



Making Sustainability Affordable

Ireland Sustainability Report 2023



About this report

Welcome!

A warm welcome to the Aldi Ireland 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 Ireland, 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 employ over 180,000 people around the world. In Ireland, we have more than 4,650 colleagues and operate 161 stores, with a presence in every county in the Republic of Ireland. Aldi Ireland 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 The report has been developed with reference to the Global Reporting Initiative (GRI) standards, an international independent organisation that provides sustainability reporting guidance, to help organisations measure and report on sustainability topics such as climate change, human rights and governance. We also use the United Nations' Sustainable Development Goals (SDGs) as a guide for our sustainability programmes across environmental and social impact

Reflections



Niall O'Connor

"I am excited to see what lies ahead as we continue our work to make sustainability affordable to our customers."

A message from our Group Managing Director

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 retailers to enact change to safeguard our future.

That's why prioritising sustainability is 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 shoppers every day.

Our goal is 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, produced and packaged.

3.2 million
meals donated
to FoodCloud

Over
850 tonnes
of food waste
eliminated

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 – and rolling out colourless milk caps across our own-label milk bottles to improve their recyclability. Aldi is a verified member of Bord Bia's national sustainability programme Origin Green, Ireland's pioneering food and drink sustainability programme. In 2020, we also achieved the Business Working Responsibly Mark, Ireland's Environmental, Economic Social and Governance (EESG) standard.

Another area where we know we can have a huge impact is food waste. Together with our partners, we are committed to halving per capita global food waste by 2030. We strongly support the Irish Government's National Food Waste Prevention Roadmap 2023-2025, which seeks to reduce food waste in Ireland by 50% by 2030.

We set ourselves a stretch target for 2023 to eliminate a total of 500 tonnes of food waste, and ended up eliminating over 850 tonnes of food waste over the year.

This progress is thanks to several initiatives to reduce waste at every stage of our supply chain. This includes introducing our Too Good To Go Surprise Bags which contain food reaching their sell-by or use-by dates. We have also been working with our long-standing partner FoodCloud for almost ten years. In that time, Aldi has donated over 3.2 million meals to FoodCloud, equating to saving 1,373 tonnes of food from going to waste. This also benefits the environment, with an equivalent saving of 4,394 tonnes of CO₂.

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.

Niall O'Connor,
Group Managing Director of Aldi 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 sustainability 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.

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.

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

¹ Based on the UK Government Nutrient Profile Model 2005

* Top material issues

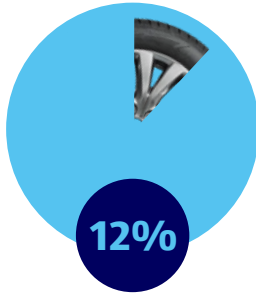


Progress against our KPIs

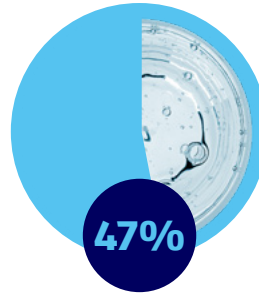
Key

Performance: The actual achievement in relation to the target

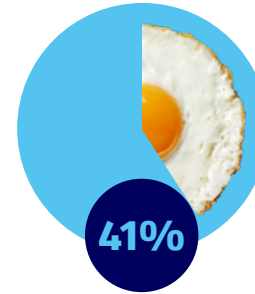
Progress: Percentage of completion towards meeting the target



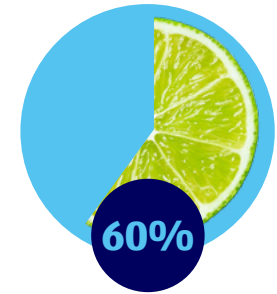
Reach net zero emissions within our own operations by 2035¹



10% relative reduction in operational water use by 2030

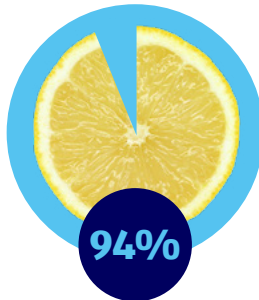


100% of shell eggs to be cage-free by the end of 2025

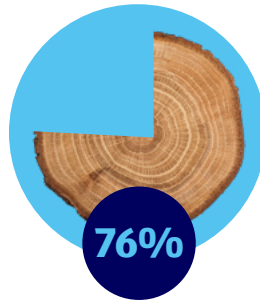


Reduce operational food waste by 50% by 2030

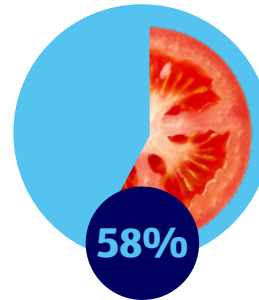
Performance:	12% reduction in emissions (baseline 2021)	4.7% reduction (baseline 2020)	41%	30% (intensity versus baseline 2017)
Progress:	12%	47%	41%	60%



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 €2 million for Barnardos Ireland by the end of 2024

Performance:	80%	76%	7 HRIAs	98% for onboarded suppliers	€1.5 million
Progress:	94%	76%	58%	124%	75%

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 15 and 17 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:

**Named
'Retailer of the Year'**

for the third year running
at the Free From Awards



**Won Gold 'Social
Sustainability, Diversity
and Inclusion Initiative
of the Year' award at the
inaugural All-Ireland
Sustainability Awards**



**All-Ireland
SUSTAINABILITY**

**Prevented
3,461
tonnes of food from
going to waste**



**Over 126,000 students from 724
schools across Ireland received
coaching and learned about
healthy eating through our
Aldi Play Rugby programme**



**Removed
467
tonnes
of packaging
across our range**



**Became the first
supermarket retailer
to be awarded the
Ibec KeepWell Mark**



**Highest placed supermarket
retailer in the gradireland
'Ireland's 100 Leading
Graduate Employers'**



**80%
of our own-brand food
and drink sales volumes
(excluding alcohol) came
from healthier items**



**Donated the equivalent of more than
3.2 million
meals to over 600 charity and
community organisations, avoiding
more than 4,300 tonnes of CO₂ in
the process**

**Spent
€1.1 billion
with Irish suppliers in 2023**



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 34



Partnering to tackle food waste

Our new partnership with Too Good To Go, from February 2023, has sold more than 120,982 bags and prevented more than 559 tonnes of food from going to waste. It's saved shoppers over €2.5 million in food costs.

➤ Read more on page 22

Raising money for Barnardos Ireland

The wheels were certainly in motion when it came to fundraising in 2023. Team Aldi cycled the Ring of Kerry, head office teams competed with 20-minute cycles, and colleagues boarded a stationary bike in store, raising thousands of Euros for the charity.

➤ Read more on page 35



HYGIENE Community Drive

IN PARTNERSHIP WITH ALDI

Help families in need with new or unopened hygiene & household cleaning items

DONATE BETWEEN

1 - 15 OCTOBER

DROP OFF LOCATION:
ALDI RATHNEW
ALDI ARKLOW

SUGGESTED DONATIONS INCLUDE:
TOILET / SHOWER GEL / FRESH PRODUCE
FOOTWEAR / BABY / LAUNDRY DETERGENT
WWW.HYGIENEHUB.IE | @HYGIENEHUBIE



Partnering to tackle hygiene poverty

We ran a joint collection campaign with Hygiene Hub in two of our County Wicklow stores. Customers donated hundreds of new, unused personal care and household cleaning essentials for those experiencing financial hardship.

➤ Read more on page 37



Getting kids get active

In 2023, the Aldi Play Rugby programme, run in partnership with the IRFU, saw the highest engagement to date. More than 126,000 students from 724 schools across Ireland received a safe and fun introduction to rugby while learning about healthy eating.

➤ Read more on page 29

Planting trees to lower carbon

Aldi Ireland's pledge to support the planting of 1 million native Irish woodland trees by 2025 is part of our long-term commitment towards protecting the environment. We are supporting Ireland's reforestation plan and attempting to bring native trees back to the Irish landscape. By the end of 2023, we're proud to have planted 560,000 trees.

➤ Read more on page 9





Greener

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

We're working hard to reduce our operational environmental impacts, by focusing on the energy used to power our stores and Regional Distribution Centres (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 food production is still a source of GHG emissions. At Aldi Ireland, we strive to reduce the emissions from agriculture by fostering practices that are less damaging to the environment than traditional agricultural processes.



Our targets

Targets

100%

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

Performance

41%

Supporting local Irish suppliers

In 2023, we spent €1.1 billion with Irish suppliers and added 25 new local producers to our 260-strong Irish supply base. During the year, we opened six new stores and were voted the most reputable supermarket in Ireland¹ by Irish shoppers.

Core to our progress is our Grow with Aldi supplier development programme, which entered its sixth year in 2023. By the end of 2023, we had invested more than €8 million in the programme, supporting 230 producers forging long-term contracts. New agreements in 2023 included Lakeland Dairies, Glenpatrick Spring Water, Clandeboye Estate Yoghurt, Donnelly Fresh Produce, and Velo Coffee Roasters, worth a total of more than €40 million.

Our commitment to Irish suppliers is our priority as it supports the local economy, and creates and sustains jobs across the country.

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.



