance** – a financial wellbeing partner providing borrow, save and learn products
- **HSBC** – free financial fitness tools, free financial health checks and a wide range of on-demand webinars
- **Schroders Personal Wealth** – free tailored financial health check and investment advice
- **Charles Cameron** – a new mortgage benefit, which gives colleagues and their friends and family access to advice on buying a home, remortgaging and equity release



Keeping colleagues connected and supported

The MyALDI app is a place for colleagues to recognise and celebrate each other's work, but also to share experiences and find wellness support.

MyALDI has over 20 safe spaces for colleagues to share and connect with others, including a Hidden Disabilities hub, LGBTQ+ hub and a Menopause hub.

For leaders in Aldi, we provide resources on specialist wellbeing topics to help them support colleagues during difficult times. All of our leaders attend a full day 'Supporting Mental Wellness' course so they're equipped with the knowledge and skills to do this. We're also looking to host more webinars, like the one delivered by Fertility Matters at Work, which all Aldi leaders were invited to join.

Attracting everyday amazing people

More than 44,000 colleagues make up the Aldi UK workforce. We're a diverse and inclusive organisation, but we want to do more to reflect the communities we serve, particularly for minority and under-represented groups.

We're working with a wide range of D&I specialist partners, including [GroceryAid](#), [Diversifying Group](#), [Stonewall](#), [Business Disability Forum](#) and [Green Park](#) to achieve this.



D&I: Our Embrace strategy and 2023 progress

1 Employee engagement and support

Performance

- Updated our dress code and tattoo/piercing policies, allowing colleagues to come to work as their authentic selves
- Launched our LGBTQ+ hub
- Celebrated Black History Month with a webinar from an ex-Olympic athlete
- Updated our D&I Digest, which is designed to keep colleagues up to date on D&I initiatives
- Continued our menopause awareness initiatives, including support guides, webinars and a menopause colleague hub

2 Employee insights and data

Performance

- Launched a pilot of a Reverse Mentoring Scheme, where more junior colleagues from ethnic minority backgrounds mentor senior leaders
- Developed additional reporting capabilities to support a data-driven strategy
- Track gender representation at all levels, which helps us to identify initiatives that will have the most impact and deliver programmes to attract, retain and support women at Aldi

3 Partnerships and external engagement

Performance

- Working alongside the [Business Disability Forum](#) and the [Hidden Disabilities Sunflower](#) to better support our colleagues and customers with disabilities
- Attended four Pride parades across the UK on our Aldi float, celebrating diversity and inclusivity, together with Kevin and Cuthbert!



4 Employer branding, attraction and selection

Performance

- Launched a diverse talent mapping and coaching programme pilot



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

Performance

- Introduced allyship training to colleagues at manager level, supporting the launch of our allyship guide – a programme to ensure everyday inclusion. Being an Aldi ally involves doing all we can to make sure everyone in our workplace feels like they belong, and using our own privilege and influence to support those from minority groups
- Leaders receive Embrace training in their first year as a manager. The training supports leaders in improving their understanding, confidence and fluency when discussing D&I
- 1,204 managers received D&I training during 2023



Attracting everyday amazing people continued

Appealing to university grads

Aldi ranks highly within the graduate market – we were voted ninth Best Graduate Employer in the UK by the Times Top 100, and our positive ratings continue on TargetJobs UK300, Rate My Placement Top 100 and Rate My Apprenticeship Top 100. During 2023, we attended 119 university career events.



Apprenticeship opportunities

Our apprenticeship scheme aims to support local communities, promote D&I and increase social mobility. We offer career starter programmes with no requirement for applicants to have achieved qualifications or gained prior experience.

One of the ways we raise awareness of apprenticeship vacancies is through our School Partnerships Programme. In 2023, Aldi partnered with 59 schools across the UK, with support from the IGD, targeting schools with a higher than average number of pupils eligible for free school meals and with a minority ethnic background. We have also supported the IGD in the delivery of its Employability Workshops, with Aldi representatives attending 10 virtual workshops in 2023.

Over 100 apprentices graduated in 2023 and the 'Aldi Apprentice of the Year' award, which recognises an individual's special achievements, went to Lauren Glynn.

"I'd just come out of treatment for breast cancer, so it has been a really difficult couple of years. The fact the business recognises and celebrates apprentices, in all circumstances, is really great. I can't wait to continue my journey with Aldi!"

Lauren Glynn,
Aldi Apprentice of the Year, 2023



Colleague development

Over 250 colleagues are enrolled onto an Apprenticeship programme across the business, with 34 programmes available to support development at Levels 2 to 7 (ranging from GCSE to master's degree equivalent), in subjects such as retail leadership, maintenance, LGV driving, professional coaching, data analysis, procurement and marketing.

Attracting everyday amazing people continued



Addressing the gender pay gap

Aldi UK's mean gender pay gap is 9.15% and our median is 8.35%. While we have brought our gender pay gap down since records began in 2017, we are committed to continuing to reduce the gap.

Aldi is a signatory of the [UN Women's Empowerment Principles](#) to drive gender equality across our business.

Our female mentoring programme is helping to improve female representation at senior levels of the business, and our human resources team have been working closely with the Store Operations Committee, Warehouse Operations Committee and National Departments to develop gender pay gap initiatives across four key areas:

- 1 Experience and culture
- 2 Progression experience and promotion
- 3 Flexibility and caring responsibilities
- 4 Support for female health

These five focus areas came from colleague feedback during Gender Equality listening groups. 110 colleagues from our national teams, store operations and warehouse operations took part – sharing questions and discussions around gender pay equality across Aldi to identify potential barriers to colleague progression.

Surveys were also sent out to colleagues across Aldi. These were completed by 3,835 female and 843 male colleagues. Responses to the surveys, along with the listening groups and pay gap reports, have helped to develop the strategic actions outlined here so we can reduce the gender pay gap and create more inclusive working environments in 2024.

