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## Diversity and work-life balance

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TAG

EMPLOYEE APPRECIATION

DIVERSITY

WORK-LIFE BALANCE

[GRI 405/103-1, 405-1] People from 117 nations work in the nine European countries in which we are represented. This diversity is a part of the ALDI North Group. It enriches our working relationships and reflects the diversity of our customers. Through a wide range of job profiles, entry-level and advancement opportunities and working hours schemes, we promote equal opportunities and cement our position as an [attractive employer](#).

### Our approach

[GRI 405/103-2] We reject any form of discrimination. In all countries, all employees have the same opportunities irrespective of gender, age, religion or belief, sexual identity, origin or physical disability. Our focus is on performance.

To create a level playing field for all, we provide support for our employees and help them get the work-life balance right between career, leisure time and family. Work-life balance is an important topic of the future for us, the significance of which was underscored in our 2017 [materiality survey](#). When working out duty rosters, the working hours are arranged to take maximum account of the employees' interests. The companies of the ALDI North Group offer some 48,000 opportunities for part-time jobs, particularly in the stores (90 per cent).

### Organisation

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Employee representative organisation



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Grievance systems



## Progress and measures in 2017

[GRI 405/103-2/3] In 2017, women held some 27 per cent of management positions at the ALDI North Group. Forty-three per cent of our stores are managed by women. We see this as confirmation of our philosophy of placing a clear focus on individual performance when filling management positions.

The results of the first employee surveys in early 2017 showed us that employees are proud to work for the ALDI North Group. At the same time, they made it clear that there was still room for improvement with regard to certain positions and functions when it comes to work-life balance. The first measures have been taken on the basis of the survey results. Among other things, we are encouraging our managers and promoting a respectful and appreciative approach to [interpersonal relationships](#). In late 2017, ALDI Poland kicked off a project designed to promote team spirit and employee motivation.

## Performance indicators

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Women in management positions [GRI 405-1]

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Employees by job category [GRI 405-1]

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Employees by employment type [GRI 102-8]

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Employees by age groups [GRI 405-1]

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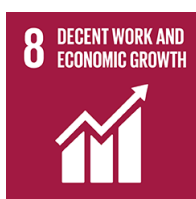
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Employees with disabilities [GRI 405-1]

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TAG

EMPLOYEE APPRECIATION

DIVERSITY

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LABOUR STANDARDS

BELGIUM

DENMARK

GERMANY

FRANCE

LUXEMBOURG

NETHERLANDS

POLAND

PORTUGAL

SPAIN

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### KEY TOPICS

#### Occupational health & safety

Taking responsibility for the health and safety of employees in the workplace is part of the ethos of the ALDI North Group companies

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### HIGHLIGHTS

## The future is green: plans for the new ALDI North campus

The new campus of ALDI Buying in Essen-Kray is already highly anticipated. The modern building meets strict sustainability standards and provides enough space for all ALDI Buying staff.

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### KEY TOPICS

## Sustainable standards in the non-food supply chain

We take responsibility for safe and fair working conditions and compliance with environmental standards wherever we can make a difference

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### HIGHLIGHTS

## What it means to be an ALDI employee

Being an ALDI employee above all means embracing our shared values: simplicity, responsibility and reliability. That is what we stand for in all we do, wherever we are located.

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#### KEY TOPICS

### Attractive employer

The roughly 69,000 ALDI employees make a decisive contribution to the sustained success of the ALDI North Group. All of them can be proud to work for the ALDI North Group. In exchange, they receive secure working conditions, attractive framework conditions and long-term career development prospects

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#### HIGHLIGHTS

### einfach wir – the magazine for ALDI employees

On our journey towards becoming more modern, we are evolving faster than ever before. And one thing is clear: ALDI North employees should be kept in the know. Cue our new employee magazine – “einfach wir” – in Germany!

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#### Highlights

ALDI CR-Support in Hong Kong

The life of our baby bodysuit

Quality: all in a day's work

The new stores

Rescuing food

Labelling with a purpose

**More**

#### Countries

Belgium

Denmark  
France  
Germany  
Luxembourg  
Netherlands  
Poland  
Portugal  
Spain

### **Key topics**

Product quality  
More sustainable product range  
Sustainable standards in the non-food supply chain  
Sustainable food purchasing practices  
Packaging & cycle

Attractive employer

### **Diversity and work-life balance**

Occupational health & safety  
Food losses & other waste  
Climate protection  
Mobility & logistics  
Social commitment  
Raising consumer awareness  
Customer contact & service quality

### **Management**

Foreword  
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### **Data & standards**

Performance indicators  
GRI Content Index  
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SDGs

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Interim Report 2016  
Sustainability Report 2015

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