DOING BETTER TOGETHER











Aldi UK and Ireland Sustainability Report 2025

WELCOME TO THE ALDI UK AND IRELAND SUSTAINABILITY REPORT 2025

Each year, our Sustainability Report shares the progress we're making towards our sustainability goals. With sections on Climate, Nature, Livelihoods and Communities & People, it gives you a closer look at every part of our business – from how we source our products to how we support our colleagues – because every action plays a part in the difference we make.

Throughout the report, you'll discover how we're seeking to build on our progress, drive positive change and do the right thing across our business. With key highlights, performance data and inspiring case studies, you'll see how we're turning our ambitions into action as we work towards improving our practices for today and the years ahead.

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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.

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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FROM SMALL BEGINNINGS TO BIG AMBITIONS

As one of the UK and Ireland's largest discount retailers, we employ nearly 49,000[1] colleagues and have over 1,200[2] stores – but as a family-owned business, we've never forgotten where we come from. As we continue to grow, so does our responsibility.

Aldi was founded as a small store in Essen, Germany, back in 1913 by Anna Albrecht and her sons Karl and Theo. It quickly grew into a chain of self-service, great-value stores where people could pay for goods on credit. As the company expanded across Germany, they settled on the name Aldi – combining 'Albrecht' and 'Discount' – and today that name is recognised globally as a much-loved, trusted discount retailer. We now have 7,842 stores across 11 countries, and over 196,000 employees worldwide.

We began as a discount retailer, and we remain true to our roots. We know that for the world to change, everyone needs to be able to play their part. That's why we believe in making a good life affordable. And as a result, we've been named Britain's Cheapest Supermarket for the past five consecutive years by consumer champion *Which?*.

In everything we do, we work to reduce our impact. From sourcing our everyday fresh range of beef, pork, poultry, milk, butter, cream and eggs from British and Irish farms, to removing 3,500 tonnes of packaging from our products and reducing our scope 1 & 2 carbon emissions by 29%[3] in 2025 (from a 2021 baseline), we take real action. The numbers matter because our planet matters.

But we can't do this alone. In 2025, Aldi UK and Ireland worked with 1,478 direct merchandise suppliers who sourced from 4,817 production facilities across 82 countries (excluding produce suppliers). In addition, as of September 2025, our fresh produce suppliers used 525 approved packhouses in 20 countries, supplied by 9,981 grower sites from 67 countries.



Where Aldi began: the original grocery store founded in 1913 in Essen, Germany.



TAKING ACTION ACROSS THE UK & IRELAND

Across the UK and Ireland, our 13 regions are each supported by a Regional Distribution Centre (RDC), helping operations run smoothly. Each RDC includes four key areas: Transport, Warehouse, Maintenance and Quality Control.

Nearly 49,000 colleagues across the UK & Ireland

Over 1,200 stores across the UK & Ireland

1. At the end of 2025 there were 48,929 employees across the UK and Ireland: 43,988 in the UK and 4,941 in Ireland.
2. At the end of 2025 there were 1,247 stores across the UK and Ireland: 1,081 in the UK and 166 in Ireland.
3. Market-based method.

PROGRESSING WITH PURPOSE

A MESSAGE FROM OUR CEO, GILES HURLEY

At the time of writing, our customers and suppliers continue to face significant challenges. Household budgets are still under acute pressure, food producers are navigating an increasingly complex operating environment, and farmers are wrestling with the realities of climate change.

Against this backdrop, our purpose is to make a good life affordable, delivering great quality at the lowest prices, while maximising our positive impact on people and the planet. We know that people shouldn't have to choose between price and principles, and that's why we're committed to making better-produced goods accessible for everyone.

Over the past year, we have strengthened the partnerships that underpin our business. We remain firmly committed to supporting British and Irish agriculture and are increasingly focused on helping our supply chains prepare for the future, working in collaboration to explore ways of reducing emissions, improving soil health and building resilience to climate change. These partnerships help bolster food security, support rural communities and build resilience across our food system.

We have continued to invest in the wellbeing of our colleagues, customers and communities. Through our partnerships with Teenage Cancer Trust and Barnardos, we've continued to raise vital funds to support young people with cancer and vulnerable children, while initiatives such as our Live Healthy on-pack signposting are helping customers make nutritious choices that work for both their lifestyle and their budgets.

> **Our purpose is to make a good life affordable, delivering great quality at the lowest prices, while maximising our positive impact on people and the planet**



These achievements reflect the ambition of Force for Good, our new global sustainability strategy. Built around climate, nature and people, it recognises that meaningful progress makes a real difference for people and planet and focuses on where we can meaningfully contribute to positive outcomes. Sustainability is not a destination, but an ongoing responsibility – one that requires us to keep listening, learning and improving.

We are proud of the progress we've made, but we know there is much more to do. Whether it's supporting farmers, strengthening communities or reducing our environmental impact, we're committed to delivering practical, measurable change that makes a real difference.

Because doing the right thing shouldn't come at a premium – and making better-produced goods affordable remains at the heart of everything we do.

Giles

Giles Hurley, CEO, Aldi UK & Ireland

AWARDS AND HIGHLIGHTS IN 2025

100%

of our everyday fresh range of beef, pork, poultry, milk, butter, cream and eggs is locally sourced – from British farms when sold in the UK, and from Irish farms when sold in Ireland.

Read more on page 29.



73%

of scope 1 & 2 energy comes from renewable energy sources.

Read more on page 19.

Our surplus food donations reached over

12 MILLION MEALS

Read more on page 21.



We launched our Live Healthy logo to help customers find the Aldi own-brand products that help support a balanced, nutritious diet.

Read more on page 38.

3,600 TONNES

We have reduced our packaging by 3,600 tonnes across the UK and Ireland.

Read more on page 25.

£12 MILLION

We celebrated reaching a £12 million fundraising milestone for Teenage Cancer Trust.

Read more on page 50.



Aldi UK won Sustainable Drinks Retailer of the Year at the Drinks Retailing Awards in 2025.

Read more on page 26.

Aldi UK was awarded the Platinum Microhive[1] Award in 2025.

Read more on page 49.

€2.3 MILLION

As well as raising €2.3 million for Barnardos, we supported the charity in winning the Social Impact Award at the Irish Sponsorship Awards 2025 due to our longstanding partnership.

Read more on page 52.



We launched a new High in Fibre logo as part of our Action on Fibre commitment to help signpost customers to more high in fibre options in-store.

Read more on page 38.

Aldi Ireland was awarded the Silver Microhive[1] Award in 2025.

Read more on page 49.

Aldi UK won Employer of the Year at the Grocer Gold Awards in 2025.

Read more on page 59.

Aldi Ireland won the inaugural MSC Irish Supermarket of the Year 2025, leading the market with the most MSC-labelled products on sale in Irish supermarkets.

Read more on page 31.

Aldi Ireland won the 2025 Outstanding Employee Resource Group (Ireland) Award at the National Diversity and Inclusion Awards.

Read more on page 59.

1. Click here to learn more about Microhive.

BUILDING SUSTAINABILITY AT OUR BARDON DISTRIBUTION CENTRE



Our new 1.2 million ft² Distribution Centre (DC) is coming to Bardon, Leicestershire in 2026. We are targeting embodied carbon of just 400kg CO_2e per m²: that's about a third lower than average[1].

A. Outside, there are 180 electric vehicle charge points installed, including 4 rapid-charge bays. The wildflower meadow is intended to encourage biodiversity.

B. Rainwater runoff is collected and recycled as a sustainable water source for toilets, whilst 18,976 solar panels generate electricity.

C. Solar glazing minimises solar heat gain in summer, reducing the need to cool the building.

D. In the lobby, we use Cradle to Cradle (C2C) certified[2] products (e.g. Gold certified ceramic tiles), along with third-party certified timber materials such as FSC-certified wall panels and furniture made from ocean-bound plastic[3].

E. We use LED lighting with sensors for minimal waste and our raised access flooring is Kingspan/Tate partnership RMG600+[4] and manufactured with 97% recycled content.

F. The shell of the building is made from UK-sourced steel, saving 220 tonnes of CO_2e by sourcing steel closer to the site[5].





1. Average RDC embodied carbon has been calculated as 608kg CO_2e per m². This has been calculated by averaging embodied carbon values for 5 comparable units, including Aldi and non-Aldi logistic units.
2. Cradle to Cradle Certified® – Cradle to Cradle Products Innovation Institute. Click here to read online.
3. SEAQUAL Yarn – SEAQUAL INITIATIVE. Click here to read online.
4. RMG600+ Tate's lowest ever embodied carbon access floor. Click here to read online.
5. Calculations based on 150km delivery from a UK production site instead of 300km delivery (where 300km delivery distance is the standard default assumption for nationally sourced materials as per the Royal Institution of Chartered Surveyors).

SUSTAINABILITY: MAKING THE RIGHT IMPACT, TODAY AND TOMORROW

TESTING FOR IMPACT

To make sure we're really targeted in our actions and can create real impact, 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 this materiality process in our 2022 report. Click here to read online.

BECOMING A FORCE FOR GOOD

As we close the chapter on our previous global sustainability strategy, we look ahead to 2026 and the launch of Force for Good, our new global sustainability strategy. Aldi South Group will be guided by our purpose – we exist to make a good life affordable, delivering great quality at the lowest prices, while maximising our positive impact on people and the planet – to help secure a more resilient food system. Together with suppliers and partners, we're seeking to help secure stable food production, strengthen livelihoods across our value chain, and support customers to access affordable, healthier and sustainable choices.

Climate change, accelerating nature loss and widening social inequalities are already affecting food availability and supply chain stability. So we help address the key risks, including disruption from extreme weather and rising temperatures, and the growing climatic or socio-economic pressures on critical commodities such as cocoa, coffee, and fruits and vegetables. We will also focus on safeguarding biodiversity and the natural resources that ensure productivity, improve working conditions and reduce inequalities for producers and workers.

Since these challenges can't be solved by Aldi alone, we'll continue collaborating with our suppliers, partners, NGOs, governments and customers, using our reach and resources to help address issues in the food system. We aim to contribute to positive social and environmental outcomes through targeted initiatives across selected supply chains. In doing so, we hope to ease the pressure on natural resources and build a future where great-quality products remain available and affordable for generations to come.



We exist to make a good life affordable, delivering great quality at the lowest prices, while maximising our positive impact on people and the planet



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BUYING LOCAL

Food is at the heart of everything we do at Aldi, and we know that how it is produced has a significant impact on our planet's future. Creating positive change also relies on the work of our farmers and suppliers, so we collaborate closely with them on reducing greenhouse gas (GHG) emissions, improving animal welfare, restoring natural habitats and protecting biodiversity. Building these relationships means we're working together to support the protection of our environment and the future of farming. Here, we'll highlight the positive steps we've been taking to be responsible, proactive and conscientious – together.

TAKING ACTION

We buy British and Irish products to support our local farmers and strengthen supply chain resilience. Choosing local suppliers means we can help farmers improve on issues such as biodiversity, water management and GHG emissions at farm level, and reducing the journey from farm to fork. Britain and Ireland are both recognised for having some of the highest standards in animal welfare and environmentally responsible farming, supported by independent certifications like Red Tractor, RSPCA Assured, Bord Bia, Organic and LEAF.

In Ireland, we foster supply chain relationships through our Grow with Aldi supplier development programme, which helps Irish producers develop their brand and stock products in Aldi stores. In the UK, our flagship programmes are the Aldi Dairy Farm Partnership (ADFP) and our partnership with the Royal Countryside Fund.



Supporting British and Irish agriculture helps protect animal welfare, biodiversity and our food supply.

CASE STUDY

GROW WITH ALDI

Now in its eighth year, Aldi Ireland's Grow with Aldi programme[1] selects the best of Irish producers, suppliers and entrepreneurs and gives them the chance to have their product stocked in all Irish Aldi stores nationwide. Over the last seven years, Grow with Aldi has become one of Aldi Ireland's flagship supplier initiatives and we've invested over €11.5 million in the programme, ensuring Irish products take pride of place on our shelves.



Grow with Aldi 2025 finalists.

The 2025 winners of Grow with Aldi were:

- Barry John Sausages, a family-run business based in Lurganboy, Co. Cavan, specialising in artisanal sausages made using Bord Bia-certified pork
- Supernature Snacks, a Dublin-based business that creates delicious chocolate snacks made with carefully selected natural ingredients
- Oatco Superfuel, a Co. Tyrone-based business producing a range of oat-based energy balls made with wholesome ingredients

The winners will benefit from in-depth mentorship from Aldi experts, and invaluable insights into supply chain management, marketing strategies and the buying process – readying them to build their businesses and reach new levels of success.

1. Click here to read more about the Grow with Aldi programme online.

BUYING LOCAL CONTINUED

CASE STUDY

ALDI AND ARLA

Aldi UK has a long history of collaborating with Arla, and together in 2018 we formed the Aldi Dairy Farm Partnership (ADFP)[1]. This brings together a group of UK dairy farmers who attend on-farm meetings to exchange knowledge, promote best practice and continue to take positive actions on animal welfare.

Aldi is also part of Arla's FarmAhead™ Customer Partnership, which has provided funding for the Carbon Sequestration project that was launched on ten ADFP farms in April 2025. Working with CarbonSpace and Agricarbon, this project is marking an exciting step forward in understanding how the industry can quantify and measure the carbon stored in farmland. The project's results will be published in a report in 2026, which will be shared with all the participating farms to ensure they can benefit from what's been learned.

We're proud to celebrate the farmers involved in our partnership, for example: Zara, a Lincolnshire farmer and Aldi ambassador, who joined the Aldi Dairy Farm Partnership (ADFP) in 2024. She helps lead innovation on her family's 800-hectare mixed dairy and arable farm, focusing on efficiency, animal welfare and sustainability. In 2025, she was named Dairy Farmer of the Year at the British Farming Awards. Aldi is proud to support her and her family's farm through the partnership.

It's been great to be part of the group, and I feel proud to represent Arla and Aldi in what we do every day on our farm. We're really benefitting from participating in the Carbon Sequestration project, understanding how much carbon is stored on our farm and what factors might influence it. There's a group of ten farmers on the project and we've all got different soil types and use different farming practices. This has meant we can build up more of a representative picture of results rather than it only reflecting just one type of farm system. To help make decisions for the future we need evidence and data, and hopefully this project is going to give us that. Without Aldi's support for this project, this would not have been possible.
Zara, ADFP farmer



Neil, a farmer near Marlborough, was Highly Commended in the Dairy Sustainability Award at the 2025 Cream Awards for his outstanding cow welfare and environmental care. Across a 1,400-hectare farm with 995 pedigree Holstein cows, he uses advanced technology including 16 milking robots, slurry collection and silage pushing robots, and an upgraded anaerobic digester. Neil also hosts farm visits to educate future farmers.

Being part of the Aldi Dairy Farm Partnership has allowed me to share the learnings and best practice we've developed on farm with my Aldi-aligned peers in the group, driving improvements across the wider Aldi Dairy Farm Partnership.
Neil, ADFP farmer

1. A group of dedicated farms which are aligned to Aldi.

BUYING LOCAL CONTINUED

CASE STUDY

ROYAL COUNTRYSIDE FUND

Right now, rural communities are facing major challenges, and a lack of opportunities for young people in the countryside poses a real threat to the future of family farming. To combat this, the Royal Countryside Fund (RCF), with our support, currently funds 24 rural community organisations working to make their communities more resilient. All these organisations are led by local people and often work closely with nearby farmers, charities and farm support groups.

To date, Aldi has provided over £900,000 in funding to enable the Royal Countryside Fund to deliver vital help to farming families across the UK. With this support, over 700 farms have benefitted from business and environmental skills training free of charge in 2025. Click here to find out more about the RCF's work.

For over 15 years, The Royal Countryside Fund has been supporting farming families and rural communities. We've seen firsthand how targeted local support really can drive national impact. Our partners have played a key part in this work, and we are immensely grateful for the longstanding funding we've received from Aldi, which is making a real difference to the future of our countryside.
Keith Halstead,
Executive Director, RCF

TRAINING FARM ADVISERS IN CUMBRIA

Thanks to the support provided by Aldi, the RCF can fund innovative projects that support the UK's farming and rural communities.

One of these projects is West Lakeland CIC, which brings together farmers in Cumbria to map, assess, sustain and celebrate the Cumbrian landscape and farming heritage. In 2025, the RCF awarded £29,988 in funding to the group, and this funding will help train local people to become environmental land management advisers to farmers.



This creates economic opportunities for young people in the countryside and helps to make local family farms more environmentally and financially sustainable. It's run by, and for, local people, and works in partnership with other nearby groups and farmers. Click here to read more about West Lakeland CIC.

This scheme has really helped the four of us to go out onto farms to speak to people and give them the confidence that what they're doing is right.
Vicky Slater, a Farm Adviser taking part in the training



HIGHLIGHTS FROM THE YEAR

- 100% of our everyday fresh range of beef, pork, poultry, milk, butter, cream and eggs is locally sourced from British farms when sold in the UK, and from Irish farms when sold in Ireland.

TACKLING DEFORESTATION

The world's forests are vital – not just to millions of species, but to our climate, air quality and water supply. Deforestation contributes to biodiversity loss, greenhouse gas (GHG) emissions, and risks to communities. Deforestation alone causes at least 7% of global GHG emissions[1] and causes significant environmental and social damage, directly impacting indigenous communities and increasing the risk of crop shortages. The effects are already evident across multiple supply chains including cocoa and coffee, so it's essential that we work with our suppliers to responsibly manage and protect these resources.

TAKING ACTION

We've identified the commodities that risk driving deforestation in our supply chain and have policies and requirements in place to ensure our suppliers support our commitment to tackle deforestation. Our approach is tailored to individual commodities – timber, beef, cocoa, coffee, soy and palm oil.

KEY TARGETS & PROGRESS

Target	Progress (as of end of 2025)
Aldi South Group is committed to eliminating deforestation and conversion of natural ecosystems from our high-priority supply chains by 31 December 2025[2]	Read more about our progress towards achieving this target on pages 14 and 15





We take a prevention-first approach to deforestation, but we know this isn't enough, and have supported the planting of over 700,000 native woodland trees in Ireland.

Aldi South Group is committed to eliminating deforestation from our high-priority supply chains. Despite the progress we have made, we were not able to meet our objective by the 2025 target date for all supply chains. This reflects wider industry challenges, including structural and regulatory barriers, such as the complexity of verifying soy used in animal feed across multiple supplier tiers, and traceability challenges in palm oil and cocoa supply chains.

The Science Based Targets initiative (SBTi) has already reacted and proposed that companies adjust their target dates. Looking ahead, we will assess how to address the obstacles we still encounter in some supply chains, including becoming actively engaged in high-risk origins. In this way, we intend to maintain our progress towards deforestation-free commodities.

