

**Clear
actions.
Real
impact.**



Welcome to the Aldi UK 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.

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8 DECENT WORK AND ECONOMIC GROWTH

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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 UK 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 the UK, we employ more than 44,000 colleagues and have over 1,050 stores. We’re proud to be Britain’s fourth largest supermarket¹.

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 **44,000** employees in the UK.

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

4th largest UK supermarket by market share with more than **1,050** stores.

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.

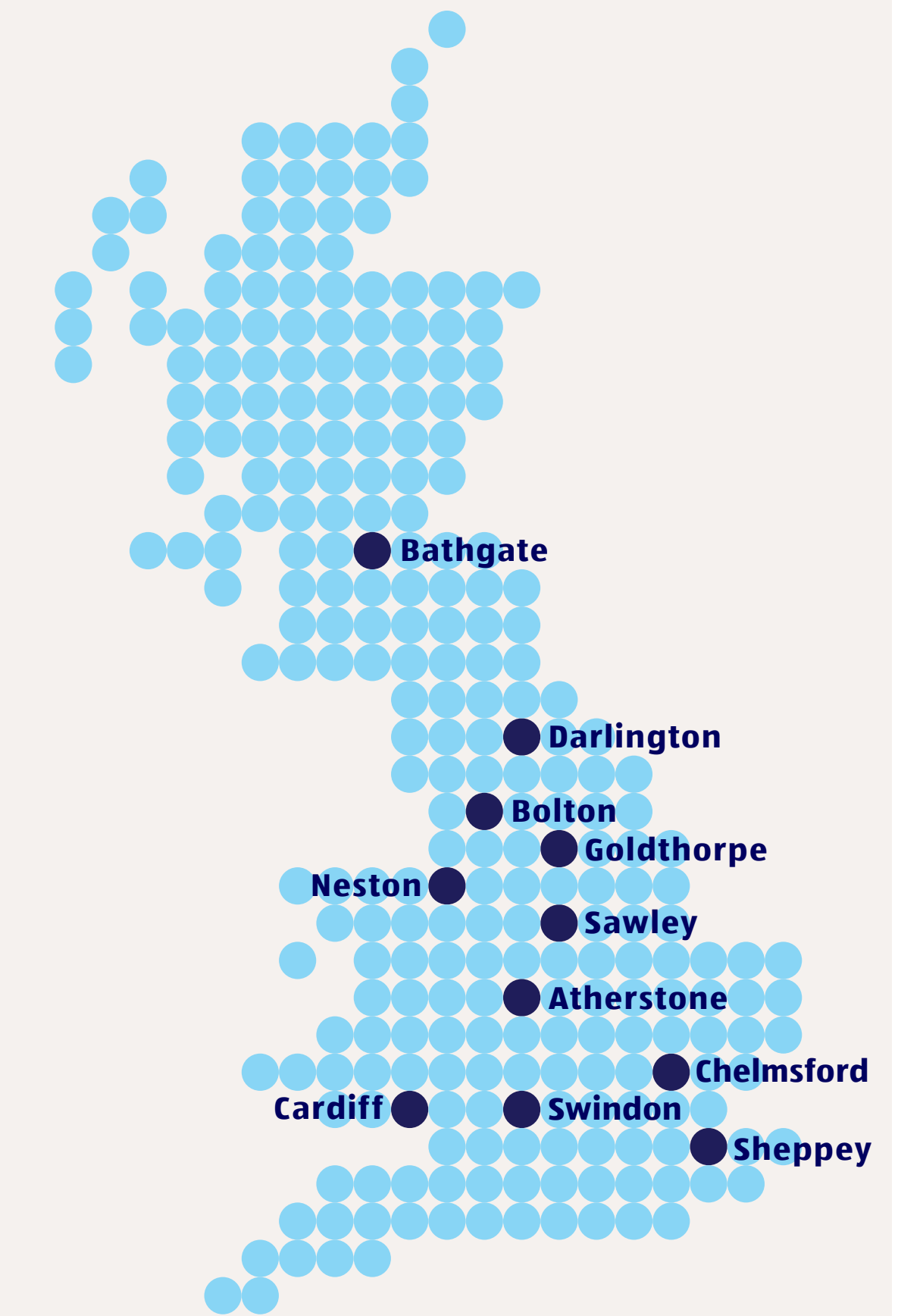
We’ve always offered everyday value on a huge range of award-winning products – from renowned fresh food, to acclaimed beers, wines and spirits and everything in between. Our Aldi own-brands are now much-loved household names, and offers like our Specialbuys and Super 6 make Aldi even more budget-friendly 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 11 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.



1. Kantar Worldpanel 12 w/e to 29th December 2024, Till Roll.

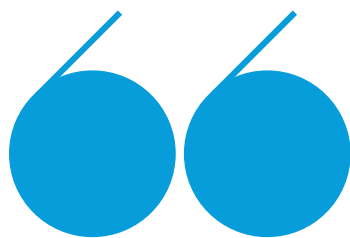
Making sustainability affordable

A message from our CEO, Giles Hurley

Our customers care deeply about where their food comes from, how it's made, and the impact it has on the world around them. And they place their trust in Aldi 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 be guided by our core purpose: to provide high quality, affordable and sustainable products to millions of shoppers 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 continue to be guided by our core purpose: to provide high quality, affordable and sustainable products to millions of shoppers every day.

In 2024, we continued to make progress across our key sustainability impact areas. We removed over 4,500 tonnes of packaging from our products, reached one million Too Good To Go Surprise Bags sold, and ensured 100% of our fresh fruit and vegetables were LEAF Marque certified.

Supporting British farmers and growers remains one of our biggest priorities. In 2024, 100% of our everyday fresh range of beef, pork, poultry, milk, butter, cream and eggs came from British farms. Every product in the range was certified by Red Tractor, Quality Meat Scotland, RSPCA Assured, Organic or Lion Eggs schemes, guaranteeing high standards of animal welfare, food safety and environmental care.

We also celebrated several important milestones – from raising over £10 million for Teenage Cancer Trust, to reaching 66% of our company car fleet being electric

and seeing the Aldi South Group's new science-based emissions targets officially approved by the Science Based Targets initiative (SBTi).

None of this progress would be 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 – Team Aldi continues to go above and beyond.

We're proud of the progress so far, but there's still work to do. From reducing food waste to tackling climate impact and enhancing supply chain transparency.

We're committed to making continued progress – not just because our customers expect it, but because it's the right thing to do.

Giles Hurley, CEO UK and Ireland

Awards and highlights in 2024



£10 million

We celebrated the £10 million fundraising milestone for Teenage Cancer Trust.



1 million

Surprise Bags have been sold for Too Good To Go since 2023.



19 Free From Awards

8 Nourish Awards

In 2024, we proudly received 19 awards from the Free From Awards and 8 awards from the Nourish Awards, showcasing our commitment to quality and innovation in dietary-specific products.

No.1

In 2024, Fair Play to Fair Pay, our annual pay review, showed we're the UK and Ireland's best-paying supermarket.

Power off!

Our Christmas and Easter Bank Holiday shutdown campaigns, as part of our Greener Everyday initiative, contributed to a saving of 437,091 kWh in 2024.

Unseen Business Impact award – shortlist

Aldi UK and Ireland was shortlisted for the Unseen Business Impact Award.





In 2024, we have removed on average **3,275 tonnes** of sugar from the Public Health England sugar categories.^{1,2}

4,500

tonnes of packaging removed from our products.



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.

£1,001,347

in Fairtrade Premiums

Throughout 2024, farmers and workers earned £1,001,347 in Fairtrade Premiums, through Aldi UK Fairtrade own-label sales. This money goes into communal funds for workers and farmers to use as they see fit, to improve their social, economic and environment conditions.



100%

of our UK grown fresh fruit and vegetables are LEAF Marque certified.



Top 100

Graduate Employers

We were featured in *The Times* Top 100 Graduate Employers (10th and highest-ranking retailer).



100%

Our entire Fresh Everyday range of beef, pork, poultry, milk, butter, cream and eggs is British and sourced from RSPCA Assured, British Red Tractor, Quality Meat Scotland, Organic or Lion Eggs approved farms that meet minimum welfare and environmental standards.

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.
2. These figures are based on combined UK and Ireland 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 and reduce prices 30% on ambient items.

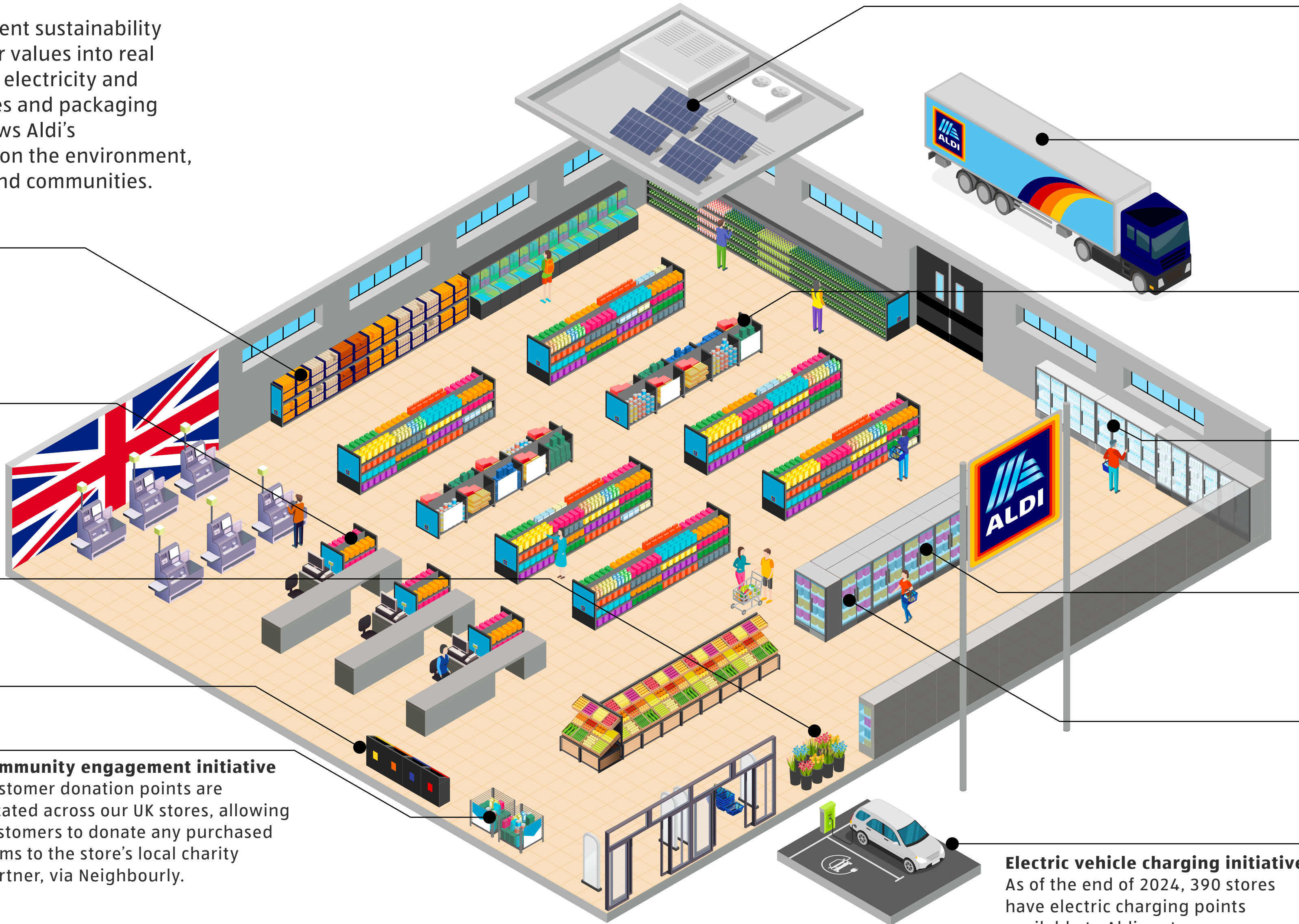
Health initiative
We only allow items scored as ‘healthy’¹ to be sold on our tills, and we place healthy products in the more eye-catching parts of our UK stores so that they’re easily accessible and attractive to shoppers.

Responsible sourcing initiative
We’re proud to be the largest retailer of Fairtrade Ethiopian roses in the UK. [👁 Read more on page 43.](#)

Recycling initiative
By the end of March 2025, recycling units will have been installed in all of our English and Scottish stores², encouraging customers to recycle their waste on the go. Each unit is divided into mixed recycling, glass and food waste. We are the first UK retailer to achieve this.

Community engagement initiative
Customer donation points are located across our UK stores, allowing customers to donate any purchased items to the store’s local charity partner, via Neighbourly.

Please note, this is an interpretive illustration aiming to represent the layout of a UK Aldi store. Store layouts can vary across the UK.
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. In line with the Simpler Recycling regulation.



Renewable energy initiative
Over 400 of our stores across the UK and Ireland have solar panels, generating between 8-14% of their energy consumption.