€40 million
worth of new contract deals



Case study

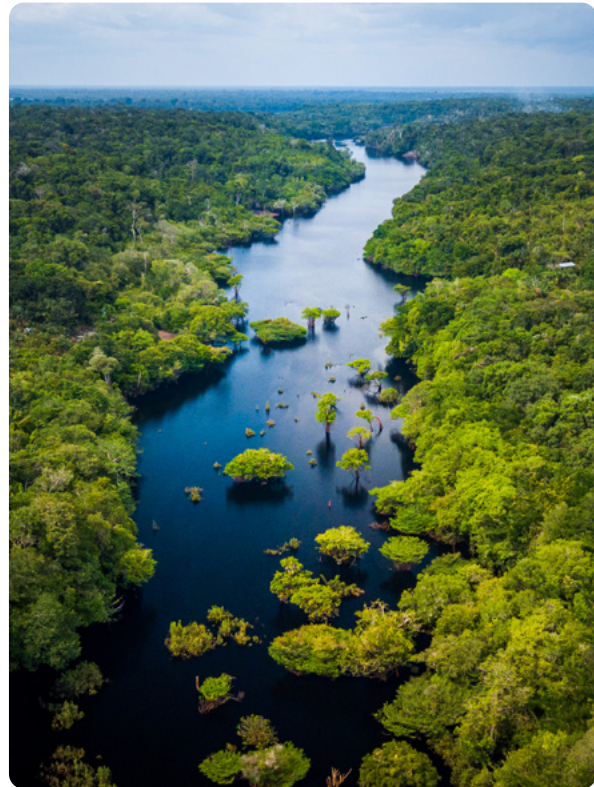
Celebrating young handlers

Aldi is the main sponsor of the Irish Angus Young Stockperson of the Year Competition and the young handler competition, in association with the Irish Angus Cattle Society (IACS) and ABP Food Group, a long-standing beef supplier that has worked with Aldi since 2004.

Finalists compete to be the most prestigious young handler in Europe. The competition is open to young male and female handlers between 13 and 17 years old, who are judged on disciplines including sustainability, knowledge of the breed, stock judging, animal preparation for showing and ring showmanship. Fiona Mulligan was named as the 2023 Aldi Irish Angus Young Stockperson of the Year and awarded the prize money of €1,000 at the Iverk Agricultural show in Kilkenny.

¹ Aldi Ireland led the annual RepTrak Sustainability Index 2023 as 'the most awarded discount retailer in 2023'

Sustainable agriculture continued

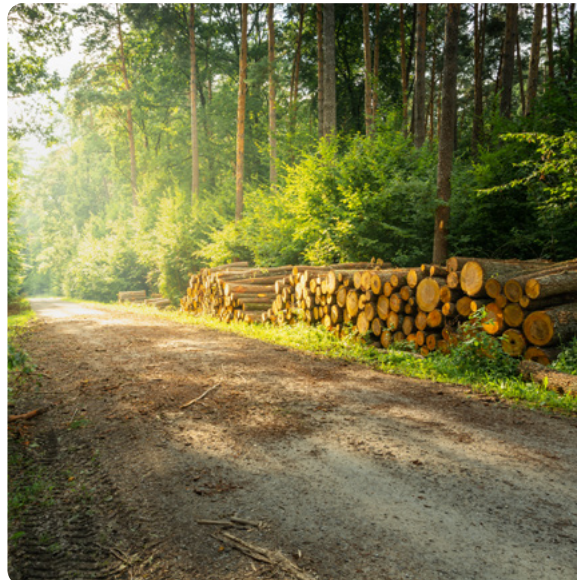


Collaborating to end deforestation

Within our supply chain, we have identified commodities that are high risk for deforestation – including timber and palm oil – and are working to ensure that we remove deforestation from products containing these commodities.

By setting policies and clear reduction pathways, we strive to support farmers and limit habitat destruction alongside this transition to zero deforestation. We are also involved in many collaborative efforts with the aim of eliminating deforestation and forest conversion in our supply chain. This enables us to share best practice, experiences and ideas, and work to resolve industry-wide challenges.

➤ 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.

560,000
trees planted by the
end of 2023!



Case study

Planting 1 million native Irish trees

Aldi Ireland's pledge to support the planting of 1 million native Irish woodland trees by 2025 is part of our long-term commitment towards protecting the environment. We are supporting Ireland's reforestation plan and attempting to bring native trees back to the Irish landscape.

By the end of 2023, we're proud to have planted 560,000 trees.

Planting 1 million native trees will remove more than 160,000 tonnes of carbon over a 100-year period.¹ To put this in context, this equates to roughly 640 million km driven by an average passenger vehicle (or the emissions from about 400 cars each year), 68 million litres of petrol consumed, or 20 billion smartphones charged, enough to charge all of Ireland's smartphones almost 47 times each year.

¹ Calculation is based on datasets and certified documentation of the [UK's Woodland Carbon Code](#)

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% of soy produced globally is used to feed animals,¹ 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 34,700 tonnes (t) of soy in our product supply chains.

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

- 1 Over 75% of all soy produced is used to feed animals that we then consume. Read more at www.wwf.org.uk/updates/soy-story
- 2 This is made up of a mix of being sourced from low-risk countries, physically certified and credits; 63% is progress for Aldi Ireland and UK
- 3 Our policy for palm oil sourcing for Ireland and the UK 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

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 



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 Irish producers through Bord Bia certification to ensuring higher standards of animal welfare and lower environmental impact through Organic certification.

All of our fresh everyday range of meat, poultry, milk and shell eggs is sourced from Ireland and is certified by Bord Bia Quality Assurance, where available, meeting minimum welfare and environmental outcomes.



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



Case study

A new dairy deal for Aldi and Lakeland Dairies

Aldi signed a new contract with Lakeland Dairies, a farmer-owned dairy processing cooperative in County Cavan, worth €15.3 million per year. The new contract has seen Lakeland Dairies expand as it continues to supply milk and dairy products, including Clonbawn fresh and light milk, to Aldi stores nationwide.



Animal welfare

We publicly report on the welfare of animals within our supply chain in our annual animal welfare update report ([Animal Welfare Ireland](#)). Our animal welfare data allows us to monitor welfare outcomes for animals in our supply chain and manage this with our suppliers.

Our supplier contracts stipulate animal welfare compliance and certification requirements for relevant products. Any breach in standards is investigated and corrected by working with the supplier and the relevant assurance scheme, such as Bord Bia.

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.

100%

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



Sustainable agriculture continued

Celebrating our local suppliers

Case study

West Cork, Ireland

Cementing a trusted supplier relationship

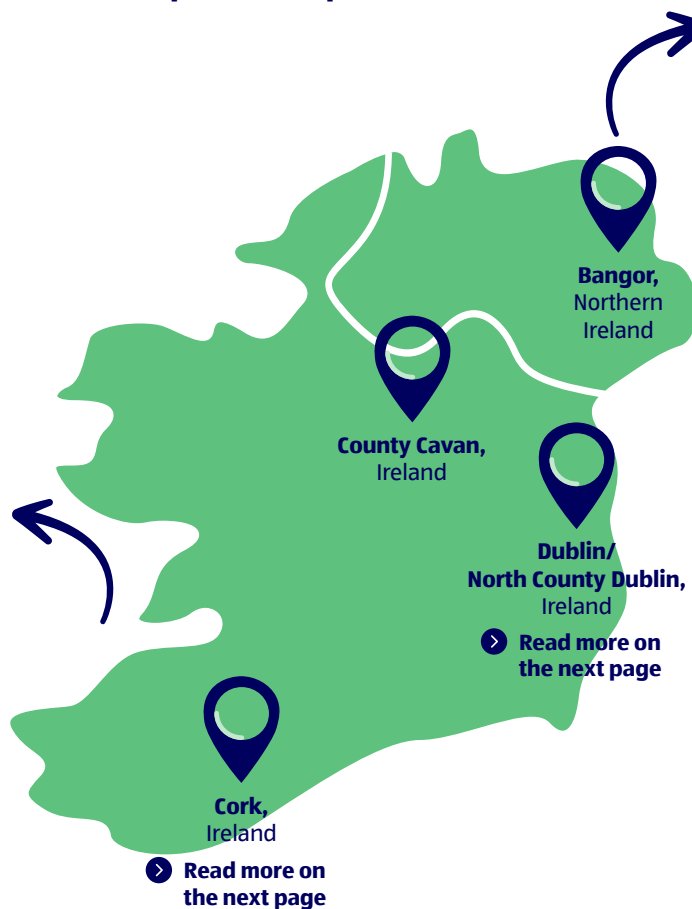
Aldi Ireland agreed a €1.8 million contract extension with award-winning suppliers of relish, chutney and sauces, Folláin.

The family-owned company in West Cork is celebrating 40 years in the industry, 20 of which have been spent collaborating with Aldi to produce innovative and celebrated products that Irish shoppers love, such as Specially Selected Ploughman's Chutney, which was Gold winner at the Irish Quality Food and Drinks Awards.

Folláin's commitment to sustainability involves investing in local communities and protecting the environment. They're gold members of Origin Green, Ireland's national food and drink sustainability programme, and have measurable sustainability targets that align with Aldi's targets.



Local sourcing of our ingredients is both better for the environment and benefits the livelihoods of those in the communities around us, such as local farmers. Just a few examples are explored here:



Case study

Bangor, Northern Ireland

Contract seals expansion for our yoghurt supplier

Clandeboyne Yoghurt has been working with Aldi Ireland for more than a decade to supply us with granola and Greek style craft yoghurts.

