

Completed by (name of company): ALDI Einkauf SE & Co. oHG (ALDI Nord Group of Companies)

Date: 13.10.2021

SUPPLY CHAIN TRANSPARENCY

Note: Tea in this section refers to tea originating from the Camellia sinensis plant*

1. **Current practice:** To what extent does your company currently publicly disclose supplier lists for tea* sourced by your company? (Please select one of the following options)
 - a. Fully Yes | No
If Yes, please share relevant links:
 - b. Partially Yes | No
If Yes, please specify what is disclosed (e.g. only direct suppliers, specific regions):
Please share relevant links:
 - c. Not at all Yes | No
2. **Future commitment:** Are you willing to commit to annually updating your complete tea* supplier lists in the prescribed format (attached) and making them available publicly?
 Yes | No*¹

*¹ We want to gradually make our high-risk supply chains more transparent. We are committed to publishing the countries of origin by 2021 and the names and addresses of Tier 1 suppliers in our high-risk food supply chains by the end of 2022. The high-risk food supply chains were identified as part of a human rights risk analysis conducted in 2018 by an independent service provider specialising in sustainability. The aim of this risk analysis was to identify human rights risks within our supply chains on a global level for the ALDI Nord Group of Companies and at the same time to recognise where we can have the greatest influence. The analysis examined the entire supply chain. The special focus was on the raw material and production levels. Data such as purchasing volumes and locations of producers and production sites as well as global trade data of the industry served as the basis for the survey. In addition, numerous recognized indices, and evaluations such as the Global Slavery Index, the Environmental Performance Index or the Corruption Perception Index of Transparency International were included. This publicly available risk analysis is currently being updated.

Please share a full list of suppliers in the attached format (*Tea supplier list template.xlsx*) with us by 24 September 2021.

OWN COMPANY POLICY: HUMAN RIGHTS IN YOUR SUPPLY CHAIN

1. **Freedom of Association and Collective Bargaining**

- a. Does your sourcing policy/ supplier code of conduct/ supplier contract specifically guarantee the protection of the right to freedom of association *in your supply chain*?

Yes | No

If Yes, please share any relevant documents or clauses in your agreements with suppliers that you use for this purpose.

ALDI Nord Human Rights Policy Statement: [20200728_HR-Policy_englisch-SE.pdf \(aldi-nord.de\)](#)

- b. Has your company previously taken remedial action in response to allegations regarding threats to freedom of association *in your supply chain*? Yes | No

If Yes, please share the name of the supplier, year of incident and how the situation was resolved.

[No allegations were made to us regarding threats to freedom of association in our supply chain.](#)

- c. Is your company (or any of its subsidiaries) part of active collective bargaining agreements with labour unions *in your supply chain*? Yes | No

If Yes, please provide details of the countries, estates and/or factories involved.

2. Wage payments

- a. Has your company publicly made a commitment to guarantee payment of living wages throughout your tea supply chain? Yes | No

The ALDI Nord Group of Companies has an International Position Statement on Living Wages and Living Incomes: [AN_Livingwages_Positionspapier_EN_final.pdf \(aldi-nord.de\)](#)

Besides the ALDI Position Statement on Living Wages and Living Incomes, we are part of the GIZ working group of German retailers on this topic, because we strongly believe that an effective and lasting solution needs collaboration and level playing fields. In this context we signed the voluntary [commitment](#) in 2020, to promote living incomes and living wages.

If you answered Yes, please share:

- i. The source or methodology for the living wage numbers that you use for this purpose
- ii. The year by which you expect to achieve the commitment
- iii. A link to the webpage or copy of the document where the public commitment is published

- b. Does your sourcing policy/ supplier code of conduct/ supplier contract specifically guarantee the following with respect to wages paid to workers *in your supply chain*? (Please select all that apply)

Criteria	Y/N
Payment of legally mandated minimum wages (excluding in-kind benefits)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
No pay discrimination/ Equal payment for equal work	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Payment of legally mandated severance (excluding in-kind benefits)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Maternity leave entitlement with full pay	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Sick leave entitlement with full pay	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

If you answered Yes to any of the above criteria, please share any relevant documents or clauses in your agreements with suppliers that you use for this purpose.

The ALDI Nord Group of Companies has an International Position Statement on Living Wages and Living Incomes: [AN Livingwages Positionspapier EN final.pdf \(aldi-nord.de\)](#)

- c. Has your company previously taken remedial action in response to allegations regarding non-payment of due wages or severance *in your supply chain*? Yes | No

If Yes, please share the name of the supplier, year of incident and how the situation was resolved.

No allegations of non-payment of wages due or severance payments in our supply chain were brought to our attention.

3. Discrimination, violence and harassment

- a. Does your sourcing policy/ supplier code of conduct/ supplier contract specifically guarantee the protection of *workers in your supply chain* from workplace discrimination, violence and harassment?