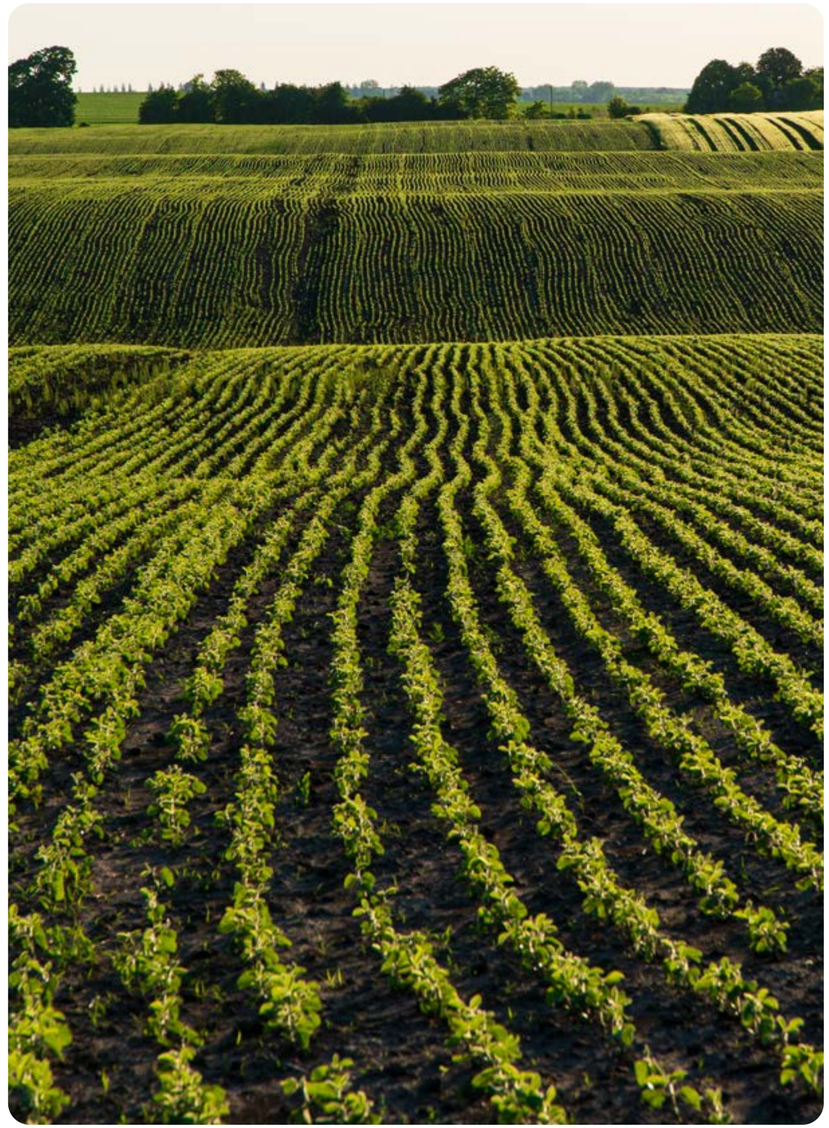
1. Click here for Global GHG emission shares by sector 2023.
2. Included in the scope of the target: palm oil, soy, timber, pulp and paper, beef, cocoa and coffee. Click here for more information on Aldi South's deforestation target.

TACKLING DEFORESTATION CONTINUED

KEY TARGETS & PROGRESS

Commodity	Certification body	Aldi policy	Progress (as of end of 2025)
Soy	Standards may include: ADM Responsible Soy Standard, Bio Suisse, Bunge Pro, Cargill Triple S, Cefetra Certified Responsible Soy (CRS), Danube Soy, ISCC Plus, ProTerra, Round Table on Responsible Soy (RTRS), Sustainable Farming Assurance Programme (SFAP) Non-Conversion, US Soy Sustainability Assurance Protocol (US SSAP), Verband Lebensmittel ohne Gentechnik (VLOG)	**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 to be physically certified as deforestation and conversion free by the end of 2025	**72.1%** of our soy[1] is responsibly sourced[2] **45.6%** of our soy[1] is certified[3] **9.1%** of our soy[1] is verified deforestation and conversion-free
Palm oil	Roundtable on Sustainable Palm Oil (RSPO)	**100%** of all straight palm oil, palm kernel oil, and palm oil derivatives and fractions in Aldi's own-label food and non-food products to be RSPO certified to Identity Preserved, Segregated or Mass Balance level.	**98.6%**[4]
		100% of all straight palm oil in Aldi UK's own-label food and non-food products to be RSPO certified to Identify Preserved or Segregated level	**88.9%**[4]

1. Progress against soy used as animal feed and soy products to produce Aldi's own-label products.
2. This includes soy sourced from low-risk countries, Mass Balance certified, Segregated certified, regional credits and standard credits.
3. This includes soy sourced from low-risk countries, Mass Balance certified and Segregated certified.
4. The reporting methodology was updated in 2025 from total number of products sold, to total tonnage received to our warehouse to improve reporting accuracy.

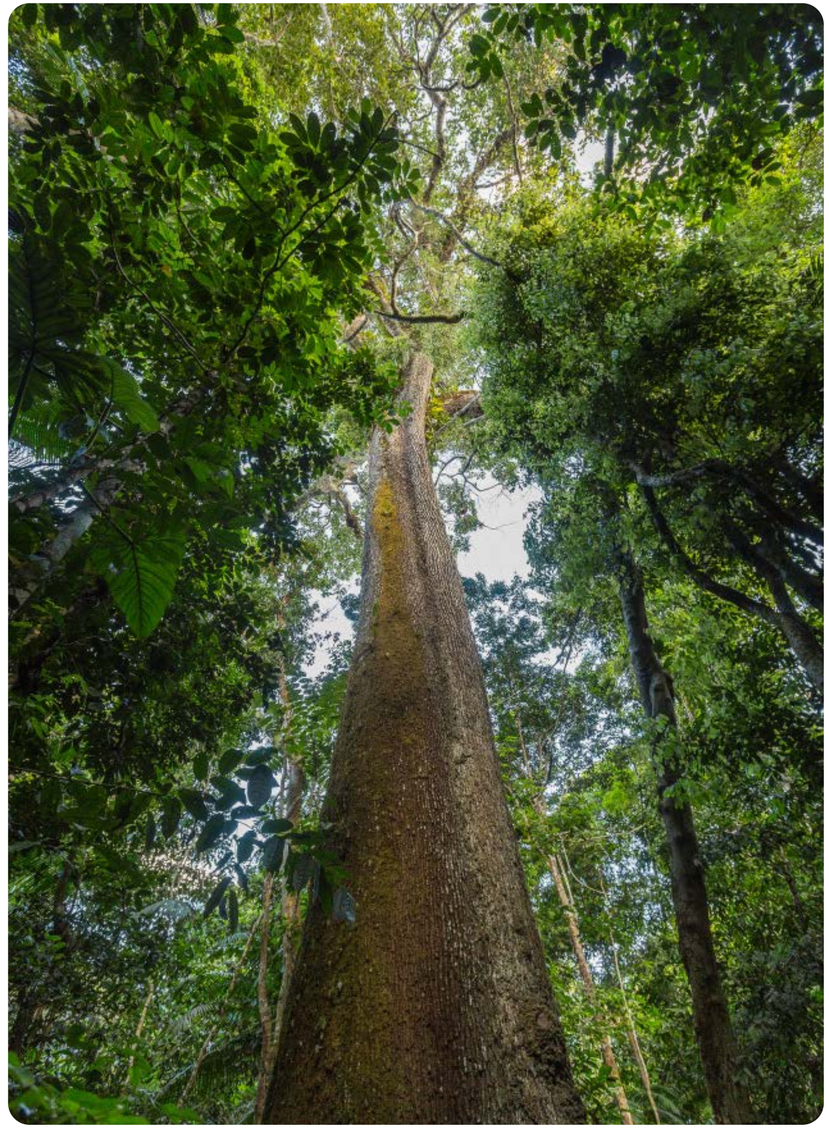


TACKLING DEFORESTATION CONTINUED

KEY TARGETS & PROGRESS CONTINUED

Commodity	Certification body	Aldi policy	Progress (as of end of 2025)
Timber	Forestry Stewardship Council (FSC) or Programme for the Endorsement of Forest Certification (PEFC)	**100%** of all timber, paper and pulp in our own-label products is certified by FSC or PEFC, or made from 100% recycled material	**91.9%**[5]
Cocoa	Rainforest Alliance, Fairtrade	**100%** of our own-label products containing more than 1% of cocoa are certified to Rainforest Alliance, Cocoa Horizons or Fairtrade	For more information on how we work to source cocoa responsibly, read page 42.
Coffee	Rainforest Alliance, Fairtrade, 4C EUDR	**75%** of our coffee own-label products are certified to Rainforest Alliance, Fairtrade or 4C EUDR[6,7]	For more information on how we work to source coffee responsibly, read page 42.
Beef		**100%** of our beef (fresh, frozen and processed) is sourced from low-deforestation risk origins[8]	**93.3%**

5. The reporting methodology was updated in 2025 from total number of products sold, to total products received to our warehouse to improve reporting accuracy. The data only includes products sourced nationally.
6. Until end of 2025, our policy applies to instant coffee, filter coffee, hot beverages coffee-based, powder mixes, coffee capsules, single serve, ready to drink and other products containing ≥95% coffee.
7. We require all 4C- certified coffee to be aligned with EU Deforestation Regulation (EUDR).
8. Low-risk origins are defined as sourced from outside South America and Mexico.



TACKLING DEFORESTATION CONTINUED

Soy

Soy is an ingredient used in both food products and animal feed. We use a third-party consultancy, 3Keel, to survey our most relevant suppliers and calculate our annual soy footprint. From this, we know that around 95% of our exposure is from meat, dairy, eggs and fish, i.e. from animal feed.

To reduce deforestation and conversion in our supply chains, we aim to source soy from regions outside of South America, such as Europe or the US. Alternatively, if the soy is sourced from South America, we require it to be physically certified against an accredited international standard.

Due to the complex nature of the soy supply chain, with multiple supplier layers creating traceability and verification challenges, collaboration is vital if we're to mitigate deforestation and conversion of natural ecosystems. In the UK, we work with the Retail Soy Group, the UK Soy Manifesto and the UK Roundtable on Sustainable Soya. With these working groups, we advocate for the protection of landscapes linked to soy production, and we recently added our signature to open letters appealing to stop the closure of the Amazon Soy Moratorium (ASM)[1].



Aldi UK works with Retail Soy Group, the UK Soy Manifesto and the UK roundtable on Sustainable Soya.

The ASM is a voluntary agreement in which major soy traders pledged not to buy soy grown on land in the Amazon biome deforested after July 2008. It's a global model for supply chain-driven forest protection and its work has dramatically reduced soy-linked deforestation in the Amazon. Despite the recent voluntary withdrawals from the ASM, we continue to view it as a cornerstone of Amazon protection and a critical mechanism for maintaining deforestation-free supply chains.

Another key region for soy production is the Cerrado in Brazil. Aldi South Group has signed the Statement of Support to the Cerrado Manifesto, which recognises the need to prevent further deforestation in the Cerrado, incentivise sustainable land management and mitigate the harmful effects of climate change. We agree to work with local and international supply chains to support the development of soy production in a way that avoids deforestation and native vegetation loss.

In 2025, Aldi UK participated in the funding of the British Standard Institute (BSI) deforestation and conversion-free (vDCF) Publicly Available Specification (PAS), which aims to provide a new standard to allow companies to request and demonstrate the supply of verified DCF soy in a simplified way. The standard development process will take approximately 12 months and involve UK Soy Manifesto members and a broader set of stakeholders across the soy supply chain, and undergo public consultation.

Palm oil

Producing up to nine times more yield per unit area than alternatives, palm oil is highly efficient, low cost and versatile. As a result, it's used in a vast number of products, from food to cosmetics. Due to unsustainable practices, it is a major driver of deforestation, causing severe biodiversity loss, endangering species like orangutans and releasing vast amounts of greenhouse gases.

In both the UK and Ireland, we require our suppliers to source only RSPO-certified palm oil for our own-label products. The Roundtable on Sustainable Palm Oil (RSPO) is a recognised third-party certification which requires palm oil to be produced according to social and environmental standards, including deforestation-free palm oil production.

In 2011, Aldi South Group joined the RSPO as a member, alongside other stakeholders from the palm oil industry, to establish and action global standards for sustainable palm oil. The RSPO has over 4,800 members worldwide, from all parts of the palm oil supply chain – all committed to producing, sourcing or using sustainable palm oil certified by the RSPO. We put all of the RSPO Shared Responsibility requirements into action to achieve RSPO's vision to make sustainable palm oil the standard. Click here to read online.

Since 2012, Aldi has been a member of the Retailers' Palm Oil Group (RPOG), a non-competitive coalition of retailers, all with the common aim of promoting the use of sustainable palm oil as standard across all relevant supply chains. Click here to read more about RPOG online.



Aldi is a member of the RPOG.

1. Click here to read the *Guardian's* article on soy safeguards.

REDUCING GREENHOUSE GAS EMISSIONS

It is well known that the impact of greenhouse gas (GHG) emissions affects the climate, the environment and our food quality. That's why we're committed to playing our part and reducing our emissions across our operations and wider supply chain.

TAKING ACTION

We are responding to climate change in three ways. Firstly, by developing an in-depth knowledge of our GHG emissions and energy use. Secondly, by understanding the physical and economic risks that climate change can have on our business, our supply chain and food production. Thirdly, by taking action to reduce our emissions.



Understanding our footprint

We use the GHG Protocol Corporate Standard, Corporate Value Chain Standard and the SBTi best practice guidance to account for the GHG emissions from our operations and supply chain. We apply the operational-control approach, and the emissions include all relevant Kyoto Protocol gases (CO_2, CH_4, N_2O and HFCs).

We measure the following emission sources:

- **Scope 1:** Emissions relating to the direct combustion of natural gas, other fuels (gas oil, kerosene), biofuels (methane and nitrous oxide emissions only) and fuels utilised for transportation operations, such as company vehicle fleets; and refrigerant gases
- **Scope 2:** Emissions from indirect operations, relating to the consumption of purchased electricity in daily business operations and travel in company-owned electric vehicles
- **Scope 3:** Emissions arising from our value chain, as per the 15 categories established by the GHG Protocol Corporate Value Chain Standard. These include forest, land and agriculture (FLAG) emissions relating to value chain, land-use change and land management
- **Outside of scope emissions (scope 1 & 2):** Emissions relating to the combustion of biofuels (carbon dioxide only). These arise from the biogenic portion of the following fuels: hydrogenated vegetable oil (HVO), bio-compressed natural gas (Bio-CNG), diesel, petrol and grid electricity. In 2025, Aldi UK and Ireland scope 1 biogenic emissions were 22,575 tonnes of CO_2e and scope 2 biogenic emissions were 59,018 tonnes of CO_2e



REDUCING GREENHOUSE GAS EMISSIONS CONTINUED

As we do not produce, import or export any ozone-depleting substances (ODS) we do not measure these emissions.

The majority of our emissions come from our purchased goods and services, and they accounted for 93.7% of our scope 3 emissions in 2025. Approximately 74% of these resulted from product-related FLAG emissions.

Further details on our GHG emissions can be found in the Aldi UK and Ireland Climate-Related Financial Disclosures Report and the Aldi UK and Ireland Streamlined Energy & Carbon Report. Both reports can be found in the Aldi UK Directors' Report Click here to read online.



OUR EMISSIONS

SCOPE 1 & 2 EMISSION SOURCES

These graphics highlight Aldi UK and Ireland 2025 GHG emissions performance and the main sources of these emissions.

Scope 1 = 81,295 (tCO_2e)

- Refrigerant gas **25,447**
- Natural gas & other fuels **13,412**
- Transportation **42,436**

Scope 2 (market-based) = 605 (tCO_2e)

- Electricity (market-based) **605**

Scope 2 (location-based) = 101,960 (tCO_2e)

- Electricity (location-based) **101,960**

SCOPE 3 EMISSION SOURCES[1]



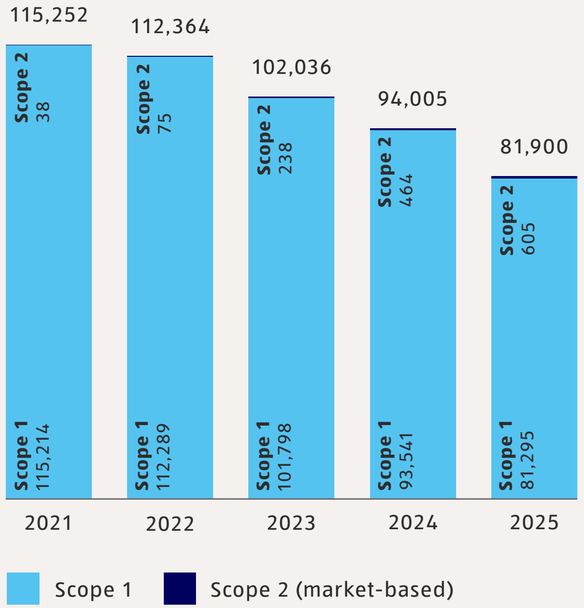
1. Emission sources align to the GHG Protocol Corporate Standard.
2. Fuel & energy related activities; waste generated in operations; business travel; employee commuting.

REDUCING GREENHOUSE GAS EMISSIONS CONTINUED

Reducing emissions

We're focusing our efforts on reducing the emissions generated through our business activities, and the indirect emissions generated in our upstream and downstream supply chains.

SCOPE 1 AND 2 EMISSIONS OVER TIME (tCO_2e)



Scope 1 & 2

We track our scope 1 & 2 GHG performance using the market-based method, and we have achieved a 29% reduction in emissions from our baseline year (2021)[1]. Further, year-on-year our energy use has reduced by 2.57%[2].

In terms of our operations, our stores, warehouses and offices use the ISO 50001 energy management standard to understand energy uses, develop energy efficiency plans and track implementation. We bring this to life in our colleague network through our colleague engagement initiative, where colleagues are provided with information about their direct impact on energy use and given actions to reduce energy wastage. Through a combination of these mechanisms we're proud to have implemented a wide range of emission and energy reduction measures:

Transportation:

- 77% of our company cars are now electric across the UK and Ireland
- 37% of our HGV fleet in the UK is powered by lower carbon hydrogenated vegetable oil (HVO) and compressed natural gas (CNG)
- We rolled out bio-compressed natural gas (Bio-CNG) to another of our regions, Bathgate, Scotland, reducing the region's emissions by 9%, even though the miles driven increased by 3.3%
- Reduced the speed limit of our HGVs from 56 mph to 53 mph, improving fuel efficiency by 3%
- Drivers participate in regular training to maintain best-practice driving styles
- 495 HGV trailers to date in the UK have solar mats to help power refrigeration units

Refrigerant gas:

- 73% of stores have switched their refrigeration systems to use natural refrigerants with lower global warming potential. This is an ongoing project, and 72 stores were converted in 2025

Natural gas & other fuels:

- Decarbonised heating: In 2025 we began an ambitious project to invest in our heating systems to target heating problems and remove the oldest gas heating systems in our UK and Ireland stores. A total of 46 UK and Irish stores had their natural gas or oil heating systems replaced with air source heat pumps, and a further 48 stores will be updated in 2026. There are now no oil-heated stores in the UK

Electricity:

- 99% of stores have transitioned to LED lighting, including 384 stores in 2025 alone
- 60% of stores have all their chillers fitted with doors, which can save up to 20% of store electricity consumption[3]



Aldi Graiguenamanagh store, Ireland.

- 100% of directly purchased electricity is renewable (and has been since 2015)[4]
- 40% of stores have on-site solar energy generation
- 85% of Regional Distribution Centres (RDCs) have on-site solar energy generation. The panel system at Bathgate RDC was expanded by 2,791 panels and is now expected to supply approximately 35% of the site's annual electricity demand
- Aldi launched the Store Solar Retrofit Programme to install solar systems in existing stores without prior installations. These systems supply up to 30% of the store's annual energy requirements. To date, 60 stores have been completed, with a further 84 scheduled in 2026

1. Scope 1 & 2 GHG emissions reduced by 12,105.27 tonnes of CO_2e and energy use by 74,161 GJ between 2024 and 2025.
2. Energy use in 2024 was 3,494,813 gigajoules and in 2025 was 2,922,407 gigajoules.
3. Calculated using IPMVP methodology by consultants on behalf of Aldi, comparing stores with chiller doors and new CO_2 refrigerant systems vs stores without chiller doors and HFC refrigerant systems.
4. Aldi UK and Ireland's electricity suppliers are contracted to provide us with REGO (Renewable Energy Guarantees of Origin) certificates covering our electricity consumption.