Our two-year deal, worth €9.9 million (£8.6 million), has seen the Bangor-based company supply Aldi UK stores for the first time, along with Ireland. The international expansion will enable the supplier to grow its sales volumes by more than 450% and expand its 20-strong workforce.

Sustainable agriculture continued

Celebrating our local suppliers



Case study

North County Dublin, Ireland

Extended deal with our valued veg supplier

Donnelly fresh produce has supplied Aldi Ireland for more than two decades. Our latest contract is for the family-run producers to continue to supply cauliflowers for the next two years – along with already supplying various vegetables, citrus, salads, berries and fruit. The contract is worth more than €1 million to the North County Dublin company.



Case study

Cork, Ireland

A new range for coffee lovers

A former Grow with Aldi winner, Velo Coffee Roasters has signed a contract with us to introduce its new El Salvador blend coffee to Aldi stores in Ireland. The blend won the Blas Taste Awards that celebrate the very best-tasting food and drink in Ireland.



Case study

Dublin, Ireland

Maintaining strong relationships with local producers

The long-term relationships we have with our high quality suppliers mean that we can offer our customers the cream of the crop in Irish produce. We've been working with Flynn's Tomatoes for a decade and, to mark the occasion, we visited their facility in Swords, County Dublin.

Our contract with the family-run business has been instrumental to help them grow their business. It enabled them to invest in new environmentally-friendly glass houses. Our visit acknowledged the hard work of Flynn's Tomatoes to deliver tasty, quality tomatoes for our customers and discuss their plans for the future – such as extending the growing season into all year round.



Water management

6 CLEAN WATER
AND SANITATION

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.



Our targets

Targets

10%

relative reduction
in operational water
use by 2030

Performance

4.7%

(baseline 2020)

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.





Emissions in the supply chain

13 CLIMATE ACTION



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.



Our targets

Our supply chain emissions targets:

Targets

90%

reduction in absolute Scope 3 GHG emissions by 2050 from a 2022 baseline year²

72%

reduction in Scope 3 FLAG⁴ by 2050 from a 2022 baseline year³

30.3%

reduction in GHG emissions associated with FLAG⁴ activity by 2030 from a 2022 baseline year

25%

reduction in industry⁵ GHG emissions activity by 2030 from a 2022 baseline year

Performance

New target⁶

New target⁶

New target⁶

New target⁶

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 Ireland and UK 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

2,410,754
tCO₂e



14,420
tCO₂e

Emissions from transport in our supply chain

Reconfiguring pallets, less transport, fewer emissions

Changes to packaging design can make a difference in transportation, which, in turn, reduces our emissions. In 2023, we made some product changes across our continental meats packaging.

We reconfigured our continental meat pallets to add additional layers. This increases the number of units per pallet, which means fewer trucks are needed to transport even more stock. The resulting changes have removed c.42,000km from the supply chain for truck movements on the road, which equates to c.32 tonnes of CO₂e annually.



41,115
tCO₂e

Emissions produced from product waste



Emissions from materials used in our business

11,861
tCO₂e

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

8,442
tCO₂e



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 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.



12%
reduction in our Scope 1
and 2 emissions
versus 2021 was
achieved

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 Ireland, 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 Ireland and the UK 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 Ireland and UK.

In 2023, we achieved an 11% reduction in our Scope 1 and 2 emissions versus 2022 (Ireland and UK). Against our 2021 baseline, we achieved a reduction of 12%.

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 Ireland and UK. 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 We've also improved refrigeration, installed heat recovery systems and improved control systems. Aldi Ireland continues to install chiller doors in our new and refurbished stores, which deliver an energy saving of up to 20% for each store. Since 2022, we have been rolling out our electronic shelf labels in our Irish stores that replace traditional paper price cards – across 152 stores by the end of 2023.

➔ See Appendix for energy saving statistics.



Our targets

All of these are SBTi approved for the Aldi South Group

Targets

**90%
(net zero)**

for Scope 1 and 2 emissions
by 2035 from a 2021 baseline²

72%

reduction in Scope 1 GHG
emissions associated with
FLAG³ activity by 2050
from a 2021 baseline year

52%

reduction of absolute Scope 1
and 2 emissions by 2030 from
a 2021 baseline

30.3%

reduction in Scope 1 GHG
emissions associated with
FLAG activity by 2030 from
a 2021 baseline year⁴

Performance

12%

reduction in Scope 1 (market
based) and net zero achieved
in Scope 2 (market based)

New target⁴

12%

reduction
(market based)

New target⁴

- 1 We apply the REGO certification method
- 2 The target boundary includes biogenic land-related emissions and removals from bioenergy feedstocks
- 3 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](#)
- 4 New targets have been set and progress will be reported in 2024

Emissions in our operations continued

In 2023, our store numbers increased from

154 to 161

in Ireland.



Electricity consumption increased by

5.5%

compared with 2022 due to those new store openings and an increase in electric vehicle charging.



However, natural gas emissions decreased by

6.9%

partly as 7 stores received heating upgrades, reducing their reliance on gas 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

25.6%

compared with 2022.¹



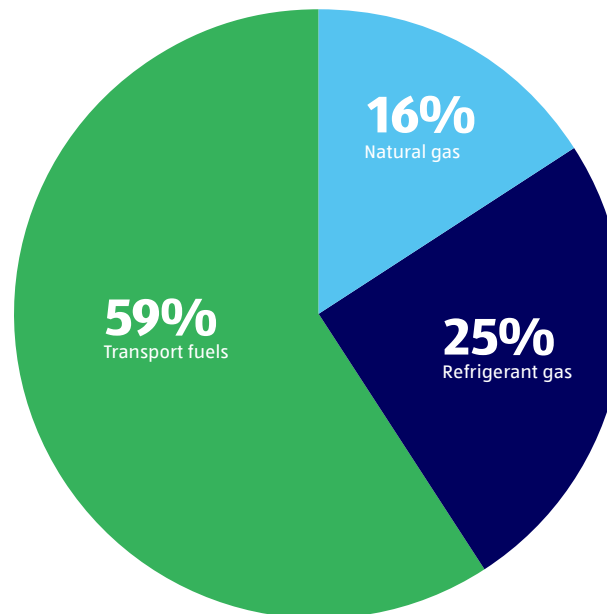
Tracking energy use

Every Aldi store and distribution centre 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.

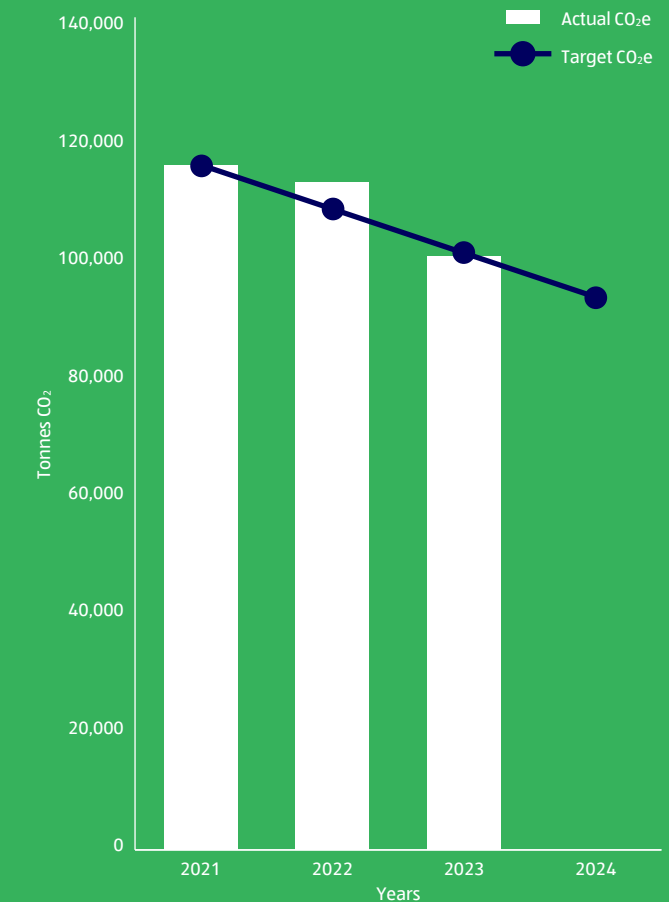
Our GHG emissions in 2023

(Scope 1 and 2 market based)



CO₂ emissions pathway for Ireland and UK

(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 our net zero targets.

Local habitats are managed in line with local planning policy, national planning policy and environmental best practice. 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

We are reducing transport emissions by tackling a number of areas. Battery electric vehicles now account for 61% of the regional company car fleet in Ireland and the UK, while our company car diesel consumption in Ireland reduced by 30% compared with 2022.

Emissions associated with transport in Ireland decreased in 2023 by 2% compared with 2022, due to a reduction in diesel consumption by 1.2%.²

➤ See Appendix.

- 1 The majority of stores with HFC refrigerants will be converted to CO₂.
- 2 The distance travelled in Ireland by outsourced outbound fleet increased by 23% and emissions reduced by 2% compared with 2022. There was a change in reporting methodology compared with 2022 to align with the UK AIPP-Business-Guide-2023-WEB-1.pdf (pollinators.ie)
- 3 AIPP-Business-Guide-2023-WEB-1.pdf (pollinators.ie)
- 4 Savings calculated by taking the difference in actual electricity consumption versus forecasted electricity consumption for all stores in Ireland and the UK

Case study

All-Ireland Pollinator Plan



Our pollinator-friendly activities, in line with the All-Ireland Pollinator Plan's evidence-based actions³ were carried out across various sites.