Carbon emissions reduction initiative
We use Hydrogenated Vegetative Oil (HVO) and Compressed Natural Gas (CNG) to power 41% of our owned Heavy Goods Vehicle (HGV) fleet.

Charity donation initiative
Since 2017, Kevin the Carrot and Friends (plush toys) have raised £120,000 for Teenage Cancer Trust through sales during the Christmas period.

Food waste reduction initiative
We have worked with suppliers to replace ‘use-by’ dates with ‘best before’ dates on milk, to reduce milk waste in the home, in line with WRAP’s labelling guidance.

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 22.](#)

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

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 British

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 British farming and work closely with our 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.



Buying British produce plays an important role in our approach to responsible farming, and we're dedicated to supporting British farmers and improving food security. It means we can be 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 British produce than anything shipped or flown from overseas.

Britain also has some of the highest standards in the world for welfare and environmentally responsible farming, backed by independent certification such as Red Tractor, RSPCA Assured, Organic and LEAF.

At Aldi UK, we have strong relationships with farmers and suppliers, which means we:

- Can build stronger supply chains, provide a steady supply of quality products to our stores, and make sure our animal welfare policies are met.
- Can gather environmental data at farm level, and then measure and reduce our carbon emissions. [Read more about our carbon sequestration project, in partnership with Arla, on page 11.](#)

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

- Can invest in the future security of farming through long-term relationships with our partners and suppliers.
- Source from British suppliers – in 2024, 43% of our fruit and vegetables, and 100% of our Everyday Fresh range of beef, pork, poultry, milk, butter, cream and eggs came from British farms.

100%
of our Everyday Fresh range of beef, pork, poultry, milk, butter, cream and eggs came from British farms.



Buying British continued

We're proud to be supporting responsible British farming through a number of partnerships and collaborations within our supply chains.



Tim Dale, Arla farmer and member of the Aldi Dairy Farm Partnership since 2018.

We're investing over **£30 million** to support British dairy farmers over the next three and a half years.



Aldi's total Royal Countryside Fund investment will be **£1 million** by 2027.



Doing dairy better: Arla and Aldi
The Aldi Dairy Farm Partnership (ADFP) has been supporting British dairy farmers since 2018. Through the ADFP we work closely with dairy co-operative Arla to make progress on animal welfare and sustainability on UK dairy farms.

WHAT'S BEEN HAPPENING

Highlights from this year:

- We launched dairy farmer networking events, where farmers can share data, insights and best practice.
- Several of our ADFP farms went to Open Farm Sunday events, with a few even hosting. These events highlight the crucial work farmers do to produce the food we eat.
- Along with connecting with the general public, our farmers take part in sustainability projects and innovations in order to look to drive progress in sustainable dairy farming.
- We started investing in support for dairy farmers with a plan to invest more than £30 million over three and a half years. This investment is another milestone in our partnership, and will enable Aldi to support Arla's FarmAhead™ Customer Partnership, a new initiative aimed at supporting farmers' ongoing efforts to drive reductions in on-farm emissions. Through this programme, Aldi will partner in farming projects and innovations that aim to accelerate more sustainable farming practices and decarbonise dairy.

The Royal Countryside Fund
Right now, family farms and rural communities face social, environmental and economic pressures that threaten the livelihoods they love. The Royal Countryside Fund (RCF) is a UK-wide charity that provides the support and funding they need to thrive, so they don't have to face these problems alone.

Since 2018, Aldi has been a dedicated partner of RCF, sponsoring 16 Farm Resilience Programme groups across the country and delivering Opening the Gate, a series of workshops and resources for new farmers.

- WHAT'S BEEN HAPPENING**
Highlights from this year:
- Through RCF's Farm Resilience Programme we helped to deliver vital support to 150 family farms across Britain. [Click here to read more online.](#)
 - We hosted the RCF's Farm Support Groups Conference, where representatives from 46 organisations discussed well-being in their communities and the sustainability of family farms.
 - We announced that we'll be partnering with RCF for a further three years, bringing Aldi's total investment in the RCF to £1 million by 2027.

CASE STUDY

ADFP and Arla – working for biodiversity

Our dairy partners at Arla use their FarmAhead™ Incentive Model to boost biodiversity by incentivising grassland diversity, encouraging multi-species grazing areas and using manure outdoors.

Together with Arla, in 2024 we launched a carbon sequestration trial using satellite mapping technology. The project models the amount of carbon stored in soil while also delivering value for farmers through on-farm mapping and analysis. We are actively monitoring the trial and assessing its environmental and commercial impact.



Buying British continued

CASE STUDY



Aldi and Warrendale Wagyu

Family-owned business Warrendale Wagyu, in Yorkshire, has been supplying Aldi since 2020. They are a long-term partner, creating greater financial security for their business and the 800 British farmers within their supply chain.

This close working relationship means our customers can enjoy award-winning wagyu beef knowing it was produced within the UK, and that the animal can be traced from birth on Warrendale Wagyu's partner farms.

CASE STUDY



The Royal Countryside Fund in action

Louise farms in Aberdeenshire with her husband Stuart on their mixed farm of arable, suckler cows and store lambs, which they bought back in 2018.

Following the workshop, Louise and Stuart made practical changes on their farm. “After the ‘Reducing Waste, Reducing Cost’ workshop, we started giving salt licks to our cows and fattening stock, which we’ve never done before,” said Louise. “The FRP gave us so much personal and business development. It’s what we need to do to grow ourselves, to then impact our business.”



We took part in the Farm Resilience Programme (FRP) as a way to network with farmers,” said Louise. “I think it’s really important, particularly in farming, to discuss with others what they are doing, and be very open-minded.”

Buying British continued

CASE STUDY



AC Goatham & Son

AC Goatham & Son began supplying Aldi in 2016, and in 2024 became Aldi’s sole supplier of British apples and pears. AC Goatham’s Managing Director, Ross Goatham, says, “With Aldi we’ve created something truly collaborative. We’ve signed up to WRAP’s food waste scheme, submitted all our data to Manufacture 2030, and made our commitment to the Science Based Target initiative. This has reduced carbon emissions for four years in a row, a 38% reduction since 2020. We’re now fully LEAF, British Retail Consortium (BRC) and Red Tractor accredited.”

CASE STUDY



Aldi Dairy Farm Partnership (ADFP) and Zara

Meet Zara, a fourth-generation farmer in south Lincolnshire, who runs a mixed farm and believes strongly in the benefits of circular farming. She’s passionate about sustainable, smart farming practices tailored to the land – everything from individual fields to soil types.

“We were delighted to join the Aldi Dairy Farm Partnership last year and are excited to work with Aldi on innovative sustainability projects. Being part of the Aldi Dairy Farm Partnership means I meet up with like-minded farmers and experts to discuss future projects and drive our sustainable efforts further. It’s helped me see where we need to invest to improve, offering the best for our cows, staff and the land.”

LOOKING AHEAD

Going into 2025, our investment in the Arla carbon sequestration project will begin with farmer meetings and the first steps of on-farm data collection. We will also be looking at further steps to reduce environmental impacts in our beef supply chain.



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.

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 14 • Soy, page 15 • Palm Oil, page 16 • British Beef, page 17 • Cocoa, page 39 • Coffee, page 39

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.](#)



WHAT’S BEEN HAPPENING

Highlights from this year:

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

- We’re working with industry groups, such as Retail Palm Oil Group (RPOG), UK Soy Manifesto (UKSM), and Retail Soy Group (RSG), to end deforestation across the retail supply chain. Together we share best practice, experiences and ideas and work to resolve industry-wide challenges.
- We’ve devoted time to making sure our business and supply chain complies with the EU Regulation on Deforestation-free Products (EUDR).



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.

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.

Our 2024 soy footprint for UK and Ireland is estimated at 199,521 tonnes. This is a reduction of approximately 40,000 tonnes of soy in comparison to 2023.

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 UK and Ireland.

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 (at a Segregated and Mass Balance level).

Retail Soy Group

The UK Soy Manifesto

Proud to be members of The UK Soy Manifesto, UK Roundtable on Sustainable Soya, and The Retail Soy Group.

WHAT'S BEEN HAPPENING

Highlights from this year:

We participate in industry initiatives to work towards a soy supply chain that's free from deforestation and conversion. To support this, we're members of:

The UK Soy Manifesto.

UK Roundtable on Sustainable Soya.

The Retail Soy Group.

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 work with local and international supply chains to make sure soy can be produced without causing deforestation and native vegetation loss.

- As members of the Retail Soy Group, we are collaborating with our peers on a transition plan that aims to provide clarity to the sector, with an aligned approach building on the experience we have collectively gained while addressing deforestation and conversion. Due to the complex nature of the soy supply chain, the added difficulty of embedded soy, as well as delays to European legislation and uncertainty on UK deforestation regulations, progress has been slower than we'd hoped.

LOOKING AHEAD

We will continue to work towards our target of 100% verified deforestation and conversion free (vDCF) soy post-2025 and will work with our peers in the retail industry to align on requirements for procuring vDCF soy post-2025.

AWARDS & ACHIEVEMENTS

In 2024, Aldi UK supported the UK Soy Manifesto, along with other retailers, in developing a BSI (British Standards Institution) Standard towards deforestation and conversion free soy.

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’re 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, we make sure the palm oil used in our supply chain is produced using best practice – without deforestation or human rights abuses.

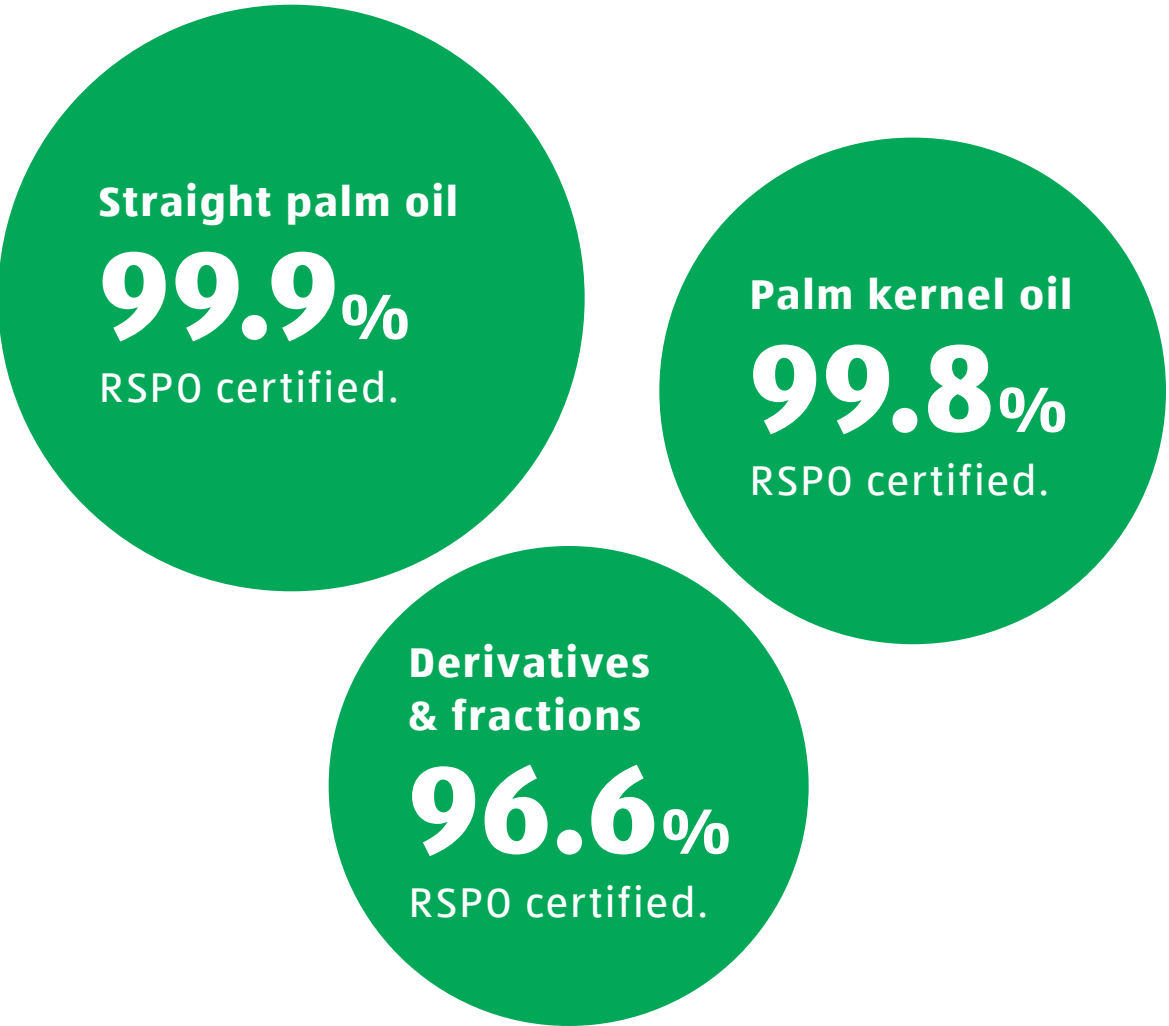
RETAILERS' PALM OIL GROUP 

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	99.4% of the palm oil found in our own-label products at Aldi was RSPO certified¹

1. Our policy for palm oil sourcing for the UK stipulates that straight palm oil (the oil derived from the palm fruit) must be certified to RSPO standards at Identity Preserved or Segregated level. 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 the Red Tractor logo or the RSPCA Assured badge, certification builds trust.