Health and safety

Everyone who works at Aldi, including our contractors, needs to get home safely at the end of the working day. A safe work environment, without risking personal health or safety, needs to be the norm. This applies to our people, customers and those working within our global supply chain.

We use mandatory e-learning modules that highlight health and safety policies and procedures within the workplace, ensuring trained and competent teams. Store and warehouse teams receive training on various role-specific safety topics, including, but not limited to, manual handling, slips, trips and falls, operation of mechanical handling equipment and chemical spillages. These are completed by all Aldi colleagues on their first day, with a pass requirement of 100%.



An 'Everyday Safe – Everyday Amazing' operation

Our safety strategy is aligned to our business strategy. This helps Aldi colleagues to think about safety as being directly related to the success of our business. It is supported in the following ways:

- Quarterly safety performance reviews take place at Managing Director catch-ups with Regional Health and Safety Managers. The reviews use the approach of 'three to celebrate, three for focus'; this is where managers share data or give updates on the impacts of local and/or national projects and initiatives to:
 - Celebrate what has been achieved to improve previous areas of concern in the safety of our operations
 - Discuss new initiatives to drive 'focus' around ongoing or emerging areas of risk that require action to remove or reduce the risk to an acceptable level
 - Encourage collaboration to ensure all areas of the business are informed and engaged with the Health and Safety strategy
- Our operational teams work together with the Health & Safety team to steer efforts toward reducing risk and accidents

We aim to provide a system for the management of health and safety which focuses on driving continuous improvements. This includes working with internal and external stakeholders to deliver on our goal to provide a hygienic and safe shopping experience. We also work to reduce risk of harm and personal injury to our colleagues, customers and others, along with reducing losses to the business due to safety.

In 2023, four health and safety working groups were formed: Risk Assessment, Procedures, Training, and Monitoring and Supervision. Outcomes to date from the working groups have included:

- Launch of a suite of safety-related training materials, which include two training videos for 'Food Safety' and 'Slips, trips and falls' for store operations
- A review of audit and inspection criteria to drive operational compliance in key areas of risk, such as food safety and hygiene compliance
- Regular proactive and reactive review of operational risk assessments and procedures to ensure a safe and effective work environment
- Undertaking of task-specific manual handling risk assessments within warehouse operations to develop a targeted, role-based practical manual handling training programme
- Development of a training video on 'managing customer conflict' to give store teams the tools to de-escalate conflict and reduce the risks of workplace violence



Embedding our sustainability strategy



We are a family-owned business that considers sustainability to be crucial to the future success of our company. The development and implementation of our sustainability strategy and goals are supported by national and global teams.

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

We continually engage with our internal and external stakeholders and use their feedback to inform and drive our sustainability activities.



Sustainability governance at Aldi UK

1 International Sustainability Committee

- Decision-making entity for sustainability strategy
- Attendees include representatives from all Aldi South Group countries

2 National Sustainability Committee

- Chaired by country International Sustainability Committee representative
- Implements and monitors progress of sustainability strategy at a national level
- Attendees include representatives from each national department in country

3 National Department Committees

- Implement and monitor progress of sustainability strategy at a department level in country



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. Our reputation has led to the trust of our customers, business partners and colleagues.

We apply our core values of simplicity, consistency and responsibility when it comes to compliance and ethics. This includes topics such as bribery, anti-corruption, food safety and human rights. Read more about how we assume responsibility towards effective employment procedures, marketing and reporting in our UK and Ireland Code of Conduct.

Code of Conduct

Each colleague is required to complete e-learning modules that highlight the company policy surrounding a variety of topics, such as Code of Conduct, corporate responsibility, disability awareness for leaders, disability awareness for colleagues, modern slavery and competition law training.

In 2023, the average company-wide completion rate was 90.01% across all policies and modules.

Reporting compliance issues

The National Compliance team at Aldi UK operate an AlertLine system, which is independently managed by a third-party provider. It allows for 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 serious commitment to dealing with grievances. The grievance process is clearly outlined to all employees.

If anyone feels wrongly or unfairly treated, they can raise the matter with their direct or personnel leader, either individually or together with colleagues, and the grievance will be taken seriously. Employees frequently see their direct leader and this allows for ample opportunity to raise any concerns from the employee. For serious complaints where an employee does not feel comfortable speaking to their direct or personnel leader, for example, instances of sexual harassment, the AlertLine can also be used.

Anyone who may be required to handle a grievance is given full training, has access to template documents and guidance in Aldi's Employment Law HELPBBook, and can be advised by human resources or our legal advisers if required. Any employees are able to give feedback regarding the process or relevant documents, and suggestions are 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, including [Aldi's Business Partner Sustainability Standards](#). 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.

- **Read more on our supplier assessments, Social Monitoring Programme and grievance mechanisms in the Human Rights in the supply chain section.**
- **Also read more on human rights at [Aldi South Group](#).**

Memberships

Aldi is proud to have many memberships and partnerships with associations, NGOs, charities and certification bodies working for positive action in the retail sector.



Appendix

In the Appendix, we include additional information relevant to our material topics, as well as our GRI content index and associated disclosures and data.

