

Clear
actions.
Real
impact.



Welcome to the Aldi Ireland Sustainability Report 2024

Every year, we publish our Sustainability Report to update everyone on the progress we’re making across our sustainability programmes. Our report is designed around the pillars of our strategy, and allows you to explore every area of our business – from sourcing suppliers to supporting our colleagues – because they all impact the progress we make.

In each section you’ll see what we’ve been doing to maintain momentum, make positive change and establish new behaviours and standards. From hard facts to detailed case studies, you’ll see what’s been happening as we work to create a more sustainable world – today and tomorrow.

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NAVIGATING THE REPORT

- Click the section headers at the top to jump between topics.
- Click the table of contents on this page and section dividers for quick access.
- Follow the clickable links throughout for additional resources, case studies and key targets.

Read more

Click the links to find out more about a topic.

Weblinks

Click the weblinks to take you online for more information.

Our targets

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

Case study

Case studies are featured throughout the report.

Looking ahead

What we plan to do from 2025 onwards.

Sustainable Development Goals

We use the United Nations’ Sustainable Development Goals (SDGs) as a guide for our sustainability programmes and strategy.

Let's get started

What exactly is this report? In a nutshell, this report captures everything we've been doing over the past year to work towards our sustainability goals, and in turn make a good life affordable and accessible for our customers. It's our chance to reflect and look ahead.

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Aldi Ireland overview

The big retailer that thinks big (and small)

Aldi was founded back in 1913 by Anna Albrecht and her sons Karl and Theo, who expanded their small store in Essen, Germany, into a chain of self-service, great-value stores where people could pay for goods on account. As their business expanded across Germany, they settled on the name Aldi – short for Albrecht and Discount. What began as a small shop in Germany has now grown into a global discount retailer. Today we have 7,600 stores across 11 countries and over 196,000 employees worldwide. Here in Ireland we employ more than 4,700 colleagues and have over 160 stores.

We’re big. And we have big ambitions. But because we’re a family-owned business with deep community roots, it’s in our nature to think about the small details too. We know that every action, whether big or small, can make a real impact. So we bring our commitment to quality, affordability and sustainability to everything we do.



Anna Albrecht’s small family grocery store, founded in 1913 in Essen, Germany.

Over **4,700** employees in Ireland and 163 stores.

In 2024 **3,123** suppliers from 35 countries stocked our shelves in Ireland and the UK.

Making amazing happen – today and tomorrow

It’s a difficult time for many people, but we believe in making sustainability affordable. Luckily, being a family-owned business means we can act fast to make that happen and plan for the long-term – through goal setting and ambitious targets.

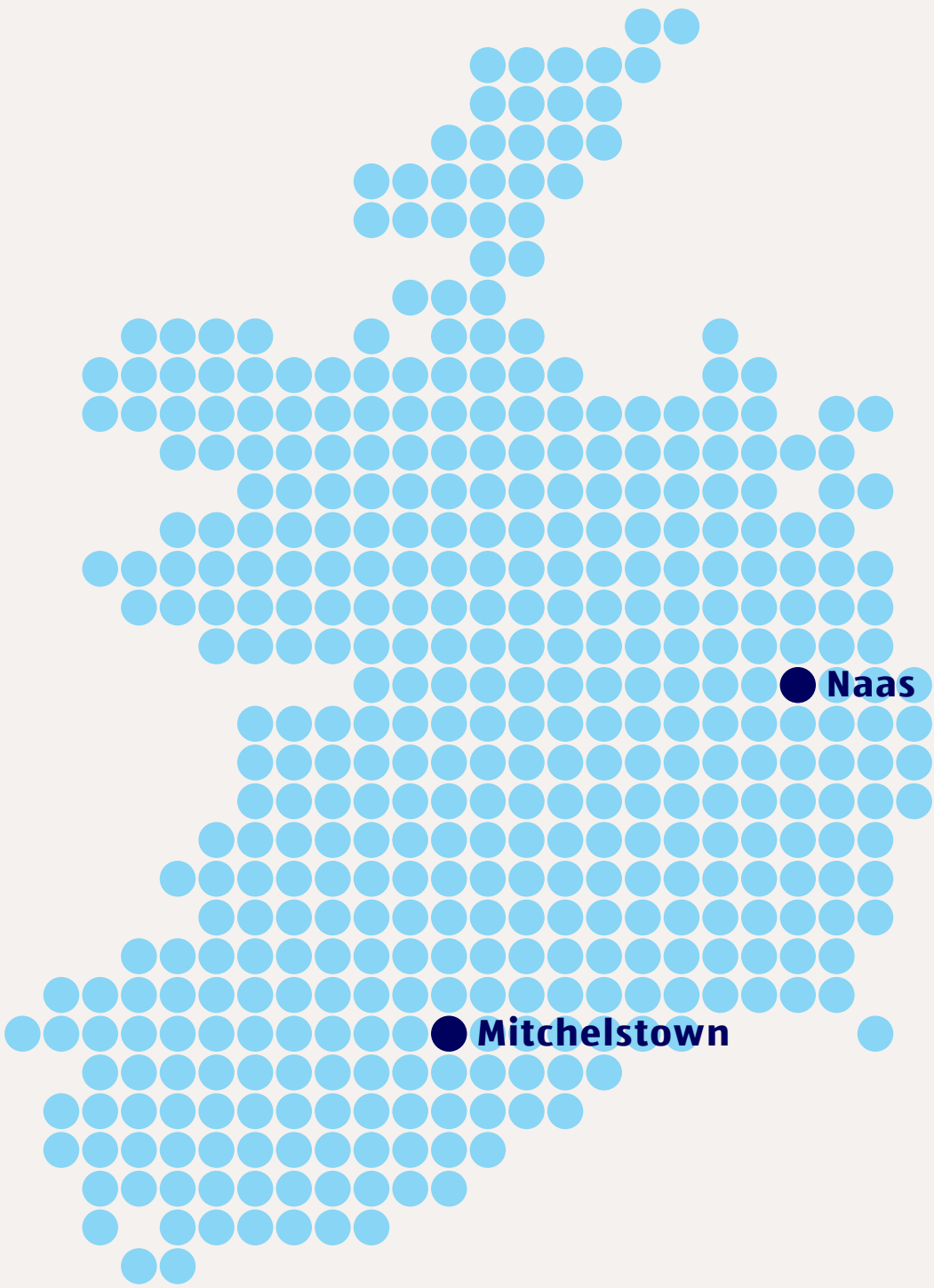
We’ve always offered everyday value on a huge range of award-winning products - from renowned fresh food, to acclaimed beers, wines and spirits and everything in between. Our Aldi own-brands are now much-loved household names, and offers like our Specialbuys and Super 6 make Aldi even more budget-friendly for our shoppers. We prioritise affordability without compromising on quality, so our customers can get the everyday essentials they need at the lowest possible prices.

Alongside our commitment to great value, we understand our impact on the planet. This report is our chance to celebrate our successes, explain in detail what we’re doing, and make big plans for a brighter future. After all, sustainability isn’t just about talking the talk in the here and now – it’s about walking the walk for years to come.

Ready to discover more? Let’s dive in.

Where we operate

We have two regions, each with a Regional Distribution Centre (RDC) that keeps our operations running smoothly. Each RDC is split into four key areas: Transport, Warehouse, Maintenance and Quality Control.



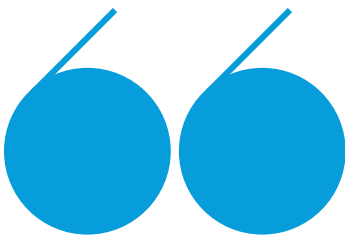
Making sustainability affordable

A message from Niall O’Connor,
Country Managing Director at Aldi Ireland

At Aldi, we understand that our customers care deeply about where their food comes from, how it’s made, and the impact it has on the world around them. Our customers in Ireland trust us to act with integrity and to put people and planet first.

Our commitment to sustainability remains steadfast and we’ve continued to challenge ourselves to go further, proving that sustainability and affordability can – and must – go hand-in-hand. We continue to challenge ourselves and are guided by our core purpose: to provide high quality, affordable and sustainable products to shoppers in Ireland every day.

We know that families shouldn’t have to choose between price and principles. That’s why we’re committed to offering products that are responsibly sourced and designed to have a lower environmental impact, making them accessible to everyone.



We know that families shouldn’t have to choose between price and principles.

In 2024, we continued to make progress across all areas of our sustainability strategy. We were the only retailer in Ireland appointed as a UN Sustainable Development Goal Champion for 2024/25 by the Department of the Environment, Climate and Communications, and we saw Aldi South Group’s new science-based emissions targets officially approved by the Science Based Targets initiative (SBTi).

Through our Project Fresh rollout, we’ve continued to improve the customer experience and environmental footprint of our stores, by switching to natural refrigerants for our refrigeration system. We converted 82 stores to natural refrigerant systems in 2024. We’ve also committed to a €5 million investment in installing solar panels on 44 stores across Ireland throughout 2025 and 2026.

We also celebrated several other important milestones. We marked ten years of working with FoodCloud, in which time we have donated the equivalent of more than 4.5 million meals, and we reached the landmark of 250,000 Too Good To Go Surprise Bags sold, as we continued to lead the way on tackling the vital issue of food waste. We removed over 4,500 tonnes of packaging

from our products and have been leading advocates of the national Deposit Return Scheme, processing almost 200 million returned bottles and cans in the first year of the programme.

All of our everyday fresh range of meat, poultry and shell eggs is certified by Bord Bia Quality Assurance, guaranteeing high standards of animal welfare, food safety and environmental care.

None of this progress would have been possible without the dedication of our incredible colleagues. Whether it’s working with suppliers to drive change on the ground, supporting customers in store, or finding smarter, more sustainable ways of working behind the scenes – the Aldi team continues to go above and beyond.

We’re proud of how far we’ve come so far, but there’s still more to do – from reducing food waste to tackling climate impact and enhancing supply chain transparency.

At Aldi, we are dedicated to making continuous progress – not just because our customers expect us to provide them with high quality, sustainable, and affordable products, but because it’s the right thing to do.

A handwritten signature in black ink that reads 'Niall' in a cursive, slightly stylized font.

Niall O’Connor, Country Managing Director at Aldi Ireland

Awards and highlights in 2024

€2 million

In partnership with Barnardos, we've supported thousands of families and children by raising €2 million by the end of 2024, through fundraising, food vouchers, gift in-kind support and more.



100%

All of our Fresh Everyday range of meat, poultry and shell eggs, is from Irish suppliers and certified by Bord Bia Quality Assurance.



Unseen Business Impact award – shortlist

Aldi Ireland and UK were shortlisted for the Unseen Business Impact Award in 2024.



Retailer of the year award

Aldi Ireland was the winner of the 'Retailer of the Year' Award at the 2024 Ireland's Climate Change Leadership Awards.

Commitment to net zero by 2050

The Aldi South Group is committed to achieving net zero by 2050 and our targets have been validated by the Science Based Target initiative.



In 2024, we have removed on average 3,275 tonnes of sugar.^{1,2}

Gold

We won Best Large Business Award – Gold (Menopause Workplace Excellence Awards 2024).



Gold

In 2024, Aldi was awarded Gold in the Plastic Pledge Award, sponsored by Repak, reflecting our commitment to reduce the level of plastic in our own brand products by the end of 2025. We were also highlighted as the first major Irish retailer to introduce natural caps on milk poly bottles, making them easier to recycle.



1.34 million meals redistributed

Through our partnership with FoodCloud, in 2024 we redistributed 563 tonnes of surplus food, the equivalent of 1.34 million meals.





Free From Food Awards Retailer of the Year

In 2024 Aldi Ireland was named 'Retailer of the Year' at the Free From Food Awards. Aldi was recognised for its exceptional range of products, scooping a total of 50 awards, 9 Gold, 18 Silver, 15 Bronze and 7 Merits.

Leading Supermarket Retailer

Leading Supermarket Retailer in Ireland's 150 Best Employers (Sunday Independent/ Statista 2024).



1. The figure is the difference in sugar tonnage sold between 2023 and 2024, using 2024 sales data for both, but nutritional values specific to each year using the Public Health England (PHE) sugar categories.
2. These figures are based on combined Ireland and UK data.

Championing sustainability in our stores

This illustration shows how we implement sustainability features across our stores – putting our values into real action on the ground. From renewable electricity and waste reduction to community activities and packaging reduction, everything we’re doing shows Aldi’s commitment to minimising our impact on the environment, while also supporting our customers and communities.

Food waste reduction initiative
We reduce prices by 30-75% on fresh fruit and vegetables, baked and chilled products near the end of their shelf life.

Health initiative
In 2024, Aldi Ireland was named ‘Retailer of the Year’ at the Free From Food Awards and scooped a total of 50 awards for its exceptional range of products.

Battery recycling initiative
Through our partnership with Waste Electrical and Electronic Equipment (WEEE Ireland), customers are able to return old batteries in our stores.

Community engagement initiative
Customer donation points are located across our Irish stores during the Christmas period, allowing customers to donate any purchased items to members of the public or families in need, via FoodCloud.



Charity partnership initiative
In partnership with the Irish Cancer Society, we were the first Irish retailer to add symptoms of bowel cancer to our toilet paper packaging.

Recycling initiative
We were the first major Irish retailer to introduce natural caps on milk bottles, making them easier to recycle.

Energy reduction initiative
We have fridge doors in refurbished and new stores, which can save up to 20% of store electricity consumption per year.

Carbon emissions reduction initiative
Where possible, we’re switching to natural refrigerants for our refrigeration systems with lower global warming potential. [Read more on page 20.](#)

Deposit Return Scheme
All of our stores across Ireland have Return Vending machines, which allow customers to deposit plastic and aluminium containers.

Electric vehicle charging initiative
As of the end of 2024, 390 stores have electric charging points available to Aldi customers across Ireland and the UK.

Please note, this is an interpretive illustration aiming to represent the layout of a Aldi Ireland store. Store layouts can vary across Ireland.

From strategy to store: sustainability the Aldi way

We've always worked hard to make healthy, more sustainably sourced food available for everyone, and we're guided by our Better Everyday strategy, with its three key pillars:

Being greener
means working to reduce our environmental impact.

Being healthier
means encouraging nutritious choices for our customers.

Being fairer
means we're supporting our farmers, fostering a responsible supply chain and prioritising our customers and their communities.

This strategic national framework feeds into our Global Sustainability Strategy and from it, we created sustainability targets and goals for Ireland and the UK that specifically reflect our markets, and our business. In this report, you'll see how we're taking action to achieve these goals, and how we're performing as a result.

Making it happen in the here and now

To make sure we're really targeted in our actions here in Ireland and the UK, we engaged third party experts to conduct a materiality exercise to test the relative importance of different Environmental, Social and Governance (ESG) issues. You can read more about our materiality process in our 2022 report. [Click here to read online.](#)

In this report, we show how we're tackling these different issues head-on.

Always adapting

Nothing stays still on planet Earth (not for long anyway), so we don't rest on our laurels – we continue to review and hone our strategic sustainability approach at both a national and group level, so it stays relevant and actionable in an ever-changing world. Further development of our Aldi South Group strategy will be published in 2026.



Aldi Sallynoggin.

An award-winning commitment to our planet

Here at Aldi Ireland, we're proud to be leading the way when it comes to sustainability, rather than just following the crowd.

We're honoured to be the only retailer appointed as Sustainable Development Goal (SDG) Champion for 2024/25 by the Department of the Environment, Climate and Communications. [Click here to read online gov.ie](#). As an SDG Champion, we are dedicated to increasing awareness, engagement and action to help achieve the United Nations' 17 SDGs.

This achievement highlights our dedication to sustainability and demonstrates our commitment to finding ways to make sustainable changes across the Irish market. Our partner Too Good To Go was also appointed SDG Champions for 2024/25. We teamed up to highlight the issue of food waste by hosting a talk in our Naas Head Office as part of SDG Week which ran from 20-29th September 2024.

We're also a verified member of Bord Bia's national sustainability programme Origin Green, Ireland's pioneering food and drink sustainability programme. This programme provides a framework for companies to set and achieve measurable sustainability targets and roll out responsible environmental practices and community engagement.

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

These accolades and achievements mean so much to us as recognition of our day-to-day work and business-wide passion for making positive change happen. And they're yet more encouragement to keep the progress going – after all, the planet's future depends on it.

Sustainable Development Goal Champion for 2024/25.



Sustainability taking centre stage at our Supplier Workshop.

Greener from field to shelf

We've been working hard to reduce our environmental impact across all we do, from our supply chain to store design. Our commitment to responsible agriculture and reducing the impact of our operations shows that we're thinking about sustainability from the ground up.

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Buying Irish

As a supermarket, food production is really important to us, and making sure our products are sourced responsibly is a huge part of our sustainability approach. We work closely with our suppliers on improving animal welfare, as well as reducing farm emissions, restoring natural habitats and protecting biodiversity.

Food production is a major source of Greenhouse Gas (GHG) emissions, so it’s essential that we create a better future for Irish farming and work closely with farmers to make sure we’re all united in protecting our environment.

Here we’ll show the positive steps we’ve been taking in responsible farming, deforestation, animal welfare and the seafood industry.



Our commitment to our Irish suppliers is our priority. We see it as vital to support our local economy and create jobs across the country. Every year, we spend €1.1 billion with our network of over 330 Irish suppliers. Through our Grow with Aldi supplier development programme, which entered its seventh year in 2024, we help Irish producers develop their brand and stock products in Aldi stores, with a chance of further contracts both in Ireland and further afield.