Our entire Fresh Everyday range of beef, pork, poultry, milk, butter, cream and eggs, is sourced from British Red Tractor, Quality Meat Scotland, RSPCA Assured, Organic or Lion Eggs approved farms that meet minimum welfare and environmental standards.

We publicly report on the welfare of animals within our supply chain in our annual Animal Welfare Policies and Performance Report, available publicly on our website: [Click here to read more online](#). Having this data allows us to monitor welfare outcomes for animals in our supply chain and manage this with our suppliers.

Our supplier contracts stipulate animal welfare compliance and certification requirements for relevant products. Any reported enquiries are investigated with the supplier and the relevant assurance scheme.

KEY TARGETS & PROGRESS

Target

Progress (as of end of 2024)

100%

100%

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

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.

As a part of the WWF's Retailer's Commitment for Nature, our target is for 100% of our fish and seafood to come from sustainable sources¹ by 2030

We're aiming to expand the range of Marine Stewardship Council (MSC) approved products we'll be offering year on year

1. WWF-UK measures retailer progress against % certified wild-caught and aquaculture material and % of wild-caught resources adhering to all aspects of the Seafood Jurisdictional Initiative. [Click here to read more online.](#)



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 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), GLOBAL G.A.P. (Good Agricultural Practices) and RSPCA Assured 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.

We also work with the 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.



Our Fresh Everyday range is all sourced from UK farms approved by Red Tractor, QMS, RSPCA Assured, Organic, or Lion Eggs standards.

Certifications and animal welfare continued

WHAT'S BEEN HAPPENING

Highlights from this year:

- We partnered with GreenTheUK to support the sedimentation of fragmented saltmarshes and seagrass habitats in the Solent.
- 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).

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.



We're committed to responsible sourcing and supporting sustainable fishing to protect our oceans for the future.



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. We'll also be publishing our dedicated fish and seafood welfare policy, which will look at key issues such as responsible farming and health monitoring.

Through a collaboration with GreenTheUK and Blue Marine Foundation we'll be helping to restore 900 m² of coastal reef, to promote the rehabilitation of native oyster communities that have been facing the impacts of overfishing, pollution, and land reclamation.

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 for us 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 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-UK Water Risk Filter to risk assess our globally sourced products.

Efficient water management across our operations and supply chain activities is vital to our business. We work to minimise the water impacts of our supply chain by using third party standards such as LEAF Marque and engaging in collective action projects through the WRAP Water Roadmap.

LEAF Marque certified

100% of our UK grown fresh fruit and vegetables are LEAF Marque certified. This certification ensures that, among other things, there is an implemented Water Management Plan, outlining how water is used and how water quality is tested and monitored. Farmers use this management plan approach to support continuous improvements on their farms.

KEY TARGETS & PROGRESS

Target	Progress (as of end of 2024)
100% of our fresh fruit and vegetables to be LEAF Marque certified	100% LEAF Marque certified
10% relative reduction in operational water use by 2030 against a 2020 baseline ^{1,2}	28% relative reduction in water consumption (UK and Ireland)
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 store 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



Onsite water management

Our National Real Estate team has now installed 625 water Automatic Meter Reader devices in Aldi stores, and the project will be completed by the end of 2025. These devices mean we get quality water data, so we can track what we use and then manage leaks, both in store and underground, and minimise waste.

We have truck-wash recycling systems in place at nine of our UK Regional Distribution Centres (RDCs). Five of our RDCs use harvested rainwater, further minimising Aldi’s water consumption.

625

Automatic Meter Reader devices installed in Aldi stores.

Managing water supplies continued

CASE STUDY

WRAP’s Water Roadmap

At Aldi UK, we’re proud to be signatories of the WRAP UK Food and Drink Pact, and the Water Roadmap, which aims to source 50% of the UK’s fresh food from areas with sustainable water management by 2030. We are also supporting WRAP’s Retailer Leadership Commitment, to help deliver this outcome.

To reach this goal, the Water Roadmap collaborates with organisations such as the WWF-UK on projects that restore rivers, improve water efficiency, and protect the ecosystems and communities that rely on them.

Currently, these projects exist in Kenya, Peru, South Africa, Spain, and the UK, with a total of 20 planned to be launched by 2030.

WRAP’s Water Stewardship project on sustainable water management in Southern Spain, which Aldi South Group sponsors, 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.

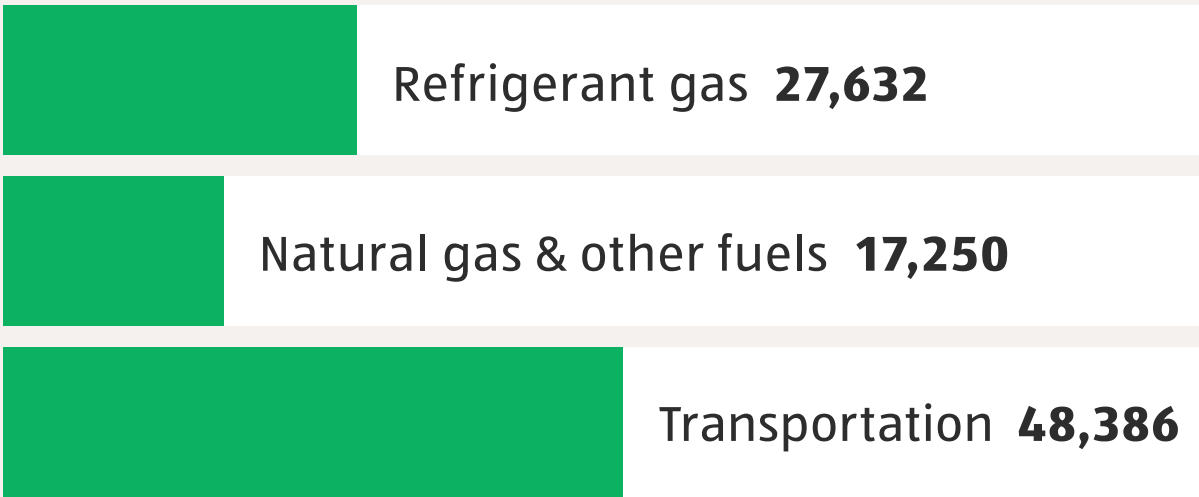
Net zero will be achieved when we’re no longer adding to the total amount of GHG emissions in the atmosphere, through a 90% or more emission reduction and the removal of any residual emissions. We’re focusing our efforts on reducing the emissions generated through our corporate activities, and the indirect 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 UK and Ireland 2024 GHG emissions performance and the main sources of these emissions.

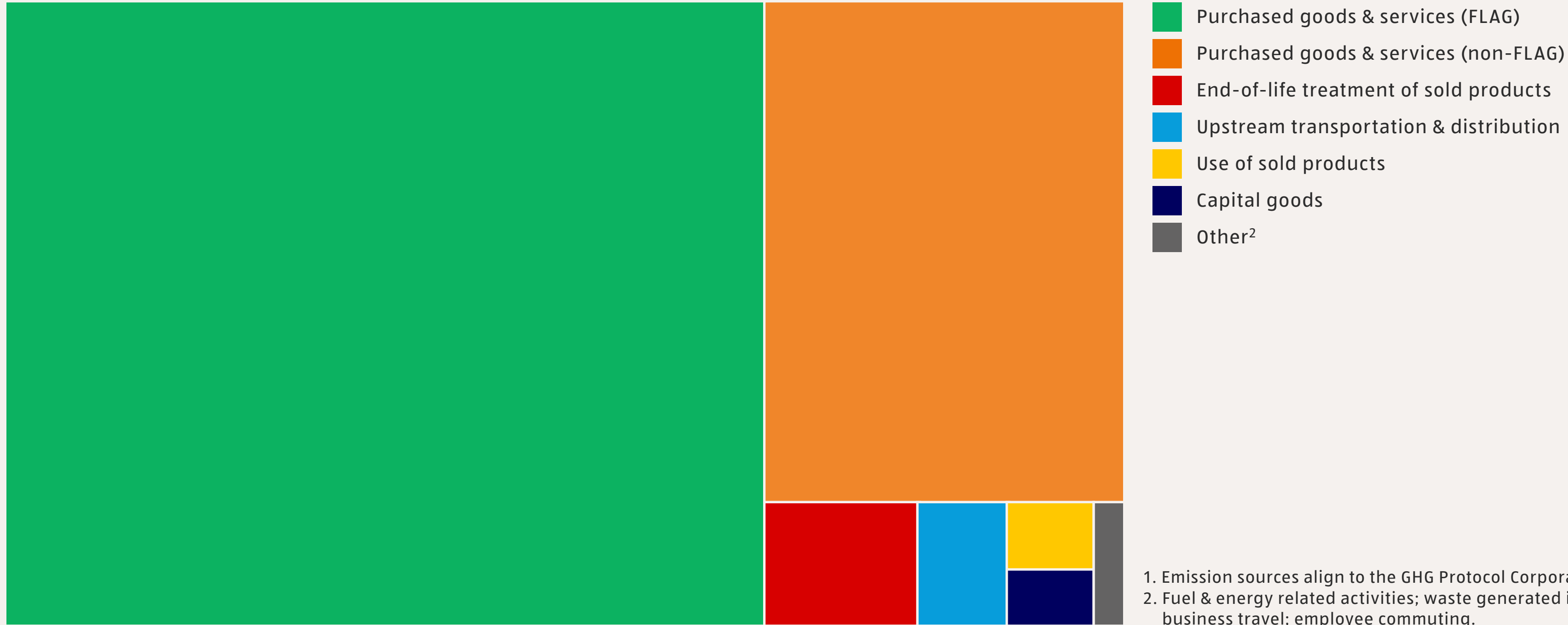
Scope 1 = 93,268 (tCO₂e)



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 UK and Ireland Climate-Related Financial Disclosures Report, as well as Aldi UK and Ireland’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 UK and Ireland 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.



By installing doors on our store fridges in all new and refurbished stores, we are able to reduce the amount of electricity used by up to 20%.

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 (RDCs) 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.

We use hydrogenated vegetable oil (HVO) and Compressed Natural Gas (CNG) to power 41% of our owned Heavy Goods Vehicle (HGV) fleet.

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



HVO is being piloted in our supply chain.

We have increased granularity of our scope 3 upstream transportation emissions across road and airfreight.

Human Resource



Our recruitment process uses a carbon neutral applicant tracking system and has replaced many in-person events with virtual ones¹.

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 the UK and Ireland 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 the UK and Ireland converted in 2024).

Aldi continues to grow the solar estate, with 25 installs completed in 2024, further reflecting our commitment to onsite renewable energy.

581 stores across UK and Ireland have had all of their chillers fitted with doors, which can save up to 20% of store electricity consumption per year.

We refurbish and reuse tills to extend their life (108.5 tonnes of CO₂e saved to date).

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 use of timber internal doors instead of composite/steel ones.

1. Eploy is certified as a Carbon-Neutral Plus organisation [Click here to read more online.](#)

Reducing greenhouse gas (GHG) emissions continued

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 (RDCs) across the UK and Ireland.
- Across the UK and Ireland, we gathered more activity data regarding our inbound transportation and distribution:
 - We increased the volume of data to include our produce air freight emissions.
 - We developed better quality emissions figures using outsourced outbound data.
- We held collaborative net zero road shows with our most strategic road freight third party logistic provider. This allowed us to explore how to improve scope 3 carbon data for this category and plan for potential carbon reduction projects.