We have been maintaining the native wildflower meadows (Action 2) at our RDCs in Cork and Kildare.

We've reduced the frequency of grass mowing, including lifting of cuttings, at our offices and RDCs. These short-flowering (Action 5) and long-flowering (Action 6) meadow areas provide necessary food and shelter for pollinators and other insects.

We have ensured that all of our new stores have pollinator-friendly plants (Actions 13) outside to create pitstops for pollinators.

We've also reduced the use of pesticides (Action 18) at our RDCs to support pollinators and wider biodiversity.

Within our stores, we sold pollinator-friendly plants in our Bee Happy Garden Madness Promotion (Action 24). This highlighted nine different plant types that were suitable for pollinators.



Energy efficiency among colleagues

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 contributed to a saving of €117,000 – the equivalent of powering 1.3 stores for a whole year!

Over 50,000 colleagues across Ireland and the UK are taking part in our Greener Everyday programme, which has led to a reduction in energy consumption, achieving more than €2.7 million savings since 2019 – saving enough energy to power 15 stores for a full year!⁴



Tackling food waste



Over a third of all food produced globally goes to waste. Across Ireland alone, the Environmental Protection Agency (EPA) estimated 750,000 tonnes of food waste in 2022.¹ Given that discarded food contributes heavily to global warming, and 30% of GHG emissions are caused by food production – it's clear that the entire circular food system must become more sustainable.

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

Read more in the Taking action on packaging section.

Aldi Ireland participates in the [Retail Action Group](#), an industry-wide programme that guides businesses to measure and act upon food waste. In 2023, Aldi recommitted to the Retail Action Group's [Food Waste Charter](#), after being one of the first supermarkets to join in 2018.



Chambers Ireland
Advancing business together

We were shortlisted for the Chambers Ireland Sustainable Business Impact Awards under the category:

Environment (Multinational Company) for Aldi's Food Waste Strategy 'Low Waste to No Waste'.



All-Ireland SUSTAINABILITY

We were also shortlisted for the All-Ireland Sustainability Awards under the category:

Food Waste Reduction Initiative of the year for our submission 'Low Waste to No Waste'.



Our targets

New target

50%

reduction in operational food waste by 2030

Performance

30%

reduction in food waste in 2023, from the 2017 baseline year (intensity)²

¹ [Environmental Protection Agency, 2023](#)

² Food waste intensity is the percentage of the total food handled by Aldi that ends up as waste

Tackling food waste continued



Reducing food waste across our stores

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.

With these 'simple' steps in our stores, we prevented 3,461 tonnes of food from going to waste in 2023:

- 1 Switching products from use-by dates to best before dates to reduce consumer waste at home 
- 2 Rolled out our national partnership with Too Good To Go 
- 3 30 to 75% price reductions on fresh produce, bakery and chilled products that are near the end of their shelf life
- 4 Measured our stores' food waste figures in granular detail

How we're meeting our food waste targets

Irish households generate around 220,000 tonnes of food waste, despite a significant amount still being suitable for human consumption.¹ The food and drink manufacturing and processing sector is the second largest producer of food waste.²

There can be many reasons for waste in the supply chain – including over-production and over-ordering. We can minimise this by working closely with our suppliers.

The Irish Government's [National Food Waste Prevention Roadmap 2023-2025](#) outlines several priority actions to achieve Ireland's target to reduce food waste by 50% by 2030. Early in 2023, we pledged to eliminate 60 tonnes of food waste from our operations through the year in support of the National Food Waste Prevention Roadmap. We met this target early, largely through partnering with great organisations, such as FoodCloud and Too Good To Go, and so set a stretch target of removing 500 tonnes from our operation in 2023.

➔ Read more on pages 22 to 24.

Breaking down what's in the bin

Every Aldi Ireland store now measures 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 most often discarded and help each store target food waste reduction actions accordingly, through price reductions, donations and redistribution partnerships.



Where we're heading

We're introducing better demand forecasting in stores, taking into account factors such as hot weather events and historical sales, so we can better predict what needs to be ordered, thereby ensuring less food goes to waste.

¹ Stop Food Waste, Why Avoid Food Waste? 2023

² Accounting for an estimated 29% of all food waste produced in Ireland in 2022 (220,000 tonnes). Source: Food Waste Statistics | Environmental Protection Agency (epa.ie)



Our partnership with Too Good To Go



Sophie Trueman,

Managing Director Ireland and UK, Too Good To Go

“Since partnering with Aldi earlier this year, we have been blown away with the response to our Surprise Bags. Each time a customer purchases a ‘Too Good To Go’ bag, they bring home fresh, quality meats, fruit, vegetables and ready meals to the value of €12 but for a heavily discounted price of €3.99.”

Sophie Trueman, Country Director at Too Good To Go, Ireland and UK

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 Ireland in February 2023, 120,982 bags have been sold.¹ That has prevented over 559 tonnes of food from going to waste and saved shoppers over €2.5 million in food costs.

120,982
Aldi Too Good To Go bags sold, preventing more than 559 tonnes of waste, saving 326 tonnes of carbon and saving shoppers over €2.5 million

Q: How have you found our partnership so far?

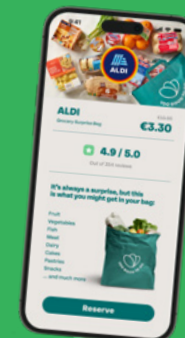
A: Since our partnership started, we've been looking for ways to continuously improve – such as finding new ways to optimise waste – fuelled by the enthusiasm and dedication of the Aldi team. We've seen an overwhelmingly positive response from our customers and it's been incredible to see that the bags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

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

A: The cost of living and concerns about food waste have definitely 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 ending food waste. Not only that, but 222,000 Irish customers have rated Aldi Too Good To Go bags as their favourite among retailers.



220,000
Irish customers have rated Aldi Too Good To Go bags as their favourite among retailers!

One Surprise Bag equates to 0.0027 tonnes of CO₂ emissions avoided. Since the launch, Aldi and Too Good To Go have helped to avoid over **326 tonnes of CO₂e!**





Our partners in reducing food waste

We partner with committed organisations who want to see an end to food waste and help people put good food on the table. They are now the lifeblood of many local communities.



In 2023, through our partnership with FoodCloud, we achieved:

Performance in 2023

276.98 tonnes

impact (tonnes of food saved)

659,489

meals equivalent

886.35 tonnes

CO₂ equivalent avoided

92%

Store food waste prevention accounted for 92% of the overall impact recorded in 2023

Aldi Ireland: 2023 Impact Report (Retail + RDC)



FoodCloud

Over
3.2 million
meals donated by
Aldi between 2014
and 2023

We've been proud partners with FoodCloud for almost a decade. Over this time, we've donated huge volumes of consumable surplus food, which FoodCloud redistributes to charities and community organisations nationwide. Our shared goal is that no good food should go to waste.

Between 2014 and the end of 2023, Aldi donated the equivalent of more than 3.2 million meals to over 600 charity and community organisations, avoiding over 4,300 tonnes of CO₂e in the process.



Our partners in reducing food waste continued



6,738

meals were received
by community groups,
thanks to customer
generosity!

Food for Good campaign

Together with FoodCloud, we launched our sixth annual Food for Good campaign in 2023. We called on customers to embrace the spirit of giving at Christmas by donating non-perishable items at their local Aldi store, giving vital support to families in need during the holidays. Customer generosity meant that 69 community groups were supported, receiving the equivalent of 6,738 meals.



EPA's Stop Food Waste

Aldi supports the Environmental Protection Agency's Stop Food Waste campaign, which is working to reduce food waste in Ireland. The campaign aims to show how, by making small changes to how we plan meals, and store and cook food, we can save money and time, and lessen our impact on the environment.

Likewise, we encourage customers to think about food waste in their daily lives, with food waste prevention tips and recipes throughout our stores and on social media.



"It is so encouraging to see large retailers like Aldi taking such a proactive approach towards reducing food waste. Already with Aldi, we've facilitated the redistribution of over 1,300 tonnes of surplus food across Aldi's operations, which equates to over 3.2 million meals.¹

Ensuring that food that may otherwise have been wasted goes instead to those who need it most, which is so important, especially in the current climate. We are proud to partner with Aldi and, together, build a more equitable, sustainable and caring food system."

Rory O'Connell,
Account Manager at FoodCloud



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 reusable, recyclable and home compostable.¹

Our buying department considers packaging at every step of the buying process. This includes the product sample stage through to final product.



Our targets

Targets

40%

reduction in all own-label plastic packaging by 2025, against a 2020 baseline

15%

own-label packaging reduction per € sales by 2025, against a 2020 baseline

30%

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 2025

Performance

32.80%

reduction at the end of 2023

22.22%

reduction at the end of 2023

20.65%

at the end of 2023

98.93%

achieved of the target at the end of 2023

In 2023, we became the first supermarket in Ireland to move to 100% recycled content in our kids' water bottle ranges.

Over the past two years, we have been working with Irish suppliers to introduce new, sustainable packaging solutions, leading to more than 2,380 tonnes of virgin plastic removed from our store network. We've also removed all black plastic from our core food ranges.