- [Additional information](#) >
- [GRI disclosures and data](#) >
- [GRI content index](#) >

Additional information

Emissions in our operations

Energy savings across our sites

- In 2023, our store numbers increased from 991 to 1,021 in the UK (we had 36 openings and six store closures in the UK)

Transport

- UK-owned outbound fleet:
 - While the distance travelled increased by 1%, the emissions decreased by 3% compared with 2022
 - The amount of diesel HGVs has been cut by 10%, due to transition to alternative fuels compared with 2022
- UK outsourced outbound fleet:
 - Distance travelled increased by 17% compared with 2022, but emissions increased by 14%
 - Business growth increased by 4% compared with 2022
 - Sales increased 18% compared with 2022
- UK company cars distance travelled decreased 2% and emissions decreased 18% compared with 2022. The transition to electric and hybrid vehicles has supported this. Battery electric vehicles (BEVs) now account for 61% of the regional company car fleet
- Despite an increase in the distances travelled by our owned and outsourced fleet, we have decreased emissions in our UK owned fleet, due to the transition to low-carbon alternative fuels. In our UK outsourced fleet, emissions have increased, but at a lower rate than the increase in distance travelled, which demonstrates improved efficiencies

Taking action on packaging

Removal of lids and ring pulls

In 2023, we removed ring pulls from mushy peas, chickpeas and various bean (kidney, mixed, cannellini) tins, resulting in a 38 tonne packaging reduction. Rigid lids with a film on deli pasta were replaced, resulting in a 24 tonne plastic saving. We also removed the paper leaf from butter tubs, resulting in 21 tonnes of packaging saved.

Lightweighting and micron reduction

We've taken the weight off many items in our stores with lightweighting and micron reduction project, including:

- Frozen food bags, resulting in 92 tonnes of plastic saved
- Chocolates and confectionery wrapping, saving 7 tonnes of plastic
- Crisp bags (outer wrap and/or single bags), resulting in 440 tonnes of plastic saved
- Bread wrap (paper and plastic), saving 84 tonnes of packaging (28 tonnes of which is plastic)
- Baby wipes, saving 54 tonnes of plastic
- Tray reduction on ready to eat chicken lines led to a 26 tonne plastic reduction
- Down gauging card sleeves on ready meals resulted in a 43 tonne packaging reduction
- Introducing maximum glass bottle weight in all our wine tenders. Once all lines are in the new weight restrictions, we anticipate a 3,500 tonne glass reduction across the range

Reducing plastics and packaging

In 2023, we removed 3,700 tonnes of packaging from our range – from this, 1,476 tonnes of the packaging was plastic. We took the following actions:

- Replaced the plastic multi-wrap sleeve with cardboard on tuna, resulting in 52 tonnes of plastic saved
- Redeveloped our washing powder formula to be more concentrated in a smaller box, saving 114 tonnes of packaging
- Reduced the amount of plastic used and incorporated 50% rHDPE in thick bleach, totalling 479 tonne virgin plastic reduction (64 tonnes of total plastic)
- Cat litter revamp, where we removed weave from the bag so that the packaging is fully recyclable. This saved 263 tonnes of packaging
- Cheese singles moved to paper sleeve, removing 60 tonnes of plastic
- Moved to 85% rPET lid on soft cheese, resulted in 105 tonne virgin plastic removal (40 tonnes overall plastic)
- Moved peanut butter from glass to 30% rPET, resulting in 884 tonne packaging reduction
- First to market to move our steak to pressboard for value and core, resulting in 100 tonnes of packaging saved

Additional information continued

Responsible sourcing

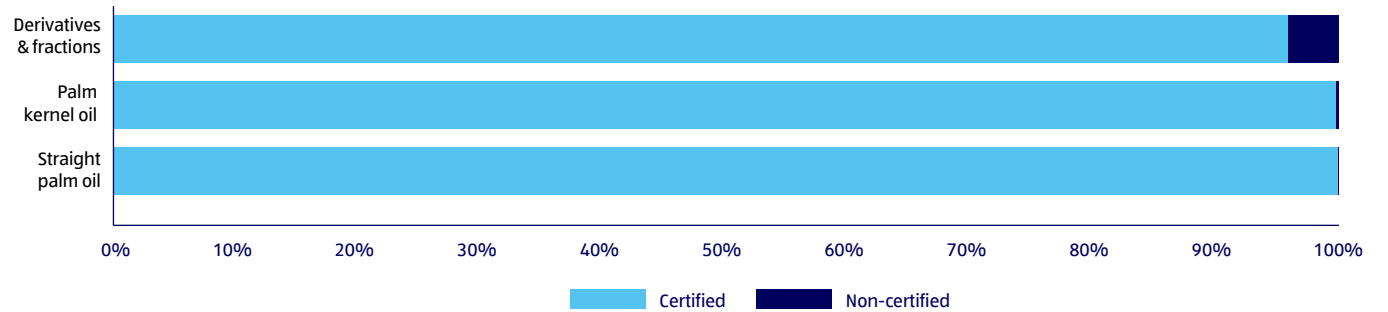
Supply chain audits

Onsite audits performed by independent experts are a key component our supply chain programme.

Those that we accept include:

- amfori Business Social Compliance Initiative (BSCI)
- Sedex Members Ethical Trade Audit (SMETA)
- Social Accountability International SA8000 standard (SA8000)
- Best Aquaculture Practice (BAP SA)
- Fair Wear Foundation
- International Council of Toy Industries Ethical Toy Program (ITCI/IETP)
- Responsible Business Alliance (RBA)

Palm oil progress



Customers and communities

Donations to Teenage Cancer Trust

In 2023, we continued our £100,000 annual donation to the charity and organised numerous fundraising initiatives:

- We renewed our Rainbow Fund, which provides shopping vouchers for young people and families who use Teenage Cancer Trust facilities. An additional £10,000 in vouchers were donated in 2023
- Vouchers of £1,500 each month were donated to hospital units, and used to buy treats, sweets and Specialbuys
- All UK till receipts were updated to include a Text to Donate fundraising option for Teenage Cancer Trust, raising more than £4,000 during the year
- We organised the delivery of over 40 Christmas hampers to Teenage Cancer Trust units. It's an annual event where units receive a hamper of sweets, chocolate and other treats for young people
- Aldi also provided an additional £1,500 in vouchers to support the units
- Christmas shoppers could buy a Christmas card designed by a young person from the Teenage Cancer Trust network, Kevin the Carrot plushies, and a cookbook. A portion of the sales from each item went to the charity. Collectively, these raised more than £72,000

GRI disclosures and data

On the following pages, we have disclosed further information related to Aldi UK and our material topics, in line with the Global Reporting Initiative standards. Please find our GRI content index on pages 71 to 73.