Buying Irish produce plays an important role in our approach to responsible farming, and we’re happy to support Irish farmers and Irish food security. Doing this means we can make sure we’re closely involved in our farmers’ approach to issues like biodiversity, water use and emissions. We’re also reducing the emissions from food miles, because the farm to fork journey is considerably shorter for Irish produce than anything shipped or flown from overseas.

Ireland also has some of the highest standards in the world for welfare and environmentally responsible farming, backed by independent certification such as Bord Bia and Organic.



Supporting Irish farmers reinforces our commitment to responsible farming, higher welfare, and stronger food security.

Strong relationships with farmers and suppliers
At Aldi Ireland, we have strong relationships with farmers and suppliers, which means that we build resilience in our agricultural supply chains and can maintain a steady supply of quality products to our stores. It also helps us to ensure that our animal welfare policies are met and allows us to invest in the future security of farming.



Protecting animal welfare today, securing farming’s future tomorrow.

Buying Irish continued

WHAT’S BEEN HAPPENING:

Highlights from this year:

- By the end of 2024, we’d invested more than €10 million in Grow with Aldi, supporting over 250 producers by forging long-term contracts.
- New agreements in 2024 included NutriQuick, Glenpatrick Spring Water, Irish Dog Foods, Manor Farm and Dawn Meats, worth a combined total of almost €180 million.
- 100% of our Everyday Fresh range of beef, pork, poultry, milk, butter, cream and eggs came from Irish suppliers.



CASE STUDY



Glenpatrick Water

We extended our contract with Glenpatrick Spring, in a deal worth over €11 million. The contracts mean that we can make improvements across our range of water products such as ensuring all bottles contain a minimum of 30% recycled plastic.



Fresh beef, pork, poultry, dairy & eggs – all 100% Irish.

CASE STUDY



Dawn Meats

We’ve been working with Dawn Meats for a decade and, to mark both the occasion and Aldi’s 25 years in Ireland, we announced a €125 million contract with the Waterford-based supplier in 2024. The new contract means they can recruit 15 new staff members and expand their production facility.



€125 million contract with Waterford-based Dawn Meats in 2024.

CASE STUDY



Manor Farm

Manor Farm has supplied Aldi Ireland with 100% Irish Bord Bia Assured chicken since 2011. Our latest €24 million contract extension allows them to invest in boosting efficiency and growing their farming and production base.



Tackling deforestation

Forests are vital to the survival of our planet – regulating our climate, air, water and supporting biodiversity for millions of species. Many products are produced using higher risk commodities like timber, cocoa, palm oil and soy – products that have a high exposure to deforestation, which in turn causes around 7% of global greenhouse gas (GHG) emissions. [Click here to see the distribution of GHG emissions worldwide in 2023.](#)

We must protect and responsibly manage these resources by working with our suppliers if we’re going to halt deforestation, preserve vital biodiversity and protect indigenous communities. Deforestation also negatively impacts our supply chain, with climate change increasing the risk of crop shortage – the retail industry is already feeling these effects across many cocoa and coffee products.

For these reasons, we’ve identified higher risk commodities in our supply chain, such as palm oil, soy, timber, pulp and paper, beef, cocoa and coffee, and have policies and requirements in place that will make sure our suppliers support our commitment to end deforestation.

95%

of the timber, paper and pulp in our own-label products came from certified sources in 2024.

KEY TARGETS & PROGRESS	
Target	Progress (as of end of 2024)
Aldi South Group is committed to eliminating deforestation and conversion of natural ecosystems from our high-priority supply chains by 31 December 2025 ¹	👁️ Read more about our progress towards achieving this target in the following sections: • Timber, page 13 • Soy, page 14 • Palm oil, page 15 • Irish beef, page 16 • Cocoa, page 36 • Coffee, page 36
1. Included in the scope of the target: palm oil, soy, timber, pulp and paper, beef, cocoa and coffee. For more information: Click here to read Aldi South Group Forest-protection-factsheet online.	



The issue is broader than just our supply chain, so we are working with industry groups such as Retail Palm Oil Group (RPOG), and Retail Soy Group (RSG), to end deforestation across the wider retail supply chain. Together we share best practice, experiences and ideas, and work to resolve industry-wide challenges.

WHAT’S BEEN HAPPENING:

Highlights from this year:

- Approximately 95% of the timber, paper and pulp in our own-label products was certified by either Forestry Stewardship Council (FSC) or Programme for the Endorsement of Forest Certification (PEFC), or was made from 100% recycled materials.

- We devoted time to making sure our business and supply chain complies with the EU Regulation on Deforestation-free Products (EUDR).
- We have pledged to support the planting of 1 million native woodland trees by the end of 2025 in support of Ireland’s efforts to reforest the Irish landscape. We’re proud to have planted 568,894 trees by the end of 2024.

Tackling deforestation continued

Soy
Navigating the soy industry involves addressing a range of intricate challenges. Producing soy involves multiple players at different stages of the supply chain, including farms, mills, shippers and feed companies. It’s a big driver of deforestation and conversion in South American countries such as Argentina, Brazil and Paraguay, while biodiversity-rich biomes such as the Amazon and Cerrado risk being converted to soy plantations, worsening the effects of climate change.

Around 77% of soy produced globally¹ is grown for animal feed, which adds a level of complexity to the supply chain, with around 98% of Aldi’s exposure to soy embedded in meat, dairy, eggs and fish.

Aldi South Group has signed the Statement of Support to the Cerrado Manifesto, a statement which recognises the need to prevent further deforestation in the Cerrado, and incentivise sustainable land management to mitigate the harmful effects of climate change. 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.

KEY TARGETS & PROGRESS

Target

Progress (as of end of 2024)

100%

of 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

68%²

of our soy is responsibly sourced³

26%²

of our soy is certified⁴

6%²

of the soy sourced for our products is verified deforestation and conversion-free (vDCF) via physically segregated certifications

2. Progress against soy used as animal feed and soy products to produce Aldi’s own-label products sold in Aldi Ireland and the UK.

3. This is made up of a mix of being sourced from low-risk countries, physically certified and credits.

4. This is made up of a mix – being sourced from low-risk countries and certified soy (at a Segregated and Mass Balance level).

To understand the difference we can make, we use supply chain data via 3Keel, who survey our suppliers of livestock, dairy, eggs, fish and soy-based products to calculate our annual soy footprint and monitor our performance.

- WHAT’S BEEN HAPPENING:**
Highlights from this year:
- Our 2024 soy footprint for Ireland and the UK is estimated at 199,521 tonnes. This is a reduction of approximately 40,000 tonnes of soy in comparison to 2023.



Aldi Ireland and UK soy footprint is estimated to be **40,000 tonnes less** than in 2023.

1. [Click here to read more about soy data online.](#)

Tackling deforestation continued

Palm oil
Palm oil is about as versatile and efficient as oils come. It’s known for its high yields and low costs, and as a result it’s used in a vast number of products, from food and cosmetics to biofuels. But there’s a big downside – its production can contribute to deforestation and human rights violations in countries such as Indonesia and Malaysia. We are working to ensure we make the most of this ingredient as responsibly as we can.

WHAT’S BEEN HAPPENING
We do this by continuing to work with industry groups such as the Retailers’ Palm Oil Group (RPOG), and by sourcing Roundtable on Sustainable Palm Oil (RSPO) certified palm oil. This means that the palm oil used in our supply chain is produced using best practice – without deforestation or human rights abuses.

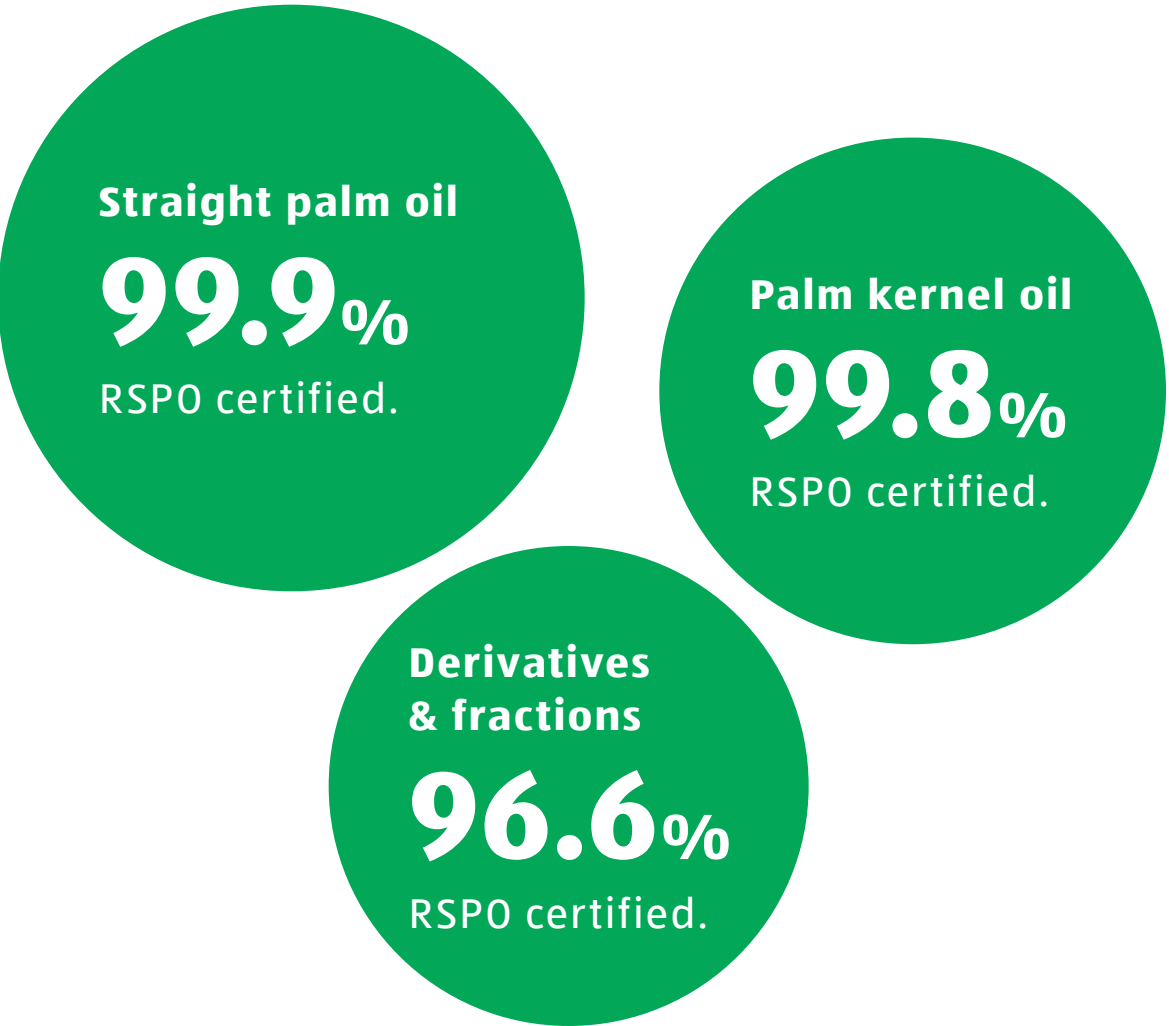
RETAILERS' PALM OIL GROUP 

KEY TARGETS & PROGRESS 

Target	Progress (as of end of 2024)
100% All palm oil in Aldi’s own-label food and non-food products to be RSPO certified	99.7% of the palm oil found in our own-label products at Aldi was RSPO certified¹

1. Our policy for palm oil sourcing for Ireland stipulates that straight palm oil (the oil derived from the palm fruit), palm kernel oil and its derivatives must be certified to RSPO standards at Identity Preserved, Segregated or Mass Balance level. 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.

Palm oil progress



LOOKING AHEAD 

In 2025 and 2026, we will carry out a supply chain traceability exercise in order to gain more transparent data with increased visibility in our supply chain at origin. This will help us understand how to achieve our deforestation and conversion goals through deeper insights into the challenges associated with high-risk commodities.



Certifications and animal welfare

When it comes to animal welfare, many customers are passionate about retailers getting things right. And rightly so. We know our shoppers look out for the reassurance of logos on pack that help inform their purchase. Whether it's Organic or Bord Bia, certification builds trust.

All of our Fresh Everyday range of meat, poultry and shell eggs is sourced from Ireland and is certified by Bord Bia Quality Assurance, meaning it meets welfare and environmental standards. We also have a selection of organic shell eggs, which means they come from chickens that are kept in smaller flocks, have access to the outdoors and have higher animal welfare standards.

Our supplier contracts stipulate animal welfare compliance and certification requirements for relevant products. We use data to monitor welfare outcomes for animals in our supply chain. Any breach in standards is investigated and corrected by working with the supplier and the relevant assurance scheme, such as Bord Bia.

KEY TARGETS & PROGRESS

Target	Progress (as of end of 2024)
100% shell eggs to be cage-free by the end of 2025	75%

Through proactive and positive relationships between our buying teams and suppliers, cage-free eggs are now a condition of supply, and part of our tendering process.

Sourcing fish responsibly

Millions of people around the world rely on fish and seafood as a source of protein. Consumers love it for its nutritional qualities, workers in the fishing industry rely on it for work, and local communities benefit economically from the fishing industry and its associated activities. However, fish stocks around the world are under pressure from overfishing, pollution, plastics and warming ocean temperatures. As a retailer, it's our responsibility to support sustainable fishing practices and work with our supply chain to minimise our impact on our planet's oceans.

Our policies promote the responsible sourcing of fish and seafood across our own-label products and our suppliers must comply with and report against these requirements.

We use recognised certification standards and report on our supply chain compliance with the Sustainable Fisheries Partnership. Marine Stewardship Council (MSC) certification is our gold standard, and we're aiming to expand the range of MSC certified products we offer year on year so that customers have an even wider choice of sustainably caught wild fish.

For our aquaculture products, we work with globally recognised certification standards, including the Aquaculture Stewardship Council (ASC), Best Aquaculture Practices (BAP), and GLOBAL G.A.P. (Good Agricultural Practices) to ensure a high standard of sourcing which considers environmental and welfare best practices. We also support the Ocean Disclosure Project by publishing the origin and catch methods for all of our fish and seafood products.



Our other key collaborations include:

- Seafood Ethics Action Alliance. This is a collaboration of retailers and seafood businesses aiming to strengthen human rights due diligence across global seafood supply chains.
- Irish Fishery Improvement Projects (FIPs). Aldi is a key stakeholder in the FIPs, which are supported and funded by funded by Bord Iascaigh Mhara (BIM). These projects are focused on improving the environmental and social sustainability of Irish whitefish and shellfish stocks.

CASE STUDY

From sea to shelf: verified Irish seafood you can trust

Aldi was the first retailer in Ireland to successfully test blockchain technology to validate our buying policy for organic Irish seafood. Aldi and Verifact are participating in a project with BIM, Ireland's seafood state 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, in order 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. All of the hake that we stock is Irish-caught, independently verified, fresh wild hake nationwide.

Certifications and animal welfare continued

WHAT'S BEEN HAPPENING:

Highlights from this year:

- We launched our first own-label wine in collaboration with Hidden Sea. For every bottle sold, the equivalent of ten plastic bottles worth of ocean plastic was removed from the environment, supporting the reduction of plastic pollution.
- We upskilled our national fish and seafood buying teams on the issue of abandoned, lost and otherwise discarded fishing gear through our partnership with the Global Ghost Gear Initiative (GGGI).
- A Social Risk Assessment (SRA) was carried out across Irish fishing fleets. The SRA showed that the Irish fisheries that we source our fish from, are low risk in terms of labour abuses. A social workplan has also been developed for 2025 to continue this work in the Irish catching sector. The system is also now used to identify and mitigate risks in the Aldi seafood supply chain related to labour.

AWARDS & ACHIEVEMENTS

In 2024, the Aldi South Group hosted a roundtable in Salzburg, Austria. The aim of this event was to encourage our sustainability partners to discuss current fish and seafood challenges and share the actions and efforts being made in creating a more sustainable sector.



Our first own-label Hidden Sea wine helps remove ocean plastic, bottle by bottle.

LOOKING AHEAD



In 2025, we'll hold workshops for our suppliers, led by the GGGI, to deepen their understanding of the abandoned, lost and discarded fishing gear issue, educating them on the GGGI's Best Practice Frameworks and what's driving gear loss.



Managing water supplies

Water makes up a massive proportion of our planet, and our bodies. It’s important stuff; a natural resource that needs protecting if it’s going to be available in years to come. It’s particularly important in areas of water stress, and as our climate changes, water scarcity will become an increasingly pressing issue in terms of global food supply. So, water efficiency and resilience are essential to our future as a retailer.

Aldi’s direct water consumption is relatively low, but water is used extensively in our supply chain to grow and produce food. As such, Aldi’s International Team has used the WWF Water Risk Filter to risk assess our globally sourced products.



A drop in the ocean

If all the Earth’s water was in a 4 litre jug, the freshwater available for human use would be less than a single drop.