Our partners in reducing retail packaging

Collaboration with peers in the retail sector is key to achieving reduced packaging goals. We're proud to work with **OPRL** for on-pack recycling labelling and **RECOUP** on recycling of used plastics, and **Valpak** alongside **REPAK** to optimise our packaging waste management and recycling efforts. By leveraging the expertise of these partners, we are able to enhance our sustainability initiatives and contribute to a circular economy.

RECOUP

Valpak
by Reconomy

OPRL
THE ON-PACK RECYCLING LABEL

REPAK
PROUDLY SUPPORTING
A CIRCULAR ECONOMY

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



Tackling waste – change in action

Case study

We've been busy 'behind the scenes' in 2023, working with our packaging suppliers to make significant packaging and plastic savings which customers will see across our shelves and in our fridges and freezers:

70 tonnes

of plastic being turned back into food-grade packaging through clear caps introduced on our milk range



200 tonnes

of plastic being turned back into food-grade packaging by switching to clear water bottle caps



A total of 143 tonnes

of virgin plastic saved per year through water bottle packaging optimisation: 100% recycled content added to children's water bottles and 30% added to the remaining range

80 tonnes

of virgin plastic saved per year by 50% recycled content added to bleach bottles



35 tonnes

of virgin plastic saved per year through 50% recycled content added to laundry liquid



60 tonnes

of virgin plastic saved per year by adding 30% recycled content to produce punnets



Over 2 tonnes

of virgin plastic saved per year with 60% recycled content on jelly pots

17 tonnes

of virgin plastic saved per year by moving the polypropylene (PP) lid on soft cheese to 85% rPET¹



Aldi won the



Battery and WEEE Champion Award

at Pakman Awards 2023 for our work with Waste Electrical and Electronic Equipment (WEEE) Ireland. We were recognised for our efforts to support and facilitate battery and small electric recycling among our colleagues, customers and the wider public.

Silver Plastic Pledge Award

at Pakman Awards 2023. This demonstrates our efforts and achievements in reducing plastic waste and promoting sustainability. This accolade highlights our commitment to minimising plastic use, enhancing recycling processes, and integrating sustainable practices into our operations.



In 2023
90,661kg
of waste batteries
returned to our stores
by customers!

Charging ahead with battery and electricals recycling

Aldi has been working with WEEE Ireland since 2009 to support, promote and facilitate a culture of waste battery and WEEE recycling in Ireland. Through our partnership with WEEE Ireland, in 2023, our customers returned 90,661kg of waste batteries – that's equivalent to 4,533,050 AA batteries being returned to our stores!

Over two months in 2023, we hosted our first series of battery and small electrical collection events, in partnership with WEEE Ireland, in Aldi store car parks. Members of the public were invited to return household items with a plug, battery or cable, all free of charge. A total weight of over 17 tonnes of battery and small WEEE electrical items was collected at these events.



What we've learnt

Keeping informed across our business about impactful sustainability actions is key. To help us do this, we have developed a project scoping tool to identify the most influential initiatives that capture our pledge and financial impacts, and incorporate environmental impact – such as the introduction of recycled content across our beer range packaging. These projects will serve as reference for every Aldi team to share best practice in action and show we are doing the right thing for our customers and the environment.

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



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 Ireland and the UK, in 2023,¹ we reported:

Our targets

Targets	Performance
85% of our own-brand food and drink sales volume ² (excluding alcohol) will come from healthier ³ items by 2027	80% achieved in 2023 (baseline is not applicable)
100% compliance to calorie targets by 2024	94% compliance to the PHE 2024 calorie targets
95% compliance to salt targets by 2024	84% compliance to the PHE 2024 salt targets
20% reduction in sugar by 2024	14.3% sugar reduction since 2015 across PHE sugar categories

In Ireland, we will now work towards Food Safety Authority of Ireland (FSAI) targets for sugar, salt, calories and saturated fats (20% reduction, 10% reduction, 20% reduction and 10% reduction by 2025).

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, such as Drinkaware Ireland and the FSAI, help us to ensure we're giving customers additional guidance on the type and amount of food and drink that is healthy to consume.



- 1 These figures are based on combined Ireland/UK 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'



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.

Currently, we are working towards the FSAI's food reformulation roadmap, which is a core element of Ireland's Obesity Policy and Action Plan setting targets for the reduction of the levels of calories, saturated fats, sugar and salt in commonly eaten processed foods.

We're working to improve the nutritional profile of all our products and are in the process of tracking our progress on restricting the use of Southampton 6 colours – sometimes called 'E numbers' – flavour enhancers, MSG and trans fats.

Healthy choices, healthy prices continued

Case study

Kids get active with the Irish Rugby Football Union (IRFU)

Aldi has partnered with the IRFU since 2016, providing substantial investment in the Aldi Play Rugby programme. 2023 saw the highest engagement of any Aldi Play Rugby programme year to date, with more than 126,000 students from 724 schools across Ireland taking part.

Aldi Play Rugby is a non-contact primary schools rugby programme developed by the IRFU and supported by Aldi. It offers primary school students a safe and fun introduction to rugby and aims to encourage children to get active, participate in regular exercise and eat healthily.



90%
increase in
participation since
Aldi first partnered
with IRFU

As part of the programme, schools are offered access to invaluable resources, including sessions with Community Rugby Officers, online coaching resources and free coaching equipment. The programme has been a resounding success, with participation increasing by more than 90% since Aldi first partnered with the IRFU.

“It’s brilliant to be part of the Aldi Play Rugby school’s programme. It’s a pleasure to see the enthusiasm and excitement of these young players and I’m delighted to stand alongside them as they take their first steps into the world of rugby. Aldi’s commitment to supporting grassroots rugby and promoting a healthy lifestyle through programmes like this is commendable and I’m proud to be a part of it.”

Paul O’Connell, Aldi Play Rugby Ambassador and former Ireland and British & Irish Lions captain



Aldi is the Official Fresh Food Partner to IRFU’s men’s and women’s teams. The IRFU logo appears on Aldi fresh produce lines, predominantly across our fresh 100% Irish meat range and fruit and vegetables, helping customers to identify healthy food choices.

The IRFU logo on Irish-produced products both supports Irish suppliers and promotes healthy eating.

In 2023, Aldi Ireland was named

‘Retailer of the Year’ for the third year running at the Free From Food Awards



Aldi was recognised for its exceptional range of products, scooping a total of 44 awards across 21 categories, including 13 Gold Awards, 7 Silver Awards, 17 Bronze Awards and 6 Merits!



Fairer

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

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.

In 2023, 84% of Irish customers took advantage of our brand-like quality and unbeatable prices by shopping at Aldi.¹ To each one of those customers and their communities, we've made the pledge to make sustainability affordable.

Responsible sourcing



Human rights in the supply chain



Making a difference in our communities



¹ Week 52, 2023, Kantar



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.

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 in our 2022 Ireland Sustainability Report.](#)



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 2025¹

94%

certified

75%

certified sustainable coffee by 2025^{2,3}

64%

certified

100%

certified sustainable bananas and pineapples by 2025⁴

100%

certified

100%

sustainable cotton for our Aldi exclusive garments and household textiles by 2025⁵

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 look into the detail of our products, such as food ingredients or the materials 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. Updated reporting capabilities enable us to track this KPI.

- Accepted certifications are Fairtrade, Rainforest Alliance and Cocoa Horizons. The percentage is dependent on product
- Accepted certifications are Fairtrade and Rainforest Alliance. The percentage is dependent on product
- 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
- Accepted certifications are Fairtrade and Rainforest Alliance. The percentage is dependent on product
- Accepted standards are Fairtrade, Global Organic Textile Standard (GOTS), Organic Content Standard (OCS) 11/blended, Cotton made in Africa (CmiA) and Better Cotton Initiative (BCI)

Responsible sourcing continued

Case study

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 apply recognised certification standards,¹ and map and report on our supply chain compliance with the Sustainable Fisheries Partnership.

Our policies are dependent on catch method. For wild caught products, including tuna, we accept a range of assurance schemes. MSC certification is our gold standard, and we are seeking to expand our range wherever possible to give customers an even wider choice of responsibly caught wild fish.

For aquaculture products, we work with globally recognised certification standards, including ASC, BAP and Global GAP, to ensure high standards of animal welfare and habitat protection.

Through the Ocean Disclosure Project, we publish the origin and catch method for our fish and seafood products.

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.

¹ Standards include MSC, BAP, ASC and Global Gap



Aldi was the first retailer in Ireland to successfully test blockchain technology to validate our corporate buying policy for organic and sustainably produced Irish seafood. Aldi and Verifact are participating in a pilot project with Bord Iascaigh Mhara (BIM), Ireland's seafood development agency. This project is funded under the European Maritime and Fisheries Fund.

The blockchain captures all information from fish catch through to the retail shelves. The goal of the project is to increase visibility in the supply chain. This has led to introducing the system to our Irish organic salmon, wild Irish hake products, haddock and whiting. We currently stock 100% Irish-caught, independently verified, fresh wild hake nationwide.





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

12

detailed [HRIAs](#) to be carried out across the Aldi South Group, by 2025

80%

of buying volume from A/B rated suppliers¹ for high-risk commodity groups by 2030

Performance

7

assessments

98%

for onboarded suppliers

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.



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

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

Human rights in the supply chain continued



Taking action against modern slavery

In 2023, we established a robust modern slavery escalation process for dealing with all reports of modern slavery in Aldi Ireland and UK's operations, which facilitates decision-making on investigations, risk assessments or the remediation of an incident.