GRI 2 General disclosures

GRI disclosure	Requirements	Aldi response
2-1 Organisational details	<ul style="list-style-type: none"> a. report Aldi's legal name for UK; b. report the nature of Aldi's ownership and legal form for UK; c. report the location of Aldi's UK headquarters; d. report Aldi's countries of operation. 	<ul style="list-style-type: none"> a. Aldi Stores Limited b. Private limited company c. England d. England, Scotland & Wales
2-2 Entities included in the organisation's sustainability reporting	<ul style="list-style-type: none"> a. list all the entities included in Aldi's UK sustainability reporting; b. if Aldi 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; c. if Aldi consists of multiple entities, explain the approach used for consolidating the information. 	<ul style="list-style-type: none"> a. Aldi UK b. 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 c. No adjustments are made to the consolidated results. There are no minority interests/mergers/acquisitions/full or partial disposals.
2-3 Reporting period, frequency and contact point	<ul style="list-style-type: none"> a. specify the reporting period for, and the frequency of, Aldi's sustainability reporting; b. specify the reporting period for Aldi's financial reporting and, if it does not align with the period for its sustainability reporting, explain the reason for this; c. report the publication date of the report or reported information; d. specify the contact point for questions about the report or reported information. 	<ul style="list-style-type: none"> a. 1st January to 31st December, annually b. Calendar year c. October 2024 d. aldicr@aldi.co.uk
2-5 External assurance	<ul style="list-style-type: none"> a. describe Aldi's policy and practice for seeking external assurance of the report content and data, including whether and how the highest governance body and senior executives are involved; b. if Aldi's sustainability reporting has been externally assured: <ul style="list-style-type: none"> i. provide a link or reference to the external assurance report(s) or assurance statement(s); 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; iii. describe the relationship between the organisation and the assurance provider. 	<ul style="list-style-type: none"> a. 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. <ul style="list-style-type: none"> i. Assured annual financials posted at Companies House ii. Financials as per legal requirement iii. The assurance provider is independent of Aldi
2-6 Activities, value chain and other business relationships	<ul style="list-style-type: none"> a. report the sector(s) in which Aldi is active. 	<ul style="list-style-type: none"> a. Construction; recruitment; agriculture, aquaculture and fishing; food and beverages; textiles and apparel; utilities; renewable energy; forestry; real estate; trading; distribution and logistics; packaging; retail

GRI disclosures and data continued

GRI 2-7 Employees

a) Report the total number of employees, and a breakdown of this total by gender and by region

Breakdown by gender	Gender (2023)			Total
	Female	Male	Unknown	
Total number of employees	20,945	23,394	18	44,357

Breakdown by region	2023													Total
	Atherstone	Bolton	Darlington	Swindon	Chelmsford	Bathgate	Neston	Goldthorpe	Cardiff	Sheppey	Sawley	Bardon	National UK	
Total number of employees	3,934	4,544	3,511	3,834	3,838	3,531	3,108	4,135	3,467	3,812	4,491	12	2,140	44,357

b) Report the total number of permanent, temporary, non-guaranteed hours, full-time, and part-time employees (and a breakdown by gender and by region)

Breakdown by gender	2023			Total
	Female	Male	Unknown	
Number of employees	20,945	23,394	18	44,357
Number of permanent employees	20,599	23,089	17	43,705
Number of temporary employees	346	305	1	652
Number of non-guaranteed hours employees	0	0	0	0
Number of full-time employees	3,233	5,723	3	8,959
Number of part-time employees	17,712	17,671	15	35,398

Breakdown by region	2023													Total
	Atherstone	Bolton	Darlington	Swindon	Chelmsford	Bathgate	Neston	Goldthorpe	Cardiff	Sheppey	Sawley	Bardon	National UK	
Number of employees	3,934	4,544	3,511	3,834	3,838	3,531	3,108	4,135	3,467	3,812	4,491	12	2,140	44,357
Number of permanent employees	3,922	4,512	3,496	3,812	3,810	3,503	3,086	4,110	3,405	3,772	4,469	12	1,796	43,705
Number of temporary employees	12	32	15	22	28	28	22	25	62	40	22	0	344	652
Number of non-guaranteed hours employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Number of full-time employees	677	634	605	729	825	614	463	588	612	638	620	12	1,942	8,959
Number of part-time employees	3,257	3,910	2,906	3,105	3,013	2,917	2,645	3,547	2,855	3,174	3,871	0	198	35,398

c) The numbers are reported in headcount, as of the end of reporting period (31/12/2023)

d) Contextual information necessary to understand the above data:

We report on Legal Gender (male, female, prefer not to say (unknown)) rather than Gender Identity, due to Gender Identity being a non-mandatory field.

e) Significant fluctuations in the number of employees during the reporting period and between reporting periods:

Headcount increased gradually throughout 2023, due to business growth and the corresponding recruitment activities; it had stabilised towards the end of the year. There are no disproportionate fluctuations.

