



# 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

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