- **We report on our Modern Slavery Act compliance in [Aldi Ireland and UK'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 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



Proud partners of Barnardos Ireland

Three years into our partnership, we have raised €1.5 million¹ for Barnardos Ireland by the end of 2023. This is a huge achievement, encompassing staff across the entire business.

The funds raised help to support vulnerable children and families in Early Years and Family Support services with practical and emotional support to build resilience for a brighter future. Included in those supports are Breakfast Clubs and Afterschool Programmes, where children have a nutritious meal to start their day and a safe, supportive environment to do their homework within their community.

€1.5 million
raised over three years
for Barnardos Ireland!



Our targets

Target

€2 million

Barnardos Ireland

Raise €2 million by the end of 2024

Performance

€1.5 million

by the end of 2023

Food insecurity research

In February 2023, Barnardos Ireland and Aldi issued the second annual report exploring both the prevalence and impact of food insecurity in Ireland on vulnerable children and families.² The study, conducted by Coyne Research, found that, in the last 12 months, 29% of parents skipped meals or reduced portion sizes so that their children would have enough to eat. The findings were widely referenced by political and Government stakeholders, creating a national conversation around the issue.



Barnardos Ireland Big Active campaign

The Barnardos Ireland Big Active campaign once again launched in April 2023, supported by Aldi. This school-focused campaign is designed to help pupils of all ages and abilities focus on their own health and wellbeing, while helping others. Schools register to take part and raise funds for vulnerable children across Ireland.

170km
cycled by Team Aldi
for Barnardos Ireland!



Case study

Aldi colleagues get on their bikes for Barnardos Ireland

As an official partner of the 2023 Ring of Kerry Charity Cycle, our brilliant Team Aldi cycled 170km for Barnardos Ireland.

The iconic cycling event, in its 41st year, took place along one of the world's most renowned touring routes – a 170km circular route starting and ending in the beautiful town of Killarney. Our energetic team of cyclists raised over €3,000!

Teams at the head office also took a break from their desks and competed against one another in a bid to cycle the most kilometres in a 20-minute slot.

Our Clonmel store held a Bike for Barnardos Ireland Day, where a stationary bike was set up in store encouraging employees and customers to donate while our colleagues cycled. They also held a hamper raffle for customers and raised €1,800!

Where we're heading

By the end of 2024, Aldi will strive to raise enough funds to:

- Support over **200 families** with specialised counselling, intensive parenting and practical advice
- Ensure that **2,000 children** receive the best chance of an early education to ensure a positive future
- Provide **20,000 meals** to children in Barnardos Ireland's services
- Continue to support food insecurity research and drive for change

¹ Exact figure: €1,546,567.07

² [Barnardos-Food-Poverty-Report-A4-2023.pdf](#)

Making a difference in our communities continued

Fantastic fundraising feats

We're extremely proud of our amazing colleagues, customers and partners who have supported the partnership with Barnardos Ireland since 2020. Our efforts have gone from strength to strength in 2023, with inspired fundraising and donations throughout the year.

Children and families were supported with Aldi gift cards donated to Barnardos Ireland, to help with their Christmas food shop and buying stationery and other items to get them school-ready for the new term.

Christmas was particularly busy, with on-pack donations across various products, such as Kevin the Carrot and Friends plush toys and luxury Christmas cards.



Give the gift of an amazing Christmas.

The ALDI and Barnardos partnership works to support vulnerable children and families across Ireland. This includes providing healthy breakfasts, hot meals and nutritious snacks. A donation of €4 could provide two hot meals for a child in a Barnardos service.

Help us make a child's Christmas this year - text to donate. Because childhood lasts a lifetime.

To donate €4 text KIDS to 50300

Text KIDS to 50300 to donate €4. Text costs €4. Barnardos will receive a minimum of €2,400. Service Provider: LUCIDCHARITY. HelpLine: 01 491 9191. RCS 20000027

Barnardos | ALDI
Look at me now



Colleagues across the business embraced the seasonal spirit on our Christmas jumper day, which raised €1,000 across our stores, RDCs and offices.

We launched the festive Merry Milkmas cartons, with 10 cents from each carton sold donated to Barnardos Ireland.



An award-winning partnership

Aldi is thrilled to have won three prestigious awards in 2023 for our partnership with Barnardos Ireland. We are very proud to support Barnardos Ireland's commendable work.



'Partnership with Charity – Multinational company'

award at the 2023 Chambers Ireland Sustainable Business Impact Awards.

'Communication – Multinational Company'

award at the 2023 Chambers Ireland Sustainable Business Impact Awards.



Gold 'Social Sustainability, Diversity and Inclusion Initiative of the Year'

award at the inaugural All-Ireland Sustainability Awards.



Community impacts

Community Grants Programme

Aldi's Community Grants Programme provides each Aldi store, office and RDC with the opportunity to nominate a charity or community group in its local area to receive a €500 donation from Aldi.

In 2023, Aldi donated a total of €83,500 to local charities and community groups. Beneficiaries of Aldi's 2023 community grants ranged from rescue teams and animal sanctuaries to cancer support organisations and mental health services.

Since 2016, €620,500 has been donated to over 1,000 local charity branches and community groups.

€620,500
has been donated to
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Autism-friendly hours

Autism-friendly shopping hours, trialled in 2022, were successfully rolled out to all stores in Ireland in April 2023. During these hours, noise and light is limited to support customers with sensory processing needs.



Supporting the Irish Cancer Society

Aldi is proud to have been supporting the Irish Cancer Society since 2016. Thanks to our colleagues, customers and Irish Cancer Society supporters, an amazing €1.9 million has been raised for cancer services and research since the partnership began.

In 2023, Aldi supported the Irish Cancer Society's biggest fundraiser, Daffodil Day, with on-pack donations on our daffodil bunches, raising over €6,500.

Bowel cancer awareness

Bowel cancer is one of the most common types of cancer found in Ireland, with almost 2,700 people diagnosed each year.

We want to do our part in raising awareness by providing potentially life-saving information. Aldi was the first Irish retailer to add symptoms of bowel cancer to our toilet paper packaging. We hope this simple step will make a difference in spotting early warning signs and further raise awareness amongst our customers and our colleagues.

Case study

Partnering to tackle hygiene poverty

In October 2023, Aldi Ireland partnered with Hygiene Hub, a charity dedicated to collecting new, unused and in-date personal care and household cleaning essentials for distribution to those in need.

This collaboration came about after findings from our joint research revealed that financial hardship has left many people having to reprioritise their spending and forgo personal hygiene and cleaning products. Our collection campaign in Aldi's Rathnew and Arklow stores, County Wicklow, provided designated collection points where customers and community members could contribute new, unused and in-date personal care and household cleaning essentials.



“As the national charity for hygiene poverty, Hygiene Hub is dedicated to working towards eradicating this problem whilst supporting those most at risk with the products they need. That's why partnerships like this with Aldi are so important, as it will see our network of drop-off points increase.”

Katrina McDonald, Wicklow Hub Coordinator at Hygiene Hub



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. 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 should feel valued and nurtured, and we pride ourselves on being a progressive and rewarding place to work, where health and wellbeing 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

Somewhere people want to work

To say we're an inclusive workplace is all well and good – it's the day-to-day reality that really counts. That means how colleagues feel about coming into work each day, knowing they can be their true self – welcomed, valued and part of an amazing team.

Which is why we regularly assess and update our Diversity, Equity, Inclusion and Belonging (DEIB) strategies to make sure we're offering well-rewarded, positive and inclusive employment and training opportunities for all of our colleagues.

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

Aldi benefits include holiday allowance, pension, paid breaks, parental leave and sabbatical opportunities. A varied working day is the Aldi way. 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

After reviewing the market during our annual pay review in 2023, we increased our hourly rates for store and warehouse colleagues to ensure we are among the best paying in the retail sector. We are always responding to market conditions to pay fairly and competitively in an ever-changing sector.

Colleague health and wellbeing

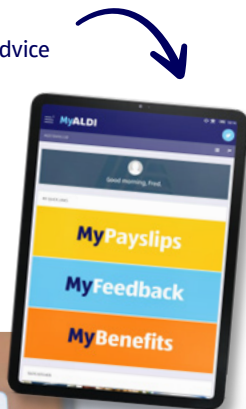
Our support ranges from Primary Care Plans from our healthcare partner, to a Bike to Work scheme. Colleagues also have access to our Employee Assistance Programme (EAP) portal and a dedicated, on-demand wellbeing portal, which colleagues can access at any time. We also launched paid leave for fertility treatment and have an ongoing programme of menopause awareness initiatives, including support guides, webinars and a menopause colleague hub.



Looking after our people continued

Financial boosts

At times, people need a little financial advice or support. We offer financial wellness support, financial health checks and an Employee Assistance Programme. We also have a comprehensive 'MyBenefits' platform for colleagues to access discounts. Plus, there are long-service awards and gifts for new parents.



Keeping colleagues connected and supported

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

The MyEmbrace area promotes diversity, awareness and understanding – in 2023, this was accessed over 5,700 times. The MyWellness hub offers further support on mental and physical health, and financial issues. Our dedicated Menopause hub also provides a safe space for colleagues to share their experiences and connect.