GRI disclosures and data continued

GRI 2-8 Workers who are not employees

a) Report the total number of workers who are not employees and whose work is controlled Aldi and describe:

- i) the most common types of worker and their contractual relationship with Aldi
- ii) the types of work they perform

Type of worker	Agency workers (contingent workers)
Types of work they perform	Warehouse selectors, store cleaners, office contractors, etc.
Total number of workers	Unable to report currently

GRI 405-1 Diversity of governance bodies and employees

a) Percentage of individuals within Aldi's governance bodies (the Board) in each of the following diversity categories

Data point	2023 (%)
Gender*	
Male	52.74%
Female	47.22%
Unknown	0.04%
Age group	
Under 30 years old	33.78%
30 to 50 years old	51.16%
Over 50 years old	15.06%

* We report on Legal Gender (male, female, prefer not to say (unknown)) rather than Gender Identity, due to Gender Identity being a non-mandatory field

GRI 405-2 Ratio of basic salary and remuneration of women to men

a) Ratio of basic salary and remuneration of women to men for each employee category, by significant locations of operation (gender pay gap)

Data point	2023 (%)			
	Lower Management	Lower Middle Management	Upper Middle Management	Upper Management
Ratio of basic salary and remuneration	53% female 47% male	59% female 41% male	44% female 56% male	33% female 67% male

b) The definition used for 'significant locations of operation'

Definition used for 'significant locations of operation'	United Kingdom
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GRI disclosures and data continued

GRI 301-1 Materials used by weight or volume

a) Total weight or volume of materials that are used to produce and package the organisation's primary products* and services during the reporting period

Data point	2023 (tonnes)
Aluminium	9,039.41
Steel	29,869.11
Glass	142,563.27
Plastic	109,563.27
Wood	44.45
Paper	72,824.93
Other	890.32
Total	364,794.76

* Own-label primary packaging only

GRI 301-2 Recycled input materials used

a) Percentage of recycled input materials used to manufacture the organisation's primary products and services

Data point	2023 (%)
Percentage of recycled inputs used	38%

GRI disclosures and data continued

GRI 302-1 Energy consumption within the organisation

a) Total fuel consumption within Aldi from non-renewable sources, in joules or multiples, and including fuel types used

Fuel type	2023 (GJ)
Gas	247,841.10
Heating oil	666.66
Diesel	810,199.29
LPG	430.89
CNG	54,438.55
Petrol	1,369.29
Total	1,114,945.77

b) Total fuel consumption within the organisation from renewable sources, in joules or multiples, and including fuel types used

Fuel type	2023 (GJ)
HVO	37,671.64
Green electricity*	1,664,508.25
PV	77,631.01
Total	1,779,810.90

* REGO backed

c) In joules, watt-hours or multiples, the total:

Energy consumption	2023 (GJ)
Electricity	1,664,508.25
Heating	247,841.10
Total	1,912,349.35

d) In joules, watt-hours or multiples, the total:

Energy sold	2023 (GJ)
Electricity*	1,211.00
Total	1,211.00

* The figure provided is for additional PV electricity generated which has been exported via PPA agreements. 336,278kWh in total for 2023

e) Total energy consumption within Aldi, in joules or multiples

Total energy consumption	1,913,560.35
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f) Standards, methodologies, assumptions, and/or calculation tools used:

Total energy consumption converted into GJ conventionally. Total energy over the estate is used without the need for calculation tools.

g) Source of conversion factors used:

BEIS full conversion factors 2023

GRI disclosures and data continued

GRI 302-3 Energy intensity

a) Energy intensity ratio for Aldi	
Energy intensity ratio	7.4253 (UK)
b) Organisation-specific metric (the denominator) chosen to calculate the ratio: tCO ₂ e/£m Sales	
c) Types of energy included in the intensity ratio: Fuel, electricity, cooling	
d) Whether the ratio uses energy consumption within Aldi, outside of Aldi, or both: Within Aldi	

GRI 302-4 Reduction of energy consumption

a) Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples	
Data point	2023 (GJ)
Total amount of reductions in energy consumption	24,270
b) Types of energy included in the reductions: Electricity, heating, cooling, fuel	
c) Basis for calculating reductions in energy consumption: Calculated as the amount of energy saved when compared with the previous year. This focuses on Scope 1 and 2 energy consumption	
d) Standards, methodologies, assumptions, and/or calculation tools used: Total energy consumption converted into GJ conventionally. Total energy over the estate is used without the need for calculation tools	

GRI disclosures and data continued

GRI 305-1 Direct (Scope 1) GHG emissions

a) Gross direct (Scope 1) GHG emissions in metric tonnes of CO₂ equivalent

Data point	2023 (tCO ₂ e)
Gross direct GHG emissions	92,734

b) Gases included in the calculation, whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all

Gases included	CO ₂ , CH ₄ , HFCs
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c) Biogenic CO₂ emissions in metric tonnes of CO₂ equivalent

Data point	2023 (tCO ₂ e)
Biogenic CO ₂ emissions	37.5

d) Base year for the calculation, if applicable, including:

Base year	2021
Rationale for choosing it	For alignment with all legislative reporting undertaken for Aldi UK and Ireland and SBTi target.
Emissions in the base year	105,463
Context for any significant changes in emissions that triggered recalculations of base year emissions	N/A

e) Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source

Source	Annual BEIS report
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f) Consolidation approach for emissions, whether equity share, financial control, or operational control

Description of consolidation approach	Operational control
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g) Standards, methodologies, assumptions, and/or calculation tools used

Description of standards, methodologies, assumptions, calculation tools	Calculations of emissions in line with GHG Protocol (2004). Emissions factors are provided by the most recently published, BEIS 'conversion factors'.
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GRI disclosures and data continued

GRI 305-2 Energy indirect (Scope 2) GHG emissions

a) Gross location-based energy indirect (Scope 2) GHG emissions in metric tonnes of CO₂ equivalent

Data point	2023 (tCO ₂ e)
Gross location-based energy indirect emissions	95,970

d) Base year for the calculation, if applicable, including:

Base year	2021
Rationale for choosing it	For alignment with all legislative reporting undertaken for Aldi UK and Ireland and SBTi target.
Emissions in the base year	96,358
Context for any significant changes in emissions that triggered recalculations of base year emissions	N/A

e) Source of the emission factors and the GWP rates used, or a reference to the GWP source

Source	Annual BEIS report
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f) Consolidation approach for emissions, whether equity share, financial control, or operational control

Description of consolidation approach	Operational control
---------------------------------------	---------------------

g) Standards, methodologies, assumptions, and/or calculation tools used

Description of standards, methodologies, assumptions, calculation tools	Calculations of emissions in line with GHG Protocol (2004). Emissions factors are provided by the most recently published, BEIS 'conversion factors'.
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GRI disclosures and data continued

