

Completed by (name of company): ALDI SOUTH Group

Date: 29 September 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

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 Social Standards in Production:

https://corporate.aldi.com.au/fileadmin/fm-dam/pdf/Corporate_Responsibility/ALDI_Social_Standards_in_Production.pdf

- 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.

Due to the sensitive nature of the data, we do not intend to share the name of the supplier, the year and the details of the situation.

- 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

International Position Statement on Living Wages and Living Incomes:

[international-position-statement-living-wages-living-incomes \(aldisouthgroup.com\)](http://international-position-statement-living-wages-living-incomes.aldisouthgroup.com)

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.

ALDI Social Standards in Production:

<https://cr.aldisouthgroup.com/en/downloads/aldi-social-standards-in-production>

- 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.

Due to the sensitive nature of the data, we do not intend to share the name of the supplier, the year and the details of the situation.

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 Social Standards in Production:

<https://cr.aldisouthgroup.com/en/downloads/aldi-social-standards-in-production>

- 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.

Due to the sensitive nature of the data, we do not intend to share the name of the supplier, the year and the details of the situation.

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 <i>Note: Currently under review to be specifically included in ALDI's requirements. Topic is already covered during ALDI's own audits and the auditor will raise a non-compliant finding if there are any shortcomings.</i>	<input type="checkbox"/> Yes <input type="checkbox"/> No
Reducing health hazards including the use of harmful chemicals (herbicides)	<input 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
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If Yes, please share any relevant documents or clauses in your agreement with suppliers that you use for this purpose.

ALDI Social Standards in Production:

<https://cr.aldisouthgroup.com/en/downloads/aldi-social-standards-in-production>

- 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.

Due to the sensitive nature of the data, we do not intend to share the name of the supplier, the year and the details of the situation.

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

Grievance mechanisms provide a suitable means of identifying adverse effects at an early stage. For this reason, we have created grievance mechanism processes for our own employees and business partners. However, as the last actor along multi-level, complex supply chains, we have identified particular challenges regarding individual implementation in countries where the products we offer are manufactured. We intend to address this task by developing concepts that improve access to grievance mechanisms in relevant supply chains. [ALDI SOUTH Group - Human Rights Policy Statement](#)

The ALDI SOUTH Group, with the support of the human rights focused Issara Institute, will pilot a grievance mechanism with production facilities in Thailand to strengthen the voice of workers and ultimately improve their working conditions. The ALDI SOUTH Group and Issara will be working together to provide access to grievance mechanisms and remediation actions in ALDI's Thai food supply chains. The partnership will strengthen current processes and empower workers to speak up if they have concerns about their working environment.

Through ALDI's membership in the International Accord, all workers employed in Bangladeshi factories that produce garment textiles for ALDI, have access to the Accord grievance mechanism. This mechanism focusses on fire and building safety but has in the past also addressed issues beyond this scope.

All BSCI-certified factories that produce food and non-food products for ALDI in Vietnam are enrolled in the amfori grievance mechanism "Speak4Change". After the pilot phase has been completed successfully, the programme will be rolled out to further countries.

If Yes, please provide the following information regarding the mechanism in place

- a. Name, designation, phone number and email address of the person employed by your company responsible for handling the complaints
- b. Maximum duration before a response must be given on the complaint (in days)
- c. Link to or recent copy of publicly available data on the practical operation of the mechanism, such as the number and type of grievances filed, addressed, and resolved

PURCHASING PRACTICES

6. Sourcing

Note: For this section, please only include tea (Camellia sinensis) sourced by your company for sale under its own name/ brand.*

- a. Please share the total volume of tea* sourced by your company in 2020 (in metric tonnes).

- b. Please share the top five countries by sourcing volume, for tea* sourced by your company in 2020 (in metric tonnes).

Source	Metric Tonnes
Country 1 (please specify):	
Country 2 (please specify):	
Country 3 (please specify):	
Country 4 (please specify):	
Country 5 (please specify):	

- c. How much of the total tea* sourced by your company in 2020 came from the following entities? (in metric tonnes).

Source	Metric Tonnes
Independent packers/ blenders	
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): 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	

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

Mr. Perkins

Benner

Diplomat

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.