We are pleased to have been recognised for our work during 2023 in the following ways:



Aldi Ireland became the first supermarket retailer to be awarded the

Ibec KeepWell Mark

The KeepWell Mark is recognised as the business standard for health, safety and wellbeing in Ireland



Aldi was featured in the

Top 100 companies Leading in Wellbeing 2023



We were awarded Silver for the

Best Graduate Recruitment Website at the gradireland awards



Investors in Diversity

BRONZE

Aldi received

'The Investors in Diversity – Bronze'

mark from the Irish Centre for Diversity, which offers Ireland's only Equality, Diversity and Inclusion (EDI) mark for Irish businesses

Attracting everyday amazing people

More than 4,600 people work for Aldi Ireland. We recognise the importance of DEIB and are working to better reflect the communities we serve, including providing more support to minority and under-represented groups.

Organisations we work with on DEIB include [GreenPark](#), [Stonewall](#), [Disability Federation of Ireland](#), [Ability Focus](#), [Pride At Work](#), [NOW Group](#) and the [Irish Centre for Diversity](#).



Aldi Ireland's DEIB highlights in 2023 included:

- Aldi's Amazing Women webinar, which focused on embracing equality in the workplace and empowering women to achieve work-life balance
- An interactive panel focusing on the area of mental health
- Two training webinars delivered by [Pride at Work](#) on an introduction to DEIB, and another in support of National Coming Out Day, equipping people with skills to support marginalised groups
- A talk from our mental health charity partner, [Aware](#), delivered in Aldi Ireland's National office



DEIB: Our Embrace strategy and 2023 progress

1 Employee engagement and support

Performance

- Partnered with [Pride At Work](#) to celebrate Pride Month
- Launched a programme with six modules supporting LGBTQ+ inclusion in the workplace
- Appointed Menopause Ambassadors to act as a safe 'listening ear' for female and male colleagues who want to talk through symptoms or ask questions about menopause

2 Employee insights and data

Performance

- Launched an accessibility survey and used colleagues' feedback to shape future initiatives
- 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

- Partnered with the [NOW Group](#) to launch the Just A Minute (JAM) Card to support the introduction of autism-friendly shopping hours. The JAM Card allows people with a hidden disability or communication barrier to tell others that they need extra time and understanding. Aldi also supports the Hidden Disabilities Sunflower Scheme to better support our colleagues and customers with disabilities



4 Employer branding, attraction and selection

Performance

- Employer branding continues to evolve to ensure our messaging is inclusive



5 Learning, development and awareness raising

Performance

- Launched a pilot for our Women in Leadership programme which will be extended to include other business areas. The objective of the programme is to generate a more gender diverse candidate pipeline for progression opportunities as they arise
- All colleagues took part in DEIB training in 2023, and Executive Managers received dedicated diversity and inclusivity training that will empower them to better identify and tackle important issues like unconscious bias



Attracting everyday amazing people continued

Appealing to university grads

Aldi continued to perform well within the graduate market. We were the highest placed supermarket retailer in the gradireland 'Ireland's 100 Leading Graduate Employers'.

Our presence at the [gradireland careers fair](#) – the largest of its kind in the country – gave us the chance to highlight the benefits that Aldi offers as a future employer. We also attended nine on-campus graduate fairs, one internship fair and a spring graduate fair, to help us attract more amazing talent.



Addressing the gender pay gap

In Ireland, our mean pay gap is 12.49%, and our median figure is 2.56%. This means the average hourly pay for females is 12.49% lower than that of males. This compares with the most recent EU average of 13%. So, while we are in line with organisations across Europe, we have work to do to reduce the gap.

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

In 2023, our human resources team worked with the Warehouse Operations Committee, Store Operations Committee and National Departments to determine strategic actions to reduce the gender pay gap and develop initiatives across four key areas:

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

Gender equality listening groups were held, during which colleagues discussed gender pay equality and opportunities for progression across Aldi.

Surveys were also completed by colleagues at all levels of the business. Responses to the surveys, along with the listening groups and pay gap reports, are helping us to 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 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 Ireland

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 attendee
- 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 labour rights. Read more about how we assume responsibility towards effective employment procedures, marketing and reporting in our Ireland and UK 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.



Reporting compliance issues

We 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 commitment to dealing with grievances seriously. The grievance process is clearly outlined to all employees.

If anyone feels wrongly or unfairly treated, they can raise the matter with a senior manager, either individually or together with colleagues, and the grievance will be taken seriously. Employees frequently see their direct leader and this allows for ample opportunity to raise any concerns from the employee.

Anyone who may be required to handle a grievance is given full training, has access to template documents and guidance, and will 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

We also have positive relationships with several sector-based organisations, NGOs, charities and certification bodies.

We are an active member of [Retail Ireland \(Ibec\)](#), the leading voice of Irish retailers that works to represent the sector's interests to Government, media and all other stakeholders. Retail Ireland is a trade association which operates under the umbrella of Ibec, Ireland's largest lobby and business representative group.

In 2023, Aldi recertified to Business in the Community Ireland's (BITCI) Business Working Responsibly Mark V5. This certification is an independently audited sustainability standard, which has been raising the bar for responsible, sustainable business for over a decade.

The mark is aligned with the requirements of the Corporate Sustainability Reporting Directive (CSRD) and demonstrates Aldi's commitment to sustainability and to going beyond minimum reporting requirements.

Aldi is also a signatory to BITCI's Low Carbon Pledge, which means we are committed to setting Science-Based Targets (SBTs) across our entire carbon footprint – Scope 1, 2 and 3 – by December 2024.



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

Responsible sourcing

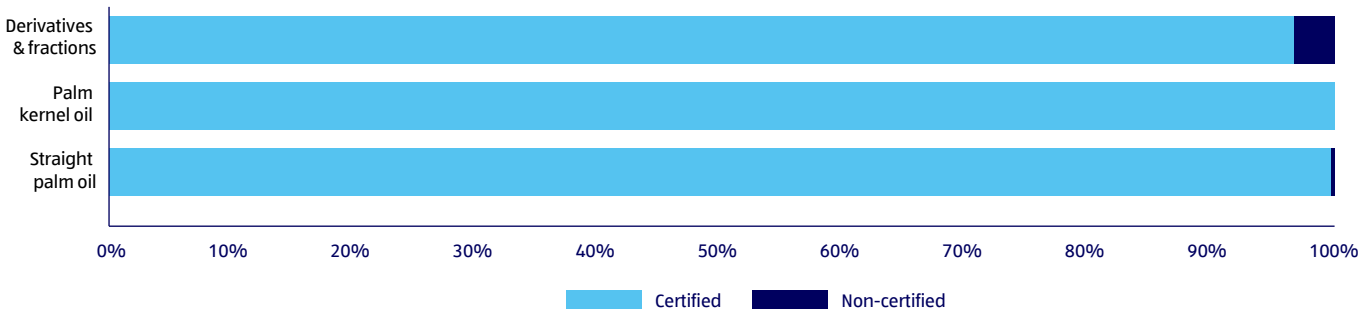
Supply chain audits

Onsite audits performed by independent experts are a key component of 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



GRI disclosures and data

On the following pages, we have disclosed further information related to Aldi Ireland and our material topics, in line with the Global Reporting Initiative standards. Please find our GRI content index on pages 64 to 66.

GRI 2 general disclosures

GRI disclosure	Requirements	Aldi response
2-1 Organisational details	a. report Aldi's legal name for Ireland; b. report the nature of Aldi's ownership and legal form for Ireland; c. report the location of Aldi's Ireland headquarters; d. report Aldi's countries of operation.	a. Aldi Stores Limited b. Private limited company c. Ireland d. Ireland
2-2 Entities included in the organisation's sustainability reporting	a. list all the entities included in Aldi's Irish 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.	a. Aldi Ireland b. Audited consolidated financial statements of Ireland and the UK 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	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.	a. 1st January to 31st December, annually b. Calendar year c. October 2024 d. aldicr@aldi.co.uk
2-5 External assurance	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: 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.	a. Our financials are audited annually. We also assure our publicly reported food waste data. This is then presented to the CEO of Aldi Ireland and UK. b. 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	a. report the sector(s) in which Aldi is active.	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 location

	Gender (2023)			Total
	Female	Male	Unknown	
Total number of employees	2,068	2,089	398	4,555
Breakdown by region	2023			Total
	Naas	Mitchelstown	National Ireland	
Total number of employees	2,313	2,015	227	4,555

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

Breakdown by gender	2023			Total
	Female	Male	Unknown	
Number of employees	2,068	2,089	398	4,555
Number of permanent employees	1,991	2,033	354	4,378
Number of temporary employees	77	56	44	177
Number of non-guaranteed hours employees	0	0	0	0
Number of full-time employees	332	463	13	808
Number of part-time employees	1,736	1,626	385	3,747
Breakdown by location	2023			Total
	Naas	Mitchelstown	National Ireland	
Number of employees	2,313	2,015	227	4,555
Number of permanent employees	2,288	1,944	146	4,378
Number of temporary employees	25	71	81	177
Number of non-guaranteed hours employees	0	0	0	0
Number of full-time employees	320	277	211	808
Number of part-time employees	1,993	1,738	16	3,747

(c) Methodologies and assumptions used to compile the data:

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 for Ireland has remained at a stable level throughout 2023.