GRI 305-3 Other indirect (Scope 3) GHG emissions

a) Gross other indirect (Scope 3) GHG emissions in metric tonnes of CO₂ equivalent

Data point	2023 (tCO ₂ e)
Gross other indirect emissions	21,761,438

b) Gases included in the calculation, whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all

Gases included	All – represented as tCO ₂ e
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d) Other indirect (Scope 3) GHG emissions categories and activities included in the calculation

Emissions categories and activities	1. Purchased goods and services – this makes up more than 95% of Aldi's total emissions in the UK and is therefore the main focus area for supplier and customer engagement. Other categories in scope are 2, 3, 4, 5, 6, 7, 11 and 12
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e) Base year for the calculation, if applicable, including:

Base year	2022
Rationale for choosing it	In line with renewed internal strategy for Scope 3
Emissions in the base year	21,417,022
Context for any significant changes in emissions that triggered recalculations of base year emissions	Calculations have been updated as a result of new emissions factor databases, assumptions and methodologies

f) Source of the emission factors and the GWP rates used, or a reference to the GWP source

Source	AGRIBALYSE 3.1.1 database, Bank of England inflation calculator, spend-based emissions factors from Defra, DESNZ 2023 emissions factors converter database, WTT – generation and WTT – T&D emissions factors
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g) Standards, methodologies, assumptions, and/or calculation tools used

Description of standards, methodologies, assumptions, calculation tools	The Greenhouse Gas Protocol Corporate Value Chain methodology was followed in all cases. A range of methods including activity, average, spend and waste-type-specific.
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GRI disclosures and data continued

GRI 305-4 GHG emissions intensity

a) GHG emissions intensity ratio for Aldi	
Data point	2023 (tCO₂e)
Emissions intensity ratio	11.18
b) Organisation-specific metric (the denominator) chosen to calculate the ratio	
Metric	tCO ₂ /£m
c) Types of GHG emissions included in the intensity ratio, whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3)	
Types of energy	Direct and indirect (Scope 1 and 2)
d) Gases included in the calculation, whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all	
Gases included	CO ₂ , CH ₄ , HFCs

GRI 305-5 Reduction of GHG emissions

a) GHG emissions reduced as a direct result of reduction initiatives, in metric tonnes of CO₂ equivalent	
Data point	2023 (tCO₂e)
Total amount of GHG emissions reduced	13,156
b) Gases included in the calculation, whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all	
Gases included	CO ₂ , CH ₄ , HFCs
c) Base year or baseline, including rationale for choosing it	
Base year	2021
Rationale for choosing it	For alignment with all legislative reporting undertaken for Aldi UK and Ireland and SBTi target.
d) Scopes in which reductions took place, whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3)	
Scopes	Scope 1 and 2
e) Standards, methodologies, assumptions, and/or calculation tools used	
Description of standards, methodologies, assumptions, calculation tools	Calculations of emissions in line with GHG Protocol (2004). Emissions factors are provided by the most recently published, BEIS 'conversion factors'.

GRI disclosures and data continued

GRI 305-6 Emissions of ozone-depleting substances (ODS)

a) Production, imports, and exports of ODS in metric tonnes of CFC-11 (trichlorofluoromethane) equivalent	
Data point	2023 (tCFC-11e)
Total amount	0
b) Substances included in the calculation	
Substances included	0
c) Source of the emission factors used	
Source	0
d) Standards, methodologies, assumptions, and/or calculation tools used	
Description of standards, methodologies, assumptions, calculation tools	0

GRI 306-1 Waste generation and significant waste-related impacts

a) For Aldi's significant actual and potential waste-related impacts, a description of:	
Data point	2023
The inputs, activities, and outputs that lead or could lead to these impacts	Store, staff, and consumer generated waste onsite
Whether these impacts relate to waste generated in Aldi's own activities or to waste generated upstream or downstream in its value chain	Generated in Aldi's own activities and downstream in value chain

GRI 306-2 Management of significant waste-related impacts

Management of significant waste-related impacts		2023
Actions, including circularity measures, taken to prevent waste generation in Aldi's own activities and upstream and downstream in its value chain, and to manage significant impacts from waste generated.	Onboard redistribution partners (Company Shop, FareShare, The Bread and Butter Thing, and Salvation Army) to minimise food and non-food surplus	
If the waste generated by Aldi in its own activities is managed by a third party, a description of the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations.	Waste providers contracted to prioritise recycling/repair and reuse/incineration with energy recovery before any waste goes to landfill	
The processes used to collect and monitor waste-related data.	Quarterly reviews/KPIs/yearly Deloitte Audit. Backhauled waste (baled card/plastics/recyclables) from stores and RDCs is measured by contacting each of the regions and asking them to fill out the waste amounts for their region. For nationally managed contracts, e.g. general waste and food waste, these are captured by the external providers and entered centrally.	

GRI disclosures and data continued

GRI 306-3 Waste generated

Total weight of waste generated in metric tonnes, and a breakdown of this total by composition of the waste.