KEY TARGETS & PROGRESS	
Target	Progress (as of end of 2024)
10% relative reduction in operational water use by 2030 against a 2020 baseline^{1,2}	28% relative reduction in water consumption (Ireland and the UK)
1. Relative reduction is referenced to take into consideration the increase in site area as the estate develops. Calculated as m³ of water consumed over m² of stores sales area and m² of Regional Distribution Centre (RDC) site area. 2. While it is important to note that overall water consumption for our estate has increased due to the addition of new stores, our focus is on ensuring that each site actively reduces its water consumption by using automated meter data and early leak detection.	

CASE STUDY



WRAP’s Water Roadmap

Aldi South Group sponsors WRAP’s Water Stewardship project on sustainable water management in Southern Spain, which aims to reduce water-related risks to build resilience and to reduce the impact of production on the local area, which include Doñana National Park and the Mar Menor.

Reducing greenhouse gas (GHG) emissions

Every day, our business activities, and the resulting carbon footprint, have an impact on our climate, environment and other factors such as food quality and sourcing. That’s why we, as Aldi South Group, are committed to working to reduce our emissions, aiming to limit global warming to 1.5°C by achieving net zero in our own operations (scope 1 & 2) by 2035 and in our supply chain (scope 3) by 2050. In 2024, these targets were validated by the Science Based Targets initiative at group level.

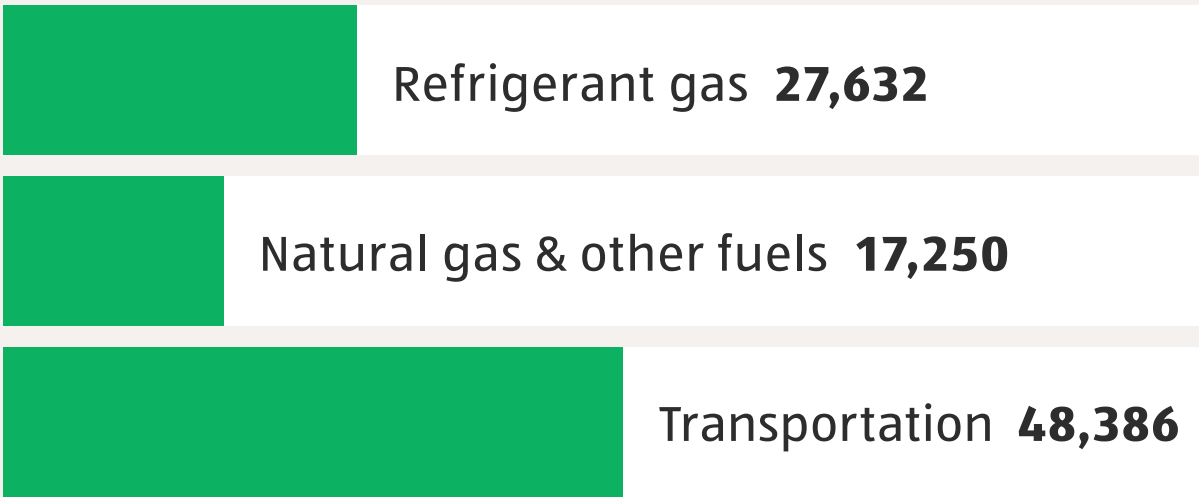
Net zero will be achieved when we’re no longer adding to the total amount of GHG emissions in the atmosphere, through a 90% or more emission reduction and the removal of any residual emissions. We’re focusing our efforts on reducing the emissions generated through our corporate activities, and the indirect emissions generated in our upstream and downstream supply chains. We are aware that our scope 3 emissions make up the largest proportion of our GHG inventory, so those emissions are our best opportunity for reduction.

Our emissions

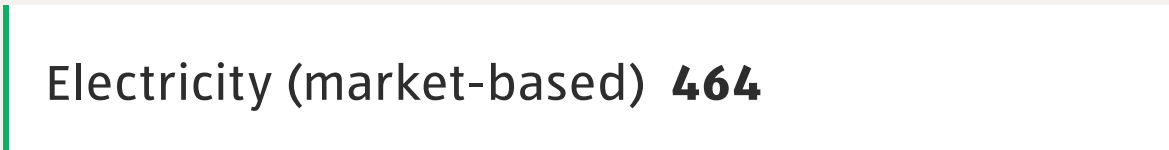
Scope 1 & 2 emission sources

These graphics highlight Aldi Ireland and the UK 2024 GHG emissions performance and the main sources of these emissions.

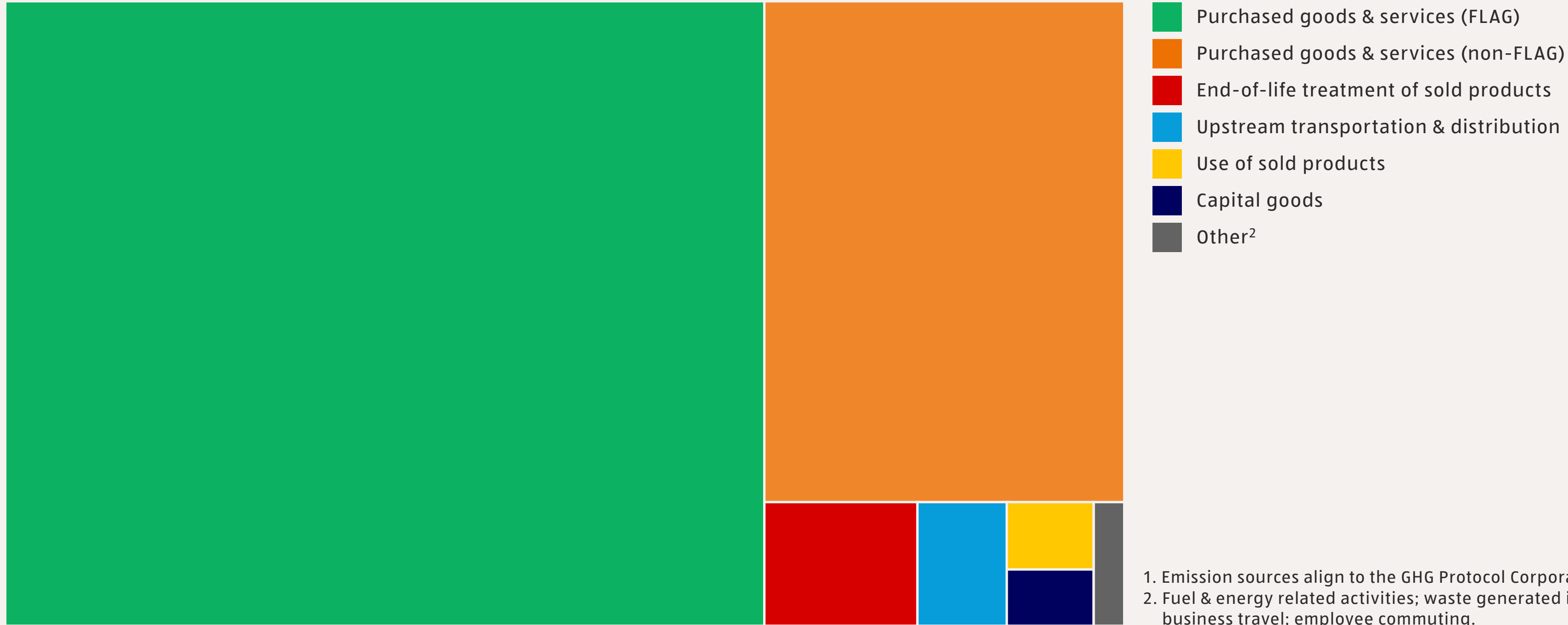
Scope 1 = 93,268 (tCO₂e)



Scope 2 (market-based) = 464 (tCO₂e)



Scope 3 emission sources¹



1. Emission sources align to the GHG Protocol Corporate Standard.
2. Fuel & energy related activities; waste generated in operations; business travel; employee commuting.

Reducing greenhouse gas (GHG) emissions continued

We calculate the emissions generated from our operations and supply chain every year, and report on them in the Aldi South Group’s Corporate Carbon Footprint, Aldi Ireland and the UK Climate-Related Financial Disclosures Report, as well as Aldi Ireland and the UK’s Streamlined Energy & Carbon Report.

We use industry aligned methods to track emissions for all important areas, making sure our calculations meet the guidelines set by the GHG Protocol Corporate Standard and the Science Based Targets initiative (SBTi).

The operational-control approach has been applied and the emissions include all relevant Kyoto Protocol gases (CO₂, CH₄, N₂O and HFCs). We do not produce, import or export any ozone depleting substances (ODS). Aldi Ireland and the UK scope 1 biogenic emissions in 2024 were 159 tonnes of CO₂e (2023: 37 tonnes of CO₂e).



We are phasing out refrigerants with a GWP higher than 2,200 by 2025.

AWARDS & ACHIEVEMENTS

Aldi Ireland was the winner of the **Retailer of the Year Award at the 2024 Ireland’s Climate Change Leadership Awards.**



Further to the launch of Aldi South Group’s SBTi validated emission reduction targets, we are in the process of aligning national and international approaches to scope 3 calculation and reporting.

Other targets

To further reduce refrigeration system emissions, all Aldi South Group countries aim to phase out refrigerants with a Global Warming Potential (GWP) higher than 2,200 by 2025 and ultimately switch to only using natural refrigerants. Exceptions may be necessary for refrigeration systems in Regional Distribution Centres (RDC) that require specific refrigerants.

GHG source	Short-term target	Long-term target	Performance (as of end of 2024)
Direct (scope 1 & 2) ¹	52% reduction of absolute scope 1 & 2 emissions by 2030 from a 2021 baseline year.	90% reduction in scope 1 & 2 emissions by 2035 from a 2021 baseline year.	19% reduction in scope 1 (market-based) and net zero achieved in scope 2 (market based).
Indirect (scope 3) ¹	25% reduction in industry ² GHG emissions activity by 2030 from a 2022 baseline year.	90% reduction in absolute scope 3 GHG emissions by 2050 from a 2022 baseline year.	
	9.8% reduction of the embodied carbon in a Standard Store by 2025 from a 2022 baseline year.	28% reduction by 2030 against a 2022 baseline year.	
Forest, Land and Agriculture related (FLAG) ³	30.3% reduction in scope 1 GHG emissions associated with FLAG activity by 2030 from a 2021 baseline year.	72% reduction in scope 1 GHG emissions associated with FLAG ² activity by 2050 from a 2021 baseline year.	
	30.3% reduction in GHG emissions associated with FLAG activity by 2030 from a 2022 baseline year.	72% reduction in scope 3 FLAG by 2050 from a 2022 baseline year.	

1. The target boundary includes biogenic land-related emissions and removals from bioenergy feedstocks.
2. Industry, in relation to these targets, refers to any GHG emissions that are not classified as being linked to FLAG activity.
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. [Click here to read more online.](#)

Reducing greenhouse gas (GHG) emissions continued

WHAT’S BEEN HAPPENING:
As with many of our sustainability efforts, working to net zero is a company-wide effort. In 2024, our net zero transition has been supported by many departments. The following graphic and related information reflects the progress being made across these departments.

Working together toward net zero

Warehouse Operations 	66% of company cars are now electric.
Store Operations 	Energy management is optimised through ISO 50001 certification and new facilities management software.
Procurement 	100% of directly purchased electricity is renewable (as it has been since 2015).
Colleagues 	Our colleagues have been part of our Greener Everyday initiative, working to be more energy, fuel and water efficient.
Supply Chain Management 	We have increased granularity of our scope 3 upstream transportation emissions across road freight. We held third party logistic (3PL) net zero roadshows that initiated carbon reduction proof of concept for alternative fuel with strategic logistics partners.
Human Resource 	Our recruitment process uses a carbon neutral applicant tracking system and has replaced many in-person events with virtual ones ¹ .
Sustainability Team 	We continue to improve and hone our GHG emissions data.

Real Estate 	We’re replacing natural gas heating with lower carbon alternatives (e.g. air source heat-pumps). 235 stores across Ireland and the UK have now transitioned to LED lighting. The remaining stores will be completed in 2025. We’re switching to natural refrigerants with lower global warming systems in our refrigeration systems (82 stores across Ireland and the UK converted in 2024). Aldi Ireland has 16 sites with solar panels installed, further reflecting our commitment to onsite renewable energy. 581 stores across Ireland and the UK have had all of their chillers fitted with doors, which can save up to 20% of store electricity consumption per year. We have reduced the construction-related emissions of our standard store by smart design (such as reducing building heights) and use of low-carbon materials such as electric arc furnace steel and the use of timber internal doors instead of composite/steel ones.
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1. Eploy is certified as a Carbon-Neutral Plus organisation [Click here to read more online.](#)

Reducing greenhouse gas (GHG) emissions continued

Our energy profile

We’re actively working to minimise energy use and to use as much renewable energy as we can, through on-site solar PV generation, renewable electricity and hydrogenated vegetable oil (HVO).

Across Ireland and the UK, we gathered more activity data regarding our inbound transportation and distribution, which included better data quality regarding outsourced outbound emissions.

WHAT’S BEEN HAPPENING

Highlights from this year:

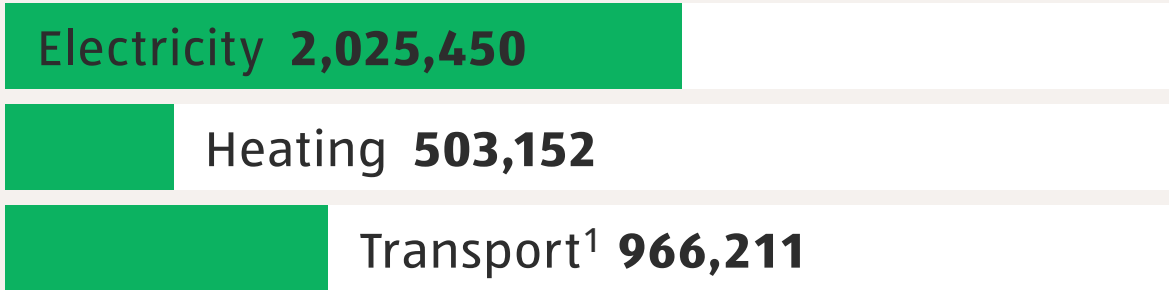
- We supported colleagues and customers by providing electric charging points at 390 stores and 13 Regional Distribution Centres across the Ireland and the UK.

Where our energy comes from – and how we use it

Scope 1 & 2 energy sources

These graphics highlight Ireland and the UK 2024 energy sources and uses.

What we use our energy for

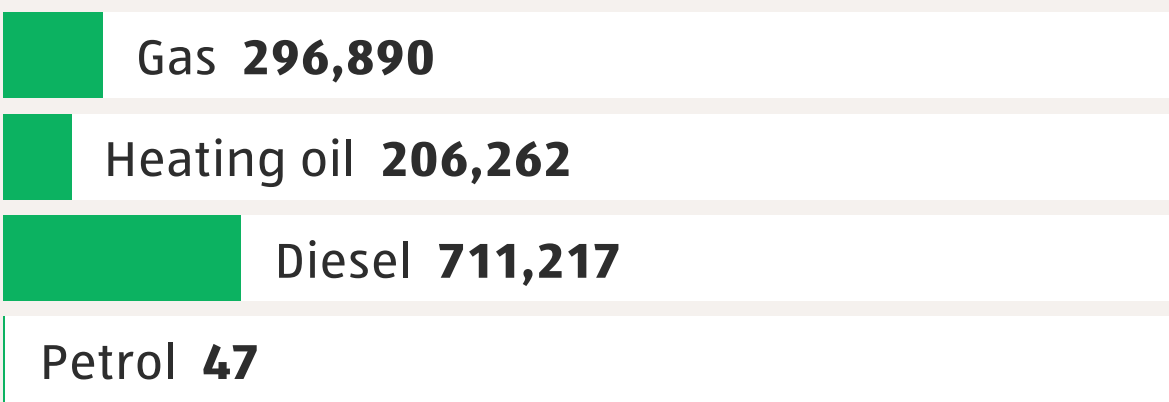


Total = 3,494,813 gigajoules

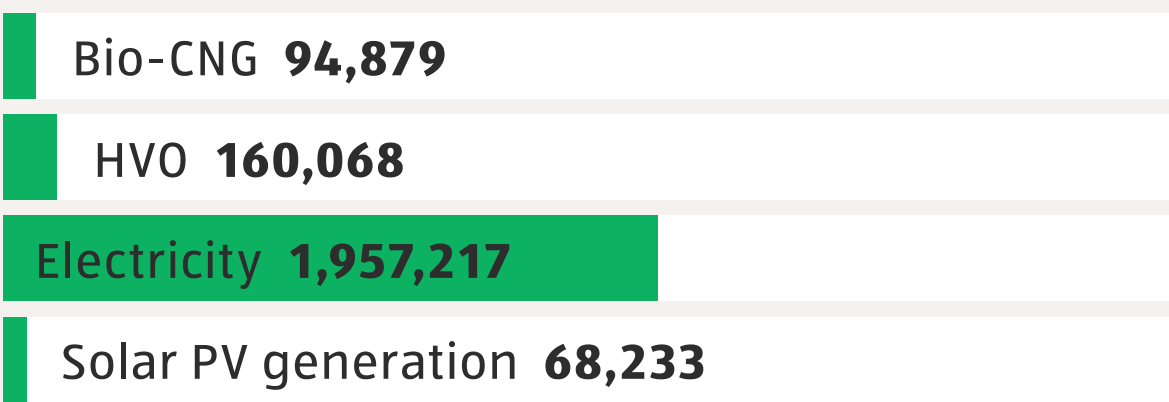
1. Heavy goods vehicles (HGVs) and company cars.