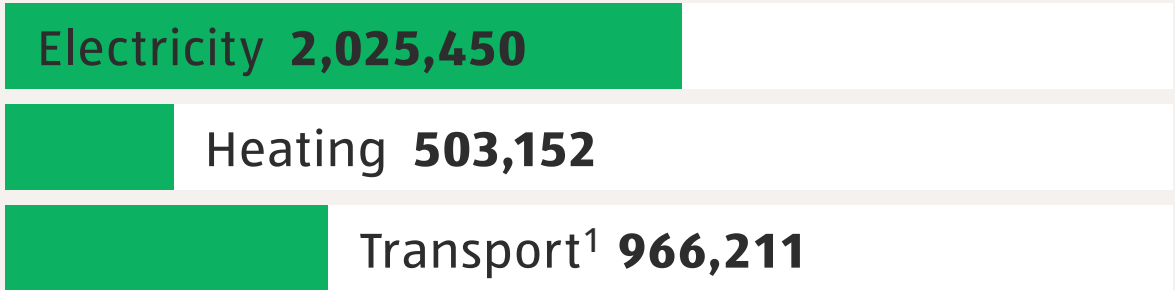


Where our energy comes from – and how we use it

Scope 1 & 2 energy sources

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

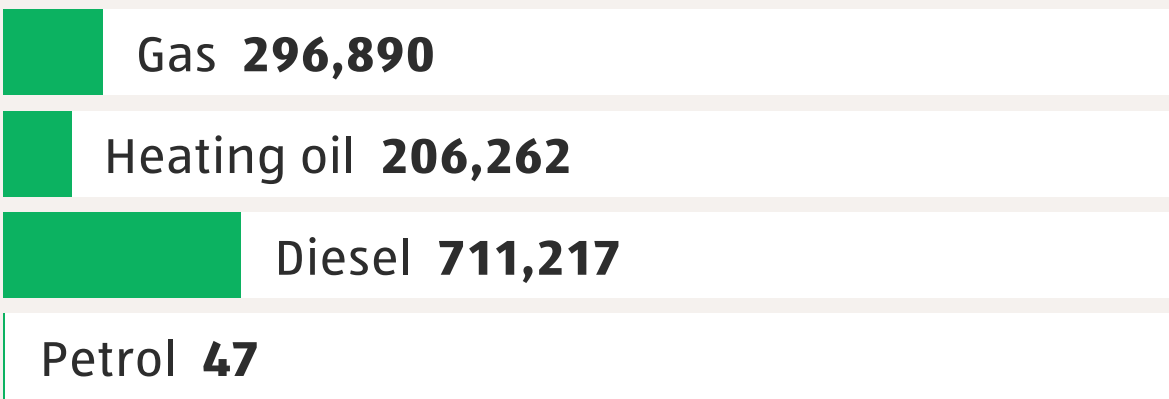
What we use our energy for



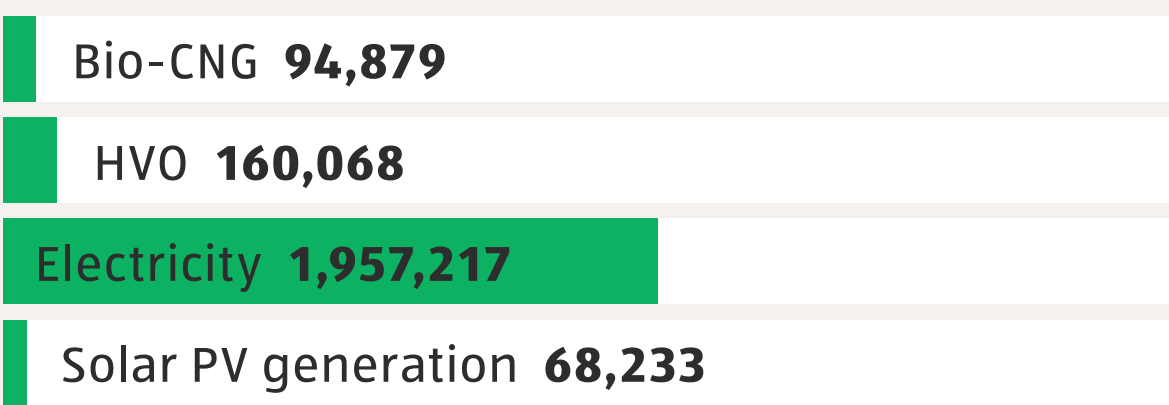
Total = 3,494,813 gigajoules

Where our energy comes from

Non-renewable



Renewable



Total = 3,494,813 gigajoules

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

We continue to partner with our key industry stakeholders in our journey to net zero including:

- British Retail Consortium (BRC) Climate Action Roadmap. [Click here to read more online.](#)
- Institute of Grocery Distribution (IGD) and WRAP on their work on the Net Zero Transition Plan for the UK Food System. [Click here to read more online.](#)
- World Wide Fund for Nature (WWF-UK) and its updated ‘Blueprint for Action’. [Click here to read more online.](#)



Reducing greenhouse gas (GHG) emissions continued

CASE STUDY

Driving down emissions

In 2024, we accelerated our transition to low-carbon fuels for our owned heavy goods vehicles (HGVs). Our UK Neston and Goldthorpe Regions started the journey back in 2023 by switching over 57 HGVs to run on hydrogenated vegetable oil (HVO) and bio-compressed natural gas (Bio-CNG) instead of diesel. These both produce 83% fewer GHG emissions than fossil fuel equivalents.¹

From June 2024, we expanded the roll out of low-carbon fuels to our Swindon and Cardiff regions. This has taken our total number of HGVs running on HVO and CNG to 236, which equates to 41% of our owned fleet and 25% of our entire fleet (owned and outsourced).

Even though the distance travelled by our own HGVs increased by 2% – as they serviced our growing number of stores – emissions from our owned transport decreased by 16%.

We continue to trial different transport efficiency technologies, such as double deck trailers, solar mats, eCool trailers and trailer side skirts. We’re also running driver training programmes, as driving style also plays a role in reducing transport

emissions. We’re transitioning to electric company cars, and battery electric vehicles now account for 66% of the company car fleet in the UK and Ireland.

Our new Leicestershire Distribution Centre (DC) is due for completion in 2026 and will be our lowest embodied carbon DC globally. Aldi UK will be publishing an exciting update regarding this DC in our 2025 Sustainability Report.

236
HGVs run on HVO and CNG fuel.



1. The fossil fuel comparator here is 94.0 gCO₂eq/MJ as defined by the European Renewable Energy Directive 2009/28/EC.

CASE STUDY



Greener Everyday colleague initiative

Every member of our team has a part to play in keeping us as energy efficient as possible. In the UK and Ireland our 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 Regional Distribution Centres (RDCs). In 2024, our UK Christmas and Easter Bank Holiday shutdown campaigns, as part of our Greener

Everyday initiative, contributed to a saving of 437,091 kWh, which is equivalent to the electricity usage of 163 homes for a year!²

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.

2. This calculation is based on Ofgem’s ‘typical’ household in England, Scotland and Wales using 2,900kWh [Click here to read more online.](#)

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. [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)
90% reduction in food waste that comes from our operations by 2030, against a 2017 baseline	72% reduction (intensity)

External commitments:
UK Food and Drink Pact
Members of the UK Food and Drink Pact voluntarily commit to ambitious goals, led by WRAP. The goals aim to build a circular food system to protect the planet and future-proof food businesses from farm to fork. Overall, the ambition is to reduce waste by 50% by 2030. These targets align with global ambitions such as the United Nations Sustainable Development Goal 12.3 and the United Nations Sustainable Development Goal 6.

Each year we report and externally assure our operational food waste figures to show progress on this target. Aldi UK achieved this target in 2022 and made a stretch target of reducing our operational food waste by 90% by 2030.

AWARDS & ACHIEVEMENTS

We have now sold over 1 million Surprise Bags for Too Good To Go.

Operationally, we have exceeded our short-term KPI to reduce operational food waste by 48%, by achieving a reduction of 72% by the end of 2024 (2017 baseline).



Within our operations:
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 the UK and Ireland 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 their food waste reduction actions accordingly – through price reductions, donations and redistribution partnerships.

We work with Too Good To Go, a certified B Corp social impact company, 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 through it we sell our unsold food in 'Surprise Bags' for local users to collect in store. We have saved over 1 million Surprise Bags from going to waste since 2023 – an equivalent of more than 5,000 tonnes of food, and saved our customers over £9 million.

WHAT'S BEEN HAPPENING:
Highlights from this year:

- We delivered in-depth training to all store management colleagues on 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.

Tackling food waste continued

CASE STUDY

Neighbourly

Since 2019, we have partnered with giving platform Neighbourly to donate products that are near the end of their shelf life to local community groups or charities. Across 2024, 3,176 charities were partnered with an Aldi Store, meaning we've helped support 4,419,573 people by donating an estimated 9.8 million meals.

- As part of Neighbourly's GoGive campaign, we've donated £25,000 to good causes through £500 microgrants, to help charities purchase chillers or freezers.
- Aldi was the largest contributor to the platform's Spring Fund, with £36,000 given as £500 microgrants to support services to families and young children.
- We continue to donate chilled products on both Christmas Eve and New Year's Eve, with 90% of stores partnering with a charity. As a result, over 1.1 million meals were donated across the Christmas period.

- Back to School Fund – £20,000 (as £500 microgrants) was donated to good causes that focus on education.
- Customer Donation Points are available all-year-round, meaning Aldi customers can donate any purchased items to charity. We let our customers know what's most needed – such as sanitary, cleaning and personal hygiene items – via digital screens and press releases over the Christmas period.



“Through generous Aldi customer donations, we're able to support our local community with basic meals, non-food essentials or even a biscuit with a tea or coffee – providing comfort when life is a struggle.”

Adur Community Gateway Hub – who collects from the Aldi Portslade store.

“Dear Aldi Rugeley, I would like to thank you all for supporting Upper Moreton Rural Activities in 2024. Your donations have helped many of our participants – we've taught people to batch cook, made numerous dishes with surplus food, and given food to those who really need it.”

Carol from Upper Moreton Rural Activities, collected from Aldi Rugeley on New Year's Eve 2024.

“The Aldi customer donations are a lifeline for many and we are forever grateful to the customers for their donations.”

Bognor Housing Trust – who collects from the Bognor Regis store.

CASE STUDY

Salvation Army

Since 2019, over £2 million in additional sales have been generated for the Salvation Army's charity shops through the onward sales of Aldi Specialbuy items, with almost £300,000 generated in 2024. This equates to approximately 228 tonnes of products saved from landfill or incineration. This year we've also set up a national programme to redistribute unsold Specialbuy products.

228 tonnes
of products saved from landfill or incineration.



Tackling food waste continued

Through our suppliers

We support our suppliers in reducing waste by helping them meet targets, facilitating redistribution and working with them to prevent waste.

WHAT'S BEEN HAPPENING

Highlights from this year:

- We're working to align with WRAP's Food Waste Reduction Roadmap and the Target, Measure, Act Principles. As part of this we encourage our suppliers to reduce their food waste by measuring and setting food waste reduction targets.
- We created three authorised redistribution routes for Aldi-branded surplus through Company Shop Group, The Bread and Butter Thing, and FareShare. This means suppliers can donate their Aldi-branded surplus to those in need across the UK and this will be further expanded in 2025.

Company Shop Group

Since our partnership began, over 18,000 tonnes of surplus food has been redistributed. This is the equivalent of almost 43 million meals. In 2024, over 3,900 tonnes of surplus was redistributed from Aldi Manufacturing Partners and Aldi Regional Distribution Centres (RDCs). This equates to almost 9.4 million meals. In 2024, we also donated 2,100 three-course Christmas meals to Company Shop Group's community shops in 12 locations across the country.



The Bread and Butter Thing

We onboarded The Bread and Butter Thing as an authorised redistributor for our suppliers in 2023, and in 2024 we facilitated 60 tonnes of donations – the equivalent of 143,883 meals.

FareShare

FareShare is an authorised redistributor for our suppliers, and through them 43,572 meals (18 tonnes) were donated in 2024.

Freedom Brewery

Freedom Brewery's food waste beers are a circular economy project where our supply chain partners work together to take surplus from one supplier and produce a new product. Working with innovative brewers, new beers were created from 4,000 loaves of tiger bread and nearly a tonne of 'wonky' fruit – saving food from waste, with delicious results.

With our customers

WHAT'S BEEN HAPPENING

Highlights from this year:

- We have extended the shelf life of products, helping our customers' food last for longer.  [Read more about our vacuum-packed mince on page 31.](#)
- We are working towards WRAP's best practice labelling guidance by introducing guidelines into our International Catalogue of Requirements for suppliers, resulting in 17% more products having WRAP best practice labelling in 2024.
- We launched a loose fruit and vegetable trial in the Darlington region to increase the number of loose fruit and vegetable lines, which has a significant impact on reducing household food waste. Trial results were fed back to WRAP to support in the industry's journey to selling more loose fruit and vegetables.
- We supported Food Waste Action Week with promotional activity on digital screens, in store leaflets, and social media. We created innovative leftover recipes, articles and competitions alongside food waste reducing tips.

LOOKING AHEAD

Our focus is now on supporting our suppliers and consumers. After all, only 2% of food is wasted at the retail stage and the largest proportion is wasted at home and within the supply chain.  [Click here to read more online at WRAP.](#)

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.



Try our delicious leftover recipes to help reduce waste in your home.  [Click here to read the recipes online.](#)

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.

We’re working with suppliers to reduce our packaging and making sure the packaging we do use for our products is either reusable, recyclable or home compostable, wherever possible.

We also work with our suppliers to reduce our reliance on virgin packaging through right weighting – redesigning or adjusting packaging to reduce weight – and including recycled content. It’s through these seemingly ‘simple’ packaging changes and reductions that we have had a significant impact.

KEY TARGETS & PROGRESS	
Target	Progress (as of end of 2024)
50% reduction in plastic (primary) packaging in relation to sales by 2025, from a 2019 baseline	50% reduction
50% reduction in all packaging (primary, secondary and tertiary) in relation to sales by 2025, from a 2015 baseline	37% reduction
50% of all plastic (primary) packaging to be made of recycled content by 2025	35%
100% of own-label (primary) packaging to be reusable, recyclable or home compostable by the end of 2022	98.3% recyclable

We’re pleased with our progress so far on making lots of our own-label packaging reusable, recyclable or home compostable. But there are still some packaging components where there are no current market solutions – such as those with mixed material composites, soak pads and bands, so research into solutions is a business priority.