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, drivers, 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	45.86%
Female	45.40%
Unknown	8.74%
Age group	
Under 30 years old	29.53%
30 to 50 years old	65.20%
Over 50 years old	5.27%

* 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 (%)			
	Upper Management	Upper Middle Management	Lower Middle Management	Lower Management
Ratio of basic salary and remuneration	41% female 59% male	51% female 49% male	54% female 46% male	54% female 46% male

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

Definition used for 'significant locations of operation'	Ireland
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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)
Non-renewable	
Aluminium	679.16
Steel	2,847.31
Glass	11,616.22
Plastic	12,669.44
Renewable	
Wood	2.82
Paper	7,475.98
Other	46.02
Total	35,336.95
* 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	47%

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	46,029
Heating oil	20,440
Diesel	4,768
Petrol	529
Total	71,767

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

Fuel type	2023 (GJ)
Green electricity*	261,733
Total	261,733

* REGO backed

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

Energy consumption	2023 (GJ)
Electricity	261,866
Heating	66,469
Total	328,335

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

Energy sold	2023 (GJ)
Electricity*	0
Heating	0
Cooling	0
Steam	0
Total	0

* 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	328,335
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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	8.911
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	8,280
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	7,140

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	0

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 Ireland and UK and SBTi target.
Emissions in the base year	9,705
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 CO ₂ equivalent	
Data point	2023 (tCO ₂ e)
Gross location-based energy indirect emissions	22,470
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 Ireland and UK and SBTi target.
Emissions in the base year	20,804
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
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'.

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	2,494,141

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 Ireland 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	2,819,991
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 (tCO ₂ e)
Emissions intensity ratio	13.073

b) Organisation-specific metric (the denominator) chosen to calculate the ratio

Metric	tCO ₂ /Em
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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)
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d) 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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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 (tCO ₂ e)
Total amount of GHG emissions reduced	899

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) 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 Ireland and UK 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
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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'.
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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 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.	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	3,647.00
Batteries	90.61
General	327.46
Hazardous	10.30
Metal	66.59
Paper cardboard corrugate	14,627.58
Plastic film	463.11
Other plastic	49.15
Waste Electrical and Electronic Equipment (WEEE)	12.69
Wood	145.80
Total	19,440.29
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	90.61
Commercial/co-mingled waste	0.00
Hazardous waste	0.00
Metal	66.59
Paper, cardboard, corrugate	14,627.58
Plastic film	463.11
Other plastic	49.15
WEEE	12.31
Wood	145.8
Food waste	3,647.00
Total	19,102.15

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	0	0
ii. Recycling	0	102.92
iii. Other recovery operations (incinerated)	0	5.38
Total weight of hazardous waste diverted from disposal in metric tonnes	0	108.30

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	0	83.20
ii. Recycling	0	15,269.03
iii. Other recovery operations (incinerated)	0	0
Total weight of hazardous waste diverted from disposal in metric tonnes	0	15,352.23

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	327.46
Hazardous waste	5.30
Metal	0.00
Total	332.76

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)	0	5.38	5.38
ii. Incineration (without energy recovery)	0	0.00	0
iii. Landfilling	0	5.30	5.3
iv. Other disposal operations	0	0.00	0
Total	0	10.68	10.68

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)	0	0.00	0
ii. Incineration (without energy recovery)	0	0.00	0
iii. Landfilling	0	327.46	327.46
iv. Other disposal operations	0	0.00	0
Total	0	327.46	327.46

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.

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	3,647
Data point	2023 (tonnes)
Fruits & Vegetables	1,252.416
Chilled Foods	936.335
Soft Drink & Juices	393.911
Central Bakery & Cakes	353.941
Fresh Meat	213.580
Processed Foods	107.834
Frozen Food	88.007
Beer	73.428
Eggs	63.473
Fresh Fish	29.504
Canned Food	24.388
Dressing, Oils & Sauces	18.094
Chips, Snacks & Nuts	17.580
Seasonal Confectionery	15.675
Biscuits	8.902
Preserves & Spreads	8.259
Wine	7.601
Chocolates	7.289
Spirits	6.467
Confectionery	6.158

GRI disclosures and data continued

Data point	2023 (tonnes)
Long Life Dairy	4.871
Coffee & Hot Beverages	3.172
Baby Products	2.096
Tea	1.903
Convenience Food & Soups	0.848
Sparkling wine	0.774
Medicine	0.390
Long Life Meats	0.072
Regional Bakery	0.036
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 Ireland and the UK collectively	

GRI content index

Statement of use

Aldi Ireland 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 48
	2-2 Entities included in the organisation's sustainability reporting	Sustainability Report 2023, chapter 'Appendix', section 'GRI disclosures and data', page 48
	2-3 Reporting period, frequency and contact point	Sustainability Report 2023, chapter 'Appendix', section 'GRI disclosures and data', page 48
	2-5 External assurance	Sustainability Report 2023, chapter 'Appendix', section 'GRI disclosures and data', page 48
	2-6 Activities, value chain and other business relationships	Sustainability Report 2023, chapter 'Appendix', section 'GRI disclosures and data', page 48
	2-7 Employees	Sustainability Report 2023, chapter 'Appendix', section 'GRI disclosures and data', page 49
	2-8 Workers who are not employees	Sustainability Report 2023, chapter 'Appendix', section 'GRI disclosures and data', page 50
	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 45
	2-25 Processes to remediate negative impacts	Sustainability Report 2023, chapter 'Everyday sustainability', section 'Simple, consistent and responsible ethics', page 45
	2-26 Mechanisms for seeking advice and raising concerns	Sustainability Report 2023, chapter 'Fairer', section 'Human rights in the supply chain', pages 33 and 34
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 51
	301-2 Recycled input materials used	Sustainability Report 2023, chapter 'Appendix', section 'GRI disclosures and data', page 51

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 52
	302-3 Energy intensity	Sustainability Report 2023, chapter 'Appendix', section 'GRI disclosures and data', page 53
	302-4 Reduction of energy consumption	Sustainability Report 2023, chapter 'Appendix', section 'GRI disclosures and data', page 53
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Sustainability Report 2023, chapter 'Appendix', section 'GRI disclosures and data', page 54
	305-2 Energy indirect (Scope 2) GHG emissions	Sustainability Report 2023, chapter 'Appendix', section 'GRI disclosures and data', page 55
	305-3 Other indirect (Scope 3) GHG emissions	Sustainability Report 2023, chapter 'Appendix', section 'GRI disclosures and data', page 56
	305-4 GHG emissions intensity	Sustainability Report 2023, chapter 'Appendix', section 'GRI disclosures and data', page 57
	305-5 Reduction of GHG emissions	Sustainability Report 2023, chapter 'Appendix', section 'GRI disclosures and data', page 57
	305-6 Emissions of ozone-depleting substances (ODS)	Sustainability Report 2023, chapter 'Appendix', section 'GRI disclosures and data', page 58
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Sustainability Report 2023, chapter 'Appendix', section 'GRI disclosures and data', page 58
	306-2 Management of significant waste-related impacts	Sustainability Report 2023, chapter 'Appendix', section 'GRI disclosures and data', page 58
	306-3 Waste generated	Sustainability Report 2023, chapter 'Appendix', section 'GRI disclosures and data', page 59
	306-4 Waste diverted from disposal (recycled/reused)	Sustainability Report 2023, chapter 'Appendix', section 'GRI disclosures and data', page 60
	306-5 Waste directed to disposal	Sustainability Report 2023, chapter 'Appendix', section 'GRI disclosures and data', page 61
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 50
	405-2 Ratio of basic salary and remuneration of women to men	Sustainability Report 2023, chapter 'Appendix', section 'GRI disclosures and data', page 50
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 33
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 33 and 34
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 33 and 34 Sustainability Report 2023, chapter 'Appendix', section 'GRI disclosures and data', page 63

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', page 28
Sustainable agriculture	GRI 3-3 Management of material topics	Sustainability Report 2023, chapter 'Greener', section 'Sustainable agriculture', pages 8 to 13 Sustainability Report 2023, chapter 'Greener', section 'Tackling food waste', pages 20 and 21 Sustainability Report 2023, chapter 'Fairer', section 'Responsible sourcing', pages 31 and 32
	Agriculture 13.3.3 Significant impacts of activities, products and services on biodiversity	Sustainability Report 2023, chapter 'Greener', section 'Sustainable agriculture', page 9
	Agriculture 13.7.2 Interactions with water as a shared resource	Sustainability Report 2023, chapter 'Greener', section 'Water management', page 14
Food waste	Agriculture 13.9.1 Food security	Sustainability Report 2023, chapter 'Greener', section 'Tackling food waste', pages 20 and 21
Healthy options	GRI 3-3 Management of material topics	Sustainability Report 2023, chapter 'Healthier', section 'Healthy choices, healthy prices', pages 28 and 29
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 33 and 34
	Agriculture 13.13 Land and resource rights	Sustainability Report 2023, chapter 'Greener', section 'Sustainable agriculture', page 9
Responsible sourcing policies and commitments	Agriculture 13.23 Supply chain traceability	Sustainability Report 2023, chapter 'Greener', section 'Celebrating our local suppliers', pages 12 and 13
		Sustainability Report 2023, chapter 'Fairer', section 'Responsible sourcing', pages 31 and 32
		Sustainability Report 2023, chapter 'Fairer', section 'Human rights in the supply chain', pages 33 and 34
Emissions in our supply chain	GRI 3-3 Management of material topics	Sustainability Report 2023, chapter 'Greener', section 'Emissions in the supply chain', pages 15 and 16
		Sustainability Report 2023, chapter 'Greener', section 'Taking action on packaging', page 25