Where our energy comes from

Non-renewable



Renewable



Total = 3,494,813 gigajoules



Reducing greenhouse gas (GHG) emissions continued

CASE STUDY

Protecting our pollinators

We have been long-term supporters of the All-Ireland Pollinator Plan, which aims to create an environment where pollinators can survive and thrive.

Our pollinator friendly activities include maintaining native wildflower meadows at our Regional Distribution Centres (RDCs) in Naas and Mitchelstown; incorporating wildflower beds in all newly opened stores from 2024; and annually running our ‘Bee Happy Garden Madness’ campaign which highlights the many different plants that are suitable for pollinators.

We are also a proud supporter of the Hare’s Corner initiative, run by Burrenbeo Trust, which helps farmers and landowners create small, nature

positive actions such as planting an orchard or developing a pond to improve biodiversity on their land. This has been an exciting development and allowed us to get involved in more grassroots biodiversity activities within local communities.

To expand our impact, we engage our suppliers and colleagues in our endeavours.

All suppliers are encouraged to sign up to the All-Ireland Pollinator Plan so they can be helped on their journey to becoming more pollinator friendly.

Colleagues are informed about biodiversity and nature in our local areas. This includes updating staff on the progress of our wildflower meadows seasonally and any wildlife we have observed. We are also conducting research with our colleagues at Naas head office to make sure everyone understands the importance of biodiversity, and in 2024 we launched a ‘Bee Friendly’ Logo for use on our digital screens and leaflets, to help everyone make their homes and gardens more pollinator friendly.



CASE STUDY



Greener Everyday colleague initiative

Every member of our team has a part to play in keeping us as energy efficient as possible, and our Ireland and UK colleagues have been part of our Greener Everyday initiative, taking action every day to be more energy, fuel and water efficient – for example carrying out heating checks in winter months and showcasing biodiversity measures at our RDCs.

The initiative is a huge part of how we manage energy at Aldi as part of our ISO 50001 Energy Management System. We’ve been accredited to ISO 50001 since 2015, and in 2024 we underwent a recertification audit and successfully passed with no non-conformities.

Tackling food waste

Tackling food waste isn’t just about being more conscious of what we throw in the bin after each meal. It’s a vast, global problem that takes a major toll on our planet, our economy and our futures. A third of all food produced globally is lost or wasted between farm and fork – that’s more than 1 billion tonnes. At the same time, one in ten people globally remain malnourished. In Ireland specifically, households generate around 220,000 tonnes of food waste. [Click here to read more online at the World Resources Institute.](#)

Food waste fuels climate change, accounting for approximately 8%-10% of global greenhouse gas emissions. [Click here to read more online at WRAP.](#)

With these statistics in mind, we’ve been working to reduce food waste within our own systems, and we’re supporting our suppliers and customers to reduce theirs too.



KEY TARGETS & PROGRESS	
Target	Progress (as of end of 2024)
50% reduction in food waste that comes from our operations by 2030	37% reduction (baseline 2017) (intensity)

External commitments
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. We have supported and championed this Roadmap as part of our own commitments to tackling food waste. [Click here to read more online.](#)

In 2018, Aldi was among the first supermarkets to join the Retail Action Group’s Food Waste Charter, committing to a long-term approach to tackling food waste. More recently, we have signed up to the Environmental Protection Agency (EPA)’s Food Waste Charter. This aims to promote a collective industry commitment to reduce food waste along the entire food supply chain, and as part of this we gather waste data to identify areas for improvement and measure progress.



In 2024, we reached the milestone of 250,000 Surprise Bags sold for Too Good To Go.

AWARDS & ACHIEVEMENTS

We were shortlisted for the Chambers Ireland Sustainable Business Impact Awards under the category Environment (Multinational Company) for our approach of tackling food waste to be ‘Better Everyday’. Additionally, Aldi was shortlisted under the category Partnership with Social Enterprise for Aldi’s partnership with Too Good To Go.

We won the Silver Award in the Food Waste Reduction Initiative of the Year category at the [All-Ireland Sustainability Awards 2024](#), for our submission ‘Low Waste to No Waste’.

We have now sold over 250,000 Surprise Bags for Too Good To Go.

Operationally, we have exceeded our short-term KPI to reduce operational food waste by 27%, by achieving 37% by the end of 2024.

Tackling food waste continued

Within our operations

Here at Aldi, we’re reducing food waste through our policies, targets and training. Our policy of ‘Low Waste to No Waste’ is core to our in store training plans and activities, and colleagues are encouraged to make sure edible food surplus is sold at a reduced price or redistributed.

Every Aldi store in Ireland and the UK is assessed on the tonnage of food that ends up in the bin. Our automated food waste report platform shows what is wasted in granular detail, so that we can see what’s discarded most often. Then each store can target food waste reduction actions accordingly – through price reductions, donations and redistribution partnerships. For example, we work with FoodCloud to redistribute surplus food from Aldi’s stores and Regional Distribution Centres (RDC). [👁 Read more about our FoodCloud partnership and initiatives on page 26.](#)

WHAT’S BEEN HAPPENING

Highlights from this year:

- We delivered in-depth training to all store management colleagues for reducing food waste.
- We made it possible for customers to reserve Too Good To Go Surprise Bags earlier than ever before for the Christmas and New Year’s Eve collections.

Through our suppliers

We support our suppliers in reducing waste by encouraging them to measure waste and set food waste reduction targets, and by facilitating redistribution. Redistribution of surplus Aldi-branded food is made possible via FoodCloud.

WHAT’S BEEN HAPPENING

Highlights from this year are:

- Eight Aldi Ireland suppliers have donated 6 tonnes of surplus food, equating to 15,238 meals via FoodCloud.



Working with FoodCloud to redistribute surplus food from Aldi’s stores and RDCs.

With our customers

Food for Good campaign

Together with FoodCloud, we launched our seventh annual Food for Good campaign in 2024. 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 41 community groups were supported, receiving the equivalent of 3,381 meals.

Environmental Protection Agency’s Stop Food Waste

Aldi Ireland is a proud supporter of the Environmental Protection Agency (EPA)’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, store, and cook food, we can save money and time, but most importantly, 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.

CASE STUDY



Too Good To Go

Too Good To Go is another key partner of ours. They are a certified B Corp social impact company, on a mission to inspire and empower everyone to fight food waste together. The Too Good To Go app is the world’s largest marketplace for surplus food, and with it we sell our unsold food in ‘Surprise Bags’, for local users to collect in store.

We have sold 250,000 Surprise Bags since 2023, saving a total of 1,195 tonnes of surplus from being wasted, avoided 675 tonnes of CO₂e being produced and saving our customers over €2 million¹. 261,583 customers have rated our Too Good To Go Surprise Bags as their favourite amongst other retailers (62,384 in 2024).

1. This Too Good To Go environmental impact calculation has been performed by Mérieux Nutrisciences | Blonk, a leading expert in food sustainability and is validated by researchers from Oxford University (UK), and WRAP (UK).

Tackling food waste continued

CASE STUDY

Over a decade fighting food waste with FoodCloud

We've been proud partners with FoodCloud for over a decade. In 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 2024, Aldi donated the equivalent of more than 4.5 million meals to over 600 charity and community organisations, avoiding over 6,157 tonnes of CO₂e in the process.



In 2024, through our partnership with FoodCloud, we achieved:

- 541 tonnes of food saved
- 1.26 million meals equivalent
- 1,838 tonnes of CO₂e avoided

“We were delighted with the Christmas food donation. The Aldi donations help us to provide hot meals to the elderly in our local community. To receive meat in this quantity is such a fantastic support.”

Clarecare Over 65's Club Ennis – collecting from Aldi Westpoint, Ennis.



“It's great to see Aldi taking proactive steps to tackle food waste. Through our partnership, we've already helped redistribute over 1,898 tonnes of surplus food across Aldi's operations – the equivalent of more than 4.5 million meals.”

Rory O'Connell, Account Manager at FoodCloud.

LOOKING AHEAD

Our focus is now on supporting our suppliers and consumers. After all, only 10% of food wasted at the retail stage and the largest proportion is wasted at home and within the supply chain. [Click here to read more online.](#)

We'll continue to expand routes to redistribution for our suppliers by increasing the number of Aldi authorised redistribution partners.

We are also working to increase information on food packaging, extending the shelf life of our products, and increasing the number of lines sold loose, to prevent food waste in the home.

Positive action on packaging

Packaging protects and preserves our products, keeping them fresh and safe, and of course it helps our customers to navigate our shelves and find the things they love. But as everyone knows, excessive packaging can damage our environment – whether it’s through the resulting greenhouse gases (GHGs) emitted, or the harm they cause to animals and sea life.

With this in mind, our Buying Department considers packaging at every step of the buying process – from product sample stage through to final product. Our buying teams are all trained in action on plastics, packaging and recycling and they work with suppliers to reduce the impacts of packaging. We do this by:

- Making sure the packaging used for our products is either reusable, recyclable or home compostable, where possible. For example, in recent years we switched ice-cream tubs to paper, saving 16 tonnes of plastic.
- Working with our suppliers to reduce our reliance on virgin packaging through right weighting – redesigning or adjusting packaging to reduce weight – and including recycled content. Over the past two years, we’ve been working with our Irish suppliers to introduce new, sustainable packaging solutions, leading to more than 2,380 tonnes of virgin plastic removed from our store network.

KEY TARGETS & PROGRESS	
Target	Progress (as of end of 2024)
40% reduction in all own-label plastic packaging by 2025, against a 2020 baseline	36% reduction
15% own-label packaging reduction per € sales by 2025, against a 2020 baseline	23% reduction
30% of all plastic (primary) packaging is made of recycled content by 2025	22%
100% of own-label (primary) packaging to be reusable, recyclable or home compostable by the end of 2025	99.2% recyclable

It’s though these seemingly ‘simple’ packaging changes and reductions that we have had a significant impact.

Collaboration with our peers in the retail sector is key to achieving our packaging goal, and we’re proud to work with On-Pack Recycling Label (OPRL) for on-pack recycling labelling; RECOUP on recycling of used plastics; Valpak alongside REPAK to optimise our packaging waste management and recycling efforts; and Re-Turn on their deposit return programme.

Packaging materials used by Aldi:	
Data point	2024 (tonnes) ¹
Aluminium	627
Steel	2,664
Glass	10,261
Plastic	11,124
Wood	6
Paper	8,216
Other	54
Total	32,952

1. Includes own-label primary packaging only. The percentage of recycled input material was 50%.

AWARDS & ACHIEVEMENTS

In 2024, Aldi was awarded Gold in the Plastic Pledge Award, sponsored by Repak, reflecting our commitment to reduce the level of plastic in our own-brand products by the end of 2025.

We were also highlighted as the first major Irish retailer to introduce natural caps on milk bottles, making them easier to recycle.

PAK MAN AWARDS
Excellence in Waste Management & Recycling
10th Anniversary

Gold
Aldi Ireland

Positive action on packaging continued

WHAT’S BEEN HAPPENING:

Highlights from this year:

- **Flat wine bottle:** We launched Ireland’s first ‘flat’ wine bottles made from 100% rPET¹, which is nearly seven times lighter than glass and fully recyclable. This compact design means 30% more bottles can be loaded onto pallets and transported to supermarkets compared to standard round glass. The bottles also comply with Ireland’s Deposit Return Scheme (DRS).
- **Beer packaging:** We changed to a 70% recycled content wrap, removing 6 tonnes of virgin plastic annually.
- **Ziplock and nylon removal on block cheese:** We’ve eliminated 21 tonnes of non-recyclable plastic from ziplocks and 27 tonnes from nylon.
- **Pasta salad:** By removing the lid from our pasta salad packaging, we reduced plastic use by 49%, without compromising quality.
- **Easter eggs:** We achieved a 94% reduction in plastic for our Roisin’s Easter Egg and eliminated over 1 million plastic windows from our Easter Egg range.
- **Compostable shopping bag:** We launched a larger reusable compostable bag format, with the potential to replace our current eco-loop offering, saving 156 tonnes of plastic annually.
- **Farmhouse yogurts:** Removing the yogurt lid led to a saving of 3.5 tonnes of plastic.



Ireland’s first ‘flat’ wine bottles made from **100%** recycled PET, are reducing transportation emissions by **30%.**

CASE STUDY

Deposit Return Scheme

Re-turn is Ireland’s Deposit Return Scheme (DRS). For any drink in a plastic bottle, aluminium or steel can that features the Re-turn logo, customers pay a small deposit in addition to the price of the drink. When this is returned empty and undamaged to Aldi (or other participating retailers) the customer deposit is returned.

We’ve been thrilled by Re-Turn’s figures showcasing the DRS success, with nearly one billion containers returned and a 50% recycling target exceeded in year one. Within the first 12

months ALDI Ireland reached 200 million DRS returns, with shoppers recycling over €30 million worth of containers across 163 stores. Aldi’s 140% return rate surpasses the market, with customers recycling an average of 20 to 25 units per transaction. We’re now investing in new machines and upgrading our existing ones at more than 40 stores, making the scheme even easier for customers to use. We’re also launching a new DRS ‘Savings Card’ which will allow customers to use the DRS vouchers they receive when they return empty bottles and cans to load funds onto their Aldi Savings Card.

LOOKING AHEAD

In 2025, we will work to introduce an option for Aldi customers to donate their DRS credits to our long-standing charity partner Barnardos, with donations going directly to supporting vulnerable children and families across Ireland.



Nearly **1 billion** containers returned across Ireland in year one.



1. rPET is recycled PET plastic (polyethylene terephthalate).

Positive action on battery waste

CASE STUDY

Powering change – WEEE Ireland battery and electrical recycling

Aldi Ireland has been working with WEEE Ireland since 2009 to promote and facilitate waste battery and WEEE (Waste Electrical and Electronic Equipment) recycling in Ireland. Through our partnership with WEEE Ireland our customers returned 99,146 kg of waste batteries in 2024 – the equivalent to 4,957,300 AA batteries being returned to our stores. We continue to be the number one retailer in Ireland for waste battery collection and recycling.

In 2024, our Free Electrical Recycling events at our Tipperary stores in partnership with WEEE Ireland were a big success. Members of the

public were invited to return household items with a plug, battery or cable for recycling, free of charge. Thanks to our customers and members of the public, over 27 tonnes of waste electrical items were returned.

In addition, we were shortlisted for the Battery and WEEE Champion Award at the 2024 Pakman Awards for our work with WEEE Ireland. We were recognised for our efforts in battery and small electric recycling among our colleagues, customers and the wider public.

The equivalent of over **4.9 million** AA batteries were returned to Aldi stores for recycling in 2024.



Making healthy happen

Here we will show how we put people’s health at the forefront of all we do. Every day, across the country, we’re helping our customers choose healthier options at affordable prices. The work we’re doing is putting Aldi’s strategy into direct action, and we’re proud to offer millions of people fresh, nutritious and wallet-friendly food options every day.

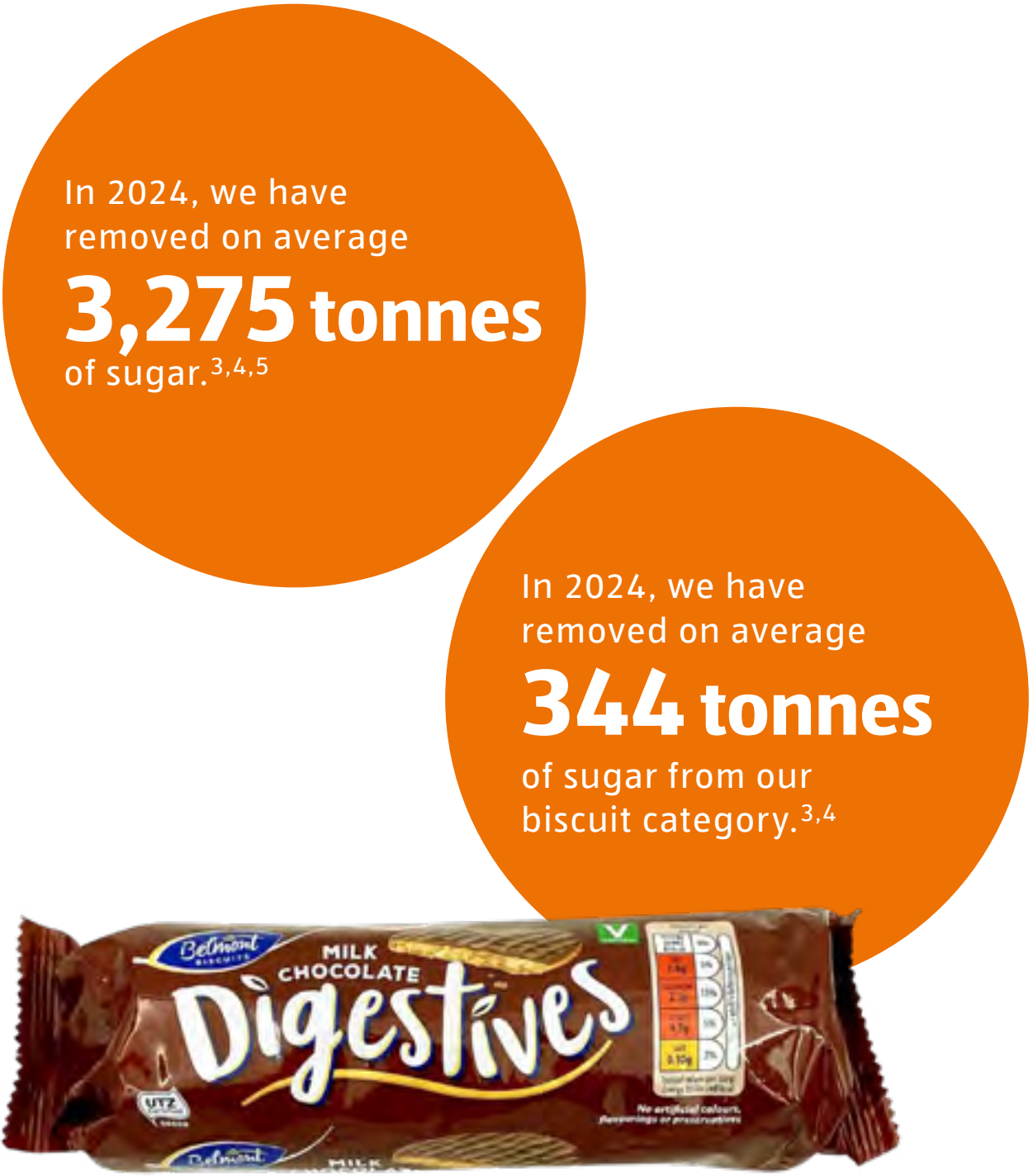
Healthy choices, healthy prices

A balanced diet, alongside exercise, is the foundation of a good life. A varied, healthy¹ diet fuels our bodies, reduces our risk of obesity, prevents chronic disease such as heart disease, and sparks that get-up-and-go we all need if we're to enjoy every day.