Packaging materials used by Aldi:

Data point	2024 (tonnes)
Aluminium	8,996
Steel	28,239
Glass	138,667
Plastic	107,413
Wood	70
Paper	73,100
Other	962
Total	357,447

1. Includes own-label primary packaging only. The percentage of recycled input material was 41%.



AWARDS & ACHIEVEMENTS



Silver – Environmental Packaging Awards for Sustainable Retailer of the Year.



The Grocer Gold New Product and Packaging Awards



Gold – for Sustainability Pack of the Year for Aldi wine bottles.



Silver – for paper wrap on cheese singles.



Silver – for recyclable butter wrap.



Bronze – for our 100% rPET soft drinks packaging.

Highly Commended – UK Packaging Awards for Development Team of the Year.



In 2024, we removed a massive 4,500 tonnes of primary packaging from all products in our range.

Positive action on packaging continued

WHAT'S BEEN HAPPENING:
Our buying department considers packaging at every step of the buying process – from product sample stage through to final product. We are all trained in taking action on plastics, packaging and recycling.

- Here's how we've been reducing packaging:**
- Launching a recyclable butter wrap (the first supermarket to do so), removing 10 tonnes of unrecyclable packaging from our range.
 - Changing the jar shape on our preserves, saving 371 tonnes of glass.
 - Redesigning glass bottles for wine, removing 3,819 tonnes of glass.
 - Moving bananas into reusable crates, saving 10,000 tonnes of card.
 - Using reusable crates for our squash bottles, saving 300 tonnes of card.
 - Removing layer pads from our transport packaging in Fruity Blasts, saving 152 tonnes of paper.



Redesigning glass bottles for wine, removing
3,819 tonnes of glass.

- And what we've been doing to reduce plastic:**
- Removing 17 million pieces of plastic from our 'Middle Aisle' products during 2023 and 2024.
 - Removing windows and inner trays on pork pies, twin slices and quiches, saving 181 tonnes of plastic.
 - Reducing bottle weight and adding in recycled content to our washing up liquid, saving 82 tonnes of plastic.
 - Removing all plastic from mini snack raisins, saving nine tonnes of virgin plastic.
 - Optimising our mushroom lines (right weighting, film optimisation and moving to bags from punnets), saving 104 tonnes of plastic.



Optimising our mushroom lines saving
104 tonnes of plastic.

- And we're switching to recycled content wherever possible:**
- We've incorporated 35% chemically recycled content into Specially Selected crisp packets, eliminating 78 tonnes of virgin plastic.
 - Changing 750 ml bleach bottles so they have 30% recycled content, removing 63 tonnes of virgin plastic.
 - Using 100% recycled plastic in all bottles of own-label ambient soft drinks and water, saving a massive 9,836 tonnes of virgin plastic.
 - Moving to 70% recycled content in our flower sleeves, saving 195 tonnes of virgin plastic.
 - Moving to 30% recycled content in falafels and pakoras, saving 28 tonnes of virgin plastic.



100% recycled plastic in all bottles of own-label ambient soft drinks and water, saving a massive **9,836 tonnes** of virgin plastic.

Positive action on packaging continued

Collaboration with our peers in the retail sector is key to achieving our packaging goal, and we’re proud to work with the below partners on initiatives such as disposal labelling on-pack, packaging legislation, and reuse, refill and recycling schemes:

WRAP as members of the UK Plastics Pact

🌐 [Click here to read more online.](#)

OPRL On-Pack Recycling Label

🌐 [Click here to read more online.](#)

BRC member association

🌐 [Click here to read more online.](#)

INCPEN member association

🌐 [Click here to read more online.](#)

RECOUP charity association

🌐 [Click here to read more online.](#)

Podback coffee pod recycling scheme

🌐 [Click here to read more online.](#)

GoUnpackaged reuse and refill scheme

🌐 [Click here to read more online.](#)

Valpak packaging compliance scheme

🌐 [Click here to read more online.](#)

WWF-UK Signatory to the Retailers’ Commitment for Nature

🌐 [Click here to read more online.](#)

CASE STUDY

Repackaging right

Our soy sauce is now contained in 100% rPET¹ bottles, saving 766 tonnes of material² and decreasing carbon emissions by 29%³. We’re continuing to further our knowledge on rPET and recently used Climate Partner to conduct an environmental impact assessment on the impacts of rPET packaging.

Our mince is now packaged in a vacuum pack to reduce plastic.

And on top of that:

- 687 tonnes of single-use plastic has been removed through changes made across our packaging.
- 25,000 pallets and 770 standard vehicles have been removed from the road annually.
- The shelf life for our core beef has increased from 8 to 15 days, reducing food waste.



LOOKING AHEAD

By the end of March 2025, recycling units will have been installed in all of our English and Scottish stores⁴, encouraging customers to recycle their waste on the go. Each unit is divided into mixed recycling, glass and food waste.



1. rPET is recycled PET plastic (polyethylene terephthalate).
2. Savings per product applied to annual sales volume for rolling year prior to the date of implementation to provide the tonnage savings. Where this information is not available an annual volume forecast is used.
3. As calculated by ClimatePartner: from 158g of CO₂e for glass packaging to 112g of CO₂e for rPET packaging, resulting in a 29% decrease in emissions.
4. In line with the Simpler Recycling regulation.

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 every day.

As one of the major UK retailers, we have a responsibility to help our customers 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 34.](#)

Industry partnerships

We work with external stakeholders and NGOs, including the British Nutrition Foundation, British Dietetic Association, British Retail Consortium, Institute of Grocery Distribution, Action on Fibre, Portman Group and Drinkaware, to ensure we are fully equipped with the information needed to support our customers to make healthier choices.

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%
100% compliance to calorie targets	94% of Public Health England (PHE) calorie targets achieved
95% compliance to salt targets	82% of PHE salt targets achieved
20% reduction in sugar	17.5% sugar reductions since 2015 across PHE sugar categories

We continue to work with our business partners to review the PHE target performance, ensuring that reformulation is a priority when developing products.

In 2024, we have removed on average

3,275 tonnes

of sugar from the PHE sugar categories.^{2,3,4}

In 2024, we have removed on average

344 tonnes

of sugar from our biscuit category.^{2,3}

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 figures are based on combined UK and Ireland data.
3. 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.
4. 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, we proudly received a total of 19 awards from the Free From Awards and eight awards from the Nourish Awards, showcasing our commitment to quality and innovation in dietary-specific products. Additionally, we achieved four Gold awards at the Vegan Food and Living Awards, further emphasising our dedication to providing high quality food options that cater to diverse consumer needs.

19 awards
from the Free From Awards

8 awards
from the Nourish Awards

4 gold awards
at the Vegan Food and Living Awards

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.

We also don't put 'unhealthy' items around our till areas. In fact, since 2015, we've taken a different approach, making sure that anything sold on our tills is a 'healthy' item – using the UK Government's Nutrient Profile Model 2005¹. Today, we go further than the HFSS² legislation in-scope categories and only allow items scored as 'healthy' to be sold on our tills.

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. HFSS relates to high in fat, sugar and salt products.



Any products that are stocked at the tills are 'healthy' items.



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 defined by Public Health England (PHE) that contribute the most sugar to children's diets, for example on our Frosted Cornflakes.



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

Keeping people informed

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

WHAT'S BEEN HAPPENING

Highlights from this year:

- We are working on reducing salt, sugar and calories in our products, reformulating where possible to achieve all PHE targets.
- We created our Responsible Marketing Statement – communicating our business model, commitments and responsibilities to our customers. [Click here to read more online.](#)
- We've updated our 'Healthy and Sustainable Basket' to help customers choose which food and drinks to put in their shopping baskets to meet healthy eating recommendations without breaking the bank.
- We became one of the first retailers to become an Action on Fibre (AOF) signatory - pledging to support the goal of increasing fibre intake in the UK.

Healthy choices, healthy prices continued

Portman Group

In 2024, as a responsible retailer, we became Portman Group Code signatories, reflecting our commitment to adhere to alcohol labelling guidelines and marketing rules when selling alcohol.

We always display key information on alcohol product labelling, such as unit alcohol content, ‘please drink responsibly’ and Government guidelines. We also include Portman Group best practice labelling information and the UK Chief Medical Officer’s recommendation that adults do not drink more than 14 units a week.

Drinkaware

Since 2010, we have supported the charity Drinkaware in their campaign to help to change the UK’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



The Aldi and British Dietetic Association (BDA) basket

In 2020, we worked with the BDA to develop a ‘shopping basket’ that provides five times more plant-protein than in the average UK diet and aims to help shoppers make food choices that are nutritionally ‘better’ without costing more. It includes staple products such as fruit, vegetables, starchy carbohydrates, breads, protein, dairy (and alternatives), oils and spreads.

In 2024, thanks to The Diverse Nutrition Association’s work with communities, we updated the basket to make it more culturally diverse and reflective of the rising cost of living.

In 2024, the basket’s cost (£62.43) was still priced below the average household weekly spend of £97.79, meaning the basket is, perhaps more so than ever, a useful guide to consumers on how to eat well on a budget.

[Click here to read more online.](#)

Healthy choices, healthy prices continued

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 restrict the use of the Southampton Six colours, artificial flavour enhancers, monosodium glutamate (MSG) and trans-fats.

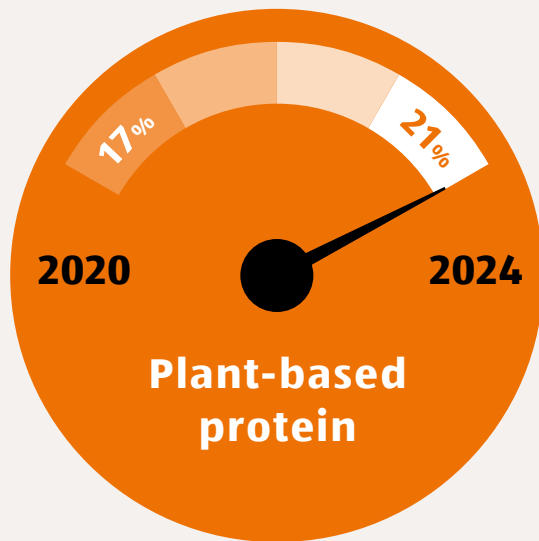


Encouraging plant-based eating

To ensure that we provide animal protein alternatives to our customers in the UK and Ireland, 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.



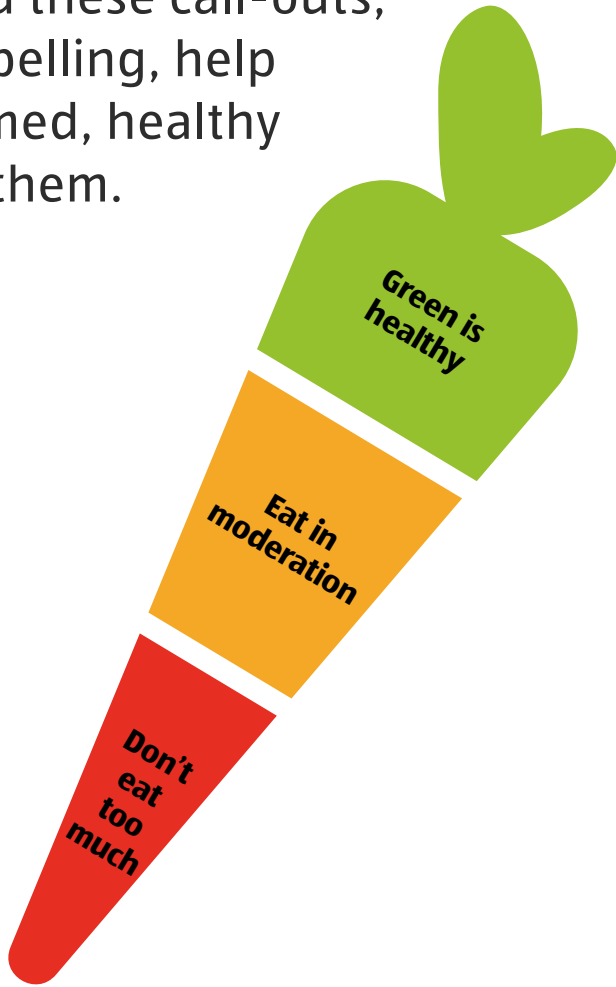
Dairy alternatives doubled

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



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 and these call-outs, alongside Traffic Light Labelling, help everyone make the informed, healthy choices that are right for them.



LOOKING AHEAD

In 2025, we are trialling the expansion of a 'Free From' bay in selected stores, selling products like bread, cakes, biscuits, cereals and pasta.

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.

Healthy choices, healthy prices continued

OUR HEALTHY LIVING PARTNERS:

Team GB, ParalympicsGB, Get Set to Eat Fresh

As proud Official Supermarket Partner of Team GB and ParalympicsGB, we're thrilled to be continuing our support for all athletes through to 2032, including the next two summer games – LA 2028 and Brisbane 2032. Working together, our 'Get Set to Eat Fresh' programme has continued its success and raced past our target, reaching over 3 million young children and inspiring healthy eating.