Data point	2023 (tonnes)
Food waste	20,444
Batteries	354.25
General	13,678.65
Hazardous	21.70
Metal	368.18
Paper cardboard corrugate	134,546.10
Plastic film	6,328.57
Other plastic	1,388.53
Waste Electrical and Electronic Equipment (WEEE)	62.72
Wood	1,214.16
Total	178,406.86

Contextual information necessary to understand the data and how the data has been compiled

Data compiled from supplier's records and Regional Logistic KPI tracker

GRI disclosures and data continued

GRI 306-4 Waste diverted from disposal (recycled/reused)

a) Total weight of waste diverted from disposal in metric tonnes, and a breakdown of this total by composition of the waste

Data point	2023 (tonnes)
Batteries	354.25
Commercial/co-mingled waste	2,206.42
Hazardous waste	9.70
Metal	366.18
Paper, cardboard, corrugate	134,546.10
Plastic film	6,328.57
Other plastic	1,382.03
WEEE	62.20
Wood	1,184.72
Food waste	20,444.00
Total	166,884.17

b) Total weight of hazardous waste diverted from disposal in metric tonnes, and a breakdown of this total by the following recovery operations:

Data point	2023 (tonnes)	
	Onsite	Offsite
i. Preparation for reuse		49.79
ii. Recycling		376.36
iii. Other recovery operations (incinerated)		12.51
Total weight of hazardous waste diverted from disposal in metric tonnes	0	438.66

c) Total weight of non-hazardous waste diverted from disposal in metric tonnes, and a breakdown of this total by the following recovery operations:

Data point	2023 (tonnes)	
	Onsite	Offsite
i. Preparation for reuse		1,530.98
ii. Recycling		144,483.04
iii. Other recovery operations (incinerated)		11,497.60
Total weight of hazardous waste diverted from disposal in metric tonnes	0	157,511.62

Contextual information necessary to understand the data and how the data has been compiled

Data compiled from supplier's records and Regional Logistic KPI Tracker. Calculated tonnage hazardous waste with categories: Batteries/Hazardous/WEEE. Calculated tonnage non-hazardous waste with categories: Commercial/Metal/Paper & card/Plastic film & other/Wood.

GRI disclosures and data continued

GRI 306-5 Waste directed to disposal

a) Total weight of waste directed to disposal in metric tonnes, and a breakdown of this total by composition of the waste

Data point	2023 (tonnes)
Batteries	0.00
Commercial/co-mingled waste	11,472.23
Hazardous waste	12.00
Metal	2.00
Total	11,486.23

b) Total weight of hazardous waste directed to disposal in metric tonnes, and a breakdown of this total by the following disposal operations:

Data point	2023 (tonnes)		
	Onsite	Offsite	Total
i. Incineration (with energy recovery)		12.51	12.51
ii. Incineration (without energy recovery)		0.00	0.00
iii. Landfilling		0.00	0.00
iv. Other disposal operations		0.00	0.00
Total	0	12.51	12.51

c) Total weight of non-hazardous waste directed to disposal in metric tonnes, and a breakdown of this total by the following disposal operations:

Data point	2023 (tonnes)		
	Onsite	Offsite	Total
i. Incineration (with energy recovery)		11,497.60	11,497.60
ii. Incineration (without energy recovery)		0.00	0.00
iii. Landfilling		12.57	12.57
iv. Other disposal operations		0.00	0.00
Total	0	11,520.17	11,520.17

Contextual information necessary to understand the data and how the data has been compiled

Data compiled from supplier's records and Regional Logistic KPI Tracker. Hazardous waste = Batteries/Hazardous/WEEE. Non-hazardous waste = Commercial/Metal/Paper & card/Plastic film & other/Wood/Food

GRI disclosures and data continued

GRI 13-9 Food security

Total weight of food loss in metric tonnes and the food loss percentage, by Aldi's main products or product category, and describe the methodology used for this calculation.

Data point	2023 (tonnes)
Total weight of food loss	20,444
Data point	2023 (tonnes)
Fruits & Vegetables	6,525.796
Chilled Foods	5,973.333
Fresh Meat	2,498.206
Central Bakery & Cakes	938.872
Frozen Food	893.979
Soft Drink & Juices	705.744
Beer	663.285
Processed Foods	650.844
Eggs	486.713
Fresh Fish	191.378
Long Life Dairy	164.093
Canned Food	138.316
Dressing, Oils & Sauces	137.537
Wine	103.779
Chips, Snacks & Nuts	63.530
Preserves & Spreads	55.700
Seasonal Confectionery	54.517
Spirits	49.555
Biscuits	35.444
Confectionery	24.585
Chocolates	20.820

GRI disclosures and data continued

Data point	2023 (tonnes)
Baby Products	18.181
Coffee & Hot Beverages	14.514
Sparkling wine	13.879
Convenience Food & Soups	11.292
Tea	7.476
Medicine	3.311
Regional Bakery	0.013
Methodology used	Products are written off on tills in stores and distribution centres under wastage codes depending on the reason for the wastage. Aldi has a catalogue of product weights. The number of units written off is multiplied by the weight of the product.

GRI 414-2 Negative social impacts in the supply chain and actions taken

Data point	2023
Number of suppliers assessed for social impacts	38
* This data is for UK and Ireland collectively	

GRI content index

Statement of use

Aldi UK has reported the information cited in this GRI content index for the period 1st January 2023 to 31st December 2023 with reference to the GRI standards.

GRI 1 used

GRI 1: Foundation 2021

GRI standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-1 Organisational details	Sustainability Report 2023, chapter 'Appendix', section 'GRI disclosures and data', page 55
	2-2 Entities included in the organisation's sustainability reporting	Sustainability Report 2023, chapter 'Appendix', section 'GRI disclosures and data', page 55
	2-3 Reporting period, frequency and contact point	Sustainability Report 2023, chapter 'Appendix', section 'GRI disclosures and data', page 55
	2-5 External assurance	Sustainability Report 2023, chapter 'Appendix', section 'GRI disclosures and data', page 55
	2-6 Activities, value chain and other business relationships	Sustainability Report 2023, chapter 'Appendix', section 'GRI disclosures and data', page 55
	2-7 Employees	Sustainability Report 2023, chapter 'Appendix', section 'GRI disclosures and data', page 56
	2-8 Workers who are not employees	Sustainability Report 2023, chapter 'Appendix', section 'GRI disclosures and data', page 57
	2-22 Statement on sustainable development strategy	Sustainability Report 2023, chapter 'Introduction', section 'Reflections', page 2
	2-23 Policy commitments	https://sustainability.aldisouthgroup.com/publications
	2-24 Embedding policy commitments	Sustainability Report 2023, chapter 'Everyday sustainability', section 'Simple, consistent and responsible ethics', page 51
	2-25 Processes to remediate negative impacts	Sustainability Report 2023, chapter 'Everyday sustainability', section 'Simple, consistent and responsible ethics', page 51
	Sustainability Report 2023, chapter 'Fairer', section 'Human rights in the supply chain', page 37	
	Sustainability Report 2023, chapter 'Everyday sustainability', section 'Simple, consistent and responsible ethics', page 51	
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainability Report 2022, chapter 'Introduction', section 'Materiality', page 4
	3-2 List of material topics	Sustainability Report 2023, chapter 'Introduction', section 'Linking everything together', page 3
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Sustainability Report 2023, chapter 'Appendix', section 'GRI disclosures and data', page 58
	301-2 Recycled input materials used	Sustainability Report 2023, chapter 'Appendix', section 'GRI disclosures and data', page 58