We have a responsibility as one of the major Irish retailers to help our customers to live healthy lives, and we're incredibly proud to be giving millions of customers access to fresh, affordable and healthy food, so that they can get on with enjoying life at its delicious best. More than this, we sell our products at the lowest possible prices, because we believe every customer should be able to buy nutritious, high quality, affordable products.

To support healthy choices, we focus on our products, their placement and their marketing.  [Read more on page 32.](#)

KEY TARGETS & PROGRESS 	
Target	Progress (as of end of 2024)
85% of our own-brand food and drink sales volume (excluding alcohol) will come from healthy items by 2027 ¹	81%
20% reduction in energy (calorie) content of own-brand foods ²	20% reduction achieved (2018 baseline)
20% reduction in the sugar content of own-brand foods and drinks ²	20% reduction achieved (2018 baseline)
10% reduction in the saturated fat content of own-brand foods ²	10% reduction achieved (2018 baseline)
10% reduction in the salt content of own-brand foods ²	10% reduction achieved (2018 baseline)



1. 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'.
2. These targets align to the Irish national targets as set out in A Roadmap for Food Product Reformulation in Ireland (FSAI). [Click here to read online.](#)
3. These figures are based on combined Ireland and the UK data.
4. The figure is the difference in sugar tonnage sold between 2023 and 2024, using 2024 sales data for both, but nutritional values specific to each year using the Public Health England (PHE) sugar categories.
5. Categories include biscuits, breakfast cereals, cakes, chocolate confectionery, ice cream, juice drinks, milk-based drinks, morning goods, puddings, sugar confectionery, sweet spreads (chocolate spreads, dessert toppings, fruit spreads, and nut butter), and yoghurts.

AWARDS & ACHIEVEMENTS

In 2024, Aldi Ireland was named 'Retailer of the Year' at the Free From Food Awards. Aldi was recognised for its exceptional range of products, scooping a total of 50 awards!



Some of our gold awards were for The Foodie Market Milk Chocolate Digestives, Specially Selected Tomato & Basil Soup, and Specially Selected Sugo Formaggio Tomato, Ricotta & Regato Pasta Sauce.

9 Gold
18 Silver
15 Bronze
7 Merits



Healthy choices, healthy prices continued

Product placement

We're proud that the first thing our customers see in store is a colourful range of fresh fruit and vegetables, at an affordable price. This reflects our ethos of placing healthy products in the more eye-catching parts of our stores so that they're easily accessible and attractive to shoppers.

Responsible marketing

We ensure our product packaging has Traffic Light Labelling (TLL) so customers can easily see the nutritional content of our products. Where appropriate we use healthy callouts like 'high in fibre' and 'high in protein' to help our customers understand if a product has any health benefits. We also restrict the use of cartoon characters across the key categories that contribute the most sugar to children's diets, for example on our Frosted Cornflakes.



Where healthy eating begins: fruit and vegetables at great prices.



We're highlighting health benefits to help customers make informed, healthier choices.

WHAT'S BEEN HAPPENING

Highlights from this year:

- We are working on reducing salt, sugar and calories in our products, reformulating where possible.
- We created our Responsible Marketing Statement – communicating our business model, commitments and responsibilities to our customers. [Click here to read more online.](#)

Choice-editing our products

We carefully consider all the products we make available to our customers. At the moment we're working on increasing the tonnage of fruits and vegetables we sell and increasing the amount of fibre and protein across our relevant product ranges. We are working to restrict the use of the Southampton Six colours, artificial flavour enhancers, monosodium glutamate (MSG) and trans-fats.

To encourage our customers to think about broader health issues we offer simple, healthy recipes to suit all households and budgets. [Click here to see our healthy recipes.](#)

Healthy choices, healthy prices continued

CASE STUDY

Investing in nutritious suppliers

The Sibly Food Co. started with a simple idea, to create a healthy snack that doesn't compromise on taste, and they are committed to reducing their environmental impact by sourcing responsibly and using eco-friendly packaging.

The Sibly Food Co. took part in the Grow with Aldi programme and in 2024, signed a new 12-month deal with Aldi, worth over €1 million. This contract will see The Sibly Food Co. supply its healthy energy balls to all Aldi stores across Ireland.



€1 million
deal with Sibly Food Co. to supply their healthy energy balls to all Aldi stores across Ireland.

Drinkaware
Since 2017, we have supported the charity Drinkaware in their campaign to help to change Ireland's drinking habits, reduce alcohol related harm and encourage people to lead a healthier lifestyle.

Our alcohol product labelling refers customers to the Drinkaware website for information on alcohol awareness, moderation, and alcohol-related risks so that they can make more informed choices.



CASE STUDY

Irish Rugby Football Union (IRFU)



We've been partnered with the IRFU since 2016, and together we're making great strides in promoting rugby to children in schools and educating people around the benefits of being active and eating healthily. In 2024, we announced the extension of our partnership to 2028.

Together with the IRFU we have created Aldi Play Rugby, a non-contact primary schools rugby programme that introduces rugby to primary school

students, encouraging them to get active, and eat healthily. As part of the programme, schools get access to invaluable resources, including sessions with Community Rugby Officers, online coaching and free equipment. The programme has been a resounding success, with participation increasing by more than 90% since Aldi first partnered with the IRFU. During the 2023 to 2024 school year, we had over 120,000 students participate, 49% of which were girls.

Aldi is also the official Fresh Food Partner to IRFU's men's and women's teams. The IRFU logo appears on our fresh produce lines, mostly across our fruit and vegetables, helping customers identify the healthy food choices we offer. The IRFU logo on Irish-produced products shows we're both supporting Irish suppliers and promoting healthy eating – a real win-win.

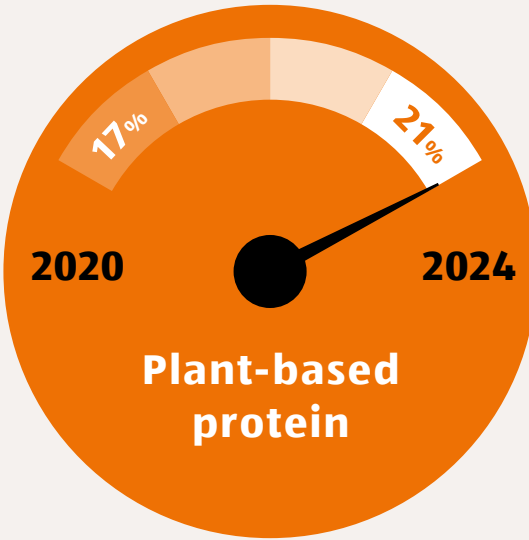
Healthy choices, healthy prices continued

Encouraging plant-based eating

To ensure that we provide animal protein alternatives to our customers in Ireland and the UK, we have achieved the following, against a 2020 baseline:

Plant-based protein

21% of all 'high in protein' sales in 2024 came from plant-based sources, up from 17% in 2020.

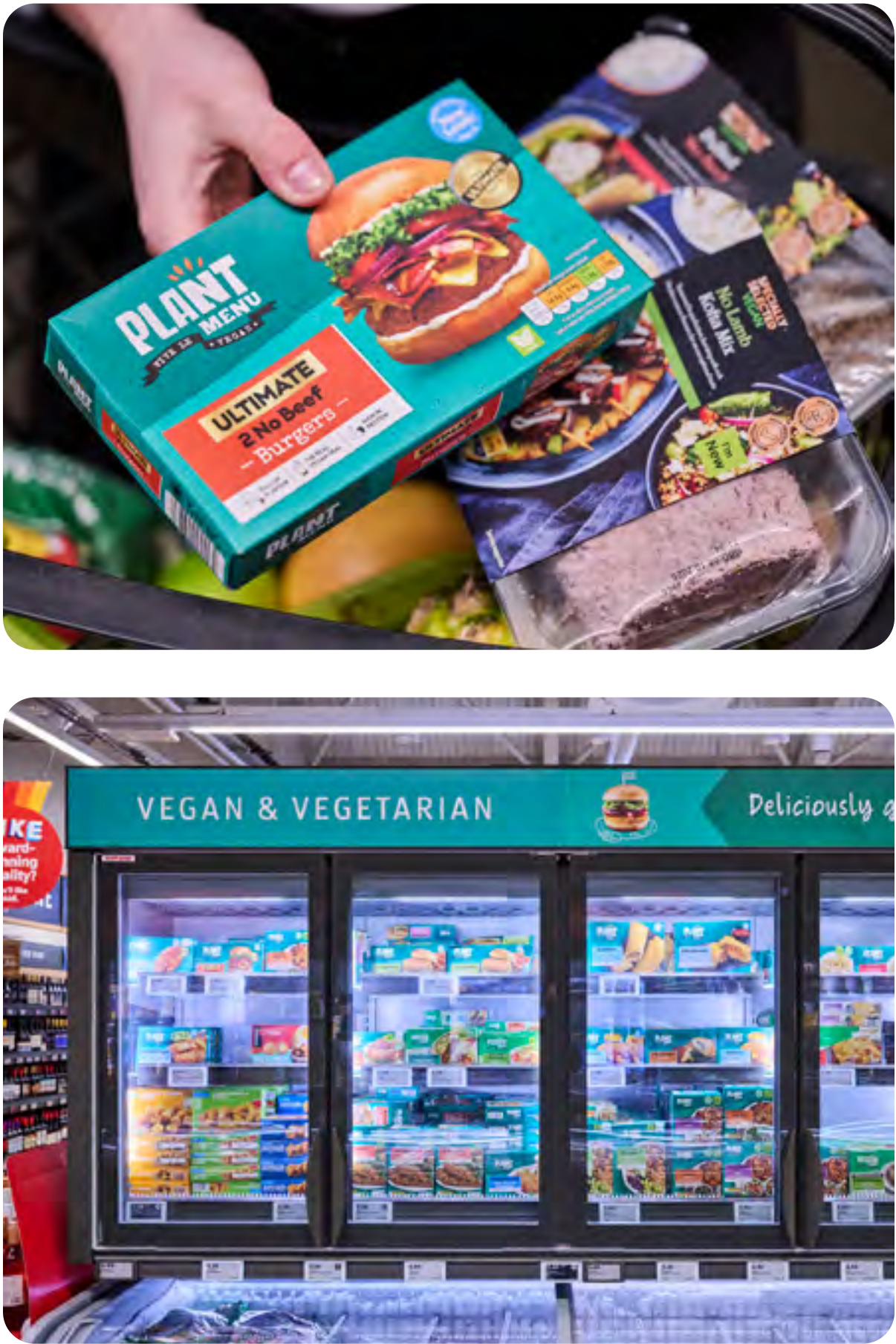


Year	Plant-based protein sales (%)
2020	17%
2024	21%

Dairy alternatives doubled

We've more than doubled our range and tonnage of sales from dairy alternatives.





We provide animal protein alternatives to encourage plant-based eating.

Special diets

We listen to our customers, and always aim to provide foods suitable for various dietary requirements, such as vegan, vegetarian, gluten-free and dairy-free. We also aim to support different lifestyles such as high protein, high fibre, low calorie etc, and these call-outs help everyone make the informed, healthy choices that are right for them.

Encouraging colleagues to try healthy recipes

Throughout 2024, we published videos on MyAldi (our internal colleague intranet) to encourage colleagues to cook easy, healthy recipes using Aldi products. The videos were hosted by our sampling team colleagues James Coughlan and Aidan Gilhooly. Recipes shared varied from 'an easy breakfast' to chicken and vegetable fajitas. 16 videos and recipes were shared with colleagues throughout 2024.

LOOKING AHEAD

In 2025, we will continue improving our product recipes, working with external specialists and suppliers to meet health regulations – always driven by our commitment to help people eat well and live longer.



CASE STUDY



Award-winning juice shots

Our juice shots were established as an everyday line on Aldi's shelves in 2024, with the aim of tapping into people's craving for a quick hit of nutrition to boost their everyday health.



Our Ginger Immune Support juice shot won a Nourish Award in 2024 within the health drinks and shots category. It's high in vitamin C and suitable for vegans.

Turmeric Immune Support and Mango Gut Health juice shots, also both high in vitamin C and suitable for vegans, are also now available.

Doing right, right now

In this section we'll explain how we act in support of our customers, communities, suppliers and colleagues. With our consumers as our focus, we ensure every part of our supply chain is committed to quality and affordability. Through our close and collaborative relationships, we can make a real, positive difference to people's lives, and the future of our planet, so our commitment to fairness is hugely important to us.

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Responsible sourcing

People are at the heart of everything that we do, whether they’re customers, suppliers or our farmers. We’re passionate about making sure our products aren’t just delicious, but that they come from ethical sources that are supported by environmental standards and fair working conditions. This means having a robust approach to sourcing and product certification, so we work with certification partners such as Rainforest Alliance and Fairtrade on many of our product lines.

KEY TARGETS & PROGRESS	
Target	Progress (as of end of 2024)
100% of cocoa products certified by 2025 ¹	96.8% certified
75% certified sustainable coffee by 2025 ²	63% ³ certified
100% certified sustainable bananas and pineapples by 2025 ⁴	100% certified
100% of cotton used in Aldi exclusive garments and household textiles to be sustainable by 2025 ⁵	80% certified ⁶

1. Accepted certifications are Fairtrade, Rainforest Alliance and Cocoa Horizons. For products with more than 1% of cocoa.

2. Accepted certifications are Fairtrade and Rainforest Alliance. The percentage is dependent on product.

3. 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.

4. Accepted certifications are Fairtrade and Rainforest Alliance. The percentage is dependent on product.

5. Cotton used for Aldi-exclusive garments and household textiles must be of either recycled origin or certified according to one of the following internationally recognised standards by the end of 2025: Fairtrade, Global Organic Textile Standard (GOTS), Organic Content Standard (OCS) 100/blended, Cotton made in Africa (CmiA) and Better Cotton Initiative (BCI).

6. Progress for Aldi Ireland and the UK.



Responsible sourcing continued

CASE STUDY

Choceur – CHOCO CHANGER

Aldi South Group is proud to be a Mission Ally of Tony’s Open Chain, an initiative started by Tony’s Chocolonely. We were the first international discount retailer to join in 2020. The Choceur CHOCO CHANGER is the most responsibly sourced chocolate bar Aldi has ever launched. In 2024, Aldi Ireland and the UK sold circa 100,000 CHOCO CHANGER bars.

By joining Tony’s Open Chain, Aldi South commits to Tony’s FIVE Sourcing Principles, which seek to end exploitation in the cocoa industry through concrete solutions and long-term partnerships. The combination of all five Sourcing Principles – **traceability, higher prices, long-term commitments, strong farmer partnerships, and enhanced quality and productivity** – represents an integrated approach that aims to end structural poverty at the very beginning of the cocoa supply chain.

All the principles must be combined to ensure long-term change and more equal business relationships with cocoa partner cooperatives in Ghana and Côte d’Ivoire.

Choceur CHOCO CHANGER:
Milk Honeycomb and Nougat; Milk Brownie and Caramel; Dark Salty Fudge and Almonds.

We are convinced that being a Mission Ally of Tony’s Open Chain enables us to offer our customers an ethically sourced and 100% responsible bar of chocolate. With this chocolate bar, we create positive change and offer a best practice product while doing our part to respect human rights and nature in the cocoa supply chain.

Anke Ehlers, Managing Director for International Sustainability at the Aldi South Group.



Non-food product sourcing

As it’s not just food that we sell, we ensure everything on our shelves is produced in alignment with recognised environmental and social standards and won’t cause harm. That’s why we analyse the details of our products – everything from food ingredients to the materials used in home goods or beauty products.