In 2024, during the Paris 2024 Summer Olympic and Paralympic Games:

- We signed six Team GB and five ParalympicsGB athlete ambassadors - supporting and providing funding for them through their training and competitions.
- We provided Aldi nutritious snacks and food items for training and preparation camps in Paris for all Team GB and ParalympicsGB athletes.
- We were Official Partners of the Team GB House which provided a hospitality venue for athletes and fans during the Games.
- We challenged children aged 5 to 14 to design a meal for one of our athlete ambassadors competing in the Games, with the chance to win a trip of a lifetime to Paris to watch the 2024 Olympic Games with their family.

Brownlee Foundation

We continue to work with the Brownlee Foundation, and in 2024 we supported children taking part in a triathlon through 14 events across the country. We gave a financial donation and also provided water, apples and popcorn for all the children and volunteers (approximately 1,200 children per event).

SportsAid

Since 2022, we have partnered with SportsAid, a charity that funds and supports grass roots level athletes on their journey to becoming elite athletes. We provide funding to a select number of athletes to boost them in their careers – providing financial aid to support their athletic careers, as well as £30 monthly Aldi gift cards. We also host workshops for all the athletes within the wider SportsAid network to educate them on topics such as nutrition and social media.

Health events

In 2024, we sponsored a variety of races, including Carsington 7+, Wilne 10k, and the Derby 10 mile. We provide water for participants and volunteers, and those all-important post-run nutritional snacks.

We have inspired over **3 million** young children to choose healthier options through 'Get Set to Eat Fresh'.



Alice Tai, Chris Hunt Skelley, Kieran Reilly, Hannah Cockroft, Max Whitlock, Emily Campbell, Oliver Lam-Watson, Delicious Orie, Duncan Scott, Thomas Young and Helen Glover.



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 we do, whether they’re customers, suppliers or 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.

Partnering with Fairtrade

Through Aldi UK Fairtrade sales in 2024, producers earned an estimated £1,001,347 in Fairtrade Premiums, an extra sum of money that farmers and workers invest in initiatives of their choice to improve their social, economic and environmental conditions. Own-label cocoa sales generated nearly half of the total Fairtrade Premiums. Producers used approximately 55% of the overall Fairtrade Premiums on social investments for themselves and their families.

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 the UK and Ireland.

AWARDS & ACHIEVEMENTS

Aldi has been partnering with Fairtrade for more than 15 years.

Dear Aldi,

On behalf of the global Fairtrade system, I want to extend my deepest appreciation for your continued commitment to our shared mission.

Aldi’s Fairtrade sourcing plays a vital role in powering up the efforts of farmers and workers to build sustainable livelihoods and strengthen their communities for generations to come.

Together, we’re building fairer, more resilient supply chains that are fit for the future. This means purpose-driven businesses like yours working alongside close to two million Fairtrade farmers and workers across nearly 70 countries to bring Fairtrade products to millions of consumers.

Your team should feel immensely proud to be part of such a powerful force for change. I hope you’ll enjoy reading your 2024 Fairtrade Sourcing Impact Report, learning more about the impact you’ve created and hearing from some of the Fairtrade farmers and workers who grow products in supply chains like yours.

As we look ahead, I’m excited about what we can continue to achieve together as champions of social justice.

Thank you once again for your invaluable partnership.



Dr. Nyagoy
Nyong'o

Dr. Nyagoy Nyong'o
Chair, Fairtrade Foundation Board



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 UK and Ireland 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).
- Evaluating the human rights and environmental compliance of the suppliers identified in our risk assessments, through the Corporate Responsibility Supplier Evaluation (CRSE).

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	65% of goods sourced in these CGs were from A or B rated suppliers. In the UK, 17 of the 26 suppliers assessed were A or B rated (65%)

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.

- 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 2024, in partnership with Stronger Together, we developed a new Logistics Modern Slavery Resource Pack for our national supply chain partners. This pack was introduced to 60 Aldi logistics providers in September 2024 via online training. Further, 518 delegates from 257 Aldi UK and Ireland suppliers attended Stronger Together’s workshops on Tackling Modern Slavery in Business.

In total, 108 suppliers for Aldi UK and Ireland 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 UK and Ireland was 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.](#)

Unseen is a UK charity working towards a world without slavery. Aldi UK is a member of Unseen’s Business Portal, and any concerns raised to the UK Modern Slavery & Exploitation Helpline from workers in our UK supply chains will be investigated and remediated, often in collaboration with other Business Portal members. [Click here to go to the Unseen website.](#)

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.](#)

WHAT’S BEEN HAPPENING

Highlights from this year:

- We’ve established a modern slavery escalation process that’s been communicated to all Aldi UK and Ireland colleagues.
- We’ve expanded the scope of suppliers that we share with Unseen.
- We’ve trained suppliers in high-risk sectors on modern slavery awareness and conducted on-site modern slavery risk assessments to monitor standards.
- We’ve continued to support the UK Government’s Seasonal Worker Scheme Taskforce and assisted with the Employer Pays Principle feasibility study.
- We’ve delivered essential training on modern slavery awareness and human rights to all relevant Aldi colleagues.
- Our partnership with Causeway has continued to give vital support to survivors of modern slavery. [Click here to read online.](#)

CASE STUDY

Bright Future Co-operative programme

This year, we joined the Bright Future Co-operative programme, which offers a pathway for modern slavery survivors to regain stable employment through one-on-one guidance and a four-week placement. Successful participants may be offered full-time roles, and we are currently piloting this initiative at one of our Regional Distribution Centres (RDCs) in the UK, with plans to expand to additional RDCs in the future.

LOOKING AHEAD

In 2025, we will work to lower risks in Construction, Logistics, and our top suppliers using our Aldi Modern Slavery Resource Packs and risk assessments.

We’ll also promote modern slavery awareness training, run by Stronger Together, to UK suppliers.

Human rights in the supply chain continued

CASE STUDY



Growing better lives with flower farm workers in Ethiopia

We're proud to be the largest retailer of Fairtrade Ethiopian roses in the UK and since 2019, we've invested £400,000 in bespoke Fairtrade programmes, designed to improve the working conditions across six flower growing communities.

The current programme, Improved Workers' Rights in Ethiopian Flowers (IWREF) 2022-2025, works across six flower farms using match-funding from the Ministry of Foreign Affairs (MFA) Finland. By working alongside the producer organisations, Fairtrade, and the MFA Finland, we've created real change within the industry.

This year, we've supported 3,078 workers (2,099 women and 979 men) through the programme, with training on employment rights, conflict management, gender, and inclusion to help workers understand their rights. With IWREF, flower farm workers have greater control over their futures, including their ability to raise concerns and ensure their voices are heard and acted upon.

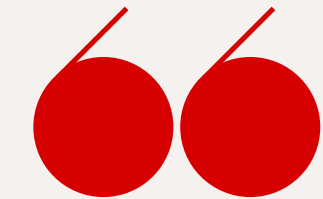
So far, 191 assistive devices – everything from glasses to elbow crutches – have been dispatched to workers with disabilities, contributing to greater independence in and out of the workplace. The initiative has shifted the perceptions of disability, and more producer organisations are now establishing inclusion policies. The interventions have also led to increased employment of people with disabilities at the Sher Ethiopia and Herburg Flower farms.

And the positivity continues to bloom

Using Fairtrade Premium funds, Herburg Roses has built a special needs school for over 150 children with disabilities in their flower growing community. The tailored education it will provide is a boost to people's quality of life, helping them feel seen and respected. This illustrates just how far the impact of IWREF can spread and influence communities. We're so proud to have contributed to building long-term positivity for this very special community.



© FAIRTRADE FOUNDATION



I really liked the capacity building training sessions under the IWREF. It helped me understand governance and moreover on the significance of inclusion at the workplace. The training practically helped our gender committee's leadership skills and empowered women. It also gave us the confidence and skills to represent and empower women here.

**Zeriye Hailu,
Herburg Roses**

Zeriye has been working at Herburg Roses for ten years. Herburg is one of the farms involved in the programme, and she participated in capacity-building training for gender committee members.

Making a difference in our communities

We may have over 1,050 stores and 44,000 colleagues across the UK, 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. In the UK, we've been partnered with Teenage Cancer Trust since 2017, and we support a broad range of other national and international charities in countries wherever Aldi operates.

In 2024, Aldi reached the fundraising milestone of **£10 million** over two years early!

KEY TARGETS & PROGRESS	
Target	Progress (as of end of 2024)
£1 million raised each year for Teenage Cancer Trust	+£1.5 million Over £1.5 million in 2024 ¹
1. Exact figure is: £1,573,815.56.	



AWARDS & ACHIEVEMENTS

GOLD Microhive Award
Aldi were awarded the GOLD Microhive Award in 2024, to acknowledge over 20% colleague participation, with colleagues raising **£106,351.49** in 2024 through the payroll giving scheme.

Headline sponsor
Aldi were the headline sponsor of the 2024 Teenage Cancer Trust Royal Albert Hall shows. The event raised a record-breaking **£2 million** over the course of the week.

£10 million fundraising milestone
Aldi celebrated the **£10 million** fundraising milestone for Teenage Cancer Trust in April 2024 over two years early, and subsequently announced a new increased target to raise **£15 million** by 2027.

Making a difference in our communities: Teenage Cancer Trust

Teenage Cancer Trust

Every day, seven young people aged 13 to 24 hear the words, “you have cancer”, and they will need specialised nursing care and support to get them through it. Teenage Cancer Trust is the only UK charity dedicated to meeting this vital need.

Over the years, Aldi colleagues have supported the charity with a whole host of activities, helping young people with cancer (and their families and friends) feel supported throughout their cancer journey. Our goal in 2017 was to raise £5 million in five years. We achieved this over 18 months early and set our sights on raising £10 million by 2027. Again, we achieved this early and in 2024 we raised more than £1.5 million for Teenage Cancer Trust, bringing the overall fundraising total to £11,227,813.41. We then extended our fundraising target to £15 million.

We raised this year’s £1.5 million though a combination of direct donations, fundraising and indirect donations through our customers and colleagues.



Direct donations:

- Aldi donated £100,000 at the start of 2024. A further £18,000 of Aldi vouchers were given to Teenage Cancer Trust hospital units throughout the year to support young people using the facilities, and in October, we gave £1,000 in vouchers to help with their Halloween activities.
- The Aldi and Teenage Cancer Trust Rainbow Fund provided £10,000 of shopping vouchers for young people and families using Teenage Cancer Trust facilities. We also added a further £40,000 to the fund to use across 2025 and 2026.

- Aldi colleagues at Atherstone Regional Distribution Centre worked together to pack over 40 Christmas hampers of Aldi treats and gifts to send to Teenage Cancer Trust hospital units across the UK.

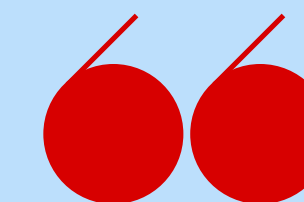
Fundraising:

- Fundraising took place throughout the year with a variety of challenges and events – everything from sweepstakes, marathons, hikes and bike rides, to raffles and daredevil challenges. In total, our colleagues’ and customers’ raised £870,638.66 in 2024, an increase of over £176,000 from 2023.

- We sponsored the Ashby 20 Road Race, donating £2,000 to the event, with further donations by runners to Teenage Cancer Trust made during the sign-up process. Lots of our colleagues join the race each year, as both runners and spectators.

Indirect donations:

- Many Aldi colleagues went the extra mile by taking part in our payroll giving scheme, Microhive.
- All Aldi UK receipts included a ‘text to donate’ message, which raised an additional £4,069.30 throughout the year.



Thank you, Aldi, for your incredible support of Teenage Cancer Trust. Since our partnership began in 2017, Aldi has helped fund specialist nurses, youth workers and hospital wards, so that young people with cancer get the care and support they need and deserve. We are so grateful to Aldi colleagues who have shown amazing drive and unwavering commitment to ensuring no young person faces cancer alone.

Kate Collins,
Teenage Cancer Trust CEO.



Making a difference in our communities: Teenage Cancer Trust

Q&A

Izzy Fletcher’s Teenage Cancer Trust journey



Can you tell us about your Teenage Cancer Trust journey?

When I was diagnosed with cancer, it was the scariest moment of my life. I had no idea what to expect. At 22, I had just begun to experience adulthood, but after being diagnosed, I felt like a child again. The overwhelming uncertainty made me feel incredibly isolated, but within just a few days, I was connected to a youth support worker from Teenage Cancer Trust, and many of my worries eased. Being on the unit created a sense of calm for me – I went from sitting on oncology wards with older patients, to feeling like I could be vulnerable while still being cared for. I went through 12 rounds of chemotherapy, and without the support of Teenage Cancer Trust, I know I would have struggled a lot more.

How has Teenage Cancer Trust impacted you?

Teenage Cancer Trust changed my life. Without their support, I’m not sure I would have been able to mentally cope with the trauma of the diagnosis and the treatment. Thanks to them, treatment became more manageable and, in many ways, more comforting.