REDUCING GREENHOUSE GAS EMISSIONS CONTINUED

Understanding the risks

Climate change poses a real threat to the food and retail sector, and we're committed to proactively managing the risks and making the right decisions.

To establish and assess our climate-related risks, we work with Inspired ESG through a three-step process:

1. Identification
2. Assessment
3. Management

Climate scenario analysis demonstrated the potential impacts of global warming on our business and helped identify the risks. The risks were then categorised into 'physical' (the direct impacts of climate change, such as flooding) and 'transitional' (the challenges of transitioning to a low-carbon economy, such as the cost of new technologies).



The risks of global warming affect us all.

To understand which risks are material to us, we assessed the potential likelihood and scale of impact of each risk on our operations, strategy and supply chain, giving each a score between 1 and 5 (1 = very low risk, 2 = low risk, 3 = moderate risk, 4 = high risk, and 5 = very high risk). Scoring was completed by a working group of experts from different departments including Sustainability, Real Estate, Supply Chain, Store Operations and Warehouse Operations. Any risks with a score of 4 or 5 for likelihood or impact were considered material. The work we do to mitigate the risks was also considered, to ensure the scores were fair.

In 2025, there were ten material risks (five transition and five physical) identified. Climate-related opportunities were assessed in the same way, with five opportunities deemed material.

For more details on the scenarios (temperatures and timeframes) and identified risks and opportunities, see our Aldi UK and Ireland Climate-Related Financial Disclosures Report.
Click here to read online.

HIGHLIGHTS FROM THE YEAR

- 73% of scope 1 and 2 energy comes from renewable energy sources.
- 29% reduction in scope 1 & 2 emissions (market-based)[1].

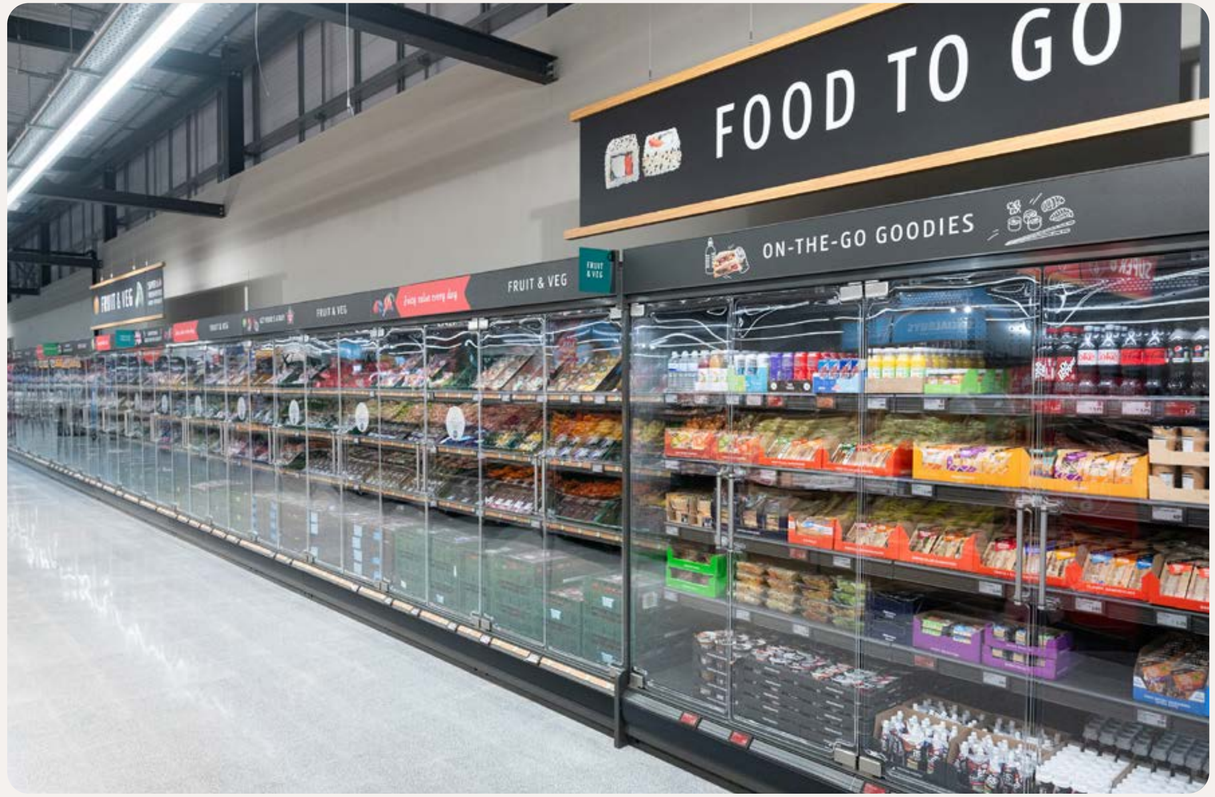
1. Calculated as a percentage change in current year (2025) vs baseline year (2021).

CASE STUDY

INTELLIGENT REFRIGERATION

We trialled the use of third-party middleware in the UK's Sawley region. This software directly connects to our Building Management Systems (to read live telemetry) and our Computer Aided Facilities Management system (allowing for the automated generation of works orders). The main aim of the software is to streamline the efficiency of our business, but it also optimises our refrigeration systems.

The trial period suggests an average energy saving per store, per year, of approximately 7,000kWh. Business efficiency deployment is planned from Q1 2026 with full energy saving deployment starting in 2027.



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 and our economy. 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.

TAKING ACTION

We're committed to playing our part in tackling food waste.

In the UK, we're active members of the UK Food and Drink Pact, which stipulates a 50% reduction in our own operations by 2030, something we achieved in 2022. In Ireland, the equivalent target is defined by the Food Waste Charter[1]. We were one of the first supermarkets to sign up to this in 2018, and we're actively working to meet this goal. In both countries, we measure and share our operational food waste figures as part of these programmes.

We're working to minimise food waste across three areas: our operations, our supply chain and in the home.

Within our operations

Our policy of Low Waste to No Waste is at the heart of our in-store training plans and activities. Colleagues are urged to have edible food surplus sold at a reduced price or redistributed. Every Aldi store is assessed on the tonnage of food that ends up in the bin. Our automated food waste report shows what's wasted in detail, so that we can see what's discarded most often, and every store can then target their food waste reduction actions.

Aldi works with several partners to minimise waste:

- Surplus food and daily essentials are donated from stores to local organisations via Neighbourly in the UK and FoodCloud in Ireland
- Unsold non-food Aldi Specialbuy items are sent onward from stores to The Salvation Army in the UK and Oxfam in Ireland for them to sell at their charity shops. In 2025 this raised over £494,000 for The Salvation Army and saved the equivalent of more than 174 tonnes of waste[2]
- In partnership with Too Good to Go we sell our surplus food in 'Surprise Bags'. We've sold over 1.9 million[3] Surprise Bags since 2023, which is the equivalent of more than 9,626 tonnes of food, saving our customers over £25.2 million in the UK and €6.8 million in Ireland[4]

MEAL DONATIONS BY ALDI

UK

Supporting **2,681** charities and good causes

11

MILLION MEALS DONATED

Partner

neighbourly

IRELAND

Supporting **244** charities and good causes

1.65

MILLION MEALS DONATED

Partner

FoodCloud



We would like to say a big thank you to Aldi Bromborough for our weekly donations and ongoing partnership throughout 2025. The last two collections of the year were collected by volunteers Les and Helen on both Christmas Eve and New Year's Eve. Pictured here with Store Manager, Danny, and a special thank you to young Aldi customer, Reece, who volunteered to help sort the donations on Christmas Eve.
Forum Housing Association, collecting from Aldi Bromborough store



Great selection, and we got turkey crowns for two families that were so happy. Thank you Aldi Thurles.
Thurles Meals On Wheels, collecting from Aldi Thurles store



It was great, staff at Aldi were ready and helpful – they even helped bring the collection to our van.
Kilkenny Community Church, collecting from Aldi Kilkenny (Hebron Road) store

1. The Irish Food Waste Charter was initially developed by the Retail Action Group and is now led by the Environmental Protection Agency.
2. Based on sales generated as reported to Aldi from The Salvation Army and 1,237 pallets donated estimated at weighing 140.6kg each.
3. UK = 1.55 million bags sold, Ireland = 382,000 bags sold. Figures are based on Aldi's internal surplus data.
4. UK figures (2023 = £7.3, 2024 = £9.8, 2025 = £8) / Ireland Figures (2023 = €2.5, 2024 = €2.3, 2025 = €2).

TACKLING FOOD WASTE CONTINUED

Through our suppliers

We support our suppliers in reducing waste by helping them set targets, develop reduction plans and by facilitating redistribution. In Ireland, we partner with FoodCloud and in the UK, we have been working with three redistributors for Aldi-branded surplus – Company Shop Group, The Bread and Butter Thing and The Felix Project. In 2025, we launched three new redistribution partnerships in the UK with His Church, City Harvest and Food Works, making it easier than ever for our suppliers to donate surplus.

Working with our customers

We want to support our customers to produce less food waste at home by extending the shelf-life of products. By the end of 2025, a total of 62 produce items had been switched to Julian date coding[1] and we're also rolling out best-practice labelling guidance, which includes adding storage labelling to packaging. Adding easily recognisable elements such as storage logos and freezing/defrosting advice helps customers maximise the shelf-life of the product at home.

Aldi Ireland is a proud supporter of the Environmental Protection Agency (EPA)'s Stop Food Waste campaign, which is working to reduce food waste in Ireland. The campaign aims to show that by making small changes to how we plan meals, store and cook food, we can save money and time, and importantly, lessen our impact on the environment. We also encourage customers to think about food waste in their daily lives, by sharing food waste prevention tips and recipes in the Aldi Specialbuys Leaflet and on social media.



1. A type of simplified date format to optimise stock rotation and reduce customer reliance on use-by dates. The first two digits represent the week of the year, and the last two digits represent the day of the week.

MEAL DONATIONS BY ALDI SUPPLIERS

COMPANY SHOP GROUP

Part of the Bidfood group

8.9

MILLION MEALS DONATED

The bread and butter thing.

455,000

MEALS DONATED

Felix

207,431

MEALS DONATED

CASE STUDY

COMPANY SHOP GROUP

Aldi UK celebrated 10 years of partnering with Company Shop Group (CSG) in 2025. Throughout our partnership, we've seen 23,135 tonnes of food and non-food products redistributed, both from our suppliers' manufacturing sites and our Regional Distribution Centres (RDCs). This equates to 51.86 million meals.

In 2025, we enabled our warehouse teams to identify products that could be donated after being withdrawn from sale, provided they remained safe for consumption. For example, this includes products with labelling errors that can be corrected through relabelling or items with recipes that do not fully meet Aldi specifications but are still safe and suitable to consume.

We donated stock to the third annual Christmas Roast Dinner with CSG, helping them host 2,500 guests from vulnerable communities across 15 CSG Community Shop Hubs.



TACKLING FOOD WASTE CONTINUED

CASE STUDY

PUMPKIN PRODUCTION TO CONSUMPTION REVIEW

A production to consumption review is a collaborative project that assesses a supply chain from production through to the end consumer, to identify, measure and address food waste hotspots. Aldi UK, K J Curson and The Bread and Butter Thing (TBBT) engaged in a collaborative project to review the pumpkin supply chain from 'farm to fork'.

Our Aldi Buying teams had identified that pumpkin surplus was often available at supplier sites earlier than assumed, so could be collected and redistributed before it goes to waste. With careful planning with TBBT and K J Curson, TBBT began collecting surplus on 28th October, after K J Curson's customers had placed their final orders for Halloween, so that the surplus pumpkins could still be sold or used over Halloween. In total 40 tonnes (95,240 meals)[1] were recovered.

Aldi's Buying team maximised the sale of the pumpkins with reduced prices, and by offering any remaining product to 1p on Halloween. Any less-than-perfect pumpkins still fit for human consumption were donated to a local charity partner.

To raise awareness of how pumpkins can be enjoyed as nutritious food rather than just a seasonal decoration, TBBT created a communications campaign that included:

- Recipes for pumpkin soup, pumpkin pie, and other healthy meal ideas
- Printed flyers distributed at hubs
- Posted on social media and in community communications to promote pumpkin's health benefits and culinary possibilities

Aldi supported the campaign on its social media channels and with pumpkin recipes on its website.

The project successfully:

- Redirected large-scale surplus to families who need it
- Prevented waste across the supply chain
- Strengthened our grower, retailer and community partnerships
- Showed the importance of aligned values and collaborative planning within UK agriculture and food redistribution

This shows how effective it is to engage growers, Aldi Buying teams, distribution centres and a redistribution partner in the management of surplus.

1p

Every remaining pumpkin was reduced to just 1p on Halloween



HIGHLIGHTS FROM THE YEAR

- In 2025, Aldi UK achieved an 80% food waste intensity reduction, against a 2017 baseline
- In 2025, Aldi Ireland achieved a 36% food waste intensity reduction, against a 2017 baseline
- We have sold over 1.9 million Surprise Bags with Too Good To Go
- Across our operations, we've donated over 8,000 tonnes of surplus food this year, supporting 3.9 million people[2] in the UK
- We rolled out Reduction Bays across our stores, giving our customers an easy way to find fantastic savings on items nearing their use-by dates, and helping us reduce operational waste
- 1,384 tonnes of imperfect products that weren't possible to sell in stores were donated to Company Shop Group from our UK Regional Distribution Centres in 2025
- We successfully trialled the donation of imperfect stock with The Bread and Butter Thing in 3 UK regions, donating 78 tonnes of stock

1. Calculated using WRAP's recommended methodology: 420g = 1 meal.
2. As confirmed by redistribution partner, Neighbourly, based on declarations from good causes.

FINDING PACKAGING SOLUTIONS

Packaging plays an important role in keeping our delicious products fresh, safe and easy for customers to find. But unnecessary packaging can create avoidable waste and increase environmental impact through incorrect disposal and the negative effects of transporting.

Here at Aldi, we work closely with our suppliers to reduce the amount of packaging we use and make more of it recyclable wherever possible. We're also reducing our reliance on virgin materials through lighter, smarter packaging design and by increasing the recycled content in our packaging.



PACKAGING MATERIALS USED BY ALDI:

Material	2025 (tonnes)[1]
Glass	148,149
Plastic	120,124
Paper	80,355
Steel	30,174
Aluminium	9,410
Wood	86
Other	780
Total	**389,078**

1. Includes own-label primary packaging only.

TAKING ACTION

Our Buying Department considers the role of packaging at every step of the buying process, from product sample stage through to final product. The team is fully trained on plastics, packaging and recycling and they work with suppliers to reduce the impacts of packaging. We do this by:

- Reducing the volume of packaging we use to only what is necessary – 'right weighting'
- Increasing the proportion of recycled content in packaging
- Working to increase the proportion of packaging used for our products that is either reusable, recyclable or home compostable



FINDING PACKAGING SOLUTIONS

REDUCING PACKAGING



Egg cartons
Moved from labels to direct print on all core tier egg cartons in England, Scotland and Wales – saving 268 tonnes



Asian sauces
Lightweighted our jars – saving 60 tonnes



Kids' smoothies 4-pack
Lightweighted the outer primary card box – saving 147 tonnes



Can lightweighting
Lightweighted some of our canned range – saving 22 tonnes



Sausages
Sleeve removal and move to direct print – saving 151 tonnes



Beers, wines and spirits
Bottle reductions – saving 2,809 tonnes



Wine
Capsule removal – saving 29 tonnes



Tonic cans
Reduced packaging weight by 1.2g – saving 46 tonnes



Chilled pizza
Removing baseboards – saving 252 tonnes



Baby carrots/petit pois
Moving from a glass jar to a can – saving 45 tonnes



Twin avocado
Tray removal – saving 11 tonnes



Pink Lady apples
Tray removal – saving 22 tonnes

REDUCING PLASTIC



Bottle lightweighting
Lightweighted – saving 7 tonnes



Snack noodles
Move to direct print – saving 32 tonnes



Scottish dairy
Lightweighting milk bottles and caps – saving 97 tonnes



Tomatoes
Removing punnets – saving 272 tonnes



Mini Prosecco
Zork (plastic faux cork) removal – saving 10 tonnes

INCREASING RECYCLED CONTENT



3-litre milk
30% recycled content into bottles – saving 49 tonnes of virgin plastic

FINDING PACKAGING SOLUTIONS CONTINUED

COLLABORATION

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

WRAP as members of the UK Plastics Pact
Click here to read more online.

Valpak packaging compliance scheme
Click here to read more online.

OPRL On-Pack Recycling Label
Click here to read more online.

WWF (World Wildlife Fund) UK Signatory to the Retailers' Commitment for Nature
Click here to read more online.

BRC (British Retail Consortium) member association
Click here to read more online.

REPAK packaging compliance scheme – Repak: Ireland's leading environmental not for profit organisation
Click here to read more online.

INCPEN (Industry Council for Packaging and the Environment) member association
Click here to read more online.

RE-TURN DRS (Deposit Return Scheme) compliance scheme – Home - Re-turn
Click here to read more online.

RECOUP charity association
Click here to read more online.

IBEC member association IBEC – For Irish Business
Click here to read more online.

HIGHLIGHTS FROM THE YEAR

- In the UK and Ireland, we have reduced our packaging by 3,600 tonnes since 2024

In the UK:

- Since 2019, we've reduced plastic in primary packaging by 47%[1]
- Since 2015, we've reduced all packaging (primary, secondary and tertiary) by 35%
- 32% of all plastic primary packaging is made of recycled content
- 98% of own-label primary packaging is recyclable[2]

In Ireland:

- We reduced all own-label plastic packaging by 39% since 2020
- 27% of our own-label packaging has been reduced overall compared to 2020
- 21% of our plastic primary packaging is made of recycled content
- 99% of our own-label primary packaging is recyclable[3]

AWARDS

SUSTAINABLE DRINKS RETAILER OF THE YEAR

In the UK, Aldi won Sustainable Drinks Retailer of the Year at the Drinks Retailing Awards in 2025. Some of the initiatives launched in 2025 that led to this win included:

- Launching the UK's first own-label aluminium wine bottle
- Bottle lightweighting to drive down the average glass bottle weight
- Removing capsules from our still wine range to reduce packaging
- Relaunching our recycled PET Ecoflat plastic wine bottle
- Using glue dot packaging on our own-label lager rather than traditional cardboard sleeves



1. Relative to sales.
2. Includes household recyclable and soft plastics which can be recycled in store.
3. Includes household recyclable only.

PREVENTING IMPROPER BATTERY DISPOSAL

If batteries aren't disposed of properly, they can cause severe environmental and fire safety hazards. When batteries (especially lithium-ion) are thrown in with household rubbish, they may get crushed in bin lorries, can cause fires in waste systems, and if sent to landfills they lead to the leaching of toxic chemicals into groundwater.

WASTE ELECTRICAL AND ELECTRONIC EQUIPMENT (WEEE) AND BATTERIES

Aldi Ireland has been working with WEEE Ireland since 2009 to promote and facilitate waste battery and WEEE recycling in Ireland. Through our partnership, our customers returned 106.1 tonnes of waste batteries to our stores in 2025 – equivalent to over 5 million AA batteries. This brings the total since our partnership began to 911.6 tonnes of waste, equivalent to 45.6 million AA batteries. Aldi Ireland is the leading retailer in Ireland for battery collections[1].