- Tony’s FIVE Sourcing Principles:**
- 1. Traceable cocoa beans.
 - 2. A higher price.
 - 3. The long-term.
 - 4. Strong farmers.
 - 5. Quality and productivity.

Human rights in the supply chain

As a people-focused business, we believe it’s critical to protect, value and respect anyone who may be impacted by our operations throughout the supply chain – as reflected in our Human Rights and Environmental Due Diligence Policy. The policy summarises how we identify and reduce potential human rights risks in our operations and supply chains and how we investigate and remediate any potential issues. [Click here to read online.](#)

Understanding and minimising risk

We’re continually assessing and analysing the risk of any potential human rights violations in our supply chain, taking action to prevent and mitigate any negative impact. These actions include:

- Building human rights into our contractual requirements and purchasing practices (see our Aldi Business Partner Sustainability Standards). [Click here to read online.](#)
- Auditing our certification requirements.
- Verifying and reviewing third party social audits at production facilities through our global Social Monitoring Programme (SMP).

KEY TARGETS & PROGRESS

Target	Progress (as of end of 2024)
12 detailed Human Rights Impact Assessments (HRIAs) carried out by Aldi South Group by 2025¹	9 assessments across Aldi South Group
80% of buying volume from A or B rated suppliers² for high-risk commodity groups (CGs) by 2030	92% of goods sourced in these CGs were from A or B rated suppliers. In Ireland, 19 of the 25 suppliers assessed were A or B rated (76%)

1. Aldi South Group’s process for deciding which raw materials we conduct our HRIAs on is based on an analysis of our high-priority supply chains, the relevance of the individual sourcing country for Aldi business and the potential added value that can be generated through these assessments.

2. Business partners are assessed against our sustainability requirements and are rated 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.

- Evaluating the human rights and environmental compliance of the suppliers identified in our risk assessments, through the Corporate Responsibility Supplier Evaluation (CRSE).
- Conducting on-site audits for high-priority products through our Aldi Sustainability Assessments (ASAs).
- Supporting and engaging with our suppliers to ensure safe working conditions.

In total, 108 suppliers for Aldi Ireland and the UK were assessed for social impacts in 2024 and 23 were identified as having potential negative impacts, with action being taken to remediate any issues.

AWARDS & ACHIEVEMENTS

In 2024 Aldi Ireland and the UK were shortlisted for the Unseen Business Impact Award. The awards, run by anti-slavery charity Unseen, recognise the important work, achievements, and commitment shown by businesses and individuals in tackling modern slavery.

Aldi South Group achieved a top ten ranking in the Global Child Forum Benchmark for 2024, recognising our efforts in developing and implementing policies and processes that acknowledge our impact on children’s rights. This is the third year in a row that we’ve been listed as a leader in the benchmark.

We’re committed to preventing human rights risks in every step of our supply chain.



Human rights in the supply chain continued

Grievance mechanisms

Our Aldi AlertLine means any potentially affected rightsholders can submit complaints and grievances on human rights and environmental topics. [Click here to go to Aldi AlertLine.](#)

Remediation and correction action plans

If we find any of our business activities cause or contribute to any other adverse impacts we will take the following action (where applicable):

- Temporarily suspend direct and indirect business partners from doing business with Aldi.
- Develop Corrective Action Plans to address any findings.
- Work with multiple stakeholders to mitigate adverse impacts.
- Adjust our own internal processes alongside any other measures proportionate to the risk.



Aldi has been sourcing Fairtrade flowers from Herburg Roses farm in Ethiopia since 2014.

Memberships and partnerships

Aldi is proud to have many memberships and partnerships with associations, NGOs, charities and certification bodies working to create a positive impact in the retail sector. For more information on our human rights and modern slavery memberships and partnerships, please see our latest Modern Slavery Statement. [Click here to read online.](#)

We're an active member of Retail Ireland, the leading voice of Irish retailers, representing the sector's interests to the 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.

Aldi Ireland is a member of Business in the Community Ireland (BITCI) and certified to the Business Working Responsibly Mark. [Read more on page 09.](#)

WHAT'S BEEN HAPPENING

Highlights from this year:

- We've established a modern slavery escalation process that's been communicated to all Aldi Ireland and UK colleagues.
- We've conducted on-site modern slavery risk assessments to monitor standards.
- We've delivered essential training on modern slavery awareness and human rights to all relevant Aldi colleagues.

LOOKING AHEAD

In 2025, we'll promote modern slavery awareness training, run by Stronger Together, to Irish suppliers.

We will also work to lower risks in Construction, Logistics, and our top suppliers using our Aldi Modern Slavery Resource Packs and risk assessments.

Making a difference in our communities

We may have over 163 stores and 4,700 colleagues across Ireland, but our roots as a community-focused business stand strong. Our stores are a place for people, and we love to give back to the communities we serve, giving to worthy causes and lending support further afield wherever we can.

We believe we can make the biggest impact by focusing our support on our national charity partners. With big targets to achieve, we work hard throughout the business to reach them, sharing regular updates with our customers.



AWARDS & ACHIEVEMENTS



Sustainable Business Impact Awards
Shortlisted at the Sustainable Business Impact Awards 2024 under the category Partnership with Charity (MNC) for Aldi’s partnership with Barnardos, as well as Communication (MNC) for the project: Food Insecurity in Ireland: An Aldi and Barnardos Ireland approach.



All-Ireland Sustainability Awards
Shortlisted at the All-Ireland Sustainability Awards 2024 under the category Social Sustainability, Diversity and Inclusion Initiative of the Year.



GOLD Microhive Award
Aldi Ireland was awarded the GOLD Microhive award in 2024, to acknowledge over 20% colleague participation, with colleagues raising €5,572.87 through the payroll giving scheme.



Barnardos Ireland
Here at Aldi, helping people to thrive in their everyday lives is at the heart of everything we do, and since 2020, our partnership with Barnardos has allowed us to make a real and lasting difference in the lives of families across Ireland. Together, we’ve supported thousands of families and children, raising €2 million by the end of 2024 through fundraising, food vouchers, gift in kind support and more. This is a huge achievement, and it’s the result of everyone’s efforts across our entire business.

The funds we’ve raised go to supporting vulnerable children and families in Early Years and Family Support services with the practical and emotional support that will build resilience for a brighter future. One example of this is the Barnados Breakfast Clubs and Afterschool Programmes, where children have a nutritious meal to start their day and a safe, supportive environment where they can do their homework. To find out more about our partnership, please see the Barnardos Food Poverty Report 2024. [Click here to read online.](#)

KEY TARGETS & PROGRESS

Target	Progress (as of end of 2024)
€2 million raised by the end of 2024	€2 million

Food insecurity research
In February 2024, Barnardos and Aldi issued the third annual report exploring both the extent and impact of food insecurity in Ireland on vulnerable children and families. The study, conducted by Coyne Research, found that despite the easing of the worst of inflation, the issue of child food insecurity appears to be worsening:

- 41% of parents said they had skipped meals or reduced portion sizes so that their children would have enough to eat – an increase of 12% since 2023.
- Almost one quarter of parents (24%) had to borrow money to feed a child in the last year, up from 16% in October 2022, and 11% in January 2022.
- 21% of families had to cut back on children’s activities to afford food.
- One quarter of parents had to reduce spending on medical costs, up from 17% a year previously.

The findings are routinely cited and examined by political and Government stakeholders, and provide important context in the national conversation around the issue.

Making a difference in our communities: Barnardos

Q&A WITH BARNARDOS

Aldi’s impact – from Barnardos’ CEO Suzanne Connolly



What does Barnardos do?
Barnardos is one of Ireland’s leading children’s charities. We’ve been helping vulnerable children and families in Ireland since the early 1960’s. Our vision is for a future where all vulnerable children in Ireland get the support they need to overcome childhood adversity and reach their full potential.

I have been working with children and families in Ireland and the UK for over 35 years and I’ve never seen the need for support as evidently as we do now. From 2023 to 2024 we’ve seen a 25% increase in demand for services, and there are currently 2,000 families waiting for our help.

How does Barnardos support communities across Ireland?
Barnardos supports communities across Ireland through our 56 services, supporting 26,000 children each year around Ireland. We support families facing poverty, domestic violence, mental ill health, addiction and bereavement. Our core work focuses on

empowering communities through resilience building, opportunity, social inclusion and early intervention. We do this through our Early Years Programmes, Family Support and our Bereavement Support Service, working to help as many families at risk as possible.

How does Barnardos support a child?
Every child is unique, so Barnardos supports children in ways that suit that child and family. Early intervention is key to Change a Child’s Story to build for a happier adult and sustainable future for the whole family. We work with children of all ages in a variety of different ways, supporting children to achieve their milestones and overcome any challenges they may face.

We help children develop life and education skills, such as making friends, literacy skills, managing conflict, problem solving and self-regulation. We do this with one-to-one support, family and parental support, breakfast clubs,

early years support, homework clubs and much more. We work with families in the home, in schools and communities and in our own services nationwide. Community is at the heart of everything we do.

What does it mean to Barnardos to work with Aldi?
Since our partnership began in 2020, we’ve created lasting impact for children, families and communities across Ireland. Aldi and Barnardos share a community. Because Aldi is a nationwide retailer, we can really connect with the local communities we work with, through financial support and engagement in Aldi’s 163 stores nationwide. Whether it’s through a product sale contribution, staff engagement and learning or in store fundraising, we’re all on the same team and we’re driving positive change together. As we continue our work in 2025 and 2026, we know that we can change the story for the hundreds of children and families most at risk in Ireland today.

“Aldi is a big part of my week in the Barnardos kitchen – from the food shop on Monday morning, to making sure I can create healthy and nutritious meals every day for the children in our Early Years services. But my favourite thing to do is stock up on baking ingredients, because we always celebrate birthdays here at Barnardos – we make the child’s favourite cake and sing ‘Happy Birthday’. The kids love it, and so do I. Barnardos Frontline Support Worker

Making a difference in our communities: Barnardos

Barnardos Big Active campaign

The Barnardos Big Active campaign launched again in April 2024, supported by Aldi. This school-focused campaign supports pupils of all ages and abilities to focus on their own health and wellbeing, while helping others. Schools register to take part and raise funds for vulnerable children across Ireland.

In total, 210 schools, 1,360 classes and 24,107 students took part in the campaign.

Fantastic fundraising feats

We're extremely proud of our amazing colleagues, customers and partners who have supported the partnership with Barnardos since 2020. Our efforts have gone from strength to strength in 2024, with inspired fundraising and donations throughout the year.

Colleagues from our Dungloe store organised a hike up Mount Errigal in County Donegal, climbing mountains and raising over €2,500 for Barnardos.

Colleagues from Aldi Donegal Town did '7 dips over 7 days' in aid of Barnardos. The swims took place at 5am each morning, before their busy workday kicked off, and Area Manager Ciaran McGarrigle also took part in the challenge – making it a true team activity.



Aldi Ireland colleagues at the 2024 Ring of Kerry Charity Cycle.

Biking for Barnardos

As an official partner of the 2024 Ring of Kerry Charity Cycle, our brilliant Team Aldi cycled 170 km for Barnardos. The iconic cycling event, now in its 42nd year, took place along one of the world's most renowned touring routes – a 170 km circular route starting and ending in Killarney. Our energetic team raised over €3,000. Teams at our head office competed against one another in a bid to cycle the most kilometres in a ten-minute slot, while our Sligo store hosted a stationary bike challenge with our colleagues raising over €1,800.

Christmas giving

We created special seasonal donations across various products, such as Kevin the Carrot and Friends plush toys and luxury Christmas cards.

Colleagues embraced the seasonal spirit on our Christmas Jumper Day and bought gift cards as part of our Christmas Gifting Tree, which raised over €1,000 across our stores, Regional Distribution Centres and offices.

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

Over €6,500 was raised via on-pack donations on Merry Milkmas cartons and over €30,000 was donated from on-pack donations on luxury Christmas cards.

Aldi donated over €40,000 in gift cards to support Ireland's most vulnerable children and families.



Aldi Ireland boosts Christmas support for Barnardos, helping 800 families across Ireland.

CASE STUDY



Barnardos at Electric Picnic

Aldi was the Electric Picnic festival's official supermarket in 2024, and there we raised over €13,000 for Barnardos.

We placed a Deposit Return Scheme (DRS) reverse vending machine in the Andy Warhol campsite and donated the approved products we received to the charity. Customers were still able to redeem their deposits at any Aldi store after the festival. At the festival, Aldi held an EP-ic Charity Brunch in aid of Barnardos, which raised over €2,500 to help the most vulnerable in society.

LOOKING AHEAD

In 2025 we'll explore how we can develop our partnership with Barnardos for future years and positively impact the lives of more young people across Ireland.

Making a difference in our communities: Other charitable support

Community Grants Programme

Aldi’s Community Grants Programme helps support charities and organisations that contribute vital work and services locally. These charities and community organisations range from rescue teams to animal sanctuaries, cancer support to mental health services.

Through the programme, every Aldi employee has the chance to nominate and vote for a charity or community organisation in their community to receive a €500 Aldi gift card.

In 2024, to mark 25 years of operating in Ireland, we expanded the Community Grants Programme with some extra donations. In addition to the €500 gift card donations to all the chosen charities and community groups, we chose 26 charities and community groups (one per county), to receive an additional €2,000 worth of Aldi gift cards, bringing the total donation to those chosen organisations to €2,500 worth of Aldi gift cards.

In total the 2024 programme supported causes with €137,500 worth of donations. We received a record number of emails, phone calls and social media posts from the recipient organisations to say a big ‘thank you’ for the donations. These donations bring the total amount donated since the Community Grants Programme began in 2016 to an amazing €758,000, with over 1,000 local charities and community organisations benefiting.

Some of the organisations that received the grant this year were:

- Bradóg Youth Service, who used their gift card to buy goods in their local Aldi store, Parnell Street, for the programmes that they run for the young people in the area.
- Treo Port Lairge, a community-based organisation that works with young adults, put their gift card towards essential food items for those in need.
- BUMBLEance Children’s Ambulance Service, who used their gift card as a raffle prize for fundraising.
- Galway SPCA kennels and cattery teams, who said the gift card was a massive boost for their weekly shop.



Laois Offaly Families For Autism (LOFFA) receiving their €500 Aldi Gift Card donation from the 2024 Aldi Community Grants Programme.

Since 2016, the Aldi Community Grants Programme has donated **€758,000** to local charities and community groups in Ireland.

Making a difference in our communities: Other charitable support

Supporting the Irish Cancer Society

Aldi are proud to have supported the Irish Cancer Society since 2016. Thanks to the generosity of Aldi staff, customers and Irish Cancer Society supporters, an amazing €1.9 million has been raised for cancer services, care and research since the partnership began.

This year’s activities included supporting the Irish Cancer Society’s biggest fundraiser, Daffodil Day, with donations from our Specially Selected Narcissi Daffodils bunches – raising over €7,400 for the Irish Cancer Society. Our colleagues, along with their families and friends, also got active for the Irish Cancer Society, taking on challenges including the Colour Dash, Marathon in a Month and Relay for Life. Aldi Letterkenny Neil T. Blaney Road Store raised €3,776.67 at their local Relay for Life event, a 24-hour fundraising event where teams walked through the day and night in honour of all those impacted by a cancer diagnosis.

Beyond fundraising, we are proud to have been the first Irish retailer to add the symptoms of bowel cancer to our toilet paper packaging. Bowel cancer is one of the most common types of cancer found in Ireland, with over 2,500 people diagnosed each year. Spotting cancer early can make it easier to treat successfully, so we hope this simple step will help educate people and perhaps even save lives.

€1.9 million has been raised since 2016.

To benefit

Irish Cancer Society

Irish Cancer Society



Helping you spot bowel cancer symptoms.



Raising awareness with every roll.

We have added signs and symptoms of bowel cancer to all our own-brand toilet roll and toilet wipes.

Charity Regulatory Authority No. 20009502; Revenue No. CHY5863; Company No. 20868



In 2024, over

€7,400

was raised from the sales of our Specially Selected Narcissi Daffodils for the Irish Cancer Society.

CASE STUDY

Sweet support: Aldi’s donation to The Donkey Sanctuary



Roxie enjoyed some jam-filled enrichment with equine behaviourist Martha while recovering at The Donkey Sanctuary hospital.

To give a flavour of what the donations have been used for, this is how The Donkey Sanctuary used their Aldi Gift Card.

The Donkey Sanctuary was chosen by the Aldi store in Fermoy to receive one of Aldi’s Community Grants for 2024. The Donkey Sanctuary said they were incredibly grateful to the staff at the store.

Farm Manager Cormac Kenny said:

“We used the gift card to purchase essentials like cordial, ginger nuts, herbal teas and jams – our donkeys’ favourites. All these items are also used by our behavioural team as treats for good behaviour during enrichment activities. For those donkeys needing daily medication, like retired adoption donkey Nollaig, their grooms mix their medicine with some cordial and ginger paste between two slices of bread, making it more enjoyable for them to take.”

For donkeys recovering in hospital boxes, enrichment activities are vital for their wellbeing. Roxie, who was staying at The Donkey Sanctuary hospital while receiving treatment on her foot, had a delightful time with equine behaviourist Martha Payne. Their session featured a treat of strawberry jam, which Roxie happily smeared all over her nose and face.

With rising costs, the donation from the local Aldi store is a vital contribution, helping The Donkey Sanctuary to continue this level of care and commitment to the 830 donkeys living at their four farms in Cork.