What is your favourite thing about Teenage Cancer Trust?

Connecting with other young people going through similar experiences. When you’re diagnosed, it can be hard for friends to truly understand what you’re going through. On the unit, I met other young people undergoing treatment, and we could talk about our experiences and feelings with no filters or judgment. I’ve made lifelong friends, and we’ll always share a very special bond.



Why did you enter the Aldi Christmas card competition?

During my treatment, I had to stop working, so I had a lot of spare time. To keep busy and make a bit of extra money, I started creating custom house drawings for people who followed me on social media. I then started an Etsy page selling my artwork. Art became a huge distraction from my treatment, so it felt natural to enter the art competition, as art played a huge role in helping me cope during that time.

Which is your favourite Teenage Cancer Trust event/activity?

When my treatment was over, I began attending events to connect with like-minded people who could truly understand me. It was a reminder that just because treatment is over, it doesn’t mean life goes back to normal and it was comforting to know I still had the support of Teenage Cancer Trust. My favourite event was the trip to Alton Towers – I had an amazing day. It was such a memorable experience, and I will always treasure the connections I made.



Making a difference in our communities: Teenage Cancer Trust

Royal Albert Hall

In March 2024, Teenage Cancer Trust held their flagship shows at the Royal Albert Hall, and Aldi was the headline sponsor. The full week of performances in aid of the charity helped raise £2 million. Celebrity performances included The Chemical Brothers, Noel Gallagher’s High Flying Birds, and The Who.

Aldi supported the shows through a significant headline sponsorship fee, alongside a £50,000 donation to match what guests donated through an Aldi ‘text to donate’ video played at each show. Aldi also supported by covering costs for backstage provisions and charity led activities.

Over 100 Aldi employees attended the shows to offer various means of support and 29 Aldi volunteers helped collect over £18,500 of the total week’s donations from audience members in just one evening. Overall collections amounted to £53,276 in donations from attendees.



Cause related marketing

Since 2017 we’ve also supported Teenage Cancer Trust through the sale of various products – and this form of donation has raised over £1.2 million.

In 2024, four products were sold in aid of Teenage Cancer Trust and these collectively raised £89,951.50. The products were Kevin the Carrot, luxury Christmas cards, a cookbook and a sandwich designed by an Aldi colleague.

Our Christmas cards have been an annual cause-related marketing product since 2018, with hundreds of young people within the Teenage Cancer Trust network submitting their artwork each year. Aldi teams review all entries and two are chosen to go onto the Christmas cards sold in store. 50p per pack sold goes to the charity, and the winners receive a framed version of their design and a Christmas hamper. The 2024 winners, Izzy Fletcher and Hex Cole, have supported the Aldi partnership through other activations and remain close to the charity today.



Top: A snapshot of the 2024 Royal Albert Hall shows.

Left: Our Bee Hotel at the Holly Lane offices.

From hive to hope: supporting bees and our charity efforts

In 2014, in response to an employee survey, the Bee Hotel was established at our Holly Lane offices to help our declining bee populations. We proudly maintain two hives, tended by seven dedicated beekeepers. We sell honey from our hives to colleagues, raising £1,164.50 for Teenage Cancer Trust in 2024. Alongside our Bee Hotel, our Holly Lane offices are also home to our wildflower meadow, featuring a variety of pollinator-attracting plants, and a woodland walking area that nurtures local pollinators, including our Aldi bees.



LOOKING AHEAD

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We will continue to partner with Teenage Cancer Trust and look to increase our already ambitious target next year.

Making a difference in our communities: Other charitable support

Other charitable support:

Chiller and freezer donations

We have donated over 100 chillers and freezers from store closures to good causes via Neighbourly, Fareshare, The Bread and Butter Thing, The Company Shop, Dine With Us and The Felix Project.

Neighbourly Community Insights Survey

The Neighbourly Community Insights Survey reported 65% of charities need additional equipment to support the growing demand on their services. The continued cost of living crisis has resulted in 78% of charities reporting an increased demand on their services, and 47% having to turn people away due to limitations in capacity or funding. [👁 Read more how we support Neighbourly on page 27.](#)

Community vouchers

In 2024, the Aldi Customer Service Team sent over £1,200 in vouchers to various charitable causes across UK communities.

Wish Upon A Star

We supported the charity in 2024 with £130,596.20's of products. Aldi donates weekly to support the charity's mission of granting the wishes of children living with life-threatening illnesses.

Back to School Fund

In August 2024, Aldi launched a Back to School Fund. £20,000 was donated to schools and nurseries via Neighbourly, alongside £10,000 worth of vouchers available for parents to shop at Aldi to cover the costs of the back-to-school period.

Bowel Cancer UK

In 2024, we continued to include signs and symptoms of bowel cancer on all own-brand packs of toilet roll, in support of Bowel Cancer UK's #GetOnARoll campaign.

Winter Fund

In November 2024, Aldi launched a Winter Fund initiative, calling on shoppers to nominate a local charity to receive a £1,000 donation from Aldi at Christmas. Overall, Aldi donated £10,000 to local good causes.

Marine Conservation Society

In 2024, Aldi UK was the largest corporate supporter of the Marine Conservation Society's national beach cleaning and litter survey project, Beachwatch. Aldi colleagues joined public volunteers at four beach cleans across the UK, helping remove nearly 2,865 items of litter, totalling 27 kg of rubbish. We'll continue to support the Marine Conservation Society's Beachwatch programme in 2025.

[🌐 Click here to visit the Beachwatch web page.](#)

Royal British Legion

We welcome The Royal British Legion into our stores to collect donations during the Poppy Appeal and provide local support, where possible, to the communities in which we operate. In 2024, the Poppy Appeal collections raised £288,559 in two weeks through card donations in store.

Alliance Food Sourcing

We committed £18,000 to the Alliance Food Sourcing Project in 2024. This project is an Institute of Grocery Distribution (IGD) initiative working in partnership with FareShare to use supply chain surplus and spare production capacity to produce low-cost food. Partners in our supply chain now work together through this project to unlock food surplus.

Aldi has supported the Marine Conservation Society by donating **£90,000** since 2023.



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.

Apprenticeship opportunities

Our apprenticeship scheme aims to support local communities, promote diversity and inclusion (D&I) and increase social mobility. Applicants are not required to have obtained qualifications or acquired prior experience.

Over 300 colleagues are now enrolled onto our Apprenticeship Programme across the business. We offer 35+ programmes that support development at Levels 2 to 7 (ranging from GCSE to master’s degree equivalent), in subjects as varied as retail leadership, maintenance, light goods vehicle driving, professional coaching, data analysis, procurement and marketing.

We raise awareness of apprenticeships in our School Partnerships Programme and via the Institute of Grocery Distribution (IGD)’s Employability Workshops, with Aldi representatives attending 26 virtual workshops in 2024 – reaching over 4,000 young people.

This year, 150 apprentices were invited to our annual apprenticeship graduation ceremony in 2024.

KEY TARGETS & PROGRESS	
Target	Progress (as of end of 2024)
50% of stores to have an apprentice in learning	20% Approximately 20% of stores had an apprentice in learning, with several regions having Apprentices in 30%+ stores
£1 million Levy Gifting Pledge	£1 million (seven months early) Reached the £1 million pledge target seven months early, supporting 97 smaller employers to fund 193 apprentices using our unused levy funds

The ‘Aldi Apprentice of the Year’, Molly Collins.

Aldi Apprentice of the Year
The ‘Aldi Apprentice of the Year’ award went to Molly Collins – a Store Management Apprentice based in our Darlington region: “The apprenticeship has helped me realise my potential and opened up so many new opportunities for me”.

Apprentice Champion
A new ‘Apprentice Champion’ was awarded to Scott Beattie, a Transport Section Leader, in recognition of his support of our apprentices: “It’s amazing to be able to coach and mentor our apprentices to a high standard, to create the best workforce for the business and give our apprentices the best start in their career”.



AWARDS & ACHIEVEMENTS	
In 2024 we won:	
	Retail Gazette – Winner of Workplace Game Changer Award
	HR Excellence Awards - Winner of Diversity and Inclusion Strategy, Large Organisation
	Retail Industry Awards - Winner of Diversity, Equality and Inclusion Award Multiple
In 2024 we ranked in:	
	Top 50 Inspiring Workplaces
	Times Top 100 Graduate Employers (10th place and highest-ranking retailer)
	Rate My Apprenticeship Top 100 Employers (25th place and highest-ranking retailer)
	In 2024 we were also shortlisted for the Grocer Gold’s Employer of the Year Award

Looking after our people continued

Growing our team

We work hard to attract the best talent. This year we piloted a Diverse Talent Solution and Coaching Programme, during which our partner Green Park worked to identify ethnically diverse candidates to help boost representation in our Area Manager role. We also attended diversity and inclusion (D&I) recruitment events to help us attract more diverse talent; our colleagues joined panel discussions to talk about the importance of D&I and shared their experiences of working at Aldi.

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 paid breaks, night premium pay, flexible working, enhanced maternity and paternity pay and sabbatical opportunities. We also provide a host of other benefits such as access to free wellbeing services, high-street shopping discounts, free mortgage advice and discounted health cash plans.

We're the only retailer to pay all colleagues for breaks, which equated to more than £900 annually for the average store colleague in 2024.

A varied working day is the Aldi way. Our people are multi-taskers with autonomy. Our office colleagues benefit from our Work Life Balance Policy, which offers flexible working hours, the option to work from home up to two days per week, and the ability to exchange five of their eight bank holidays for alternative days that better suit their needs. Our Operational colleagues can see their upcoming work rotas four weeks in advance, meaning they can plan ahead.

CASE STUDY

Opening conversations with Andy's Man Club

In 2024, during Mental Health Awareness Week, Andy's Man Club delivered a webinar for all colleagues to raise awareness of men's mental health. We promoted the free mental wellbeing services we offer to our colleagues, and followed up with a further campaign in October, giving every colleague a plant-able seed card that highlighted all the wellbeing support available to them.



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).
- Discounted Health Cash Plan.
- Access to the Bike to Work scheme.
- Free access to a 24/7 virtual GP.
- Discounted gym memberships.

Paid leave is also available to colleagues for fertility treatment (two days) and those who experience pre 24-week pregnancy loss (five days).

Over 11,200 colleagues are signed up to our virtual GP service, which also extends to include our colleagues' children. Over 7,000 digital GP appointments took place in 2024.

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.

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

CASE STUDY

The Aviva Wellbeing app rolled out in 2024

In January 2024, we rolled out the Aviva Wellbeing app so colleagues can set goals and create healthy habits. It was launched with a step challenge, and colleagues encouraged each other to a step-off like no other. Over 4,000 colleagues signed up and together we racked up a total step count of 340,734,694.



Looking after our people continued

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, with partnership services including:

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



We’re committed to positive, inclusive opportunities for every colleague.

Keeping track

Our biannual colleague Pulse Survey 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, climbed to 4.1 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.

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 that colleagues can go through a consistent and fair selection process for promotion opportunities.

We continue to invest in colleague development, with internal training satisfaction rated at 4.9 out of 5 and external training at 4.7 out of 5. A total of 1,548 sessions were delivered, engaging 14,700 colleagues and totalling 68,288 hours of development in 2024.

We rolled out LinkedIn Learning to office colleagues and Executive Managers and above, with a 70% activation rate (against a benchmark of 40% in the industry).

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 Real Living Wage, set by the Living Wage Technical Group. This contributed to ‘Fair Play to Fair Pay’, our annual pay review, showing that we’re the UK and Ireland’s best-paying supermarket.
- 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.



Helping every colleague grow through clear and accessible career paths.

We rolled out LinkedIn Learning to office colleagues and Executive Managers and above, with a

70%
activation rate.

Diversity and inclusion: everyone different, everyone welcome

More than 44,000 colleagues make up our Aldi UK 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 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 made up of five pillars:



1

Employee insights and data

2

Employee engagement and support

3

Learning, development and awareness raising

4

Partnerships and external engagement

5

Employer branding, attraction and selection

KEY TARGETS & PROGRESS	
Target	Progress (as of end of 2024)
▼ Ongoing reduction in Gender Pay Gap %	7.46% mean 5.34% median

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



Celebrating Diwali and Bandi Chhor Divas with Coventry Bhangra Classes.

Employee insights and data

Our HR team leads a cross-departmental effort to implement initiatives that support women within our organisation to make sure everyone is able to reach their full potential. We've found ways to make our roles more flexible (e.g. Assistant Store Managers can now work a four-day week) and provide role models (e.g. by increasing the visibility of women in our internal and external communications).

Specifically for parents and parents-to-be, we have increased maternity pay and paternity pay for colleagues below Executive Manager level and we're in the process of updating our maternity guidance for colleagues. Colleagues at Store Manager level (or equivalent) and above have access to pregnancy and early motherhood support from our external partner, Peppy, and we also have a Parenting Hub on MyAldi.