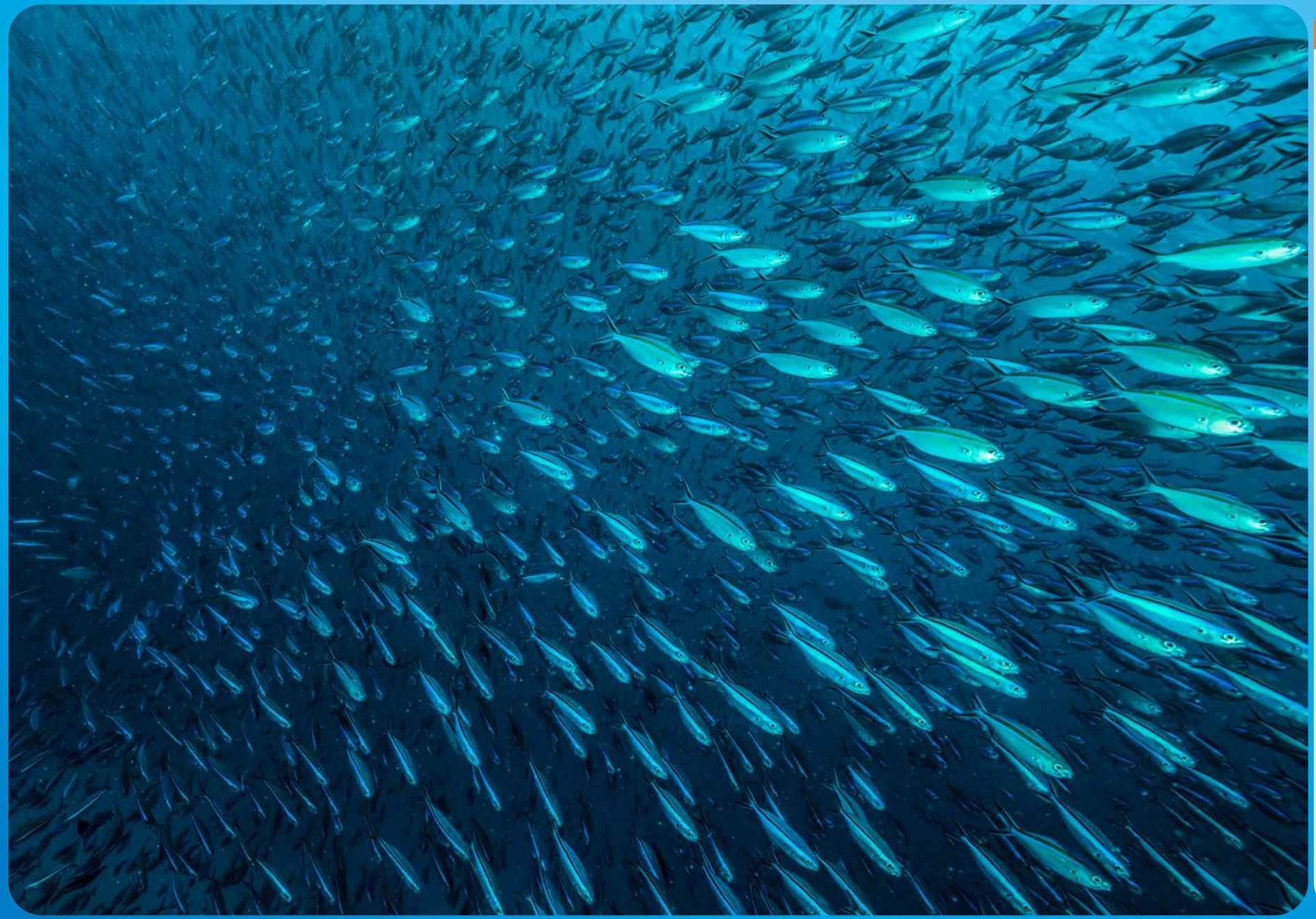
In the UK, all stores provide battery recycling buckets for our customers and in 2025, 459 tonnes of waste batteries were sent onward for recycling. A take-back scheme for WEEE waste saw 48.9 tonnes of waste collected, 60% of which was reused – the rest was recycled.



Through our partnership, our customers returned the equivalent to over

5 MILLION AA BATTERIES

1. As per WEEE Ireland.



NATURE

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SEA LIFE AND ANIMAL WELFARE

ANIMAL WELFARE

When it comes to animal welfare, customers trust that retailers are doing the right thing. We know our shoppers look for on-pack certification logos that help inform their purchase. Whether it's the Red Tractor logo or the Bord Bia mark, certification builds trust.

TAKING ACTION

Our entire everyday fresh ranges of beef, pork, poultry, milk, butter, cream and eggs are third-party certified to demonstrate compliance with welfare and environmental standards. Our products are certified by:

- British Red Tractor: Red Tractor is the largest food standards scheme in the UK, covering animal welfare, food safety, traceability and environmental protection
- Quality Meat Scotland/Scotch Quality Assured: Products bearing this logo indicate that the animal was born, reared and processed in Scotland, and was raised to higher welfare standards
- RSPCA Assured: RSPCA Assured is the RSPCA's food label dedicated to higher farm animal welfare
- Bord Bia Quality Assurance Scheme (Ireland only): The Bord Bia Mark on our products indicates that our food is produced in line with Bord Bia's quality and sustainability standards and is of Irish origin
- British Lion Eggs: All eggs that carry the British Lion mark have been produced under the requirements of the British Lion Code of Practice, which defines the highest standards of food safety. The code covers the entire production chain and maintains strict food safety controls, including the guarantee that all hens are vaccinated against Salmonella and a passport system ensuring that all hens, eggs and feed are fully traceable

KEY TARGETS & PROGRESS

Target	Progress (as of end of 2025)
100% shell eggs to be cage-free by the end of 2025	**99.6%**[1] Whilst we have achieved 100% in the UK, we did not achieve 100% in Ireland due to challenges in the supply chain. We are working closely with suppliers to meet this target

1. 100% progress for UK and 95% progress for Ireland. Because we calculate the overall figure using the number of eggs sold in each country (UK sales account for more eggs than Ireland), the UK's 100% cage free result outweighs Ireland's 95%; the combined result is 99.6%.



Recent procurement changes, introduced in collaboration with our suppliers, mean that eggs being cage-free is now a condition of supply. We also stock a selection of organic shell eggs that meet higher animal welfare standards and come from hens kept in smaller flocks with access to the outdoors.

We seek to ensure our welfare standards are met by including animal welfare compliance and certification requirements in our supplier contracts, and we use data to track and monitor supply chain performance.

More details on our UK approach can be found within our Animal Welfare Policies and Performance Report, available publicly on our website:
Click here to read more online.

SEA LIFE AND ANIMAL WELFARE CONTINUED

SEA LIFE

Overfishing and irresponsible fishing practices have led to a decline in fish stocks and damage to natural habitats across the globe. At Aldi, we're committed to responsibly sourcing our fish and seafood and working with our suppliers and industry partners to contribute to preventing further damage to ocean life and the communities that depend on it.



The blue MSC ecolabel means the fish meets our highest standard for responsibly sourced seafood.

TAKING ACTION

Our policies promote the responsible sourcing of fish and seafood across our own-label products. This applies to all sources – wild-caught and aquaculture – and is supported through certification and lower-risk fishing methods.

Our accepted standards for responsible sourcing are as follows:

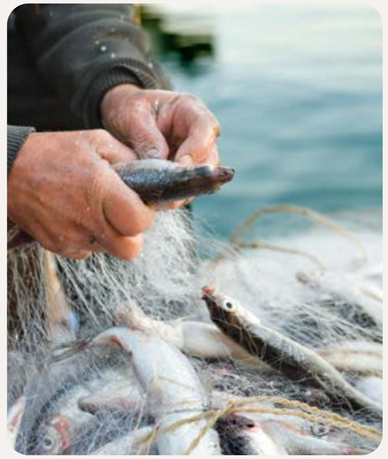
- For wild-caught seafood, we source from fisheries that must a) be lower-risk fisheries, as assessed by the Sustainable Fisheries Partnership (SFP); or b) working towards certification through a Fishery Improvement Project (FIP) or the MSC Improvement Program (MIP); or c) already certified to Marine Stewardship Council (MSC) standards, our highest standard
- For aquaculture, farms must be certified by either the Aquaculture Stewardship Council (ASC); GLOBALG.A.P; Global Seafood Alliance Best Aquaculture Practices (BAP), 4* minimum; or Organic certification schemes

For more information on fish and seafood welfare, our dedicated policy can be found on our website. Click here to read more online.

CASE STUDY

BLOCKCHAIN TECHNOLOGY WITH VERIFACT

Aldi was the first retailer in Ireland to use blockchain technology to validate our organic Irish seafood buying policy. For the last five years, Aldi and Verifact have been participating in a project with An Bord Iascaigh Mhara (BIM), Ireland's seafood state development agency, as part of the European Maritime and Fisheries Fund. The blockchain captures all information, from catch to shelf, to increase visibility across the supply chain, and we've now introduced the system to our Irish organic salmon, wild Irish hake, haddock and whiting.



We know that abandoned, lost or discarded fishing gear, also known as 'ghost gear', poses a serious threat to aquatic species, ecosystems and coastal livelihoods because of entanglement, damage and plastic pollution. As a result, Aldi has been partnered with the Global Ghost Gear Initiative (GGGI) since 2020, joining their effort to prevent further harm from ghost gear and promote industry best practice. The Irish vessels Aldi source from are similarly involved in the Clean Oceans Initiatives. Click here to read more online.

We're also working to improve the social impact of fishing. Over 2025–2026 in Ireland, a social workplan is being implemented, and a further social risk assessment, covering more vessels and species, will be carried out in 2026. A social workplan on fishery progress sets out time-bound actions to address and identify and address labour and human rights risks. The workplan is based on the findings of a social risk assessment carried out in a FIP using the Social Responsibility Assessment tool for the seafood sector (SRA) and addresses any areas identified as an issue. Click here to read more about the Social Responsibility Assessment Tool online. The system is also now used to identify and mitigate any risks related to labour in the Aldi seafood supply chain.

SEA LIFE AND ANIMAL WELFARE CONTINUED

CASE STUDY

ODYSSEY INNOVATION

In 2025, as part of Aldi UK's collaboration with the Global Ghost Gear Initiative (GGGI), we partnered with Odyssey Innovation to support their community-led fishing gear recycling projects by funding 12 months of enhanced recycling capabilities around the southwest coast of England. This project provides the fishing community with free recycling facilities for their fishing gear waste, and clear routes to recycling. This not only stops materials being lost at sea or going to landfill, but also means the recovered plastic can be transformed into items such as:

- Watercraft and surf gear: Kayaks (for accessing remote coastlines to clean up), surfing hand planes and body boards
- Community tools: Heavy-duty bins to support beach clean-ups
- Scuttle the Cuttle: A cuttlefish-shaped sieve designed for young people to collect microplastics, turning ocean waste into an educational tool

The project aims to divert 80 tonnes of end-of-life fishing gear and ocean-bound plastic to recycling streams by December 2026.



We started Odyssey Innovation to find solutions to the global marine plastic crisis. By providing the infrastructure for free recycling of end-of-life gear, we're helping the fishing industry be the best custodians of the sea. The challenge isn't the material's recyclability, but the high costs involved, – and this is where Aldi stepped in – their support helps us close the loop and create a truly sustainable system between the community, retailers and seafood producers.
Rob Thompson,
owner of Odyssey Innovation

ODYSSEY Innovation

Click here to find out more about Odyssey Innovation's work.

GLOBAL GHOST GEAR INITIATIVE®

HIGHLIGHTS FROM THE YEAR

- Our colleagues at the Global Ghost Gear Initiative led workshops for our suppliers to inform them about how and why fishing gear is lost, the impacts of discarded fishing gear, and how they can help address the problem
- In the financial year of 2024-25, Aldi UK sold the greatest volume of MSC-labelled products among UK retailers[1]
- After being listed in Ireland in 2024, our first own-label wine created in collaboration with The Hidden Sea[2] was sold in the UK in 2025. For every bottle sold, the equivalent of ten plastic bottles was removed from the environment



1. Click here for the MSC UK and Ireland market report 2025.
2. Click here for The Hidden Sea website.

AWARDS

TICKING ALL THE BOXES

Aldi Ireland won the inaugural MSC Irish Supermarket of the Year 2025, leading the market with the most MSC-labelled products on sale in Irish supermarkets.

Marine Stewardship Council

MAKING WAVES

For Sustainable Seafood September, we used our in-store digital screens to promote three of the UK's favourite fish and seafood dishes to support the MSC's Buy Blue, Protect Dinner campaign. The advert was shown in our GB stores across September, with a potential reach of over 57 million shoppers.



MANAGING WATER SUPPLIES

Water is essential to life, every living thing depends on it. Today, water is under extreme threat because of the planet's growing population, the impact of agriculture and industry, and the negative effects of climate change. So, we're determined to support the protection and management of it as a resource today and for the future.

TAKING ACTION

We take steps to minimise our own direct water consumption by reducing wastage and unnecessary use. Key examples are:

- 74% of our UK stores are now equipped with Automatic Meter Reading (AMR) devices, which provide water usage data and enable early leak detection
- 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 our water consumption

KEY TARGETS & PROGRESS

Target	Progress (as of end of 2025)
100% of Aldi UK fresh fruit and vegetables to be LEAF Marque certified	**100%** of Aldi UK fresh fruit and vegetables are LEAF Marque certified

It's also essential that we consider the vast amounts of water used by our supply chain to grow and produce food. We use the WWF Water Risk Filter to risk-assess our globally sourced products and then take advantage of third-party standards and initiatives such as the LEAF Marque and the WRAP Water Roadmap to drive improvements.

We're pleased that 100% of Aldi UK-grown fresh fruit and vegetables are LEAF Marque certified. This means producers are carrying out Integrated Farm Management, which includes an implemented Water Management Plan covering good water stewardship, the protection of water resources and water quality. All our international fruit and vegetable growers are GLOBALG.A.P. certified, which sets minimum standards for the efficient use of resources such as water and energy.

CASE STUDY

DOÑANA, SPAIN

Spain is one of the world's most productive horticultural regions, and the Doñana region is a vital berry-sourcing hub for UK food businesses. Sadly, this UNESCO World Heritage site is affected not only by a changing climate, but by severe water use and land modification for agriculture within the Doñana forest. What's more, between 10–15% of this water use is illegal. Without focused efforts, Doñana faces severe ecological risk, threatening an incredibly important ecosystem and berry production area.

The UK Food and Drink Pact's Water Roadmap has developed a Collective Action Project to address these challenges, and we're active members of this work. The project aims to restore balance between water governance, sustainable agriculture, resilient UK food supply chains and healthy ecosystems.

One workstream of the Doñana Collective Action Project was the restoration of two hectares of habitat damaged by illegal water irrigation and agricultural runoff. The area is particularly important as it's part of the La Cañada ecological corridor, home to many endangered species and millions of migratory birds. In collaboration with the local Irrigation Community of Condado de Huelva, local businesses and the local community – including 60 school children – removed invasive plants and planted 80 native trees to provide much-needed shelter for the species that live in this unique landscape.



The Doñana Collective Action Project restored habitat damaged by illegal water irrigation.

Photo by Alex Fernández Poulussen at Good Stuff International.

BOOSTING BIODIVERSITY

Biodiversity is essential to every natural process, and it's vital to all life on our planet. Without a wide variety of animals, plants and microorganisms, the healthy ecosystems that we rely on will become imbalanced and won't be able to provide us with the air we breathe and the food we eat. Crop and fruit production relies on the insects, pollinators and birds that keep soil healthy and plants growing. As a food retailer, biodiversity is of critical importance to us, and we work across many aspects of our business to actively support the preservation and protection of it.

DID YOU KNOW?

In 2025, we nominated Train Hugger as our preferred rail booking service for colleagues needing to travel for work. For each booking made, Train Hugger sponsors the planting of a tree with the Royal Forestry Society.

Train Hugger Business

CASE STUDY

BURRENBEO TRUST

In 2025, Aldi Ireland provided funding to The Hare's Corner, a wildlife initiative set up by the Burrenbeo Trust to help Irish landowners create space for nature on disused pieces of land. The Hare's Corner does this by providing landowners with bespoke Plans for Nature that include recommendations on how landowners can enhance the biodiversity of their land, for example with mini woodlands, heritage orchards or wildlife ponds. This expert advice delivers the best results for nature whilst also taking on board the landowner's needs and preferences.

Project examples include:

Wildlife ponds
A pond is one of the easiest and most rewarding semi-natural habitats to recreate and can quickly support a range of wildlife including damsels and dragonflies, frogs, newts, birds, hedgehogs and bats. In a drained landscape, artificially created ponds are a good replacement for naturally occurring ponds.

Heritage orchards
In partnership with Irish Seed Savers, The Hare's Corner helps landowners in selecting the best Irish heritage apple trees for their site and gives guidance on planting and taking care of their orchard. Irish heritage apple trees are hardy and suitable for the local climate.

Native woodland
The Hare's Corner also provides landowners with the opportunity to plant a copse of native trees on their land, including the rare and endangered Burren Pine, Ireland's sole native pine species, found only in limited areas of the Burren. This supports both carbon storage and biodiversity restoration.

In 2025, Aldi funded 83 Hare's Corners, including native woodlands, heritage orchards, wildlife hedges and wildlife ponds, along with bespoke Plans for Water and Plans for Nature in County Offaly and County Sligo.





burrenbeo trust



BOOSTING BIODIVERSITY CONTINUED

CASE STUDY

GREENTHEUK BIODIVERSITY PROJECTS

In 2025, Aldi UK partnered with GreenTheUK to financially support a range of wildlife projects that help to enhance biodiversity and protect habitats across the UK. GreenTheUK works with charities across the country to bring these projects to life.

Aldi-funded GreenTheUK projects:

10,000 trees planted with Royal Forestry Society (RFS)
Woodlands play a crucial role in climate change mitigation by storing carbon, stabilising soils and reducing flood risks. Planting a diverse mix of native and non-native tree species helps improve woodland resilience and biodiversity, supporting their ability to withstand increasingly frequent and extreme weather events. This year, Aldi partnered with the RFS to help plant 10,000 climate-resilient trees in the UK.





Five hectares of wildflower meadow restored with Buglife
In partnership with GreenTheUK and Buglife, Aldi is helping to restore wildflower habitat to support pollinators and biodiversity. 1.66 hectares of wildflowers have been created in County Durham, providing nectar, pollen and nesting habitats for important insects like bees, hoverflies, moths and beetles. Aldi's investment aims to restore a total of 5 hectares of wildflower-rich meadow land across three sites, each chosen for their ecological value and proximity to our stores and communities, strengthening pollinator networks and local green spaces.

Crab and lobster population surveys through Blue Marine Foundation
The Sussex coastline once supported extensive kelp forests, yet decades of trawling, storms and human pressures have left these habitats depleted, and over 96% of kelp has disappeared since 1987. In March 2021, the Sussex Inshore Fisheries and Conservation Authorities (IFCA) established the Sussex Nearshore Trawling Bylaw to protect essential fish habitats, including kelp. Sussex Kelp Recovery Project partners have studied the ecological impact of this byelaw on habitat recovery and commercial species. In 2025, via GreenTheUK, Aldi contributed to this effort by donating to Blue Marine Foundation which undertakes lobster-potting surveys to evaluate the influence of the byelaw on European lobster and brown crabs.



Protecting temperate rainforests with Plantlife
Temperate rainforests can occur on less than 1% of the planet, where specific coastal weather, rainfall and humidity conditions align. These forests are home to many unique species but face threats from overgrowth, invasive species and biodiversity loss. Through specialised management and seasonal stewardship, Plantlife aims to safeguard and help these delicate ecosystems recover and thrive for the future; Aldi's funding will support the protection of these ecosystems.





