



Corporate Responsibility Principles

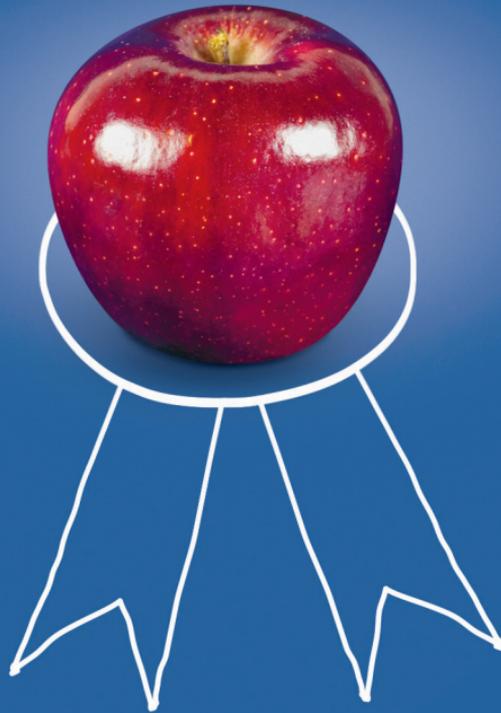
of the ALDI SOUTH Group

Preamble

The ALDI SOUTH Group of Companies conducts its business according to the principle of corporate responsibility. This document describes how we apply this principle throughout the areas of our business operations: Customers, Supply Chain, People, Community, Environment. In addition, we define our understanding of integrity in the ALDI Code of Conduct and our principles of personnel management in the ALDI Management System (AMS).

Simplicity, consistency, responsibility – these are our core values. Our business model is simple: great quality at the best price, fair and honest product offers, and efficient business processes. As a reliable partner, we are true to our word. In all we do, we assume responsibility towards our customers, business partners, employees, the community, and the environment.

Our CR Principles summarise our commitments to people and planet. They guide all of us in our day-to-day actions and are a strict requirement of our business partners.



We offer our customers
quality at the best price and
sustainable products.



Customers

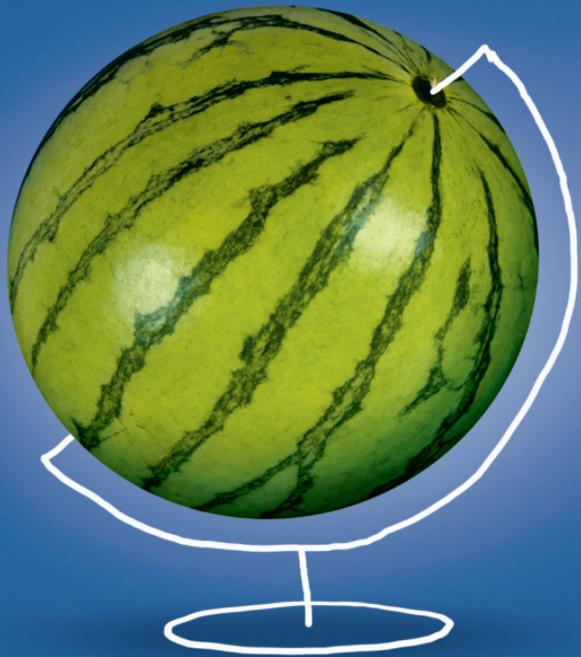
We promise our customers quality products at the best prices. We are guided by our customers' needs and appreciate their feedback and ideas. It is our responsibility to design our select product range in a way that meets our customers' everyday needs.

For us, quality includes consumer safety, health and well-being, and the sustainability of our products and their production.

The safety of our products is one of our core commitments to our customers. At ALDI, our safety and quality management policies and processes meet or exceed consumer legislation. We want to offer our customers options for a healthy and sustainable lifestyle. Our buyers and suppliers work to improve the composition and nutritional profiles of the products we offer whilst considering national taste profiles. We strive to take into consideration the product's lifecycle with the aim of continually reducing resource intensity and ecological impact whilst improving compliance with social standards.

We want to enable our customers to make informed choices by providing them with accurate and transparent information through clear product labelling and direct customer communications.

We assume responsibility
throughout the supply chain.



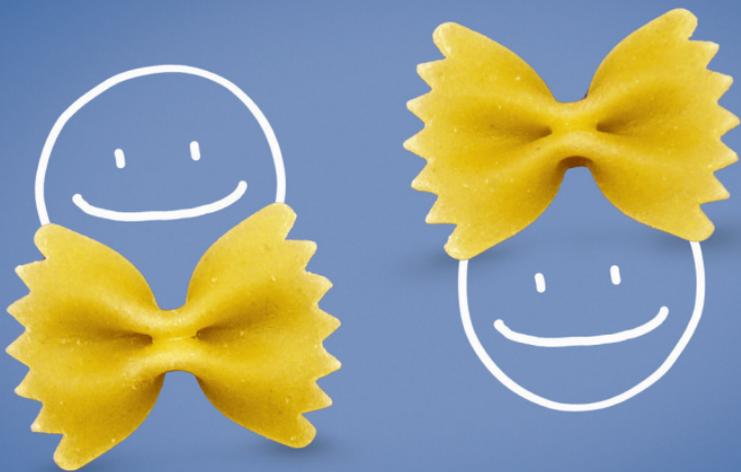


Supply Chain

Sustainable buying practices are essential for the long-term success of our business. We assume responsibility across our global supply chains and for the resources used in the production of our goods.

