



“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.”

CR Principles

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International activities

Across the globe, the ALDI SOUTH Group employs over 125,900 people. Over the past few years, the number of employees has increased impressively. This growth is a strong indicator of our success. At the same time, it poses the challenge of continuing to preserve our strong corporate culture of respect and fairness, as outlined within our [ALDI Management System \(AMS\)](#).

We want to be perceived as a reliable employer at all locations where we operate. All of our employees are treated equally. We offer our employees job security, attractive remuneration and benefits, as well as comprehensive training measures and development opportunities. An important success factor is constituted by efficient workflows and clearly defined responsibilities. Within our growing company, the commitment and motivation of our employees are of central importance. For that, a good cooperation and communication are key factors. Both are described in our AMS.

Our 2016 employee survey showed that our employees' motivation levels throughout the different national organisations are well above the respective industry averages. The positive mood of our employees shows that our efforts help us to reach our goal of being an employer of choice within the retail sector.

At the end of 2016, we adopted an international employee strategy in order to provide a common strategic framework. The detailed implementation of this strategy is the responsibility of the individual national organisations. Other topics which are currently addressed both by the national organisations and at international level include talent attraction, staff turnover reduction, and training as well as development.



Focus: occupational safety and the promotion of health

We strive to promote the health and well-being of our employees. This involves not only the prevention of workplace accidents but also various measures and initiatives concerning the protection and promotion of overall health. The strong importance attached to occupational health and safety within our company is also reflected by the results of our employee surveys and the materiality analysis conducted in 2017.

The majority of our staff work in stores or logistics. In order to prevent accidents, we utilise modern equipment and appropriate workwear, and we strategically design our workplaces and workflows to ensure maximum safety. For example, when working in our freezer warehouses, employees are obliged to wear special protective clothing. Within our regular warehouses, a 'pick-by-voice' system was developed so employees have both hands free when packing and moving bulk merchandise. In order to design the check-out process at our stores as ergonomically as possible, the barcodes printed on our products are placed in such a way that the merchandise does not need to be lifted or turned at checkout.

However, technology alone is not enough to ensure workplace safety. We attach great importance to providing regular staff training on operational health and safety, and the compliance with safety regulations – such as wearing protective footwear, and the correct use of potentially dangerous equipment – is monitored and reviewed on a regular basis. In several of our countries of operation, not only our technical equipment but also our health protection measures are subject to regular external reviews.

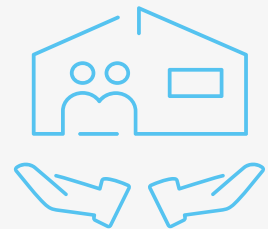
For years now, we have been able to maintain a constantly low accident rate throughout the ALDI SOUTH Group. In many ALDI countries, the statistical development of accident rates is regularly monitored. By the end of 2018, we plan to align our efforts for the promotion and protection of our employees' health undertaken in all our countries of operation within a corporate health management system.



Prevention
of workplace
accidents



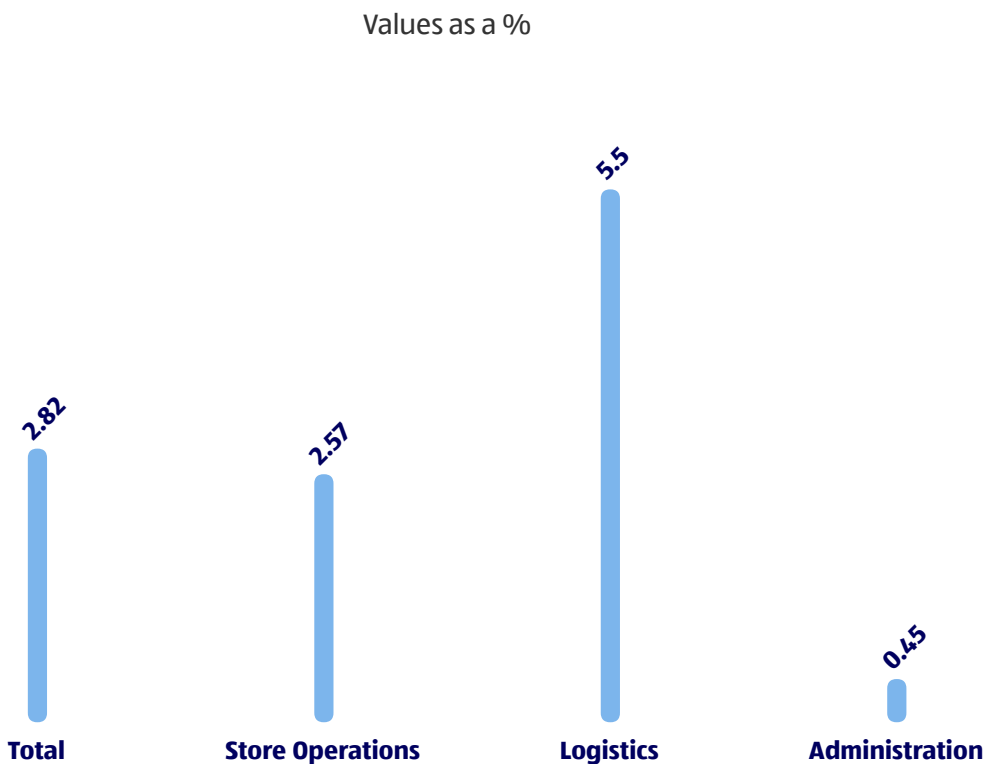
Measures and
initiatives



Safe and healthy
working environment

Key figures

Accident rate per area



Unless indicated otherwise, the information provided is based on the number of employees per capita as of 31 December (excluding employees within special operating units, such as the coffee roasting plants and chocolate factory). Deviations from the total number of employees may be due to rounding.

Employment structure

Average number of employees	125,977
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Percentage of newly recruited employees compared to the average number of employees	28.73
Percentage of part- and full-time employees compared to the total number of employees	
Full-time	39.01
Part-time	60.99
Percentage of permanent employees compared to the total number of employees	97.9
Number of staff on parental leave	6,734
Number of employees with over 10 years of service with the company	25,569
Average number of employees per area of employment (percentage of the average number of employees)	
Store Operations	97,232 (77.18%)
Logistics	19,423 (15.42%)
Administration	9,322 (7.4%)

Age structure

Percentage of employees under the age of 30 compared to the total number of employees	43.79
Percentage of employees between the ages of 30 and 50 compared to the total number of employees	45.28
Percentage of employees aged 50 years or older compared to the total number of employees	10.92

Women in management positions

Information provided in full-time equivalents

Percentage of female employees compared to the total number of employees	62.47
Percentage of female employees compared to the total number of employees in management positions	40.81 ✓
Lower management	41.65
Middle management	32.3

Employee satisfaction (2016)

Information provided includes the coffee roasting plants and the chocolate factory

Average engagement index as a %

86 ✓

Apprentices

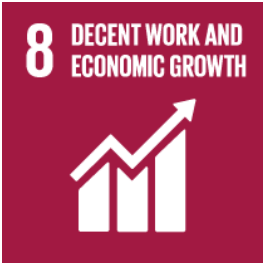
Number of apprentices at ALDI SOUTH

6,160

Percentage of apprentices who were placed permanently following completion of their training

70.37

Sustainable Development Goals



GRI disclosures

Organisational profile

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Management approach

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Employment

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Occupational health and safety

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Training and education

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