Restoring native oyster reefs on the south coast through the Solent Oyster Restoration Project
Through GreenTheUK, Aldi donated towards the Solent Oyster Restoration Project, which is working to restore native oyster populations to local waters through reef creation. Native oyster populations in the Solent have fallen by 95% due to historic overfishing, habitat loss, pollution and disease. This project aims to restore oyster reefs – helping to improve water quality through filtration, providing habitats to other marine species and serving as a natural defence against coastal erosion.



LIVELIHOODS

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OFFERING HEALTHY CHOICES AT AFFORDABLE PRICES

A healthy lifestyle begins with what we consume. Nutritious food prevents obesity and may reduce the risk of chronic illnesses like heart disease, as well as boosting our wellbeing. As a leading food retailer in the UK and Ireland, we have a responsibility to support our customers' health and wellbeing by giving them and their families access to fresh, nutritious, high-quality, affordable food options, so that they can embrace a healthy lifestyle with every bite.

In Ireland, we cooperate with the Food Reformulation Task Force, a partnership between the Food Safety Authority of Ireland (FSAI) and Healthy Ireland, which leads the national effort to reduce calories, saturated fat, sugar and salt as set out in a Roadmap for Food Product Reformulation in Ireland. We are committed to sharing our commitments, targets and progress, and Aldi Ireland is one of only two retailers to publicly report its commitment and progress. This approach has been recognised by the task force (Retailers' Commitments to Food Reformulation Published | Food Safety Authority of Ireland). Although we've achieved our commitments ahead of the projected target year, we'll continue to focus on reformulation to exceed our current performance.



Healthy choices are one of the ways that we support our customers' wellbeing.

KEY TARGETS & PROGRESS

Target	Progress (as of end of 2025)
85% of our own-brand food and drink sales volume (excluding alcohol) will come from healthy items by 2027 across the UK and Ireland[1]	**81.3%**
100% compliance with calorie targets in Aldi UK and Ireland[2]	**96.3%** of Public Health England (PHE) calorie targets achieved
95% compliance with salt targets in Aldi UK and Ireland[2]	**80.2%** of PHE salt targets achieved[3]
20% reduction in sugar in Aldi UK and Ireland[2,4]	**18.7%** sugar reduction since 2015 across PHE sugar categories[3]
14% Increase portions of fruit and vegetables sold by 2027 in Aldi UK	**12.9%** increase achieved (2021 baseline)

Target	Progress (as of end of 2025)
20% reduction in energy (calorie) content of own-brand foods by 2025 in Aldi Ireland[5]	**20%** reduction achieved (2015 baseline)
20% 20% reduction in the sugar content of own-brand foods and drinks by 2025 in Aldi Ireland[4]	**20%** reduction achieved (2015 baseline)
10% reduction in the saturated fat content of own-brand foods by 2025 in Aldi Ireland[4]	**10%** reduction achieved (2015 baseline)
10% reduction in the salt content of own-brand foods by 2025 in Aldi Ireland[4]	**10%** reduction achieved (2015 baseline)

1. As defined by using the UK Government's Nutrient Profile Model 2005. This is a scoring system where below 4 for food and below 1 for drinks are classed as 'healthy'.
2. These targets are aligned with Public Health England (PHE) in the UK.
3. We constantly work to improve our progress through reformulation of our own-brand products.
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 butters) and yoghurts.
5. These targets align with the Irish national targets as set out in A Roadmap for Food Product Reformulation in Ireland (FSAI).

Click here to read more online.

OFFERING HEALTHY CHOICES AT AFFORDABLE PRICES CONTINUED

TAKING ACTION

Our goal is to be a trusted retailer when it comes to health. When they come to our stores, customers can rely on us to provide healthy options at the lowest prices without sacrificing quality, and we encourage healthy living across our brand through our product placement, labelling, recipe tips and our promotion of active living.

Product placement

At Aldi UK and Ireland, we're proud to say that the first products our customers find in store are fresh fruit and vegetables – all at affordable prices. This includes our Super 6 promotion in the UK and Savers promotion in Ireland: six selected fruit and vegetables at super-low prices. In the UK, only healthy products, as defined by the UK Government's Nutrient Profile Model 2004 (NPM), are available for sale at our tills – going beyond the categories in the current HFSS (high in fat, salt or sugar) legislation.





Going beyond HFSS guidelines at our tills.

Starting every shop with fresh, affordable choices.

CASE STUDY

SERVING UP HEALTH

Tomato and Red Pepper Soup
Thanks to the hard work of our Buyers, this quick and easy meal has full green traffic light labelling, provides two of your 5-a-day, is a source of protein and provides immunity support due to being a source of vitamin A[1].

Foodie Market Freeze-Dried Strawberry Slices and Apple Slices
Launched in the UK and Ireland in 2025, our freeze-dried real fruit slices are delicious, high in fibre and contain no added sugar. These healthy snacks can be added to smoothies, yoghurts, cereals or porridge.

Ardagh High Protein Cheese
In 2025, we launched our Ardagh High Protein Cheese, in both sliced and grated variants. Made in West Cork by Carbery especially for Aldi Ireland, this cheese is lower in fat and contains 10g of protein per serving, and this is highlighted on our 100% recyclable packaging for customers.

Kefir drink
We launched a new kefir drink into our UK and Ireland range in 2025. This product is high in protein, a source of calcium[2] and contains billions of live cultures across 14 strains.

Vegan burgers
Specially Selected Vegan Burgers were launched in 2025, in Aldi UK. These Specially Selected Harissa, Red Pepper & Chickpea and Kimchi Vegan burgers are a great meat alternative. Not only are they packed with vegetables, they're also a gluten-free source of protein, high in fibre and low in saturated fat.











1. Vitamin A contributes to the normal function of the immune system. It is important to maintain a varied and balanced diet and healthy lifestyle.
2. Calcium contributes to the normal function of digestive enzymes. It is important to maintain a varied and balanced diet and healthy lifestyle.

OFFERING HEALTHY CHOICES AT AFFORDABLE PRICES CONTINUED

Product choice

We carefully curate our product ranges, packing in more of what's good for you and taking out what's not.

WE SCALE UP

- **Aldi Health Brand range:** These are nutrient-rich products that deliver specific health benefits, such as promotion of gut health and immunity support
- **Fruit and vegetables:** In 2025, we sold over 11 billion portions of fruit and vegetables, representing a 2% increase from 2024
- **Fibre:** This year, Aldi UK joined the Food and Drink Federation's Action on Fibre initiative – committing to develop new high-fibre products, share fibre-focused recipes and introduce a new High in Fibre logo. Click here for fibre recipes online.
- **Protein:** We have expanded our range of protein-rich products and highlight high-protein content on packaging
- **Plant-based product:** We are continually launching new and exciting products within our Plant Menu range
- **Special diets:** We offer foods that cater to a variety of dietary requirements, including gluten-free and lactose-free options

WE SCALE DOWN

- **Calories:** We continually work to reduce calorie content of own-label products and align with national targets
- **Salt:** We continually work to reduce salt content of own-label products and align with national targets
- **Sugar:** We are exploring innovations such as natural sweeteners to reduce the sugar content in own-label products
- **Saturated fats[1]:** We work to reformulate our products to include less saturated fat content
- **Additives:** We strive to minimise additives while maintaining product quality. This includes limiting the use of the Southampton Six food colourings, artificial flavour enhancers such as monosodium glutamate (MSG) and trans fats

1. Approach taken in Aldi Ireland only.

CASE STUDY

OUR LIVE HEALTHY LOGO

In the UK and Ireland, our new Live Healthy logo has been launched to help customers quickly and easily find the Aldi own-brand products that will support a balanced, nutritious diet in line with the UK Eatwell Guide. This logo is awarded only to items that meet our nutritionist-approved criteria, with each product needing to satisfy an approved health claim, making it easier for everyone to find the tasty, affordable options that simplify healthier eating.

We hope to have the Live Healthy logo on all eligible products across our full range very soon, and we're reviewing all our product recipes to see how more of our range could meet the Live Healthy standard. Click here to read more online.





OFFERING HEALTHY CHOICES AT AFFORDABLE PRICES CONTINUED





Making healthier choices easier with clear, visible nutrition information.





Marketing and labelling

To make it easier for our customers to select healthier options, we work to make reliable, relevant and verifiable claims about our products and clearly present health information on packaging. We display nutritional information through traffic light labelling, highlighting health claims with logos like Live Healthy, High in Fibre and High in Protein, and using images that depict the recommended portion sizes. If a product is made specifically for children, we ensure that any child-friendly elements such as cartoon characters only appear on nutritious products such as fruit, vegetables or healthy snacks[1].

High fat, salt and sugar (HFSS) advertising restrictions were adopted by Aldi UK ahead of the January 2026 implementation date. We've adapted our promotional material and marketing communications to ensure healthy products feature, without compromising our popular Aldi tone of voice and brand personality.

Alcohol awareness

We support both Drinkaware UK and Drinkaware Ireland in helping consumers make informed choices about alcohol. We aim to increase people's understanding of alcohol's impact so that they can make positive changes and protect their long-term health.

In 2025, Aldi's partnership with Drinkaware helped nearly 500,000 people used the Drinking Check tool to help them understand their drinking habits and make changes if they wish to.

Furthermore, as a signatory of the Portman Group in the UK, we've pledged to ensure responsible alcohol labelling guidelines and marketing rules are followed when selling alcoholic products.

Recipes for success

To help our customers stay healthy, we provide easy, nutritious, affordable recipes for all households and budgets, encouraging smarter health choices. We share our healthy recipes on social media, the Aldi app and website.

Click here for Healthy Recipes | Aldi UK

Click here for Healthy Recipes | Aldi IE

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'. Categories in scope are soft drinks, crisps & savoury snacks, breakfast cereals, confectionary, ice cream & lollies, cakes, biscuits, morning goods, desserts, yoghurts, pizza, potato products, ready meals, meal centres, breaded & battered and sweet spreads & sauces.

OFFERING HEALTHY CHOICES AT AFFORDABLE PRICES CONTINUED

ACTIVE LIFESTYLE

We know that food is only part of healthy living, so we also work to encourage people to get fit and active. We believe in the power of role models to inspire people to get moving, so we proudly partner with Team GB, ParalympicsGB and the Irish Rugby Football Union (IRFU) to support high performing athletes. Since 2015 and 2022 respectively, we've been the official supermarket partner of Team GB and ParalympicsGB, and we'll continue to support athletes at Los Angeles 2028, the Olympic and Paralympic Winter Games in 2030, and Brisbane 2032.

Get Set to Eat Fresh (GSTEF)

In 2025, Aldi UK celebrated the 10-year anniversary of Get Set to Eat Fresh, Aldi's free nationwide education programme delivered in partnership with Team GB and ParalympicsGB. The programme supports children aged 5 to 14 by helping them understand the connection between food, movement and wellbeing – encouraging them to eat well, move more and build healthy habits that last. Through the programme, over 3.3 million children have been introduced to healthy food and now have the skills to cook nutritious, low-cost meals.

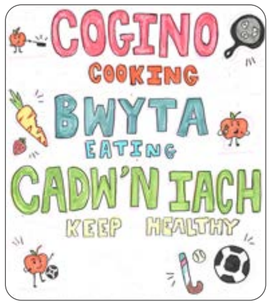
To celebrate this 10-year milestone, we launched a Design a Billboard competition, challenging children to create an advert for fresh and healthy eating. We also launched our Curiosity Kitchen, which visited ten schools across five UK cities with Team GB and ParalympicsGB athletes to inspire children to try different fruits and vegetables.



Students at Hill View Primary School, Banbury, with Team GB athlete Kate French.







Design a Billboard competition winners (from left to right): Hadrian, aged seven, England; Iris, aged 13, Scotland; Aneira, aged 13, Wales.



CASE STUDY

GETTING A TASTE FOR GOOD HEALTH

Aldi Ireland supported Taste it Tuesdays, a monthly school programme where young people at a County Clare school can sample the kind of healthy fruits and snacks they might not have experienced before. After taking advantage of our Savers in-store promotions to make the most of purchasing affordable, fresh produce, the school found that mango was a standout favourite, and in the weeks that followed, staff observed that students had got a taste for the good stuff – bringing new fruits in their lunchboxes.



OFFERING HEALTHY CHOICES AT AFFORDABLE PRICES CONTINUED

The Irish Rugby Football Union (IRFU)

We want to get people active at a grassroots level, so through our partnership with the IRFU, we've developed Aldi Play Rugby, a programme for primary schools that introduces non-contact rugby to students and encourages them to get active and eat healthily. As part of the programme, schools can access invaluable resources, including sessions with Community Rugby Officers, online coaching and free equipment. The programme has been a resounding success in recent years, with almost 1,000 schools participating in 2025, across 13,000 sessions, and more than 127,000 students taking part – 48% of whom were girls. Each year, the Aldi Play Rugby programme hosts a national festival, where children from schools across Ireland get a chance to play at the Aviva Stadium and meet members of the Irish men's and women's teams – as well as Kevin the Carrot.

We are also the 'Official Fresh Food Partner of Irish Rugby', fuelling both the men's and women's national teams as they take on the best sides in the world. The IRFU logo features on our fresh produce, mainly across our fruit and vegetable range, to help customers spot healthy options. On Irish-produced products, the logo also signifies our support for local suppliers and our commitment to promoting healthy eating.

Active living Specialbuys

We also promote active living by offering a range of Specialbuys that support customers in staying active. Our Specialbuys often include fitness equipment, sports accessories and wellness products designed to inspire anyone's journey to a healthier lifestyle.

HIGHLIGHTS FROM THE YEAR

- Aldi UK signed up to Action on Fibre Read more on page 38.
- We launched our Live Healthy logo in store Read more on page 38.



AWARDS

A HEALTHY HAUL

In 2025, Aldi received 30 awards in the UK and Ireland relating to health and nutrition.

In the UK this included:

The silver FPC Fresh award for fruit and vegetable retailer of the year

Two gold Great Taste awards for the Aldi Plant Menu Ultimate No Beef Burgers and No Pork Vegan Sausages

Aldi Plant Menu Vegan Festive Wrap won both the Woman & Home award for the best veggie option and the Good Housekeeping award for best vegan sandwich

In Ireland we won:

The Retailer of the Year award at the Free From Food Awards

Two gold Blas na hÉireann awards for our Brown Bear Gluten Free Lager and the Clonakilty Half Fat Crème Fraiche

SOURCING OUR PRODUCTS RESPONSIBLY

People make us who we are as a business – and that means we value everyone from customers to colleagues, suppliers to farmers. We collaborate closely with our business partners in our supply chains to help ensure that our responsible sourcing criteria are met and potential human rights and environmental risks are managed effectively. To support this, we apply a rigorous approach to sourcing and product certification, partnering with independent organisations such as Rainforest Alliance and Fairtrade across many of our product lines.

KEY TARGETS & PROGRESS

Target	Progress (as of end of 2025)
100% certified cocoa products by 2025[1]	**99.9%** certified[2]
75% certified sustainable coffee by 2025[3]	**69.4%** certified[2]
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]	**90%** certified





TAKING ACTION

Cocoa

Cocoa supply chains face ongoing challenges such as child labour, modern slavery and environmental risks such as deforestation. Over 60% of cocoa comes from Côte d'Ivoire and Ghana, both of which are increasingly affected by extreme climate events, reducing yields and harming farmer livelihoods. We're committed to sourcing all products that contain at least 1% cocoa from sources certified by recognised standards such as Rainforest Alliance, Fairtrade or Cocoa Horizons.

Coffee

Coffee is mainly cultivated by smallholder farmers in subtropical regions, with the majority grown in Vietnam and Brazil, which comes with significant social and environmental risks. Extreme weather events, fuelled by climate change, have been impacting coffee yields. Nonetheless we are committed to sourcing coffee certified against independent certification schemes with robust social and environmental requirements. After an analysis of certification schemes, we've now extended our sourcing requirements to include 4C certification with EU Deforestation Regulation (EUDR) alignment.

4C CERTIFICATION FOR COFFEE

4C takes a holistic approach to sustainability, enabling coffee farmers in 19 countries to reach markets and participate in responsible supply chains that support economic resilience, fair and safe working conditions, and the conservation of ecosystems and biodiversity. This approach is grounded in the 4C Code of Conduct, with its clear criteria for sustainable practices across three interconnected dimensions: social, environmental and economic.

1. Accepted certifications are Fairtrade, Rainforest Alliance and Cocoa Horizons. For products with more than 1% cocoa.
2. The reporting methodology was updated in 2025 from total number of products sold to total tonnage received to our warehouse, to improve reporting accuracy.
3. Accepted certifications are Fairtrade, Rainforest Alliance and 4C (with EUDR alignment). For instant coffee, filter coffee, hot beverages coffee-based, powder mixes, coffee capsules and single serve & ready to drink and other products containing ≥10% coffee.
4. Accepted certifications are Fairtrade, Rainforest Alliance and SCS Sustainably Grown.
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).

SOURCING OUR PRODUCTS RESPONSIBLY CONTINUED

Non-food products

It's not just food that we sell, we also need to ensure that our non-food products are produced in alignment with recognised environmental and social standards. One of our key actions in this area revolves around cotton, due to the high-risk nature of this supply chain. We routinely assess any textile products containing cotton to confirm that the raw material meets our certification requirements. For example:

- Our Back to School polo shirts, made with 100% Cotton made in Africa (CmiA) certified cotton
- Our terry tea towels and ladies' pyjamas – both made with 100% Better Cotton Initiative (BCI) Mass Balance cotton





From field to finished product, responsible sourcing matters.

FAIRTRADE PREMIUM

Cocoa

£640,000+
Over £550,000 from Aldi UK sales
Over €96,000 from Aldi Ireland sales



Aldi UK's own-label cocoa sales represented more than 20% of the UK Fairtrade cocoa market, making Aldi the UK's second largest Fairtrade cocoa retailer. Cocoa producers allocated approximately 39% of Fairtrade Premium to social investments benefitting farmers, alongside their families and communities.

FAIRTRADE

Roses

£190,000
Approximately £176,000 from Aldi UK sales
€22,000 from Aldi Ireland sales



Aldi Ireland is the only retailer in Ireland to sell Fairtrade roses all year round. We are extremely proud that as Ireland's largest retailer of Fairtrade roses, we sold 2.6 million roses in 2025. Over 90% of our high-quality Fairtrade roses come from Herburg Roses in Ethiopia, a longstanding partner of Aldi.

Read more about UK-sold Fairtrade roses on page 45.

Bananas

£450,000+
Over £400,000 from Aldi UK sales
Over €67,000 from Aldi Ireland sales



See UK case study on page 44.

Aldi UK has partnered with Fairtrade for over 16 years. Through Aldi UK Fairtrade sales in 2025, our producers earned an estimated £1,134,340 in Fairtrade Premiums, a sum of money that farmers and workers can invest in improving their social, economic and environmental conditions.

SOURCING OUR PRODUCTS RESPONSIBLY CONTINUED

CASE STUDY

BANANAS ABOUT FAIRTRADE

Bananas are Aldi UK's second-largest Fairtrade Premium-generating commodity. We sold over 55 million bananas in 2025.

These bananas are sourced from Fairtrade-certified farms across Colombia, Dominican Republic, Ecuador and Peru, and these supply chains continue to face social and environmental challenges. The Fairtrade Premium provides our suppliers with an extra sum of money that they can use to help protect and build their businesses.

The Fairtrade Premium is an important source of additional income for workers in the short term. Up to 30% of the Fairtrade Premium must be used as cash or voucher payments to support workers, with an optional additional 20% to be paid directly to all workers if decided democratically. In Aldi's hired labour organisation supply chain, 69% of Fairtrade Premium investment related to issues connected to the living wage.