Caring for our people

Our approach to sustainability isn't just an outward facing strategy, it's part of everyone's life here at Aldi – from their first day in the job. Across stores, warehouses and boardrooms, we all understand how to help the planet on an everyday level – from reducing food waste to taking part in charity fundraising. By helping our colleagues thrive with us, we endeavour to create a workplace where people feel valued and included – and happy people make for a much happier world to live in.

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Looking after our people

‘Everyday Amazing’: two words that capture exactly how we want people to feel about Aldi – and that includes some very important people indeed – Team Aldi. After all, when our team is feeling good, we can make great things happen – for our customers, and the wider world.

Growing our team

We work hard to attract the best talent. This year we attended the gradireland Graduate Careers Fair – the largest of its kind in the country – showcasing the amazing benefits we offer prospective candidates. We also continued our partnership with UCC CUBS (Cork University Business School) by sponsoring their annual Food Entrepreneurship Challenge.



A varied working day is the Aldi way. Our people are multi-taskers with autonomy.

Nurturing our team

We want everyone to be focused and motivated at work, and that starts with creating a happy and healthy workplace where everyone feels engaged and productive in their role and valued for the work they do.

Our benefits include, night premium pay, flexible working, access to mental and financial wellbeing services, enhanced maternity and paternity pay, sabbatical opportunities and much more.

A varied working day is the Aldi way. Our people are multi-taskers with autonomy. Our office colleagues can work up to two days from home, per week, should they wish to. Our Operational colleagues can see their upcoming work rotas four weeks in advance, meaning they can plan ahead.

AWARDS & ACHIEVEMENTS

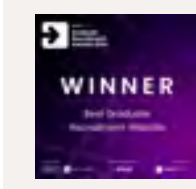
In 2024, Aldi Ireland secured the following HR and employer awards and accreditations:



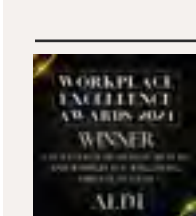
Best Large Business Award – Gold
(Menopause Workplace Excellence Awards 2024).



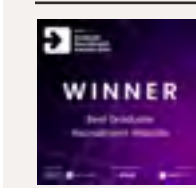
Gold Level Menopause Workplace Excellence Accreditation
(Menopause Hub Academy in partnership with Great Place to Work 2024).



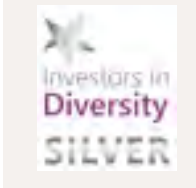
Outstanding Employee Resource Group of the Year – Shortlisted in 2024 and won on 07 February 2025 (National Diversity & Inclusion Awards).



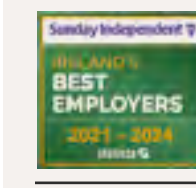
Excellence in Mental Health and Workplace Wellbeing – Winner Private Sector (Workplace Excellence Awards 2024).



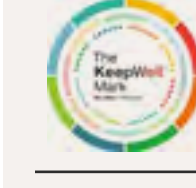
Gradireland ‘Best Graduate Recruitment website’ – Gold (gradireland 2024).



Investors in Diversity – Silver accreditation (Irish Centre for Diversity 2024).



Leading Supermarket Retailer in Ireland’s Best Employers 2024 (Sunday Independent/Statista).



Ibec KeepWell Mark accreditation 2023 – 2025 (Ibec).



Featured in the Business & Finance Top 100 Companies (Leading in Wellbeing publication).

Looking after our people continued

Health and wellbeing

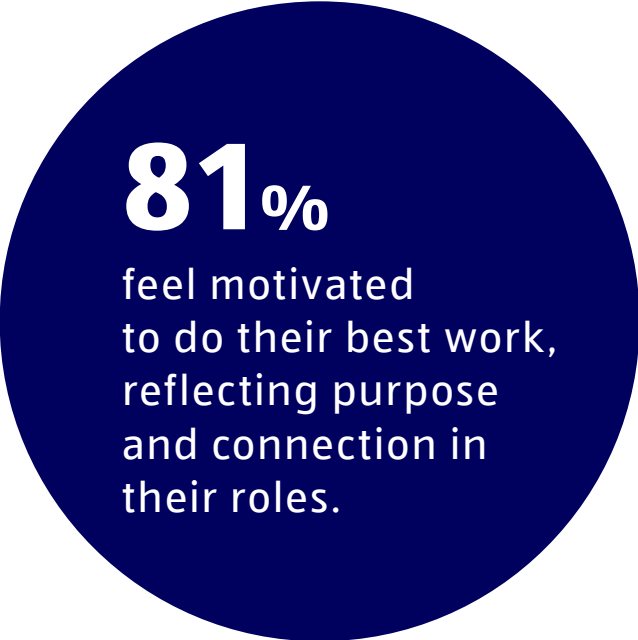
Our Wellbeing Programme focuses on the physical, mental, nutritional, social and financial health of our people, and as part of this we provide:

- A 24/7 Employee Assistance Programme (EAP).
- Access to Primary Care Plans with our healthcare provider.
- Access to on-demand fitness classes, wellness programmes and more through the MyAldi app.
- Discounted cinema tickets, gym membership, holidays, shopping and more.

Paid leave is also available to colleagues for fertility treatment (two days).

Regular internal communications on mental wellbeing are delivered through our ongoing collaboration with Aware.

We also have a wealth of wellbeing resources available to our leaders to help them support their colleagues during difficult times such as bereavement or family issues. Our leaders attend a full day’s ‘Supporting Mental Wellness’ course to empower them with more knowledge around mental health.



Financial health

Money can be one of life’s big emotional challenges, so we make sure help is at hand for any colleague who needs financial advice or support. Our internal portal includes direct signposting to official financial support services and advice channels, making it easy to find reliable guidance when colleagues need it. Through our EAP, colleagues can access a wide range of support services, including financial information and financial health checks.

Keeping track

Our biannual colleague Pulse Surveys provides us insight into colleague experiences at work. The May 2024 survey showed progress in key areas such as the development category, reflecting our ongoing efforts to support colleague growth. Wellbeing metrics, including work-life balance also improved, and the overall survey score as voted by colleagues was 4.3 out of 5. In our latest engagement survey, 83% of colleagues expressed commitment to our goals, and 81% reported feeling motivated to do their best work, reflecting a strong sense of purpose and connection.

Making mental health visible – our elephant stands as a symbol of openness and support.

Developing our people

We want people to feel supported when they come into work, so we make personal progression and development available for everyone here at Aldi.

All opportunities are advertised on our Internal Jobs Board, which colleagues can access and apply to through the MyAldi app. They’re also able to sign up to receive job alerts for their preferred types of roles and locations.

Career progression pathways for our Store and Warehouse Operations colleagues are clearly defined, so they can go through a consistent and fair selection process for promotion opportunities.

We rolled out LinkedIn Learning to office colleagues, Executive Managers and above, and we have expanded our Women in Leadership programme to include Warehouse Operations and National Office colleagues.



WHAT’S BEEN HAPPENING

Highlights from this year:

- We increased our hourly rates for colleagues in Store and Warehouse Operations, with all roles being paid at least the Living Wage, set by the Living Wage Technical Group.
- We extended our Holiday Purchase Scheme (HPS) to Store and Warehouse Operations colleagues at Store Manager level and equivalent who can now buy up to one week’s additional holiday, and we increased the HPS for National and Office colleagues to two weeks’ additional holiday.
- We signed up to the ‘Elephant in the Room’ movement, which encourages colleagues to talk about their mental health as openly as they would discuss a physical ailment. To bring this initiative to life, we commissioned our very own elephant sculpture – symbolising our dedication to colleague wellbeing and mental health awareness.

LOOKING AHEAD

We’re supporting our colleagues with the creation of new key policies, including our Reasonable Accommodations Policy, Breastfeeding Policy, and Carers Policy.

Diversity and inclusion: everyone different, everyone welcome

More than 4,700 colleagues make up our Aldi Ireland workforce, and we think about every one of them as individuals. Respecting and valuing the uniqueness of our people and the communities we serve makes us stronger.

We operate in accordance with our Equal Opportunities and Prevention of Discrimination Policy and our Diversity and Inclusion (D&I) Objective to build a workforce that values diversity in all its forms, positively impacts business performance and drives our competitive advantage¹. Our commitment to diversity and inclusion is supported by our dedicated D&I team, who work to deliver our EMBRACE Strategy, which is comprised of five pillars:



We’re dedicated to creating an environment where everyone can thrive, grow and succeed. A current focus area for us is supporting women, which is reflected in our commitments as a signatory of the UN Women’s Empowerment Principles.

Our HR team leads a cross-departmental effort to implement initiatives that support women within our organisation so that everyone is able to reach their full potential. From championing leadership opportunities, implementing bespoke training and providing flexible working options, to supporting female health topics, we continue to work hard to support colleagues at Aldi.

Specifically for parents and parents-to-be, this year we have enhanced maternity pay for colleagues below Executive Manager level and we’re in the process of updating our maternity guidance for colleagues.



We’re dedicated to creating an environment where everyone can thrive, grow and succeed.



Employee insights and data

We regularly evaluate all we do through surveys, data analysis, and measurable outcomes. Surveys are conducted on a variety of subjects such as financial wellbeing, menopause, Employee Assistance Programme provision and more.

As part of the Investors in Diversity Silver accreditation process, we rolled out a colleague survey, where anonymised responses were independently analysed by the Irish Centre for Diversity, benchmarking Aldi Ireland against national standards and peer organisations. This benchmarking exercise allows us to analyse where we can improve most.

Our midterm review of IBEC’s KeepWell Mark also provided a performance benchmark and allowed us to identify areas for growth.

Data enables us to track progress and so we have developed a new D&I dashboard to provide real-time access to data which will help us to ensure our workforce is representative of the communities we serve.

1. [Click here to read more about Aldi South Group’s Diversity and Inclusion Policy.](#)

Diversity and inclusion: everyone different, everyone welcome continued

Employee engagement and support

We welcome diversity and multi-culturalism into our day-to-day lives, so that we can all get to know each other better, and celebrate what makes us, us. That’s why in 2024 we’ve celebrated annual events such as Pride Month, National Coming Out Day and World Menopause Day, to name but a few, with messaging and engagement campaigns across all business areas.

Learning, development and awareness raising

We offer a suite of diversity and inclusion (D&I) training to ensure our colleagues have all the information they need to maintain an inclusive workplace. This year, Disability Awareness and Reasonable Accommodations Training was provided for all Directors and Executive Managers and we launched our Diversity, Inclusion and Sexual Harassment Refresher Training.

We also launched additional training modules with Pride at Work, focusing on building inclusive behaviours and allyship, and we rolled out our digital LGBTQ+ learning module, ‘Everyone Different, Everyone Welcome’, to all colleagues.

In terms of campaigns, we’ve continued to promote the ‘Amazing Aldi Women’ campaign, in conjunction with International Women’s Day, to celebrate the achievements and leadership journeys of our female colleagues, and menopause has been an area of focus.



Showing support, embracing inclusivity, every day.

Gender pay gap over time

Gender pay gap	2024	2023	2022
Median pay gap	1.61%	2.56%	2.20%
Mean pay gap	10.71%	12.49%	13.20%

Our 2024 Gender Pay Gap Report cited our mean pay gap for all employees as 10.71%. Despite falling below a reported average mean pay gap of 11.2% across Irish companies we recognise we must continue our efforts to address the gap.

The report also stated our median pay gap for all employees as 1.61%.



Diversity and inclusion: everyone different, everyone welcome continued

Partnerships and external engagement

In 2024, we worked with a wide range of partners, including Ability Focus, Pride At Work, NOW Group and the Irish Centre for Diversity.

Keeping colleagues connected

Our team is the heartbeat of our success, and we do our best every day to empower and include our people by keeping everyone connected and supported. The MyAldi app is a hub where we can recognise each other’s work, share experiences and support each other. The app supports the five key areas of wellness – mental, nutritional, financial, physical and social wellness. Each area has a specific page on the MyAldi app. Colleagues can easily navigate the page and access the relevant information that they require at any time.



We extended our Women in Leadership Programme to boost female talent across the business.

WHAT’S BEEN HAPPENING

Highlights from this year:

- We extended our Women in Leadership Programme to include Warehouse Operations and National Office colleagues. The programme is designed to ensure greater visibility of female talent across the business, encourage female colleagues to progress in their careers at Aldi and generate a more gender diverse candidate pipeline for progression opportunities as they arise.
- We launched the Menopause Ambassadors Programme, featuring ten trained ambassadors. These ambassadors offer a listening ear, guidance, and signposting to ensure that colleagues affected by menopause receive the necessary support.

CASE STUDY



Focusing on the menopause

To help raise awareness and knowledge about menopause we have launched a ‘Menopause in the Workplace’, guide for direct leaders and colleagues.

In collaboration with The Menopause Hub, we provided training for our Menopause Ambassador team so they are equipped to provide support to colleagues who are navigating perimenopause and menopause.

A Menopause Survey was conducted to evaluate and measure the impact of menopause-related initiatives across the business and steer the next stages in our approach.

LOOKING AHEAD

- We’ll use diversity and inclusion (D&I) data to help drive our strategy forward.
- We’ll continue to increase our calendar of events to celebrate the amazing colleagues that make up Aldi and we’ll roll out quarterly financial education talks on a range of practical topics.
- We will also introduce the Women in Leadership networking event in 2025 to further support colleagues who have participated in the Women in Leadership programme.
- We’ll further enhance our D&I training to make sure all colleagues have the right knowledge and skills to continue to ensure Aldi is a diverse and inclusive place to work. As part of this, Disability Awareness Training will be rolled out to all Store Managers in partnership with Ability Focus, building on the 2024 rollout to Directors and Executive Managers.

Health and safety

Everyone deserves to feel safe, and know how to stay safe at work, so here at Aldi, health and safety is a big part of our operational strategy. We use mandatory e-learning modules and practical training to coach our teams on essential health and safety policies, ensuring competence across Store and Warehouse Operations. We have robust risk assessments and reporting systems in place across our business, each supporting our ‘Everyday Safe – Everyday Amazing’ policy for effective risk monitoring and improvements.

We continuously review our risk registers so that we can collaboratively reduce identified risks. This year our employee handbook, training materials, and policies have all been updated to reinforce safety compliance. A guide for managers has also been created to explain the corresponding actions for any safety breaches.



Committed to safety through training, updated policies, and driver support.

WHAT’S BEEN HAPPENING:

Highlights from this year:

- We rolled out both practical manual handling and train-the-trainer courses in 2024 and as a result we lowered the manual handling risks for warehouse colleagues from red to amber on the 2025 risk register.
- Our updated Warehouse Leader Checklist has improved the awareness and reporting of vehicle drive-off incidents.
- We have reduced workplace violence risks from red to amber through conflict management training for store colleagues and managers, and the introduction of bodycam technology in high-risk crime areas.

LOOKING AHEAD

In 2025, Directors and Executive Managers will undergo training to highlight the importance of thorough accident investigations. Further training for Store Managers is also planned for 2025.

Fostering a supportive and positive workplace

Our principles and standards are fundamental to life here at Aldi – because a positive workplace culture can only happen when we all commit to it. At every level across our business colleagues are encouraged to engage with the Code of Conduct and voice concerns and compliance issues.

Our Code of Conduct

Company policies are made available to all employees and relevant policies are also published externally: [Click here to read online](#). These define the standards we expect, and encapsulate the principles of the UN Global Compact, of which Aldi South Group is a signatory.

Every Aldi colleague completes e-learning modules that highlight the company policies on a variety of topics, such as our Code of Conduct, corporate responsibility, disability awareness for leaders, disability awareness for colleagues and competition law training. In 2024, the average company-wide completion rate was 97.5% across all policies and modules.

Conflicts of interest

All Aldi employees are subject to the company’s Bribery, Benefits and Conflict of Interests Policy. This defines mandatory standards to avoid or report any potential conflict of interests. All Statutory Board Directors of Aldi Stores (Ireland) Limited provide International Accounting Standard 24 (IAS 24) Declarations on an annual basis, confirming the absence of any potential conflicts of interest, or formally declaring any that may have occurred. These are subject to review by our external auditors as part of providing their opinion on our annual financial statements. All other employees in roles designated at Director level or above also complete a similar internal declaration.

Reporting compliance issues

The National Compliance team operates an AlertLine system that’s independently managed by a third party provider. It means colleagues and suppliers can report serious compliance violations anonymously.

The Aldi Alertline is available 24 hours a day, seven days a week. It can be contacted for free on 1 800 550 000 or via their website: www.aldiie.alertline.eu.

All reports received are triaged by the National Compliance Officer team before investigation and response. Any critical concerns are escalated immediately to senior management. Regular monthly and annual summary reporting is also provided.

Grievances

The Employee Handbook highlights Aldi’s serious commitment to dealing with grievances, and the grievance process is clearly explained to all employees.

Stakeholder engagement

Aldi is dedicated to engaging with our internal and external stakeholders – including suppliers, customers, communities, employees, leadership and NGOs. We identified our key stakeholder groups through our double materiality assessment in 2023.

We regularly communicate with our stakeholders, informing them of our activities and requesting feedback. We do this through a variety of platforms such as press releases, marketing, and our intranet (MyAldi) for our colleagues. We collaborate with NGOs and suppliers on any upcoming legislations or new challenges and exchange best practice approaches.



