



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 who cover Buying Categories within the scope of the Social Monitoring Programme for non-food and high-risk food commodity groups where all suppliers in those commodity groups must have a social audit completed on their production facilities or farms.
- All new employees with buying responsibility receive ethical trade training as part of their induction, to ensure they have a thorough understanding of ethical trade issues.
- Chartered Institute of Procurement and Supply provides an e-learning content, the Ethical Procurement and Supply Module, which covers Environmental Procurement, Human Rights, Fraud, Bribery and Corruption, to the directors who cover Buying Categories within the scope of the Social Monitoring Programme.

Training for suppliers

- We host training sessions for suppliers to train and educate them on ethical trade and provide comprehensive guidance on Aldi's ethical trade requirements.
- We roll out modern slavery online training for our suppliers and continue with key partnerships which, for Aldi UK, includes working with Unseen who run the UK Modern Slavery Helpline, and collaborating with Slave-Free Alliance, Stronger Together and the Wilberforce Institute to further strengthen our overall approach to addressing modern slavery issues.
- 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.
- Aldi's sponsorship of the Responsible Recruitment Toolkit (RRT) gives all our suppliers and their labour providers access to an online tool and online training courses on fair and ethical recruitment.