GRI content index continued

GRI standard	Disclosure	Location
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	Sustainability Report 2023, chapter 'Appendix', section 'GRI disclosures and data', page 59
	302-3 Energy intensity	Sustainability Report 2023, chapter 'Appendix', section 'GRI disclosures and data', page 60
	302-4 Reduction of energy consumption	Sustainability Report 2023, chapter 'Appendix', section 'GRI disclosures and data', page 60
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Sustainability Report 2023, chapter 'Appendix', section 'GRI disclosures and data', page 61
	305-2 Energy indirect (Scope 2) GHG emissions	Sustainability Report 2023, chapter 'Appendix', section 'GRI disclosures and data', page 62
	305-3 Other indirect (Scope 3) GHG emissions	Sustainability Report 2023, chapter 'Appendix', section 'GRI disclosures and data', page 63
	305-4 GHG emissions intensity	Sustainability Report 2023, chapter 'Appendix', section 'GRI disclosures and data', page 64
	305-5 Reduction of GHG emissions	Sustainability Report 2023, chapter 'Appendix', section 'GRI disclosures and data', page 64
	305-6 Emissions of ozone-depleting substances (ODS)	Sustainability Report 2023, chapter 'Appendix', section 'GRI disclosures and data', page 65
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Sustainability Report 2023, chapter 'Appendix', section 'GRI disclosures and data', page 65
	306-2 Management of significant waste-related impacts	Sustainability Report 2023, chapter 'Appendix', section 'GRI disclosures and data', page 65
	306-3 Waste generated	Sustainability Report 2023, chapter 'Appendix', section 'GRI disclosures and data', page 66
	306-4 Waste diverted from disposal (recycled/reused)	Sustainability Report 2023, chapter 'Appendix', section 'GRI disclosures and data', page 67
	306-5 Waste directed to disposal	Sustainability Report 2023, chapter 'Appendix', section 'GRI disclosures and data', page 68
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Sustainability Report 2023, chapter 'Appendix', section 'GRI disclosures and data', page 57
	405-2 Ratio of basic salary and remuneration of women to men	Sustainability Report 2023, chapter 'Appendix', section 'GRI disclosures and data', page 57
GRI 408: Child Labour 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	Sustainability Report 2023, chapter 'Fairer', section 'Human rights in the supply chain', page 37
GRI 409: Forced or Compulsory Labour 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	Sustainability Report 2023, chapter 'Fairer', section 'Human rights in the supply chain', pages 37 and 38
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	Sustainability Report 2023, chapter 'Fairer', section 'Human rights in the supply chain', pages 37 and 38
		Sustainability Report 2023, chapter 'Appendix', section 'GRI disclosures and data', page 70

GRI content index continued

Material topics

GRI standard	Disclosure	Location
Affordability	GRI 3-3 Management of material topics	Sustainability Report 2023, chapter 'Healthier', section 'Healthy choices, healthy prices', pages 31 and 32
Sustainable agriculture	GRI 3-3 Management of material topics	Sustainability Report 2023, chapter 'Greener', section 'Sustainable agriculture', pages 8 to 14 Sustainability Report 2023, chapter 'Greener', section 'Tackling food waste', pages 23 and 24 Sustainability Report 2023, chapter 'Fairer', section 'Responsible sourcing', pages 35 and 36
	Agriculture 13.3.3 Significant impacts of activities, products and services on biodiversity	Sustainability Report 2023, chapter 'Greener', section 'Sustainable agriculture', page 12
	Agriculture 13.7.2 Interactions with water as a shared resource	Sustainability Report 2023, chapter 'Greener', section 'Water management', page 15
Food waste	Agriculture 13.9.1 Food security	Sustainability Report 2023, chapter 'Greener', section 'Tackling food waste', pages 23 and 24
Healthy options	GRI 3-3 Management of material topics	Sustainability Report 2023, chapter 'Healthier', section 'Healthy choices, healthy prices', pages 31 and 32
Human rights in the supply chain	GRI 3-3 Management of material topics	Sustainability Report 2023, chapter 'Fairer', section 'Human rights in the supply chain', pages 37 and 38
	Agriculture 13.13 Land and resource rights	Sustainability Report 2023, chapter 'Greener', section 'Sustainable agriculture', page 12
Responsible sourcing policies and commitments	Agriculture 13.23 Supply chain traceability	Sustainability Report 2023, chapter 'Greener', section 'Celebrating our local suppliers', pages 10 and 11
		Sustainability Report 2023, chapter 'Fairer', section 'Responsible sourcing', pages 35 and 36
		Sustainability Report 2023, chapter 'Fairer', section 'Human rights in the supply chain', pages 37 and 38
Emissions in our supply chain	GRI 3-3 Management of material topics	Sustainability Report 2023, chapter 'Greener', section 'Emissions in the supply chain', pages 16 and 17
		Sustainability Report 2023, chapter 'Greener', section 'Taking action on packaging', pages 27 and 28

