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Occupational health & safety

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TAG

EMPLOYEE APPRECIATION

HEALTH

LABOUR STANDARDS

[GRI 403/103-1] Safe workplaces are one of the sustainability goals of the United Nations' [2030 Agenda](#) (SDG 8). Taking responsibility for the health and safety of employees in the workplace is part of the ethos of the ALDI North Group companies. We protect them from work-related accidents and offer preventive health measures. Furthermore, we provide support in dealing with changes associated with issues such as longer opening hours, the introduction of new technical systems or changes in the product range in connection with our modernisation strategy. Not least, it is essential for us to consider the requirements that demographic change pose for our personnel policy. The task at hand is to help employees remain capable of working throughout their working lives in view of an ageing workforce.

Our approach

[GRI 403/103-2] Compliance with statutory requirements is a matter of course for the ALDI North Group. Wherever possible, we aim to go above and beyond the basic requirements through measures such as [prevention programmes](#) and group sporting activities. The companies in the ALDI North Group regularly carry out inspections at workplaces in order to identify potential hazards at an early stage. The focus is on the areas with increased risk of accident, such as logistics and sales, where some 90 per cent of ALDI employees work.

Organisation & guidelines



Progress and measures in 2017

[GRI 403/103-2/3] Mental stress in the workplace is often on the rise in today's dynamic working world. Regional companies in Germany are therefore working to assess the risks of the working environment. Comparable risk analyses of psychosocial aspects were conducted at ALDI Belgium in the period under review. The starting point was a Belgian employee survey in late 2015 that formed the basis for an action plan drafted in 2017. Among other

things, the plan calls for more open advice and support offerings, an expansion of internal communication efforts and training for managers and employees. ALDI Belgium is gradually implementing the action plan.

In sales and in our distribution centres, the provision of appropriate work clothes and technical equipment continues to form the basis of our occupational health and safety measures. Since 2017, the ALDI North Group in Germany has been using a pick-by-voice system to help employees pick orders through speech recognition. The solution is being gradually introduced at the German distribution centres and is more ergonomic, as it leaves employees with both hands free for handling goods. At the same time, it offers them a better overview of the situation, thereby helping to prevent accidents.

A [workshop concept](#) has been rolled out to prepare ALDI employees at the stores for the new ALDI Nord Instore Konzept design programme. Along with educating employees, the goal is to provide advance information about the upcoming changes to simplify the switch to new processes and prevent potential mental stress during the conversion phase.

Furthermore, the topic of prevention is of increasing importance. As one of the results of the [2017 employee surveys](#), the Group concluded partnership agreements with gyms. Through corporate runs, we aim not only to strengthen a sense of team spirit, but also to provide incentives for more physical activity. [Corporate runs](#) have now been set up in seven ALDI North Group countries.

Performance indicators

Lost day rate [GRI 403-2]



SDG **1**:



GRI **1**:



TAG



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KEY TOPICS

Mobility & logistics

To ensure that our customers always have fresh products and full shelves, we transport goods from our distribution centres to our stores every day.

[MORE](#)

KEY TOPICS

More sustainable product range

Empowering our customers to choose a responsible, affordable and healthy approach to consumption is part of our corporate responsibility (CR) philosophy. Which is why we are continually expanding our range of more sustainable products.

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MANAGEMENT

Subject of the report

This is the ALDI North Group's second comprehensive Sustainability Report. It serves to provide our stakeholders with transparent information about our material social, environmental and economic goals and measures.

[MORE](#)



MANAGEMENT

Concrete and measurable: our CR Programme

Within our CR Programme, we set clear goals for all fields of action. Our progress where they are concerned as part of the Sustainability Report.

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COUNTRIES

Sustainable products, efficient logistics – ALDI Belgium and ALDI Luxembourg

In Belgium and Luxembourg, we focus on expanding our more sustainable product range and logistics designed to help conserve resources.

[MORE](#)



KEY TOPICS

Sustainable food purchasing practices

Our seasonal and regional product range played an essential role in our offerings. Our responsibility for these products stretches from the warehouse to the point of sale and beyond, including the more sustainable production of resources throughout the value chain.

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MANAGEMENT

Compliance

We align our actions with our core values: simplicity, responsibility and reliability. These values also express the way the ALDI North Group sees and approaches compliance.

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UPDATE 2018

UN Global Compact Communication on Progress (COP) 2018

This Interim Report 2018 and the Update 2018 also serve as Communication on Progress (COP)/Progress Report of the ALDI Nord Group within the framework of the United Nations Global Compact.

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KEY TOPICS

Social commitment

We leverage our expertise and experience to contribute to finding a solution for societal problems above and beyond our core business. As part of our social commitment, we support a wide range of projects.

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ALDI CR-Support in Hong Kong

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The new stores

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