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 we celebrate annual events such as International Women's Day, Black History Month, Pride, Diwali and Ramadan. In 2024, these celebrations included:

- A charity fastathon across the month of Ramadan which combined two important elements of Ramadan – fasting and charitable giving.
- Celebrating Diwali and Bandi Chhor Divas by inviting colleagues to attend a talk, take part in a Bhangra workshop and enjoy some traditional food.
- Celebrating International Women's Day and Black History Month.
- Celebrating Pride month and beyond with activities designed to support, educate and engage. Colleagues attended nine Pride parades up and down the country and, building on previous initiatives to show support, colleagues can now add pronouns to their email signatures.

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

Diversity and inclusion: everyone different, everyone welcome continued



Showing support, embracing inclusivity, every day.

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 we launched two new eLearning modules covering LGBTQIA+ terminology and race and ethnicity inclusion. We also updated our existing content to include video training modules featuring Aldi colleagues.

Partnerships and external engagement

In 2024, we've worked with a wide range of D&I specialist partners, including GroceryAid, Diversifying Group, Stonewall, Business Disability Forum and Green Park to provide specialised guidance that helps us drive our D&I strategy.

Keeping colleagues connected

The MyAldi app is a hub where we recognise each other's work, experiences and support each other. 20 safe spaces, including a Hidden Disabilities hub, LGBTQIA+ hub, a Menopause hub, and more, mean colleagues can connect with others sharing similar life experiences.

LOOKING AHEAD

We're continuing to improve our access to D&I data by expanding to more demographics, including age, religion, sexual orientation and disability.

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.

We'll continue to increase our calendar of events to celebrate the amazing colleagues that make up Aldi.

- WHAT'S BEEN HAPPENING**
- Highlights from this year:
- We started piloting our Female+ Leader Apprenticeship programme which aims to increase female representation in our management teams within Warehouse Operations. This trial is due to be reviewed in 2025 and if successful, will be made permanent.
 - We've developed new D&I dashboards to provide real time access to gender and ethnicity data. This will help us take ongoing action to make sure our workforce is representative of the communities we serve.
 - We piloted a 'Reverse Mentoring' scheme whereby colleagues from ethnic minorities mentored Managing Directors and HR leaders on their cultures and traditions. 100% of leaders thought the Reverse Mentoring Pilot drove positive change, and we hope to expand this further in the future.

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.

In relation to driving, our ongoing partnership with AA Drivotech means more of our company car drivers will be retrained in safe driving techniques.

- WHAT’S BEEN HAPPENING:**
Highlights from this year:
- We rolled out both practical manual handling and train-the-trainer courses in 2024 and 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 colleagues and managers, and the introduction of bodycam technology in high-risk crime areas.
 - Directors and Executive Managers in the UK underwent training using real solicitors in a court room scenario, to highlight the importance of thorough accident investigations.

LOOKING AHEAD

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Electric pallet truck/pallet stacker operations ranked high-risk in our stores, so a new training programme for Store Managers has been developed.

In 2025, Aldi will roll out Riskonnect, an electronic safety compliance and accident reporting software. This new bespoke system will provide better analytics, so that safety decisions can be data-driven.



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



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 99% 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 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.

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

The Aldi Alertline is available 24 hours a day, seven days a week. It can be contacted for free on 0808 234 1238 or via their website: www.aldiuk.alertline.eu.

Grievances

The Employee Handbook highlights Aldi's serious commitment to dealing with grievances, and our 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 UK 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 Limited.
	b. Nature of ownership and legal form.	Private limited company.
	c. Location of its headquarters.	Holly Lane, Atherstone CV9 2SQ, England.
	d. Countries of operation.	England, Scotland & Wales.
2-2 Entities included in the organisation’s sustainability reporting	a. All its entities included in its sustainability reporting.	Aldi Stores Limited (UK).
	b. If the organization has audited consolidated financial statements or financial information filed on public record, specify the differences between the list of entities included in its financial reporting and the list included in its sustainability reporting.	Audited consolidated financial statements of the UK and Ireland Group are filed at Companies House in the UK. The entities included are: Aldi Stores Limited (UK); Limited (Ireland); and Aldi Stores (Ireland) Developments Limited.
	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 to UK retail customers at affordable prices.
	c. Report other relevant business relationships.	Aldi partners extensively with expert, industry and charity organisations (such as Teenage Cancer Trust) 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: 44,862. Gender: Female = 21,112; Male = 23,731; Unknown = 19. Region: Atherstone = 3,998; Bolton = 4,531; Darlington = 3,585; Swindon = 3,779; Chelmsford = 3,776; Bathgate = 3,645; Neston = 3,074; Goldthorpe = 4,258; Cardiff = 3,582; Sheppey = 3,790; Sawley = 4,407; Bardon = 26; National UK = 2,411.

GRI content index continued

GRI disclosure	Requirements	Response or response location
GRI 2: General Disclosures 2021		
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: 44,475. Gender: Female = 20,920; Male = 23,537; Unknown = 18. Region: Atherstone = 3,994; Bolton = 4,513; Darlington = 3,575; Swindon = 3,760; Chelmsford = 3,766; Bathgate = 3,628; Neston = 3,047; Goldthorpe = 4,223; Cardiff = 3,553; Sheppey = 3,780; Sawley = 4,396; Bardon = 26; National UK = 2,214. ii. Temporary employees Total: 387. Gender: Female = 192; Male = 194; Unknown = 1. Region: Atherstone = 4; Bolton = 18; Darlington = 10; Swindon = 19; Chelmsford = 10; Bathgate = 17; Neston = 27; Goldthorpe = 35; Cardiff = 29; Sheppey = 10; Sawley = 11; Bardon = 0; National UK = 197. iii. Non-guaranteed hours employees Total: 0. iv. Full-time employees Total: 10,350. Gender: Female = 3,688; Male = 6,659; Unknown = 3. Region: Atherstone = 879; Bolton = 737; Darlington = 545; Swindon = 811; Chelmsford = 892; Bathgate = 616; Neston = 568; Goldthorpe = 753; Cardiff = 781; Sheppey = 833; Sawley = 791; Bardon = 25; National UK = 2,119. v. Part-time employees Total: 34,512; Gender: Female = 17,424; Male = 17,072; Unknown = 16. Region: Atherstone = 3,119; Bolton = 3794; Darlington = 3,040; Swindon = 2,968; Chelmsford = 2,884; Bathgate = 3,029; Neston = 2,506; Goldthorpe = 3,505; Cardiff = 2,801; Sheppey = 2,957; Sawley = 3,616; Bardon = 1; National UK = 292.
	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 increased gradually throughout 2024 due to business growth and the corresponding recruitment activities, stabilising towards the end of the year. There are no disproportionate fluctuations.

GRI content index continued

GRI disclosure	Requirements	Response or response location
GRI 2: General Disclosures 2021		
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 four 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 a UK 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 UKs 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 UK 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 the UK and Ireland 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 the UK and Ireland in 2024 that fed back into the Board.
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 the UK and Ireland, 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 56.

GRI content index continued

GRI disclosure	Requirements	Response or response location
GRI 2: General Disclosures 2021		
2-15 Conflicts of interest	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 56.
2-22 Statement on sustainable development strategy		Sustainability Report 2024, section ‘CEO Statement’, 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 56.
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 42.
	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 56.
2-26 Mechanisms for seeking advice and raising concerns		Sustainability Report 2024, section ‘Fostering a supportive and positive workplace’, page 56.
2-28 Membership associations		Sustainability Report 2024, section ‘Positive action on packaging’, page 31; 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 56.

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 British’, ‘Tackling deforestation’, and ‘Protecting animal welfare’, pages 10–18.
	Emissions across our value chain	Sustainability Report 2024, section ‘Reducing greenhouse gas (GHG) emissions’, pages 21–25.
	Healthy options	Sustainability Report 2024, section ‘Healthy choices, healthy prices’, pages 33–37.
	Human rights in the supply chain	Sustainability Report 2024, section ‘Human rights in the supply chain’, pages 41–43.
	Affordability	Sustainability Report 2024, section ‘Healthy choices, healthy prices’, pages 33–37.
	Energy management	Sustainability Report 2024, section ‘Reducing greenhouse gas (GHG) emissions’, pages 23–25.
	Packaging	Sustainability Report 2024, section ‘Positive action on packaging’, pages 29–31.
	Looking after our customers	Sustainability Report 2024, section ‘Healthy choices, healthy prices’, pages 33–37.
	Attracting and retaining talent	Sustainability Report 2024, sections ‘Looking after our people’ and ‘Diversity and inclusion: everyone different, everyone welcome’, pages 50-54.
	Community impact of Aldi stores	Sustainability Report 2024, section ‘Making a difference in our communities’, pages 44–48.
	Food waste	Sustainability Report 2024, section ‘Tackling food waste’, pages 26–28. Our food waste sources (2024 tonnes): Fruits and vegetables = 5,522; Chilled foods = 5,015; Fresh meat = 2,383; Central bakery and cakes = 919; Frozen food = 893; Soft drinks and juices = 502; Beer = 475; Processed foods = 522; Eggs = 461; Fresh fish = 201; Long life dairy = 95; Canned food = 108; Dressings, oils and sauces = 110; Wine = 106; Chips, snacks and nuts = 63; Preserves and spreads = 42; Seasonal confectionery = 61; Spirits = 46; Biscuits = 27; Confectionery = 24; Chocolates = 28; Baby products = 7; Coffee and hot beverages = 10; Sparkling wine = 11; Convenience food and soups = 8; Tea = 5; Medicine = 3; Regional bakery = 0 Total 17,637
	Responsible sourcing policies and commitments	Sustainability Report 2024, section ‘Responsible sourcing’, pages 39–40.
	Water management	Sustainability Report 2024, section ‘Managing water supplies’, pages 19–20.
	Health and safety	Sustainability Report 2024, section ‘Health and safety’, page 55.
	Compliance and ethics	Sustainability Report 2024, section ‘Fostering a supportive and positive workplace’, page 56.
	Leadership team and effectiveness	Sustainability Report 2024, sections ‘Looking after our people’ and ‘Diversity and inclusion: everyone different, everyone welcome’, pages 50-54.
	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 23.

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 29.
301-2 Recycled input materials used		Sustainability Report 2024, section ‘Positive action on packaging’, page 29.
GRI 302: Energy 2016		
302-1 Energy consumption within the organisation		Sustainability Report 2024, section ‘Reducing greenhouse gas (GHG) emissions’, page 24 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 British’, ‘Tackling deforestation’, and ‘Protecting animal welfare’, pages 10–18.
GRI 305: Emissions 2016		
305-1 Direct (scope 1) GHG emissions		Sustainability Report 2024, section ‘Reducing greenhouse gas (GHG) emissions’, page 21 ¹ .
305-2 Energy indirect (scope 2) GHG emissions		Sustainability Report 2024, section ‘Reducing greenhouse gas (GHG) emissions’, page 21 ¹ .
305-5 Reduction of GHG emissions		Sustainability Report 2024, section ‘Reducing greenhouse gas (GHG) emissions’, pages 21–25 ¹ .
305-6 Emissions of ozone-depleting substances (ODS)		Sustainability Report 2024, section ‘Reducing greenhouse gas (GHG) emissions’, page 22 ¹ .

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

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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 26–31.
306-2 Management of significant waste-related impacts		Sustainability Report 2024, sections ‘Tackling food waste’ and ‘Positive action on packaging’, pages 26–31.
306-3 Waste generated		Waste generated (tonnes): Paper cardboard corrugate = 129,606; Food waste = 17,637; General = 13,285; Plastic film = 6,175; Metal = 677; Hazardous (including all batteries and electrical waste) = 566; Wood = 260; Other Plastic = 18; Other waste (non-hazardous) = 623 Total = 168,847
306-4 Waste diverted from disposal (recycled/reused)		Waste diverted from disposal¹ (tonnes): Paper cardboard corrugate = 129,606; Food waste = 17,637; General = 0; Plastic film = 5,614; Metal = 677; Hazardous (including all batteries and electrical waste) = 551; Wood = 9; Other Plastic = 18; Other waste (non-hazardous) = 354 Total = 154,466
306-5 Waste directed to disposal		Waste directed to disposal² (tonnes): Paper cardboard corrugate = 0; Food waste = 0; General = 13,285; Plastic film = 561; Metal = 0; Hazardous (including all batteries and electrical waste) = 15; Wood = 251; Other plastic = 0; Other waste (non-hazardous) = 269 Total = 14,381

1. Non-hazardous waste diverted from disposal (153,915 tonnes) was all recycled offsite. Hazardous waste diverted from disposal (551 tonnes) includes 26 tonnes reused offsite and 525 tonnes recycled offsite.

2. Non-hazardous waste directed to disposal (14,366 tonnes) includes 14,234 tonnes incinerated with energy recovery and 132 tonnes to landfill. Hazardous waste directed to disposal (15 tonnes) 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		Gender Pay. 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’, page 41.
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’, page 41.
GRI 414: Supplier Social Assessment 2016		
414-2 Negative social impacts in the supply chain and actions taken		Sustainability Report 2024, sections ‘Responsible sourcing’ and ‘Human rights in the supply chain’, pages 39-43.

Moving forward every day

Aldi UK 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.co.uk/corporate/corporate-responsibility

October 2025