Engaging with our principles to create a safe and happy workplace.

Appendix

Here you'll find any supplementary information that may be of interest when reading this document – including our Global Reporting Index (GRI) content index, further data and additional details.

GRI content index

Aldi Ireland has reported the information cited in this GRI content index for the period 1st January 2024 to 31st December 2024 with reference to the GRI Standards.

GRI disclosure	Requirements	Response or response location
GRI 2: General Disclosures 2021		
2-1 Organisational details	a. Legal name.	Aldi Stores (Ireland) Limited.
	b. Nature of ownership and legal form.	Private limited company.
	c. Location of its headquarters.	Birch House, Millennium Park, Naas W91 YX71, Ireland.
	d. Countries of operation.	Ireland.
2-2 Entities included in the organisation’s sustainability reporting	a. All its entities included in its sustainability reporting.	Aldi Stores (Ireland) Limited.
	b. If the organization has audited consolidated financial statements or financial information filed on public record, specify the differences between the list of entities included in its financial reporting and the list included in its sustainability reporting.	Audited consolidated financial statements of Ireland and the UK Group are filed at Companies House in the UK. The entities included are: Aldi Stores Limited (UK); Limited (Ireland).
	c. If the organization consists of multiple entities, explain the approach used for consolidating the information.	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, its sustainability reporting.	1st January to 31st December, annually.
	b. Specify the reporting period for its financial reporting and, if it does not align with the period for its sustainability reporting, explain the reason for this.	1st January to 31st December.
	c. Report the publication date of the report or reported information.	October 2025.
	d. Specify the contact point for questions about the report or reported information.	aldicr@aldi.co.uk.
2-4 Restatements of information	a. Report restatements of information made from previous reporting periods.	Not applicable, no restatements.
2-5 External assurance	a. Describe its policy and practice for seeking external assurance, including whether and how the highest governance body and senior executives are involved.	The food waste data included in this report has been externally assured, with the resulting assurance report presented to the board member responsible for sustainability.

GRI content index continued

GRI disclosure	Requirements	Response or response location
GRI 2: General Disclosures 2021		
	b. if the organization’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 organization and the assurance provider.	i.  Click here to read online. ii. Waste tonnage of all food waste from stores and Regional Distribution Centres; International Standard for Assurance Engagements 3000 (“ISAE 3000”); Limited assurance; See assurance report. iii. The assurance provider is independent of Aldi.
2-6 Activities, value chain and other business relationships	a. The sector(s) in which it is active.	Consumer Staples Merchandise Retail (Global Industry Classification Standard ref 30101040).
	b. Describe its value chain.	Aldi purchases goods (groceries and non-food products) from suppliers on a national and international scale and these are sold across Ireland to retail customers at affordable prices.
	c. Report other relevant business relationships.	Aldi partners extensively with expert, industry and charity organisations (such as Barnardos) to guide our approach and give back.
	d. Describe significant changes in 2-6-a, 2-6-b, and 2-6-c compared to the previous reporting period.	This has not changed since our last (2023) report.
2-7 Employees	a. Report the total number of employees, and a breakdown of this total by gender and by region.	Total: 4,765. Gender: Female = 2,110; Male = 2,137; Unknown = 518. Region: Naas = 2,374; Mitchelstown = 2,140; National Ireland = 251.
2-7 Employees	b. Report the total number of: i. Permanent employees, and a breakdown by gender and by region. ii. Temporary employees, and a breakdown by gender and by region. iii. Non-guaranteed hours employees, and a breakdown by gender and by region. iv. Full-time employees, and a breakdown by gender and by region. v. Part-time employees, and a breakdown by gender and by region.	i. Permanent employees Total: 4,643 Gender: Female = 2,065; Male = 2,089; Unknown = 489 Region: Naas = 2,353; Mitchelstown = 2,103; National Ireland = 187 ii. Temporary employees Total: 122 Gender: Female = 45; Male = 48; Unknown = 29 Region: Naas = 21; Mitchelstown = 37; National Ireland = 64 iii. Non-guaranteed hours employees Total: 0 iv. Full-time employees Total: 821 Gender: Female = 325; Male = 470; Unknown = 26 Region: Naas = 319; Mitchelstown = 269; National Ireland = 233 v. Part-time employees Total: 3,944 Gender: Female = 1,785; Male = 1,667; Unknown = 492 Region: Naas = 2,055; Mitchelstown = 1,871; National Ireland = 18

GRI content index continued

GRI disclosure	Requirements	Response or response location
GRI 2: General Disclosures 2021		
	c. Describe the methodologies and assumptions used to compile the data, including whether the numbers are reported: i. In head count, full-time equivalent (FTE), or using another methodology; ii. At the end of the reporting period, as an average across the reporting period, or using another methodology;	i. Headcount. ii. As of the end of reporting period (31st December 2024).
	d. Report contextual information necessary to understand the data reported under 2-7-a and 2-7-b.	Gender reflects legal gender rather than gender identity.
	e. Describe significant fluctuations in the number of employees during the reporting period and between reporting periods.	Headcount for IE has remained at a stable level throughout 2024.
2-8 Workers who are not employees	a. Report the total number of workers who are not employees and whose work is controlled by the organization and describe: i. The most common types of worker and their contractual relationship with the organization; ii. The type of work they perform.	i. Agency workers. ii. Roles include, Warehouse Selectors, Store Cleaners, Office Contractors, etc.
2-9 Governance structure and composition	a. Describe Aldi’s governance structure, including committees of the highest governance body.	The company’s Board of Directors comprises of seven Directors. Collectively, the Board considers it has the necessary skills, knowledge, experience and objectivity to deliver the group’s strategy, appropriate to its scale and structure. The company is an IE subsidiary of Aldi Sud KG (formerly named Hofer KG), an Austrian partnership. The company’s Board is overseen by Aldi Sud KG, which is responsible for ensuring its accountability to shareholders, effectiveness and governance.
	b. List the committees of the highest governance body that are responsible for decision-making on and overseeing the management of the organization’s impacts on the economy, environment, and people.	The Board of Directors is ultimately responsible for Aldi IE’s overarching national Sustainability Strategy. The Board discharges this responsibility to the National Sustainability Committee, which is chaired by Niall O’Connor (member of the board of Directors). The Aldi IE approach is guided by the wider Aldi South Group approach via the International Sustainability Committee, which is attended by Niall O’Connor and Group Managing Directors from each Aldi South Group country.
2-13 Delegation of responsibility for managing impacts	a. Describe how the highest governance body delegates responsibility for managing Aldi’s impacts on the economy, environment, and people, including: i. Whether it has appointed any senior executives with responsibility for the management of impacts.	Accountability for the implementation of the strategy sits with our International Sustainability Committee. It is chaired by the International CEO responsible for Sustainability and is made up of Group Managing Directors from each country. The National Sustainability Committees are responsible for the implementation of the Global Sustainability Strategy in each respective country and in Ireland and the UK these are chaired by the National Sustainability Lead, Niall O’Connor, Country Managing Director. Attendees of the National Sustainability Committees include representatives from all key departments.
	b. Describe the process and frequency for senior executives or other employees to report back to the highest governance body on the management of Aldi’s impacts on the economy, environment, and people.	There were 4 National Sustainability Committees meetings for Ireland and the UK in 2024 that fed back into the Board.

GRI content index continued

GRI disclosure	Requirements	Response or response location
GRI 2: General Disclosures 2021		
2-14 Role of the highest governance body in sustainability reporting	a. Report whether the highest governance body is responsible for reviewing and approving the reported information, including the organization’s material topics, and if so, describe the process for reviewing and approving the information.	The International Sustainability Department have some oversight of the report. The National Sustainability Committee approved the double materiality assessment for Ireland and the UK, with the chair approving each annual Sustainability Report.
2-15 Conflicts of interest	a. Describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated.	Sustainability Report 2024, section ‘Fostering a supportive and positive workplace’, page 52.
	b. Report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to: i. cross-board membership. ii. cross-shareholding with suppliers and other stakeholders; iii. existence of controlling shareholders; related parties, their relationships, transactions, and outstanding balances.	Sustainability Report 2024, section ‘Fostering a supportive and positive workplace’, page 52.
2-22 Statement on sustainable development strategy		Sustainability Report 2024, section ‘Country Managing Director message’, page 05.
2-23 Policy commitments		sustainability.aldisouthgroup.com/publications.  Click here to read online.
2-24 Embedding policy commitments		Sustainability Report 2024, section ‘Fostering a supportive and positive workplace’, page 52.
2-25 Processes to remediate negative impacts	a. Describe its commitments to provide for or cooperate in the remediation of negative impacts that the organisation identifies it has caused or contributed to.	Sustainability Report 2024, section ‘Human Rights in the supply chain’, page 39.
	b. Describe its approach to identify and address grievances, including the grievance mechanisms that the organisation has established or participates in.	Sustainability Report 2024, section ‘Fostering a supportive and positive workplace’, page 52.
2-26 Mechanisms for seeking advice and raising concerns		Sustainability Report 2024, section ‘Fostering a supportive and positive workplace’, page 52.
2-28 Membership associations		Sustainability Report 2024, section ‘An award-winning commitment to our planet’, page 09; Sustainability Report 2024, section ‘Human rights in the supply chain’, page 39; and Modern Slavery Statement, section ‘Long-Standing and Continuing Partnerships’, pages 8-9.  Click here to read online.
2-29 Approach to stakeholder engagement		Sustainability Report 2024, section ‘Fostering a supportive and positive workplace’, page 52.

GRI content index continued

GRI disclosure	Requirements	Response or response location
GRI 3: Material Topics 2021		
3-1 Process to determine material topics		Sustainability Report 2022, section, ‘Introduction’, page 4. Click here to read online.
3-2 List of material topics		Sustainability Report 2022, section, ‘Appendix and indices’, page 43. Click here to read online.
3-3 Management of material topics	Sustainable agriculture	Sustainability Report 2024, sections ‘Buying Irish’, ‘Tackling deforestation’, and ‘Certifications and animal welfare’, pages 11–17.
	Emissions across our value chain	Sustainability Report 2024, section ‘Reducing greenhouse gas (GHG) emissions’, pages 19–23.
	Healthy options	Sustainability Report 2024, section ‘Healthy choices, healthy prices’, pages 31–34.
	Human rights in the supply chain	Sustainability Report 2024, section ‘Human rights in the supply chain’, pages 38–39.
	Affordability	Sustainability Report 2024, section ‘Healthy choices, healthy prices’, pages 31–34.
	Energy management	Sustainability Report 2024, section ‘Reducing greenhouse gas (GHG) emissions’, pages 21–23.
	Packaging	Sustainability Report 2024, section ‘Positive action on packaging’, pages 27–28.
	Looking after our customers	Sustainability Report 2024, section ‘Healthy choices, healthy prices’, pages 31–34.
	Attracting and retaining talent	Sustainability Report 2024, sections ‘Looking after our people’ and ‘Diversity and inclusion: everyone different, everyone welcome’, pages 46–50.
	Community impact of Aldi stores	Sustainability Report 2024, section ‘Making a difference in our communities’, pages 40–44.
	Food waste	Sustainability Report 2024, section ‘Tackling food waste’, pages 24–26. Our food waste sources (2024 tonnes): Fruits and vegetables = 1,282; Chilled foods = 859 Soft drinks and juices = 254; Central bakery and cakes = 315; Fresh meat = 219; Processed foods = 113; Frozen food = 103; Beer = 69; Eggs 56; Fresh fish = 27; Canned food = 7; Dressings, oils and sauces = 20; Chips, snacks and nuts = 13; Seasonal confectionery = 13; Biscuits = 7; Preserves and spreads = 9; Wine = 8; Chocolates = 7; Spirits = 6; Confectionery = 7; Long life dairy = 4; Coffee and hot beverages = 3; Baby products = 2; Tea = 2; Convenience food and soups = 1; Sparkling wine = 1; Medicine = 1; Long life meats = 0; Regional bakery = 0 Total 3,424
	Responsible sourcing policies and commitments.	Sustainability Report 2024, section ‘Responsible sourcing’, pages 36–37.
	Water management.	Sustainability Report 2024, section ‘Managing water supplies’, page 18.
	Health and safety.	Sustainability Report 2024, section ‘Health and safety’, page 51.
	Compliance and ethics.	Sustainability Report 2024, section ‘Fostering a supportive and positive workplace’, page 52.
	Leadership team and effectiveness.	Sustainability Report 2024, sections ‘Looking after our people’ and ‘Diversity and inclusion: everyone different, everyone welcome’, pages 46–50.
	Environmental impact of stores, Regional Distribution Centres and offices.	Sustainability Report 2024, section ‘Championing sustainability in our stores’, page 07; and Sustainability Report 2024, section ‘Reducing greenhouse gas (GHG) emissions’, page 21.

GRI content index continued

GRI disclosure	Requirements	Response or response location
GRI 301: Materials 2016		
301-1 Materials used by weight or volume		Sustainability Report 2024, section ‘Positive action on packaging’, page 27.
301-2 Recycled input materials used		Sustainability Report 2024, section ‘Positive action on packaging’, page 27.
GRI 302: Energy 2016		
302-1 Energy consumption within the organisation		Sustainability Report 2024, section ‘Reducing greenhouse gas (GHG) emissions’, page 22 ¹ .
302-4 Reduction of energy consumption		Sustainability Report 2024, section ‘Reducing greenhouse gas (GHG) emissions’, pages 21–23 ¹ .
GRI 303: Water and effluents 2018		
303-1 Interactions with water as a shared resource		Sustainability Report 2024, section ‘Managing water supplies’, page 18.
GRI 304: Biodiversity 2016		
304-2 Significant impacts of activities, products and services on biodiversity		Sustainability Report 2024, sections ‘Buying Irish’, ‘Tackling deforestation’, and ‘Certifications and animal welfare’, pages 11–17.
GRI 305: Emissions 2016		
305-1 Direct (scope 1) GHG emissions		Sustainability Report 2024, section ‘Reducing greenhouse gas (GHG) emissions’, page 19 ¹ .
305-2 Energy indirect (scope 2) GHG emissions		Sustainability Report 2024, section ‘Reducing greenhouse gas (GHG) emissions’, page 19 ¹ .
305-5 Reduction of GHG emissions		Sustainability Report 2024, section ‘Reducing greenhouse gas (GHG) emissions’, pages 19–23 ¹ .
305-6 Emissions of ozone-depleting substances (ODS)		Sustainability Report 2024, section ‘Reducing greenhouse gas (GHG) emissions’, page 20 ¹ .

1. Data reported relates to both Aldi Stores Limited in Ireland and Aldi Stores Limited in the UK.

GRI content index continued

GRI disclosure	Requirements	Response or response location
GRI 306: Waste 2020		
306-1 Waste generation and significant waste-related impacts		Sustainability Report 2024, sections ‘Tackling food waste’ and ‘Positive action on packaging’, pages 24-29.
306-2 Management of significant waste-related impacts		Sustainability Report 2024, sections ‘Tackling food waste’ and ‘Positive action on packaging’, pages 24-29.
306-3 Waste generated		Waste generated (tonnes): Paper cardboard corrugate = 15,237; Food waste = 3,424; General = 2,234; Plastic film = 360; Metal = 110; Hazardous (including all batteries and electrical waste) = 154; Wood = 19; Other plastic = 39; Other waste (non-hazardous) = 4 Total = 6,344
306-4 Waste diverted from disposal (recycled/reused)		Waste diverted from disposal¹ (tonnes): Paper cardboard corrugate = 15,237; Food waste = 3,424; General = 0; Plastic film = 360; Metal = 110; Hazardous (including all batteries and electrical waste) = 134; Wood = 19; Other Plastic = 39; Other waste (non-hazardous) = 4 Total = 4,090
306-5 Waste directed to disposal		Waste directed to disposal² (tonnes): Paper cardboard corrugate = 0; Food waste = 0; General = 2,234; Plastic film = 0; Metal = 0; Hazardous (including all batteries and electrical waste) = 20; Wood = 0; Other plastic = 0; Other waste (non-hazardous) = 0 Total = 2,254

1. Hazardous waste diverted from disposal (134 tonnes) and non-hazardous waste diverted from disposal (3,956 tonnes) was all recycled offsite.

2. Non-hazardous waste directed to disposal (2,234 tonnes) was all incinerated with energy recovery. Hazardous waste (20 tonnes) directed to disposal was all incinerated with energy recovery.

GRI content index continued

GRI disclosure	Requirements	Response or response location
GRI 405: Diversity and Equal Opportunity 2016		
405-2 Ratio of basic salary and remuneration of women to men		Aldi Ireland Gender Pay Gap Report 2024 (pages 3–5). Click here to read online.
GRI 408: Child Labour 2016		
408-1 Operations and suppliers at significant risk for incidents of child labour		Sustainability Report 2024, section ‘Human rights in the supply chain’, pages 38.
GRI 409: Forced or Compulsory Labour 2016		
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour		Sustainability Report 2024, section ‘Human rights in the supply chain’, pages 38.
GRI 414: Supplier Social Assessment 2016		
414-2 Negative social impacts in the supply chain and actions taken		Sustainability Report 2024, section ‘Human rights in the supply chain’, pages 36-39.

Moving forward every day

Aldi Ireland Sustainability Report 2024

Thank you for reading our report. If you'd like to learn more about anything we've shared, we'd love to hear from you.

 aldi.ie/better-everyday

October 2025