Our aspiration is that all our products be made in a sustainable way. We consider environmental and social criteria, including animal welfare, throughout our product supply chains – from raw materials to final production. Raw materials include agriculture and forestry, livestock and fish, and other natural resources used for our products and packaging. For our suppliers, we are a fair and reliable business partner. Together, and in cooperation with other stakeholders, we are committed to improving the living and working conditions throughout the supply chain.

We articulate our expectations clearly to all our suppliers and business partners. Together with our suppliers, we work towards increased transparency and continuous improvement within the supply chain. We strive to increase the share of sustainable resources used in our products and to minimise the negative ecological and social impacts of production. We are committed to establishing and further developing social and environmental standards throughout the supply chain. Our “Social Standards in Production” constitute an integral part of our supplier contracts (→ALDI “Social Standards in Production”).



Our employees are the key
to our success.



People

Our employees are the key to our success. They are the ones that define the ALDI business day after day and distinguish us from our competitors.

For ALDI to continue on the path of success, we want to be the employer of choice within the retail sector and to attract talented professionals who work together with us to further develop the global market.

We succeed by providing an appealing, efficient, and supportive work environment and by being honest, fair, and responsible in everything we do. Each employee makes a difference within our business. The commitment of our staff makes it possible for us to deliver the greatest possible value to our customers – in terms of both quality and price. We delegate responsibility and give our employees the necessary autonomy they need to make decisions independently.

We are committed to ensuring that each employee receives the opportunity for individual personal growth and further development – irrespective of their origin, religion and ideology, age, gender, disability or sexual orientation. Together, we establish a culture of learning and personal development.

We focus on maintaining longlasting working relationships and support our employees through the various phases of life. We enable them to partake in the success of our business by means of attractive remuneration and recognise exceptional individual performance.

We see ourselves as an active member of the community and are committed to many local projects.



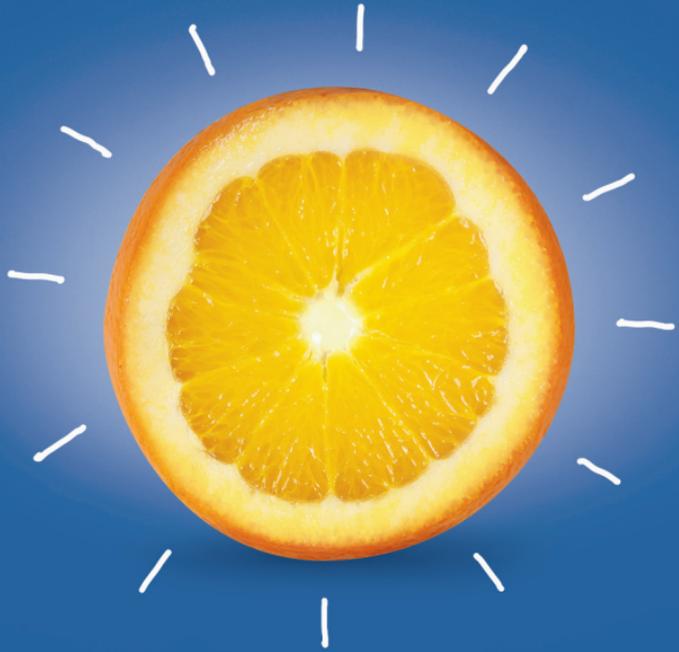


Community

ALDI is part of the community. To us, responsibility means making a positive contribution to the community by applying our skills and resources beyond our core business operations.

The objective of our community activities is to deliver a sustainable societal impact. This will be achieved by engaging in long-term partnerships with charitable organisations and focussing on key issues and target groups. This strategic investment in the public good is supplemented by funding local and regional initiatives within our local communities.

We support charitable organisations with donations of money and products. Furthermore, we support charitable organisations by using other resources available to us, including the time and skills of our employees. An additional area of activity is the cooperation with non-profit organisations in countries where we source our products. In these countries, we are committed to improving health and education, and support other social and ecological causes with the aim of contributing towards sustainable development.



We act responsibly in terms
of the environment and work
to protect our earth's climate.



Environment

Our business activities have a significant impact on climate and the environment. This is a result not only of the products we sell but of our entire operations, from the construction and operational running of buildings to the transport of goods.

We aim to minimise the ecological footprint of our entire business. We strive to become a climate-neutral company and are therefore committed to the continuous reduction of our greenhouse gas emissions.