COOBAFRIO, Colombia:
Banana Farmer Tomás Pérez has spent almost his entire life among the banana plants of Magdalena, northern Colombia. But the climate he grew up with has changed dramatically.

'Here, the summer is now more intense... It goes on for ten months and that impacts the soil greatly,' says Tomás.

To adapt, banana co-operative COOBAFRIO has invested its Fairtrade Premium funds into climate resilience measures, including new irrigation systems that support producers to manage water more efficiently during longer dry seasons. These systems collect, filter and reuse water, reducing overall consumption and helping limit the impact of droughts. Some on-farm reservoirs have been introduced that store up to 15 days' worth of water.

Training funded by the Fairtrade Premium is central to COOBAFRIO's climate strategy. **'Fairtrade helps us with bioproducts that always help the health of the soil, which is most important,'** says Tomás. Workshops teach farmers how to manage soil organically, reduce chemical inputs, and adopt more sustainable farming practices that improve resilience to climate shocks. Some farms have reduced their use of chemical fertilisers by 70%.

For Tomás, the path forward is clear: **'We need to keep acting in the face of these changes – not burning, not using motors with emissions, mitigating little by little so that a farm can be sustainable over time.'** COOBAFRIO's producers are not just adapting – they're leading, with practical, Fairtrade Premium-funded solutions that protect their land, and their future.

In 2025, Aldi South Group updated our banana strategy to commit to all bananas being sold in our UK stores to be sourced from farms that pay a living wage by 2027.

> **If we don't act in the face of climate change, not only bananas but all fruit crops will be affected.**
> Tomás Pérez, Banana Farmer at COOBAFRIO, Colombia

FAIRTRADE



SOURCING OUR PRODUCTS RESPONSIBLY CONTINUED

CASE STUDY

HELPING LIFE FLOURISH FOR OUR ETHIOPIAN FLOWER GROWERS

Flower growing is a high-risk industry, and we're proud that Aldi UK is the largest supplier of Fairtrade roses from Ethiopia in the UK. As part of our commitment to ethical sourcing, we've invested over £400,000 into programmes benefitting the Ethiopian flower sector since 2019. We partner with Fairtrade and the Finnish Ministry for Foreign Affairs (MFA) to create real improvements in working conditions, rights and inclusion across the industry. The Ethiopian flowers initiatives focus on cultivating a good working environment by bridging the living wage gap and promoting workplace governance, worker protections and social inclusion.



Betelehem Firew, flower farm worker at Yassin Flowers, Ethiopia.

Aldi UK has invested over £400,000 into programmes benefitting the Ethiopian flower sector since 2019

Key achievements of the Improved Workers' Rights in Ethiopian Flowers (IWREF) Programme (2022–2025):

- **Direct and indirect impact:** Over 9,850 workers participated directly (of which ~63% were women) and an estimated 19,400 workers were indirectly impacted through enhanced wages and working conditions
- **Providing assistive devices:** Devices such as elbow crutches, glasses, orthopaedic shoes and knee-ankle-foot orthosis improved independence, quality of life and working conditions for 235 persons with disabilities (PWDs) across six producer organisations
- **Wage progression:** Annual salaries nearly doubled between 2022 and 2024, thanks to union-led wage negotiations and programme-supported wage reviews
- **Grievance handling:** 20 grievance mechanisms were set up, and achieved a 86% resolution rate, boosting transparency and worker protection
- **Sector advocacy and awareness:** 90% of surveyed flower farm workers have enhanced awareness of occupational standards and knowledge of their labour rights
- **Mapping of Disability Needs:** Fairtrade Africa comprehensively mapped PWDs on flower farms in 2025 so that they can tailor future support
- **Inclusion policies:** All producer organisations introduced Gender Committees and inclusion policies, fostering greater awareness and inclusion among workers, unions and management

Beredu Sitea is Chair of the Gender Committee at Herburg Roses and a member of the Fairtrade Premium Committee, and she's seen first hand the profound impact the Fairtrade programme has had on workers and their families. The Gender Committee meets quarterly with senior management and holds monthly internal meetings to discuss labour and gender-related concerns, connecting with workers from various departments to proactively address any issues as they arise. According to Beredu, Fairtrade's contribution has been pivotal in the lives of workers at Herburg Roses, with improved salaries, better awareness of workers' rights and stronger leadership bringing positive change to households and the wider community.

Looking ahead, Aldi plans to build on eight years of success with an additional £100,000 investment over two years in the next phase of the IWREF programme – the Rights in Bloom programme. This initiative, in partnership with Fairtrade and MFA Finland, will accelerate change by integrating social and economic outcomes, to create more long-term improvements in the horticulture sector.

Our sustained commitment has led to tangible, positive change at Herburg Roses, and importantly, our work has shown other global supply chains how ethical sourcing can create meaningful results for people and communities.

FAIRTRADE

PROTECTING HUMAN RIGHTS IN THE SUPPLY CHAIN

We recognise our responsibility to respect human rights and support livelihoods throughout our sourcing activities. This dedication to doing the right thing is reflected in our Human Rights and Environmental Due Diligence Policy, which summarises how we identify and reduce potential human rights risks, and how we investigate and remediate any potential issues. Click here to read more online.

TAKING ACTION

Understanding and minimising risk

We continually work to identify, assess and address human rights and environmental risks across our supply chains, 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 more online.
- Auditing compliance with 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)
- Conducting on-site audits for high-priority products through our Aldi Sustainability Assessments (ASAs)

In total, 38 suppliers in 12 countries for Aldi UK and Ireland were assessed in Aldi Sustainability Assessments for social impacts in 2025. We identified 18 as having potential negative impacts, and action was taken to remediate any issues.

Raising concerns

Any concerns can be raised confidentially, and where permitted by local law, anonymously with us via the Aldi Reporting Line.

Concerns can also be raised via Unseen's UK Modern Slavery & Exploitation Helpline and the Helpline Business Portal, of which Aldi is a proud member. Through this portal, Unseen shares anonymous information on cases connected to a company's operations or supply chain, coordinating the next steps and prompting collaboration among key stakeholders – including other retailers, suppliers and law enforcement – to investigate any potential issues together. This approach guarantees thorough investigations and effective remediation of any identified concerns. Click here to go to the Unseen website.

We also work with many other organisations to support transparency in the supply chain, such as Amfori, International Accord, Issara Institute and Appellando.



Fairtrade flowers sold in Aldi UK and Ireland stores.

PROTECTING HUMAN RIGHTS IN THE SUPPLY CHAIN CONTINUED

Remediation and corrective action plans

If we find any of our business activities cause or contribute to any 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

Memberships and partnerships

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

We're an active member of Retail Ireland, the leading voice of Irish retailers, representing the sector's interests to the government, media and all other stakeholders. Retail Ireland is a trade association which operates under the umbrella of Ibec, Ireland's largest lobby and business representative group.

Aldi Ireland is a member of Business in the Community Ireland (BITCI) and certified to the Business Working Responsibly Mark.



In 2025, Aldi UK began a new funding partnership with the Lived Experience Programme, which empowers individuals who've previously been exploited to use their experiences to help shape national policies. By creating meaningful change for future employees, these participants go on a transformative journey, rebuilding their confidence as they recover and transition away from exploitation.

In 2025, we continued our support of Causeway, a leading charity dedicated to combatting modern slavery. Each year, Causeway provides vital assistance to over 2,000 survivors of modern slavery as they recover from trauma and rebuild their lives. We've been supporting their LifeSupply programme for several years, and last year we contributed £2,800 worth of products such as bedding, toys and household goods to help create a safe, welcoming environment for everyone they help.

CAUSEWAY

Causeway is a national charity that exists to create lasting change for marginalised and vulnerable people.

CASE STUDY

BRIGHT FUTURE

The Bright Future Co-operative is an employment programme dedicated to empowering survivors of modern slavery. It offers a safe, accessible pathway for survivors to reintegrate into employment through one-on-one guidance and support. Central to their approach is a four-week work placement at Aldi where survivors gain hands-on experience, familiarise themselves with the role and build confidence in their abilities. After they've completed this placement, they're offered the chance to join our business full time, setting them on a positive path to career stability and growth.

Aldi UK was proud to rollout the Bright Future programme at two of our key Regional Distribution Centres (RDCs) in Bolton and Darlington. The collaboration between our RDC Teams and the programme candidates had great results, showing how beneficial the programme is not only for the individuals involved, but also for us as a business.

In 2025, Bright Future was operated by Causeway. Following Causeway's closure, Bright Future is now operated by Justice & Care.

bright future
Co-operative





COMMUNITIES & PEOPLE

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MAKING A DIFFERENCE IN OUR COMMUNITIES

With over 1,200 stores across the UK and Ireland, we're a significant presence in many communities, big and small, and those places, in turn, shape what we do. Our stores are central to local life – and giving back to the communities we serve by supporting worthy causes through fundraising and donations is fundamental to our daily lives here at Aldi.

TAKING ACTION

We aim to make the greatest 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.

We've partnered with Teenage Cancer Trust in the UK since 2017, and with Barnardos since 2020 in Ireland, and we support many other national and international charities across our international business.

KEY TARGETS & PROGRESS

Target	Progress (as of end of 2025)
£20 million Raise £20 million by the end of 2031 for Teenage Cancer Trust in the UK	**£12.8 million+**[1]
€3 million Raise €3 million by 2027 for Barnardos Ireland	**€2.3 million**

1. Exact amount is £12,835,534.71.





Above
Aldi UK celebrated raising £12 million for Teenage Cancer Trust.

Left
Big Active event at the Aldi Naas office.

AWARDS

PLATINUM MICROHIVE AWARD

Aldi UK was awarded the Platinum Microhive Award in 2025 in recognition of our outstanding commitment to workplace giving. This award acknowledged almost 50% colleague participation in the payroll giving scheme, with colleagues raising £117,509.59 in 2025.

SILVER MICROHIVE AWARD

Aldi Ireland was awarded the Silver Microhive Award in 2025 for achieving more than 15% employee participation. Aldi Ireland and Barnardos were winners of the Social Impact Award at the Irish Sponsorship Awards, and finalists at the Charities Institute Ireland for the Best Corporate Charity Partnership of the Year award.

MAKING A DIFFERENCE IN OUR COMMUNITIES CONTINUED

TEENAGE CANCER TRUST AND ALDI UK

Teenage Cancer Trust is the only UK charity providing specialised nursing care and expert youth support for young people with cancer. They are there for anyone diagnosed with cancer aged 13 to 24, and their loved ones. By funding specialist nurses, youth workers and hospital wards within the NHS, they ensure young people with cancer get the sensitive, individual care and support they need, when they need it most.

When we began our partnership in 2017, our goal 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. We hit the £10 million mark in 2024 and in 2025 extended our target yet again, to raise £20 million by 2031. In 2025, we raised more than £1.7 million for Teenage Cancer Trust, bringing the overall fundraising total to £12,835,534.71. We raised this year's record-breaking £1.7 million through direct donations, fundraising and indirect donations from our customers and colleagues.

Aldi UK celebrated the

£12 million

fundraising milestone for Teenage Cancer Trust in July 2025, and subsequently announced **a new, increased target to raise £20 million by 2031**

> **The incredible support we've received from Aldi since our partnership began in 2017 has allowed us to help more young people to be treated for cancer with care that's designed for their needs. Cancer care wasn't made for young people, but Teenage Cancer Trust exists to make sure every young person can get through it, rebuild their life, and shape their own future. We couldn't do this without the support of organisations like Aldi, which has raised over £12 million to fund specialist nurses and youth workers. Thank you to Aldi colleagues and customers for your amazing support.**
> Jules Worrall, Chief Executive, Teenage Cancer Trust

CASE STUDY

ROYAL ALBERT HALL

In 2025, Aldi was the headline sponsor for the Teenage Cancer Trust Royal Albert Hall event for the third year running. The spectacular event featured a week of shows at the Royal Albert Hall in London, with a different performance every night featuring everything from stand-up comedy to amazing live music from The Who, The Corrs and the Sex Pistols.

2025 was a record-breaking fundraising year for the event, raising over £2.05 million. As well as being the headline sponsor, Aldi matched the donations from the night, donating an additional £65,000. The event also raised an incredible £38,000 through volunteer collections – 29 colleagues volunteered as collectors across the week, and we provided contactless payment devices, helping to maximise donations.

As well as sponsoring the event, donating funds and supporting with volunteers, Aldi provided snacks and drinks for the young people at the Ultimate Backstage Experience. This experience gave 116 young people from across the UK and their clinical support teams the chance to see the shows and get behind the scenes at the Royal Albert Hall.



Aldi UK was the headline sponsor of the 2025 Teenage Cancer Trust Royal Albert Hall shows. The event raised a record-breaking

£2.05 million

during the week

MAKING A DIFFERENCE IN OUR COMMUNITIES CONTINUED

Aldi UK's direct donations, fundraising and indirect donations for 2025 included:

Direct donations

- £100,000 donation in March 2025
- £20,000 in Aldi vouchers were provided to Teenage Cancer Trust hospital units to support peer-to-peer activities, throughout the year
- £1,000 in Aldi vouchers were provided to Teenage Cancer Trust hospital units to fund Halloween activities
- £10,000 was donated as part of our Menopause Awareness campaign
- As part of our Couch to Amazing summer campaign, we challenged our colleagues to get the most steps in across four weeks, boosting their health and wellbeing while raising £12,000 for Teenage Cancer Trust
- £20,000 in Aldi vouchers from the Rainbow Fund helped young people and families using the Teenage Cancer Trust services through financial crisis
- 40 Christmas hampers full of Aldi treats were packaged by Atherstone Distribution Centre and given to Teenage Cancer Trust units



Fundraising

A record-breaking £1 million was raised by Aldi UK colleagues through a whole host of activities, from sky-dives to marathons, raffles to sweepstakes and many more. This includes £13,000 raised by a number of Aldi UK colleagues who took part in the London Marathon for Teenage Cancer Trust.

Indirect donations

- £117,000 was raised by Aldi UK colleagues via the Microhive payroll donations scheme
- £29,000 was raised for Teenage Cancer Trust from the sales of our Piccolato tomatoes, which we promoted for British Tomato Fortnight, donating a proportion of sales to the charity
- £38,000 was raised from sales of our Specially Selected Teenage Cancer Trust Christmas Cards, with one of the designs made by a young person supported by the charity
- £15,000 was raised from sales of our much-loved Kevin the Carrot soft toy range over the Christmas period



Above
Christen Cruik, winner of the 2025 Teenage Cancer Trust Christmas Card design competition.

Below
Tim Foxall, Aldi Sawley Warehouse Manager, taking on a sky dive for Teenage Cancer Trust.





MAKING A DIFFERENCE IN OUR COMMUNITIES CONTINUED

BARNARDOS AND ALDI IRELAND

Barnardos Ireland works across the country to prevent, reduce and help vulnerable children and their families recover from the effects of personal trauma. Our partnership with Barnardos Ireland has allowed us to make a real and lasting difference in the lives of families across Ireland.

The funds we raise go towards providing the children and families in Barnardos Early Years and Family Support services with the practical and emotional support they need to build a brighter future. In the Barnardos Breakfast Clubs and Afterschool Programmes, children have a nutritious meal to start their day and a safe, supportive environment where they can do their homework – just one example of the work Barnardos does to positively impact children's daily lives.



Aldi Ireland celebrated raising

€2.3 million

for Barnardos since the start of the partnership and subsequently announced a new, increased target to raise €3 million by May 2027

Barnardos | ALDI Look at me now



"It has been inspiring to witness our national partnership creating local change and driving community impact over the last 5 years. The Aldi and Barnardos partnership is growing in scope and impact and will continue to transform the lives of vulnerable children and their families in the years ahead. I've enjoyed working with team Aldi and look forward to seeing what lies ahead.

Mary Gamble, Director of Fundraising, Marketing and Communications, Barnardos Ireland

CASE STUDY

BIG BBQ

Aldi Ireland's Big BBQ for Barnardos took place in summer 2025, and individuals, families, workplaces and community groups were encouraged to donate to Barnardos or host their own BBQ events and donate proceeds to the children's charity.

In 2025, this event raised

€13,059



MAKING A DIFFERENCE IN OUR COMMUNITIES CONTINUED

Aldi Ireland's direct donations, fundraising and indirect donations for 2025 included:

Direct donations

- €14,200 in Aldi gift cards were given to Barnardos and distributed to families at Christmas
- €20,000 was donated to the Barnardos Big Active School Campaign supported by Aldi. This is an exciting initiative to help students of all ages and abilities focus on their own health and wellbeing
- 250 back-to-school transition packs including pencil cases, stationery, notebooks and more were donated to Barnardos to get children ready for 'big school'





Fundraising

- Over €24,000 was raised by Aldi Ireland colleagues through raffles, charity cycles, 'dress down' days, football matches, swimathons and more
- This includes €11,676 raised by 27 Team Aldi cyclists who took part in the 170km Ring of Kerry Charity Cycle
- €1,443 was raised from generous Aldi suppliers through a charity raffle held during the Irish Supplier Workshop in February

Indirect donations

- €5,000 was raised by Aldi Ireland colleagues via the Microhive payroll donations scheme
- €17,437 was raised through a new voluntary donation feature on Aldi Ireland's Deposit Return Scheme reverse vending machines
- €31,660 was raised through the sale of charity Christmas cards
- €5,000 was donated by Aldi Ireland from the annual sale of Kevin the Carrot plush toys

Additional donations of more than €100,000 were raised through a number of cause-related marketing products including Merry Milkmas cartons, 'Bee Happy' high-pollinator plants, back-to-school stationery, Mother's Day flowers and cards, and trolley tokens.



Above
Corporate headquarters Birch House hosting a Big BBQ for Barnardos.



Below
Aldi Navan's 5-a-side charity football tournament.

Barnardos | ALDI Look at me now

MAKING A DIFFERENCE IN OUR COMMUNITIES CONTINUED

OTHER CHARITABLE SUPPORT

Aldi Ireland Community Grants Programme

The Aldi Ireland Community Grants Programme helps fund charities and organisations that do vital work in our local communities. Each organisation is chosen by Aldi colleagues, so staff can help the local causes they're passionate about. The 2025 programme provided €86,500 worth of donations to 126 different local charities and community groups, bringing the total amount donated since the programme began in 2016 to €844,500, benefitting everything from rescue teams to animal sanctuaries, youth clubs and more.

€844,500

Donated since the programme began in 2016

BUMBLEance, Ireland's only dedicated Children's Ambulance Service



Donations from Aldi Ireland's Community Grants Programme have been enormously impactful to BUMBLEance in 2025. As we rely only on funds raised to power our services, these gift cards are essential in ensuring we have the supplies and materials needed to run our fundraising events and campaigns. Thank you, Aldi Ireland, from everyone at the BUMBLEance Team!

Shane Brannigan, Partnerships & Communications Manager, BUMBLEance

Irish Cancer Society

Aldi Ireland is proud to have supported the Irish Cancer Society since 2016. The Irish Cancer Society's tireless work provides care, research and vital free services to those affected by cancer. Thanks to the generosity of Aldi colleagues, customers and Irish Cancer Society supporters, we've raised €1.9 million since the partnership began.

This year's activities included supporting the Irish Cancer Society's biggest fundraiser, Daffodil Day, through donations from our Specially Selected Narcissi Daffodils bunches – raising over €5,000.

Bowel cancer is one of the most common types of cancer in Ireland, and we raise awareness of its symptoms by including information about the early warning signs on our toilet paper packaging – we were the first Irish retailer to do this.