Yes | No

If Yes, please share any relevant documents or clauses in your agreements with suppliers that you use for this purpose.

ALDI Nord Group of Companies “Commitment to gender equality” [Human Rights Policy Statement \(aldi-nord.de\)](#); we have also signed UN Women’s Empowerment Principles and will publish “International Policy on Gender Equality in ALDI’s Supply Chains” in Q4/2021.

- b. Has your company previously taken remedial action in response to allegations regarding violence and harassment in the workplace *in your supply chain*? Yes | No

If Yes, please share the name of the supplier, year of incident and how the situation was resolved.

As this is sensitive data, we do not share the names of the suppliers involved, the year and how the situation was resolved.

4. Occupational Safety, Health & the Environment (OSH&E) rights

- a. Does your sourcing policy/ supplier code of conduct/ supplier contract specifically address the following OSH&E rights in your supply chain? (Please select all that apply)

Criteria	Yes/ No
Access to safe drinking water and sanitation for all employees	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Reducing health hazards including the use of harmful chemicals (herbicides)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
No minimum quantity for plucking required to earn the basic wage	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

If Yes, please share any relevant documents or clauses in your agreement with suppliers that you use for this purpose.

ALDI Nord Human Rights Policy Statement: [20200728_HR-Policy_englisch-SE.pdf \(aldi-nord.de\)](#)

- b. Has your company previously taken remedial action in response to allegations of OSH&E issues in your supply chain? Yes | No

If Yes, please share the name of the supplier, year of incident and how the situation was resolved.

No allegations of OSH&E in our supply chain were brought to our attention.

5. Grievance redressal mechanism: Does your company have a grievance redressal mechanism that can be directly accessed by any worker in your supply chain?

Yes | No*²

*²Grievance mechanisms provide a suitable means of identifying adverse impacts at an early stage. Acting at the last stage of complex value chains, however, we are confronted with particular challenges regarding the individual implementation in the countries where our goods are produced. We address this challenge by using our Human Rights Impact Assessments to first identify potential barriers faced by workers in getting access to grievance mechanisms and corrective measures. In the future, we want to develop concepts for pilot projects that improve access to complaint mechanisms in relevant supply chains. To establish trustful grievance mechanisms and to enter into a deeper exchange concerning labour rights issues in supply chains, we will actively participate in dialogue with trade unions. We aim to take effective measures to overcome barriers workers are facing to exercise freedom of association and their right to collective bargaining. In our strategy, we have set the goal of establishing grievance mechanism that meet the requirements of the UNGPs in our high-risk supply chains by 2025. We

Auction houses	
Directly from estates	
Directly from bought-leaf factories	
Intermediary traders (excluding those packing and/or blending for your company)	
Others (please specify):	

7. **Certification:** Did your company in 2020 source tea* certified by an independent, internationally recognised certification body (e.g., Fairtrade, Rainforest Alliance/ UTZ etc.)? Yes | No

If Yes, please complete the following table to indicate type of certification by volume.

Certification	Includes wage premium	Metric Tonnes
FLOCERT/ Fairtrade	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Rainforest Alliance/ UTZ	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Other (please specify): EU-Organic	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Other (please specify):	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Other (please specify):	<input type="checkbox"/> Yes <input type="checkbox"/> No	

In 2020, around 68 % of our own-brand tea items were certified with one of the following sustainability standards: Fairtrade, UTZ/Rainforest Alliance and the EU Organic logo. UTZ/Rainforest Alliance accounted for the largest share (around 82 %), followed by the EU organic logo (around 15 %).

Please also share the following information about your company's operations in the tea sector:

ABOUT THE COMPANY

8. **Type of company:** Which of the following categories, if any, describes the activities of your company, its subsidiaries or holding company)? (Please select all that apply.)

Category	Yes/No
Tea producer	<input type="checkbox"/> Yes <input type="checkbox"/> No
Tea packer/ blender	<input type="checkbox"/> Yes <input type="checkbox"/> No
Tea retailer	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

9. Brand names: Does your company, its subsidiaries or its holding company own any tea brands?

Yes | No

If Yes, please provide a list of any tea brands that are owned by your company, its subsidiaries or holding company.

Westminster

FAIR (not only tea)

Gut Bio (not only tea)

Gourmet (not only tea)

Mama Nature (Netherlands)

10. Revenue and market capitalisation:

a. Please share the total revenue from tea earned by your company in 2020. (in USD)

b. Please share the latest market capitalisation or estimation of your company's market value (in USD)

11. Any other comments (optional): Please share any other information that you consider pertinent to your company's tea operations, its purchasing practices, human rights challenges or commitments in your supply chain. Please provide relevant documentation, where available.