

CLOSING STATUS 2025

GENDER EQUALITY ACTION PLAN 2021

ALDI SÜD Group

01/2026

INTRODUCTION

The Gender Equality Action Plan accompanies our Gender Equality Policy. It outlines specific, time-bound measures and targets designed to bring the policy's principles to life and to integrate a gender-sensitive approach more effectively into our strategies and operations. Measures and targets were developed in consultation with supply chain stakeholders. Priority actions and measures were aligned with the seven UN Women's Empowerment Principles (WEPs) to improve the monitoring of our progress.

This document outlines the closing status of the Gender Equality Action Plan and reflects on the progress made in implementing its measures since 2021.

As part of our broader commitment to respecting human rights, ALDI remains committed to promoting gender equality across its supply chains. In line with ALDI's Human Rights and Environmental Due Diligence Policy and the Gender Equality Policy, we will continue to apply a gender-sensitive due diligence approach.

Five priority actions were identified to help us integrate a gender-sensitive approach into our due diligence system and activities:

1. Integrating gender equality on corporate level
2. Assessing potential negative impacts and increasing supply chain transparency
3. Taking action on prevention and mitigation
4. Building partnerships and raising awareness
5. Monitoring progress and reporting publicly

Targets were set for each priority action along with corresponding measures. To implement the targets and measures of the Action Plan effectively, we applied a range of approaches. These approaches were organised into the following categories:

TRANSPARENCY	Gather gender-specific data and/or make gender inequality visible.
COMPANY POSITION	Take a strong position on gender equality.
ADVOCACY	Raise (internal and external) awareness on gender equality.
COLLABORATION WITH PARTNERS	Find partners to work with on gender equality and on women empowerment to increase impact.
PROJECTS ON THE GROUND & CAPACITY BUILDING	Implement pilot projects that empower women and girls, collect learnings and measure effectiveness.

These categories provided a clear framework for how we addressed each priority action. The following sections present the final status of each priority action, along with the specific measures taken to achieve the targets and the relevant UN WEPs that each measure supports.

ACTIONS & MEASURES

1. INTEGRATING GENDER EQUALITY ON CORPORATE LEVEL

WEP PRINCIPLE: Gender-equal corporate leadership

COMPANY POSITION | **ADVOCACY**

- **Target:** Enhance internal capacity building.
- **Measure:** Participation in the UN Women "WEPs Activator" Capacity Building Programme.

Timeline: 2020-2021 **Closing status:** Completed ✓

- **Measure:** Documentation of WEPs Activator Programme is provided to relevant internal stakeholders.

Timeline: 2022 **Closing status:** Completed ✓



2. ASSESSING POTENTIAL NEGATIVE IMPACTS AND INCREASING SUPPLY CHAIN TRANSPARENCY

WEP PRINCIPLE: Measurement and reporting

TRANSPARENCY

- **Target:** Insights and disclosure of food and non-food supply chains where gender-discrimination risks are of high relevance.
- **Measure:** Further integrate gender-relevant risk data into our Sustainability Risk Analysis.

Timeline: Continuous activity **Closing status:** Completed ✓

- **Target:** Gain a better understanding of supply chains, including the proportion of women represented, their employment positions and detect any pay gaps between women and men.
- **Measure:** Gender-specific data from at least three high-priority supply chains (production/farm levels) is collected and analysed internally.

Timeline: First results 2022 **Closing status:** Completed ✓

WEP PRINCIPLE: Gender equality in the workplace

TRANSPARENCY

- **Target:** Evaluate, understand and externally report gender equality risks, respective root causes and ALDI's impact as identified in our Human Rights Impact Assessments (HRIAs).
- **Measure:** Timebound Action Plans which specifically address women as rights holders in HRIAs are published; Engagement with Women Rights Organisations (WROs) to validate the Action Plans (where appropriate).

Timeline: Continuous activity **Closing status:** Completed ✓

- **Target:** Generate learnings on gender-sensitive grievance mechanisms based on pilots.
- **Measure:** Grievance mechanisms are piloted in selected high-priority supply chains and are assessed against gender-sensitive criteria.

Timeline: 2025 **Closing status:** Completed ✓

3. TAKING ACTION ON PREVENTION AND MITIGATION

WEP PRINCIPLE: Enterprise and supply chain development

ADVOCACY

- **Target:** Support suppliers to establish appropriate gender-sensitive measures; as part of our efforts to strengthen worker representation, we aim to support the access of women to worker representation in supply chains.
- **Measure:** Guidance to suppliers is provided in line with international standards to ensure that occupational health and safety provisions and policies are appropriate, sufficient, and gender-sensitive.

Timeline: 2022 **Closing status:** In progress*

*The measure has been adapted to ensure salient risks are holistically addressed. As a result, further time is needed for implementation.

WEP PRINCIPLE: Gender equality in the workplace & Enterprise and supply chain development

ADVOCACY

- **Target:** Assess and evaluate the performance of suppliers on gender equality.
- **Measure:** Gender equality criteria are included in ALDI's CR Supplier Evaluation (CRSE).

Timeline: 2022 **Closing status:** Completed

WEP PRINCIPLE: Employee health and safety

PROJECTS ON THE GROUND AND CAPACITY BUILDING

- **Target:** Tackle gender-based violence and harassment by strengthening identification mechanisms for gender-based violence and harassment in our production sites.
- **Measure:** Guidance on gender-based violence and harassment is reviewed and further integrated in our existing auditing and other relevant processes (in line with ILO Convention 190).

Timeline: 2023 **Closing status:** Completed

4. BUILDING PARTNERSHIPS AND RAISING AWARENESS

WEP PRINCIPLE: Community initiatives and advocacy

ADVOCACY **COLLABORATION WITH PARTNERS**

- **Target:** Strengthen criteria regarding gender equality within social standard schemes.
- **Measure:** Gender topics and learnings are discussed and shared with standard setting organisations.

Timeline: Continuous activity **Closing status:** Completed ✓

5. MONITORING PROGRESS AND REPORTING PUBLICLY

WEP PRINCIPLE: Gender equality in the workplace

TRANSPARENCY

- **Target:** Ensure transparency and knowledge-sharing on piloted grievance mechanisms.
- **Measure:** Learnings from pilot projects on gender-sensitive grievance mechanisms conducted with partners are externally published.

Timeline: First results 2022 **Closing status:** Completed ✓

WEP PRINCIPLE: Measurement and reporting

TRANSPARENCY

- **Target:** Increase data transparency to enable monitoring over time.
- **Measure:** Gender-specific data from a minimum of three high-priority supply chains (including learnings and challenges) are externally published.

Timeline: First results 2023 **Closing status:** Completed ✓



Learn more about **ALDI's focus area**:

→ **Human Rights**



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