To benefit Irish Cancer Society

Bowel Cancer UK

In the UK, we also continue to include the signs and symptoms of bowel cancer on all own-brand packs of toilet roll, in support of Bowel Cancer UK's 2025 #GetOnARoll campaign.



The 'High 5' signs and symptoms of bowel cancer are printed on the back of all Aldi own-branded pack of toilet roll, in collaboration with Bowel Cancer UK.

MAKING A DIFFERENCE IN OUR COMMUNITIES CONTINUED

PANDAS

In July 2025, we partnered with PANDAS Foundation to support their work in perinatal mental health. We put a simple message about their support services on our Mamia baby wipes packaging. Aldi's Mamia Sensitive and Extra Sensitive baby wipes now feature information on some of the common signs of perinatal mental illness – such as low mood, anxiety and tearfulness – alongside a callout to PANDAS' free helpline and peer support groups.

The campaign was also brought to life through a collaboration with broadcaster and new mum Kate Lawler, who shared her experiences to help normalise conversations around parental mental health. We also donated £30,000 to the PANDAS Foundation's work across the UK. The campaign reached over 160 million people, with PANDAS reporting a 35% rise in WhatsApp support and a 20% increase in Zoom sessions during the campaign period.



PANDAS reported a **35%** rise in WhatsApp support



Bloody Good Period

In 2025, Aldi UK partnered with period equity charity, Bloody Good Period, to raise awareness of period poverty, pledging to donate 1 million individual period products to charities in the UK. Since March 2025, we've provided 1.4 million free period products. We were also the first UK supermarket retailer to have period products available for free in all staff and customer toilets.

Marine Conservation Society

Between 2023 and 2025, Aldi UK donated a total of £90,000 to the Marine Conservation Society's Beachwatch programme. This empowers communities and individuals to become citizen scientists, as part of the longest-running beach clean and marine litter survey in the UK. Over the 2-year period, Aldi's donations supported the Marine Conservation Society's volunteers to clear over 7,500kg of litter from 66km of coastline.

Royal British Legion

Aldi UK stores welcome the Royal British Legion and Poppy Scotland each year to collect donations during the Poppy Appeal and provide local support, where possible, to the communities in which we operate. In 2025, the Poppy Appeal raised £228,800 from card donations in store.

Neighbourly

Aldi UK donated £25,000 to Neighbourly's Go Give campaign, which aims to support charitable organisations across the UK in the form of microgrants for essential spending.



Without support from grants such as this we wouldn't be able to keep running and feeding up to 1,000 people a week. Although the local community support us generously, the food and monetary donations that we receive only covers approximately 35% of the food and toiletries that we need to fulfill all of the emergency food parcels.
Salford Foodbank

LOOKING AFTER OUR PEOPLE

Our amazing colleagues make our success across the UK and Ireland possible. That's why we care about every employee's welfare, celebrate their achievements, offer competitive benefits and make our company a great place to work. We're proud to be a multi-awardwinning employer, but we're even more proud of our people – because they are at the heart of Aldi's success.

KEY TARGETS & PROGRESS

Target	Progress (as of end of 2025)
50% of stores to have an apprentice in training at Aldi UK	**14.6%** of stores had an apprentice in learning, with several regions having apprentices in 20%+ stores
£1 million Apprenticeship Levy gifting pledge in Aldi UK by 2027	**£2 million** donated in 2025, double the original target. These funds have supported 153 employers to fund 720 apprentices

TAKING ACTION

Growing our team

We work hard to attract the best talent to Aldi using a recruitment approach designed to strengthen our talent pipeline now and for the future. We engage with potential candidates through community outreach to create connections and proactively attract new employees. We've built a strong following across social platforms, and we have consistently strong employer ratings across job boards.

This year we received over 650,000 job applications in the UK and almost 50,000 in Ireland, demonstrating the strong appeal of our brand – and we aim to maintain these standards.

The appeal of our GB stores' apprentice programme is highlighted by the 19,585 applications and 101 job offers made last year.

In Ireland, we've continued our partnership with University College Cork CUBS (Cork University Business School) by sponsoring their annual Food Entrepreneurship Challenge. This partnership invites students to pitch their creative ideas for innovative food concepts to a panel of Aldi judges. By sponsoring the competition and providing industry-expert judges from within our own teams, we create a unique learning experience that mirrors real-world expectations. It's a mutually beneficial partnership: the students get valuable insights, professional feedback and exposure to industry practices, and we build brand awareness, support early-career development and find emerging talent.

Nurturing our team

Our people are central to our success, and we're committed to creating a rewarding and positive workplace, where everyone feels motivated by their role and valued for the work they do. With benefits including night premium pay, flexible working, enhanced maternity and paternity pay and sabbatical opportunities, we make Aldi a company people want to work for. 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 are a market leader when it comes to pay. Our pay exceeds the Real Living Wage, and we pay all colleagues for their breaks. In the UK, we are the only retailer to do this, which equated to more than £1,370 annually for the average store colleague in 2025.

We empower our colleagues to be multi-taskers with autonomy. Our work-life balance policy means our office colleagues can enjoy flexible working hours and the choice to work from home some of the time. In addition, colleagues in the UK can also swap five of the eight bank holidays for alternative days that suit them. Our operational colleagues can see their upcoming work rotas four weeks in advance, meaning they're able to plan ahead.



LOOKING AFTER OUR PEOPLE CONTINUED

Health and wellbeing

Our wellbeing programme is designed to enhance and protect the physical, mental, social and financial health of our people.

Our comprehensive range of wellbeing support includes: a 24/7 Employee Assistance Programme (EAP); access to the Bike to Work scheme; discounted gym memberships; and free access to a wellbeing app.

In the UK, there's a range of financial benefits available to our colleagues: everything from free mortgage advice to free wills and discounted legal services. Our partnerships mean employees can take advantage of higher-interest savings accounts, low-interest loans and access helpful budgeting tools and resources.

In the UK, our colleagues benefit from a discounted Health Cash Plan and free access to a 24/7 virtual GP service. Over 13,300 colleagues and their children were signed up to the GP service in 2025 and over 3,150 digital GP appointments took place. In Ireland, colleagues have access to discounted Primary Care Plans that are tailored to their needs.

As well as enhanced maternity pay, we also offer paid leave for fertility treatment, and pre-24-week pregnancy loss. If a colleague experiences the trauma of a stillbirth, they can take full parental leave.

If a colleague is going through difficulties such as bereavement or family challenges, we have extensive resources at hand. Our internal portal has direct links to financial support services and advice channels, so anyone can easily get reliable guidance when needed. Through our Employee Assistance Programme (EAP), we give our teams access to numerous support services, including financial advice and help with any emotional or physical concern.

Our leaders take part in a full-day Supporting Mental Wellness course, which equips them with a deeper knowledge and understanding of mental health. We make sure our colleagues know about all the support available, and we regularly communicate internally about mental health issues because we're committed to reducing the stigma surrounding them. In Ireland, we're proud to partner with Aware, a nationwide charity that offers education, information and support for people dealing with depression or bipolar disorder. As part of this, colleagues can use our MyALDI app to get daily mental health tips and see informative videos from clinical experts.

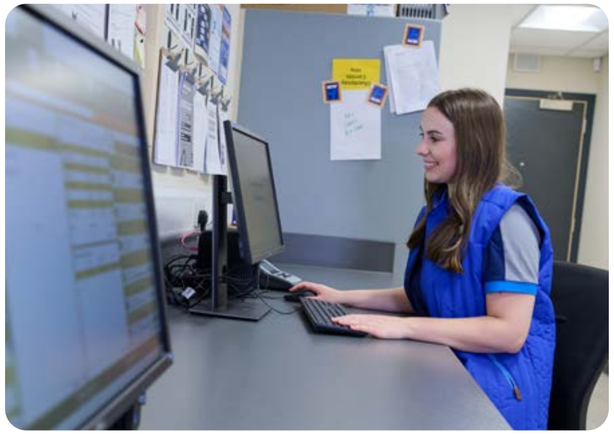


We're committed to supporting the health and wellbeing of our colleagues.

Finding out what matters

Our biannual colleague Pulse Survey gives us a unique insight into how our colleagues feel about working at Aldi. In 2025, the survey showed an average satisfaction rate of 78% across the five 'moments that matter' for our people (kindness, thank you, work-life balance, development and working environment).

Alongside these surveys, we took part in the in-depth Global Aldi Employee Engagement Survey – a survey that's typically conducted every three years. This showed an engagement index of 79% in the UK and Ireland, with 73% of colleagues recommending Aldi as an excellent employer. 87% of colleagues agreed that Aldi treats employees fairly, regardless of their ethnic origin, religion, disability, gender, age or sexual orientation.



Prioritising progression

We know the importance of feeling rewarded and motivated at work, and that's why personal development is a priority here at Aldi.

All job opportunities are advertised on our internal jobs board, which colleagues can access and apply to through the MyALDI app. They can also sign up to receive job alerts for the types of roles and locations they're interested in.

We have created clearly defined career progression pathways for our store and warehouse operations colleagues, so they can go through a consistent and fair selection process for promotion opportunities.

We continue to invest in colleague development, with internal training satisfaction rated 4.8 out of 5 and external training rated 4.7 out of 5 across the UK and Ireland. In 2025, we delivered over 800 training sessions, engaging more than 8,000 colleagues – that's a total of almost 50,000 hours of development in 2025.

LOOKING AFTER OUR PEOPLE CONTINUED

EMBRACE-ing everyone

The uniqueness of our people and the communities we serve means a lot to us, and embracing diversity is a huge part of who we are - it helps create an inclusive workplace, strengthens the communities we serve, and supports our ability to deliver for customers.

We think of every single one of our nearly 49,000 colleagues in the UK and Ireland as individuals, knowing that everyone's contribution to the Aldi business makes us stronger. That's why we operate in alignment with our Equal Opportunities and Prevention of Discrimination Policy and our Diversity and Inclusion (D&I) Objective, which ensures we build a workforce that values diversity in all its forms. Our dedicated D&I team is responsible for implementing our EMBRACE strategy. The strategy is structured around three key pillars:

Embrace

Employee insights and data 1

Employee development and support 2

Employer branding, attraction and selection 3

Employee insights and data

In both the UK and Ireland, we completed the development of our D&I Dashboard and launched our first internal biannual D&I Report. This data helps us take targeted action to improve the diversity of our workforce.

Employee development and support

We've continued to foster a more inclusive and supportive workplace by revamping our disability training for all colleagues across the UK and Ireland.

In the UK, we introduced a harassment reporting tool to make sure we're upholding our zero-tolerance policy and taking swift action when needed to keep all our colleagues safe.

We've launched three new colleague hubs: Women at Aldi, the Islamic Hub and the Black Heritage Hub, each designed to encourage connection and shared experiences for our colleagues. We hosted events and celebrations at Head Office to mark Eid, Pride, Black History Month and Diwali.

In Ireland, through our partnership with mental health charity Elephant in the Room, we promoted open conversations about emotional health between our colleagues – all with the aim of taking away the shame and secrecy so often associated with anxiety and depression.

CASE STUDY

THE GENDER PAY GAP

We're pleased to have reduced our gender pay gap for the third year running, reflecting our dedication to gender equality at Aldi.

We've always built the specific needs of women into our people policies see page 56, but we always strive to do more – and do better. The two areas we've focused on are menopause support and people development.

Gender pay gap in Aldi UK 2025:

- Median 4.48% (decrease from 5.34% in 2024)
- Mean 6.61% (decrease from 7.46% in 2024)

Gender pay gap in Aldi Ireland 2025:

- Median 1.33% (decrease from 1.61% in 2024)
- Mean 9.60% (decrease from 10.71% in 2024)



Employer branding, attraction and selection

We use our recruitment social media channels to show how we welcome and support colleagues from diverse backgrounds, and our commitment to attracting talent from all walks of life.

In the UK, we signed the Armed Forces Covenant as part of our strong commitment to supporting ex-forces personnel and honouring their service.

LOOKING AFTER OUR PEOPLE CONTINUED

Menopause support

Aldi UK and Ireland provide robust menopause support through specialised manager training, dedicated menopause support guides and online hubs, and provide access to menopause specialists for all colleagues. In Ireland, we run a dedicated Menopause Ambassadors Programme, with ten trained ambassadors ready to offer a listening ear, guidance and signposting so that colleagues affected by menopause receive the right support.

Development

We aim to inspire women within our business by profiling and celebrating our female colleagues' stories on our Women at Aldi hub, an online space for female-related content. A new Female Leadership Apprenticeship programme was also piloted in the UK for warehouse colleagues.

In Ireland, our Women in Leadership Programme creates greater visibility of female talent across Aldi, encouraging female colleagues to progress in their careers and generating a more gender-diverse candidate pipeline for progression opportunities. This year, we complemented this with a new Women in Leadership Employee Resource Group (ERG), a platform where female colleagues across all departments can connect and share experiences.



HIGHLIGHTS

- £5.5 million Apprenticeship Levy gifting pledged in total since 2021
- In our 2025 Employee Engagement Survey, an impressive 83% of our colleagues agreed that our organisation has created an environment where people from all backgrounds can thrive and succeed

AWARDS

IN 2025, ALDI WON:

- The Grocer Gold Awards Employer of the Year (Retailer) (UK)
- Retail Week Happiest Place to Work (UK)
- National Diversity and Inclusion Awards Outstanding Employee Resource Group (Ireland)
- Menopause Excellence Awards Best Champions Network (Ireland)
- Irish Centre for Diversity Investors in Diversity Gold Award (Ireland)
- Business & Finance ESG Awards Employee Wellbeing Award (Ireland)

Aldi UK was ranked in *The Times'* Top 100 Graduate Employers (27th), Higherin Top 100 Apprenticeship Employers (38th), and Higherin Best 100 Student Employers (81st)

Aldi Ireland was ranked 16th in the *Sunday Independent* and Statista Ireland's Best Employers List and named in the Ibec Top 100 Companies Leading in Wellbeing

MAINTAINING HEALTH AND SAFETY

Here at Aldi, health and safety is a big part of our operational strategy – because everyone should feel safe and protected when they're at work.

We want every colleague to be confident in maintaining safety at work. Our training programmes, which include e-learning and hands-on instruction, equip colleagues with the essential knowledge and skills they'll need to perform their roles safely across stores, warehouses and transport operations. Ours is a culture of accountability: every colleague takes personal responsibility for upholding the highest safety standards.



TAKING ACTION

Our Safety Management System is a framework dedicated to safeguarding the health and safety of our employees, customers and visitors in every Aldi store and distribution centre. It includes comprehensive policies, procedures and practices focused on identifying risks, maintaining a safe environment and ensuring compliance with all relevant health and safety regulations.

We carry out collaborative reviews of our risk registers to proactively identify and mitigate any potential hazards. Throughout the year, our comprehensive investigations, audits and inspections mean we can identify any areas that need increased attention and ensure accountability at every level. This underpins our commitment to the Everyday Safe – Everyday Amazing pledge.

During the year, we've made several changes to enhance safety across our operations:

- We introduced Riskonnect, a bespoke electronic platform for risk management and incident reporting. This will enhance our data analytics capabilities, enabling more informed, data-driven decisions to improve safety standards
- We launched the Manual Handling Equipment (MHE) training programme for store managers, delivering consistent and comprehensive instruction for safe equipment operation

Everyday Safe – Everyday Amazing: creating safer workplaces for everyone.



- We collaborated with warehouse operations to review and relaunch the MHE Behavioural Monitoring System across the UK and Ireland, giving warehouse management a clear, practical framework to identify and address any poor MHE behaviour. Earlier intervention, better reinforcement of safety standards, and more consistent coaching or corrective action, helps to reduce MHE-related accidents
- Working with the National Store Operations Committee and the Primary Authority, we improved our date code procedures and the Use-By Date (UBD) App. This delivered Assured Advice and strengthened compliance and accuracy, ensuring products are rotated correctly, reducing the risk of avoidable waste
- We supported store operations in the launch of in-store bakeries by setting up food hygiene procedures and colleague training and advising on the right workflow layout. This improved safety around cross-contamination, allergen management and cleaning/product flow, strengthening daily controls and compliance checks
- We improved our pest control and escalation procedures on the very rare occasion that issues arise. By introducing pest escalation visits by our health and safety team, store operations can respond to active pest issues faster and more effectively. This helps protect food hygiene and reduces the risk of product contamination, withdrawals, avoidable food waste and enforcement intervention
- We implemented a consistent, site-aligned emergency evacuation procedure, supported with annual refresher training and evacuation drills that will make sure every colleague is prepared and compliant with safety standards
- We have worked closely with our Real Estate Team to improve our contractor control procedures, including our contractor vetting process, contractor sign-in procedures and the monitoring and supervision of contractors when working in our stores and Regional Distribution Centres. This will reduce risks to safety and compliance and create consistent controls that will maintain contractor standards long term

MAINTAINING OUR STANDARDS

Our principles and standards are fundamental to our working life here at Aldi – because a positive workplace culture can only happen when we all commit to it. At every level across our business, we all engage with the standards and codes that make sure everyone can be happy, safe and valued at work, every day.



Creating a workplace where everyone feels valued.

TAKING ACTION

Our Code of Conduct

Our company policies are made available to all colleagues, and relevant policies are also published externally. Click here to read online.

These policies 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 relevant e-learning modules that highlight the company policies on a variety of topics, such as disability awareness for leaders, disability awareness for colleagues, and competition law training. In 2025, the average company-wide completion rate was 99% across all policies and modules.

Conflicts of interest

All Aldi colleagues are subject to the company's Bribery, Benefits and Conflict of Interests Policy. This defines mandatory standards for avoiding or reporting any potential conflict of interests. All Statutory Board Directors of Aldi Stores Limited and Aldi Stores (Ireland) Limited provide International Accounting Standard 24 (IAS 24) declarations on an annual basis, confirming the absence of any potential conflicts of interest, and formally declaring any that may have occurred. These are reviewed by our external auditors when 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 and compliance issues

The National Compliance team operates an independent whistleblowing platform, the ALDI Reporting Line, provided and managed by EQS, which enables colleagues, suppliers, and other stakeholders to raise concerns regarding suspected misconduct, breaches of policy, unethical behaviour, or other serious compliance matters. Reports can be submitted confidentially and, where permitted by local law, anonymously.

All reports received are reviewed and triaged by the National Compliance team to determine the appropriate course of action. Matters are investigated in accordance with internal procedures, with significant concerns escalated to senior management where appropriate. Regular reporting on whistleblowing activity is also provided to management.

The ALDI Reporting Line is available 24 hours a day, 7 days a week, free of charge.

Grievances

Our Employee Handbook outlines our commitment to managing employee concerns in a fair and consistent way. It provides clear guidance on the grievance process and applies to a range of matters, including bullying, harassment (including sexual harassment), discrimination and other workplace complaints.

Stakeholder engagement

Aldi is dedicated to engaging with our internal and external stakeholders to get their feedback and input on all our activities. We identified our key stakeholder groups through our double materiality assessment in 2023, and as a result we regularly communicate with our suppliers, customers, communities, colleagues, leadership and NGOs. We do this through a variety of platforms such as press releases, marketing and our intranet (MyALDI). We collaborate with NGOs and suppliers on any upcoming legislation or new challenges and exchange best-practice approaches.