To achieve this, we will continue to increase our energy efficiency across the business, to minimise the impact of our refrigerants on global warming, to improve logistics efficiency, to use renewable energies, and support climate protection projects. Aspiring towards zero-waste business practices, we are guided by the principle to reduce, reuse, and recycle. In close cooperation with architects, planning engineers and construction companies, we implement innovative concepts to constantly reduce the climatic and environmental impacts of our stores, distribution centres, and corporate administration buildings.

Implementation and Accountability

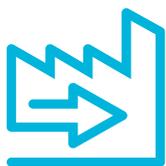
The CR Principles apply to all employees. All companies of the ALDI SOUTH Group ensure adherence to these principles by setting specific goals and implementing adequate measures. We regularly report on our CR performance, both internally and to the public.

Legal notice

Published by:
ALDI Einkauf GmbH & Co. oHG
ALDI SOUTH Group
Corporate Responsibility International (CRI)
Mintarder Straße 36–40
45481 Mülheim an der Ruhr
Germany

On behalf of the national organisations of the ALDI SOUTH Group





ALDI “Social Standards in Production”

The ALDI “Social Standards in Production” define our commitment to human rights and fair labour standards. They are based on:

- the United Nations Universal Declaration of Human Rights,
- the United Nations Convention on the Rights of the Child,
- the United Nations Convention on the Elimination of All Forms of Discrimination against Women,
- the International Labour Organization (ILO) Conventions, and
- the OECD Guidelines for Multinational Enterprises.

We expect our suppliers and business partners to comply with all applicable local laws as their first obligation. Where local laws and regulations conflict with or set a different standard of protection to the international standards, such as applicable ILO or United Nations Conventions, our business partners shall abide by the principles that provide the highest protection to the workers and environment.

Our business partners must respect the workers’ rights to freedom of association and collective bargaining. Workers’ rights include the right to elect representatives or, where permitted by national law, the right to form and join trade unions of their choice and to bargain collectively. We do not tolerate discriminating practices against workers because of a trade union membership.

We will not tolerate any form of discrimination in hiring, remuneration, access to training, promotion, termination or retirement based on gender, age, religion, race, caste, social background, ethnic and national origin, disability, nationality, membership of workers’ organisations, political affiliation, sexual orientation, or any other personal characteristics. Workers shall not be harassed or disciplined on any of the grounds listed above.

As a minimum, our suppliers and business partners shall comply with the wages mandated by the government’s minimum wage legislation, or industry standards approved on the basis of collective bargaining, whichever is higher. The use of overtime is intended only as an exception, voluntarily, and paid at a premium rate. Wages are to be paid in a timely manner, regularly, and fully in legal tender. The level of wages is to reflect the skills and education of workers and shall be based on regular working hours.

We expect our suppliers and business partners to establish and follow a clear set of standards and procedures regarding occupational health and safety. Suppliers and business partners shall ensure the stability and safety of equipment and buildings, as well as the protection of workers against any foreseeable emergency.

Before entering into employment, business partners are to provide workers with understandable information about their rights, responsibilities, and employment conditions. Workplace practice and conditions which violate basic human rights are not tolerated.

We will not tolerate child labour as defined by ILO and United Nations Conventions and/or by national law, whereby underage workers shall be no younger than 15 years of age, unless the exceptions recognised by the ILO apply. We expect our business partners to adhere to those standards/laws which are most stringent.

We expect our business partners to ensure that young persons do not work at night and that they are protected against conditions of work which are prejudicial to their health, safety, morals, and development.

We do not tolerate any form of servitude, forced, bonded, indentured, trafficked or non-voluntary labour. All disciplinary procedures must be in compliance with local laws, be established in writing, and must be explained verbally to workers in clear and understandable terms. The use of corporal punishment, mental or physical coercion, and verbal abuse is forbidden.

Procedures and standards for waste management, handling and disposal of chemicals and other dangerous materials, emissions and effluent treatment must meet or exceed legal requirements. All local and national environmental regulations and relevant provisions of the ALDI CR Principles and environmental standards must be met.

We expect our business partners to act with due diligence and develop the necessary management systems, policies and processes to a reasonable extent as well as effectively prevent and address any human rights impacts that may be detected in the supply chain.

We do not tolerate any act of corruption, extortion, embezzlement, or bribery - including but not limited to - the promising, offering, giving or accepting of any improper monetary or other incentive. We expect our suppliers and business partners to maintain accurate records and information regarding their activities, structure, and performance, and to disclose these in accordance with applicable regulations and industry benchmark practices.

These ALDI “Social Standards in Production” reflect our minimum requirements, which we strive to exceed wherever possible. We expect all our suppliers and business partners to adhere to these standards and further specific requirements which go beyond these standards and which have become part of the contractual relationship. Our suppliers and business partners are expected to apply these standards to all sub-suppliers throughout the entire production process.

Legal notice

Published by:
ALDI Einkauf GmbH & Co. oHG
ALDI SOUTH Group
Corporate Responsibility International (CRI)
Mintarder Straße 36-40
45481 Mülheim an der Ruhr
Germany

On behalf of the national organisations of the
ALDI SOUTH Group

