



ALDI UK & Ireland

TRAINING AND CAPACITY BUILDING



Training and Capacity Building

To effectively improve human rights in our supply chain, we must raise awareness of this issue across our business and supply chains. It is vital that Aldi employees and suppliers are trained to spot human rights issues and have the skills and confidence to deal with them as soon as they arise.

Training for Employees

- All Aldi Buying employees are trained on how to ensure suppliers uphold the ethical standards that we set. They work closely with our CR departments to monitor suppliers' performance and intervene if any issues are found.
- Our CR department run ethical trade training sessions for employees in our Buying department. This includes guidance on ethical trade, including relevant questions to ask and what to look for during visits to suppliers' sites.
- All new employees with buying responsibility receive one-to-one training as part of their induction, to ensure they have a thorough understanding of ethical trade issues.

Training for Suppliers

- We host training sessions for suppliers to train and educate them on ethical trade and provide comprehensive documented guidance on Aldi's Ethical Trade Programme.
- As part of our Aldi Social Assessment Programme, suppliers whose sites are scheduled to receive announced visits are fully briefed on the approach and objectives of the programme before the assessments take place.
- The Aldi Factory Advancement Project provides training for suppliers in Bangladesh on a range of subjects including health and safety in the workplace, fire safety, wage issues, working hours and discrimination.

Key Progress Since 2018

- Extended our Ethical Trade Programme to cover more product areas.
- Strengthened our existing supplier policies on the responsible use of labour providers, in line with industry best practice guidance from the Stronger Together initiative and the Association of Labour Providers.
- Introduced ethical requirements for our 'Goods Not for Resale' suppliers.
- Established new partnerships with NGOs and third parties, including the Food Network for Ethical Trade.
- Supported our suppliers to improve their capacity to identify and remediate critical issues themselves.
- Since 2017, we have also deepened our understanding of the specific risks that workers face in these supply chains by participating in several initiatives:
- Opening a dedicated CR office in Bangladesh to forge closer relationships with suppliers and further strengthen our monitoring on the ground. Find out more about how we are improving human rights in our supply chain in Bangladesh.
- Establishing a working group for an ethical sourcing strategy for food, comprised of experts from our CR International teams and national country CR teams including Aldi UK, to increase collaboration and momentum on human rights risks in the supply chain.
- Joining the Food Network for Ethical Trade (FNET).
- Engaging with Stronger Together on their construction programme and in their South Africa programme.
- Continuing our participation in the British Retail Consortium Ethical Labour Working Group to help shape industry decisions and share best practice with other retailers.