APPENDIX

GRI content index 63

GRI CONTENT INDEX

Aldi UK and Ireland has reported the information cited in this Global Reporting Initiative (GRI) content index for the period 1 January 2025 to 31 December 2025 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. Aldi Stores (Ireland) Limited.	
	b. Nature of ownership and legal form.	Private limited company.	
	c. Location of its headquarters.	**UK** Holly Lane, Atherstone CV9 2SQ, England.	**Ireland** Birch House, Millennium Park, Naas W91 YX71, Ireland.
	d. Countries of operation.	England, Scotland & Wales.	Ireland.
2-2 Entities included in the organisation's sustainability reporting	a. All its entities included in its sustainability reporting.	Aldi Stores Limited (UK).	Aldi Stores (Ireland) Limited.
	b. If the organization has audited consolidated financial statements or financial information filed on public record, specify the differences between the list of entities included in its financial reporting and the list included in its sustainability reporting.	Audited consolidated financial statements of 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.	1 January to 31 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.	1 January to 31 December.	
	c. Report the publication date of the report or reported information.	October 2026.	
	d. Specify the contact point for questions about the report or reported information.	nsust.uk@aldi.co.uk.	
2-4 Restatements of information	a. Report restatements of information made from previous reporting periods.	**Scope 1 & 2 emissions** We have restated our UK and Ireland scope 1 emissions for 2024 from 93,268 (as reported in the Aldi UK and Ireland Sustainability Report 2024) to 93,541 tonnes of CO_2e. This is due to more accurate information now being available, such as from re-billing and resolved queries.	

GRI CONTENT INDEX CONTINUED

GRI disclosure	Requirements	Response or response location	
GRI 2: GENERAL DISCLOSURES 2021			
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 and Ireland 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 and Barnardos) to guide our approach and give back.	
	d. Describe significant changes in 2-6-a, 2-6-b, and 2-6-c compared to the previous reporting period.	**UK** This has not changed since our 2024 report.	**Ireland** This has not changed since our 2023 report.
2-7 Employees	a. Report the total number of employees, and a breakdown of this total by gender and by region.	**UK** **Total:** 43,988. **Gender:** Female = 20,435; Male = 23,539; Unknown = 14. **Region:** Atherstone = 3,833; Bolton = 4,567; Darlington = 3,478; Swindon = 3,846; Chelmsford = 3,717; Bathgate = 3,644; Neston = 3,301; Goldthorpe = 4,137; Cardiff = 3,377; Sheppey = 3,825; Sawley = 3,996; Bardon = 48; National UK = 2,219.	**Ireland** **Total:** 4,941. **Gender:** Female = 2,199; Male = 2,201; Unknown = 541. **Region:** Naas = 2,534; Mitchelstown = 2,131; National Ireland = 276.

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.	**UK** i. Permanent employees **Total:** 43,402. **Gender:** Female = 20,244; Male = 23,145; Unknown = 13. **Region**: Atherstone = 3,762; Bolton = 4,513; Darlington = 3,474; Swindon = 3,801; Chelmsford = 3,711; Bathgate = 3,643; Neston = 3,275; Goldthorpe = 4,129; Cardiff = 3,283; Sheppey = 3,818; Sawley = 3,895; Bardon = 48; National UK = 2,050. ii. Temporary employees **Total:** 586. **Gender:** Female = 191; Male = 394; Unknown = 1. **Region:** Atherstone = 71; Bolton = 54; Darlington = 4; Swindon = 45; Chelmsford = 6; Bathgate = 1; Neston = 26; Goldthorpe = 8; Cardiff = 94; Sheppey = 7; Sawley = 101; Bardon = 0; National UK = 169. iii. Non-guaranteed hours employees Total: 0. iv. Full-time employees **Total:** 9,871. **Gender:** Female = 3,399; Male = 6,469; Unknown = 3. **Region:** Atherstone = 854; Bolton = 662; Darlington = 534; Swindon = 791; Chelmsford = 872; Bathgate = 557; Neston = 626; Goldthorpe = 776; Cardiff = 750; Sheppey = 765; Sawley = 706; Bardon = 32; National UK = 1,946. v. Part-time employees **Total:** 34,117. **Gender:** Female = 17,036; Male = 17,070; Unknown = 11. **Region:** Atherstone = 2,979; Bolton = 3,905; Darlington = 2,944; Swindon = 3,055; Chelmsford = 2,845; Bathgate = 3,087; Neston = 2,675; Goldthorpe = 3,361; Cardiff = 2,627; Sheppey = 3,060; Sawley = 3,290; Bardon = 16; National UK = 273. **Ireland** i. Permanent employees **Total:** 4,894. **Gender:** Female = 2,171; Male = 2,191; Unknown = 532. **Region:** Naas = 2,529; Mitchelstown = 2,124; National Ireland = 241. ii. Temporary employees **Total:** 47. **Gender:** Female = 28; Male = 10; Unknown = 9. **Region:** Naas = 5; Mitchelstown = 7; National Ireland = 35. iii. Non-guaranteed hours employees **Total:** 0. iv. Full-time employees **Total:** 791. **Gender:** Female = 320; Male = 452; Unknown = 19. **Region:** Naas = 282; Mitchelstown = 252; National Ireland = 257. v. Part-time employees **Total:** 4,150. **Gender:** Female = 1,879; Male = 1,749; Unknown = 522. **Region:** Naas = 2,252; Mitchelstown = 1,879; National Ireland = 19.

GRI CONTENT INDEX CONTINUED

GRI disclosure	Requirements	Response or response location
GRI 2: GENERAL DISCLOSURES 2021		
2-7 Employees	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 (31 December 2025).
	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.	**UK** Headcount has decreased over 2025 following the Cost Leadership Reset exercise across the business. **Ireland** Headcount for IE has remained at a stable level throughout 2025.
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. 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.	During 2025, the company's Board of Directors comprised Giles Hurley, Chief Executive Officer; Dan Ronald, Chief Operating Officer; Ruth Doyle, Chief Operating Officer; Julie Ashfield, Chief Commercial Officer; Hayleigh Lupino, Chief Financial Officer; and Niall O'Connor, Country Managing Director, Ireland. 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 and Irish subsidiary of Aldi Süd KG, an Austrian partnership. The company's Board is overseen by Aldi Süd 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 UK and Ireland's overarching national Sustainability Strategy. The Board discharges this responsibility to the National Sustainability Committee, which is chaired by Julie Ashfield (member of the board of Directors). The Aldi UK and Ireland approach is guided by the wider Aldi South Group approach via the International Sustainability Committee, which is attended by Julie Ashfield and Group Managing Directors/Chief Commercial Officers from each Aldi South Group country.

GRI CONTENT INDEX CONTINUED

GRI disclosure	Requirements	Response or response location
GRI 2: GENERAL DISCLOSURES 2021		
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 and Chief Commercial Officers from each country. The National Sustainability committees are responsible for the implementation of the Global Sustainability Strategy in each respective country and is chaired by the National Sustainability Lead, Julie Ashfield, CCO. 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 four National Sustainability Committee meetings for the UK and Ireland in 2025.
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 2025, section 'Maintaining our standards', page 61.
	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 2025, section 'Maintaining our standards', page 61.
2-22 Statement on sustainable development strategy		Sustainability Report 2025, section 'A message from our CEO', page 05.
2-23 Policy commitments		sustainability.aldisouthgroup.com/publications. Click here to read online.
2-24 Embedding policy commitments		Sustainability Report 2025, section 'Maintaining our standards', page 61.
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 2025, section 'Protecting human rights in the supply chain', page 47.
	b. Describe its approach to identify and address grievances, including the grievance mechanisms that the organisation has established or participates in.	Sustainability Report 2025, section 'Maintaining our standards', page 61.
2-26 Mechanisms for seeking advice and raising concerns		Sustainability Report 2025, section 'Maintaining our standards', page 61.
2-28 Membership associations		Modern Slavery Statement (pages 10-11) Click here to read online.
2-29 Approach to stakeholder engagement		Sustainability Report 2025, section 'Maintaining our standards', page 61.

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 2025, section 'Buying local', pages 10-12; 'Tackling deforestation', pages 13-16; 'Sea life and animal welfare', pages 29-31; and 'Boosting biodiversity', pages 33-34.
	Emissions across our value chain	Sustainability Report 2025, section 'Reducing greenhouse gas emissions', pages 17-20.
	Healthy options	Sustainability Report 2025, section 'Offering healthy choices at affordable prices', pages 36-41.
	Human rights in the supply chain	Sustainability Report 2025, section 'Protecting human rights in the supply chain', pages 46-47.
	Affordability	Sustainability Report 2025, section 'Offering healthy choices at affordable prices', pages 36-41.
	Energy management	Sustainability Report 2025, section 'Reducing greenhouse gas emissions', pages 17-20.
	Packaging	Sustainability Report 2025, section 'Finding packaging solutions', pages 24-26.
	Looking after our customers	Sustainability Report 2025, section 'Offering healthy choices at affordable prices', pages 36-41.
	Attracting and retaining talent	Sustainability Report 2025, section 'Looking after our people', pages 56-59.
	Community impact of Aldi stores	Sustainability Report 2025, section 'Making a difference in our communities', pages 49-55.
	Food waste	**UK** Sustainability Report 2025, section 'Tackling food waste', pages 21-23. **Our food waste sources (tonnes):** Fruits and vegetables = 3,951; Chilled foods = 4,278; Fresh meat = 1,675; Central bakery and cakes = 861; Frozen food = 629; Soft drinks and juices = 460; Beer = 434; Processed foods = 332; Eggs = 285; Fresh fish = 158; Long life dairy = 78; Canned food = 108; Dressings, oils and sauces = 109; Wine = 73; Chips, snacks and nuts = 57; Preserves and spreads = 32; Seasonal confectionery = 220; Spirits = 66; Biscuits = 28; Confectionery = 18; Chocolates = 20; Baby products = 7; Coffee and hot beverages = 16; Sparkling wine = 9; Convenience food and soups = 46; Tea = 4; Medicine = 1; Regional bakery = 0 **Total 13,952.** **Ireland** Sustainability Report 2025, section 'Tackling food waste', pages 21-23. **Our food waste sources (tonnes):** Fruits and vegetables = 1,200; Chilled foods = 769; Fresh meat = 273; Central bakery and cakes = 326; Frozen food = 119; Soft drinks and juices = 200; Beer = 78; Processed foods = 107; Eggs = 62; Fresh fish = 20; Long-life dairy = 5; Canned food = 27; Dressings, oils and sauces = 34; Wine = 8; Chips, snacks and nuts = 17; Preserves and spreads = 10; Seasonal confectionery = 37; Spirits = 5; Biscuits = 10; Confectionery = 9; Chocolates = 9; Baby products = 3; Coffee and hot beverages = 4; Sparkling wine = 1; Convenience food and soups = 2; Tea = 1; Medicine = 0; Regional bakery = 0 **Total 3,335.**

GRI CONTENT INDEX CONTINUED

GRI disclosure	Requirements	Response or response location
GRI 3: MATERIAL TOPICS 2021		
3-3 Management of material topics	Responsible sourcing policies and commitments	Sustainability Report 2025, section 'Sourcing our products responsibly', pages 42-45.
	Water management	Sustainability Report 2025, section 'Managing water supplies', page 32.
	Health and safety	Sustainability Report 2025, section 'Maintaining health and safety', page 60.
	Compliance and ethics	Sustainability Report 2025, section 'Maintaining our standards', page 61.
	Leadership team and effectiveness	Sustainability Report 2025, section 'Maintaining our standards', page 61.
	Environmental impact of stores, Regional Distribution Centres and offices	Sustainability Report 2024, section 'Championing sustainability in our stores', page 07; Click here to read online. Sustainability Report 2025, sections 'Building sustainability at our Bardon distribution centre', page 07; and section 'Reducing greenhouse gas emissions', pages 17-20.
GRI 301: MATERIALS 2016		
301-1 Materials used by weight or volume		**UK** Packaging materials (own-label primary and primary outer packaging) used by Aldi (tonnes): Plastic = 108,348; Glass = 137,727; Paper = 73,178; Steel = 27,620; Aluminium = 8,775; Wood = 79; Other = 705; **Total = 356,432**. **Ireland** Packaging materials (own-label primary and primary outer packaging) used by Aldi (tonnes): Plastic = 11,776; Glass = 10,422; Paper = 7,177; Steel = 2,554; Aluminium = 635; Wood = 7; Other = 75; **Total = 32,646**.
301-2 Recycled input materials used		**UK** Recycled input packaging material (own-label primary packaging) = 38%. **Ireland** Recycled input packaging material (own-label primary packaging) = 55%.

GRI CONTENT INDEX CONTINUED

GRI disclosure	Requirements	Response or response location
GRI 302: ENERGY 2016		
302-1 Energy consumption within the organisation[1]		Non-renewable fuel sources (GJ): Gas = 179,280; Diesel = 618,632; Petrol = 1,232; Total = 799,144. Renewable fuel sources (GJ): HVO = 194,137, Bio-CNG = 141,964; Solar PV generation = 69,437; Total = 405,538. Electricity consumption (GJ): Grid renewable = 1,707,364; Grid non-renewable = 10,891; Total = 1,718,255. Electricity sold (GJ): Solar PV = 530. Total energy consumption within Aldi = **2,922,407.**
302-3 Energy intensity		207.69 GJ/£m sales.
302-4 Reduction of energy consumption		Sustainability Report 2025, section 'Reducing greenhouse gas emissions', page 19[1].
GRI 303: WATER AND EFFLUENTS 2018		
303-1 Interactions with water as a shared resource		Sustainability Report 2025, section 'Managing water supplies', page 32.
GRI 304: BIODIVERSITY 2016		
304-2 Significant impacts of activities, products and services on biodiversity		Sustainability Report 2025, section 'Boosting biodiversity', pages 33-34.
GRI 305: EMISSIONS 2016		
305-1 Direct (Scope 1) GHG emissions		Sustainability Report 2025, section 'Reducing greenhouse gas emissions', page 18[1].
305-2 Energy indirect (Scope 2) GHG emissions		Sustainability Report 2025, section 'Reducing greenhouse gas emissions', page 18[1].
305-5 Reduction of GHG emissions		Sustainability Report 2025, section 'Reducing greenhouse gas emissions', page 19[1].
305-6 Emissions of ozone-depleting substances (ODS)		Sustainability Report 2025, section 'Reducing greenhouse gas emissions', page 18[1].

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

GRI CONTENT INDEX CONTINUED

GRI disclosure	Requirements	Response or response location	
GRI 306: WASTE 2020			
306-1 Waste generation and significant waste-related impacts		Sustainability Report 2025, section 'Tackling food waste', 'Finding packaging solutions' and 'Preventing improper battery disposal', pages 21-27.	
306-2 Management of significant waste-related impacts		Sustainability Report 2025, section 'Tackling food waste', 'Finding packaging solutions' and 'Preventing improper battery disposal', pages 21-27.	
306-3 Waste generated		**UK** **Waste generated (tonnes):** Paper cardboard corrugate = 128,002; Food waste = 13,952; General = 11,436; Plastic film = 6,336; Metal = 760; Hazardous (including all batteries and electrical waste) = 511; Wood = 297; Other Plastic = 822; Other waste (non-hazardous) = 103; **Total = 162,219**.	**Ireland** **Waste generated (tonnes):** Paper cardboard corrugate = 15,293; Food waste = 3,335; General = 2,298; Plastic film = 291; Metal = 60; Hazardous (including all batteries and electrical waste) = 144; Wood = 20; Other Plastic = 17; Other waste (non-hazardous) = 0; **Total = 21,458.**
GRI 306: WASTE 2020			
306-4 Waste diverted from disposal (recycled/reused)		**UK** **Waste diverted from disposal**[1] Paper cardboard corrugate = 128,002; Food waste = 13,055; General = 105; Plastic film = 5,703; Metal = 760; Hazardous (including all batteries and electrical waste) = 508; Wood = 291; Other Plastic = 653; Other waste (non-hazardous) = 103; **Total = 149,180**.	**Ireland** **Waste diverted from disposal**[1] (tonnes): Paper cardboard corrugate = 15,293; Food waste = 3,116; General = 25; Plastic film = 291; Metal = 60; Hazardous (including all batteries and electrical waste) = 144; Wood = 20; Other Plastic = 17; Other waste (non-hazardous) = 0; **Total = 18,966.**
306-5 Waste directed to disposal		**UK** **Waste directed to disposal**[2] **(tonnes):** Paper cardboard corrugate = 0; Food waste = 897; General = 11,331; Plastic film = 633; Metal = 0; Hazardous (including all batteries and electrical waste) = 3; Wood = 6; Other plastic = 169; Other waste (non-hazardous) = 0; **Total = 13,039**.	**Ireland** **Waste directed to disposal**[2] (tonnes): Paper cardboard corrugate = 0; Food waste = 216; General = 2,272; Plastic film = 0; Metal = 0; Hazardous (including all batteries and electrical waste) = 0; Wood = 0; Other plastic = 0; Other waste (non-hazardous) = 0; **Total = 2,491.**

1. Non-hazardous waste diverted from disposal (148,672 tonnes) was largely recycled offsite (148,642 tonnes) with some (30 tonnes) reused. Hazardous waste diverted from disposal (508 tonnes) was all recycled offsite.
2. Non-hazardous waste directed to disposal (13,036 tonnes) includes 12,981 tonnes incinerated with energy recovery and 55 tonnes to landfill. Hazardous waste directed to disposal (3 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		
405-1 Diversity of governance bodies and employees		**UK** Percentage of individuals within the organisation's governance bodies: i. **Gender:** Female = 50%; Male = 50%. ii. **Age:** <30 years = 0%; 30–50 years old = 100%; 50+ years old = 0%. Percentage of senior management employees: i. **Gender:** Female = 29%; Male = 71%. ii. **Age:** <30 years = 0%; 30–50 years old = 79%; 50+ years old = 21%. Percentage of middle management employees: i. **Gender:** Female = 41%; Male = 59%. ii. **Age:** <30 years = 2%; 30–50 years old = 92%; 50+ years old = 6%. Percentage of lower management employees: i. **Gender:** Female = 35%; Male = 65%. ii. **Age:** <30 years = 13%; 30–50 years old = 76%; 50+ years old = 11%. Percentage of non-management employees: i. **Gender:** Female = 48%; Male = 52%. ii. **Age:** <30 years = 32%; 30–50 years old = 50%; 50+ years old = 18%. **Ireland** Percentage of individuals within the organization's governance bodies: i. **Gender:** Female = 0%; Male = 100%. ii. **Age:** <30 years = 0%; 30–50 years old = 0%; 50+ years old = 100%. Percentage of senior management employees: i. **Gender:** Female = 0%; Male = 100%. ii. **Age:** <30 years = 0%; 30–50 years old = 33%; 50+ years old = 67%. Percentage of middle management employees: i. **Gender:** Female = 22%; Male = 78%. ii. **Age:** <30 years = 3%; 30–50 years old = 80%; 50+ years old = 17%. Percentage of lower management employees: i. **Gender:** Female = 34%; Male = 65%; Unknown = 1%. ii. **Age:** <30 years = 6%; 30–50 years old = 83%; 50+ years old = 11%. Percentage of non-management employees: i. **Gender:** Female = 46%; Male = 41%; Unknown = 13%. ii. **Age:** <30 years = 34%; 30–50 years old = 60%; 50+ years old = 6%.
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 2025, section 'Protecting human rights in the supply chain', page 46.

GRI CONTENT INDEX CONTINUED

GRI disclosure	Requirements	Response or response location
GRI 409: FORCED OR COMPULSORY LABOUR 2016		
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour		Sustainability Report 2025, section 'Protecting human rights in the supply chain', page 46.
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016		
414-2 Negative social impacts in the supply chain and actions taken		Sustainability Report 2025, sections 'Sourcing our products responsibly' and 'Protecting human rights in the supply chain', pages 42-47.

Aldi Sustainability Report 2025
October 2026

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

aldi.ie/sustainability













DELIVERING GREAT QUALITY AT THE LOWEST PRICES, WHILE MAXIMISING OUR POSITIVE IMPACT ON PEOPLE AND THE PLANET