



**PROGRESS
2016**

ALDI North Group
Interim Report



“Only those who measure performance can improve. This Interim Report documents our achievements in 2016.”

Rayk Mende

Managing Director Corporate Responsibility
ALDI Einkauf GmbH & Co. oHG

Table of Contents

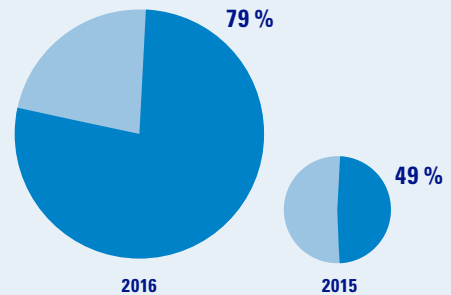
We keep our word	3	Key Figures	9	About this Report	30
CR Programme	5	Strategy & Management	9	Imprint & Contact	31
		Resources & Supply Chain	11		
		Quality	15		
		Customers & Community	17		
		Employees	20		
		Locations	25		

We keep our word

One year after publication of the first Sustainability Report of the ALDI North Group, we inform about the most important achievements of our sustainability commitment. The development of our key figures as well as the status of our CR Programme show: We keep our word. We successfully work on implementing our goals and keep addressing new challenges in order to ensure responsible action in the future.

Goal achieved

Besides our loop handle bags and long-life carrier bags made of mostly recycled materials, we now offer new cotton, coloured and jute carrier bags as additional sustainable alternatives for our customers in Germany.



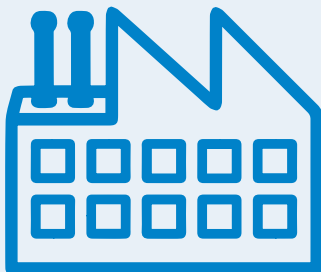
Goal achieved

Publication of our first International Coffee Purchasing Policy.

About

79

percent of our insourced cocoa-containing own-brand products contained certified sustainable cocoa. In 2015, this proportion was still around 49 percent.



Goal achieved

19

additional production facilities were incorporated into the ALDI Factory Advancement (AFA) Project in 2016. Thus, the number of involved production facilities has increased from 20 to 39 over the term of one year in 2016.



More than

64,000

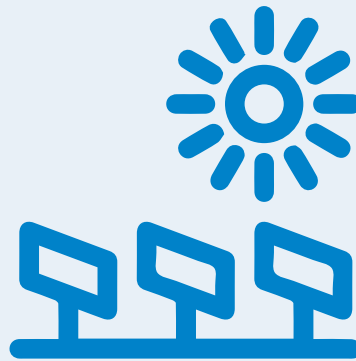
employees are employed throughout the ALDI North Group since 2016 – this corresponds to an increase of almost 6,000 employees compared to 2015.

We offered

70



Fairtrade certified own-brand products in our group-wide range of products in 2016, corresponding to 12 items more than in 2015.



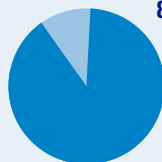
About

16,000 MWh

of climate-friendly energy were generated by our photovoltaic systems in the year 2016. This is equivalent to the consumption by 4,000 single-family households, with the volume having nearly doubled compared to 2015.

More than

86



86 %

2016

percent of the palm oil used for our products was physically certified according to the standard of the Roundtable on Sustainable Palm Oil (RSPO). This is an increase of nearly 10 percent compared to the previous year.



Goal achieved

Publication of our first International Tea Purchasing Policy.

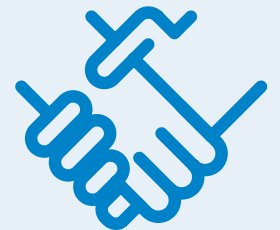


The first

store with a climate-friendly CO₂ cooling unit was put into operation.

Establishment

of the foundation ALDI Nord Stiftungs GmbH with an international mandate to promote the social commitment of the group. The foundation was established to make a contribution to tackling challenges in civil society.



More than

500

organic products were offered to our customers group-wide in 2016. In 2015, the number still amounted to 433 items.

CR Programme



Field of Action Supply Chain Responsibility

Objective	Status	Target date	Target value	Target relevance
All production facilities located in BSCI risk countries, which manufacture non-food own-brand products for the ALDI North Group, have a valid and adequate social audit (Business Social Compliance Initiative – BSCI)	→	2019	100 %	ALDI NORTH GROUP
Integration of selected production facilities for non-food own-brand products into the qualification programme ALDI Factory Advancement (AFA) Project for improving the working conditions by means of dialogue promotion between workers and managers in Bangladesh	↑	Ongoing	Continuation and expansion	ALDI NORTH GROUP
Establishment and management of a dedicated inspection process in Asia	→	2017	Completion of the testing process and implementation of the inspections	ALDI NORTH GROUP
Provision of verification for a social evaluation (GRASP or comparable) of all producers (growers) of fruit and vegetables	→	2018	100 %	ALDI NORTH GROUP
Ban on specific groups of substances in the manufacture of own-brand products in the product groups of clothing, home textiles and footwear (ALDI Detox Commitment)	→	2020	100 %	ALDI NORTH GROUP
Preparation and publication of an International Cotton Purchasing Policy	→	2017	Purchasing policy	ALDI NORTH GROUP

↑ Goal achieved → Ongoing process



Field of Action Supply Chain Responsibility

Objective	Status	Target date	Target value	Target relevance
Preparation and publication of an International Coffee Purchasing Policy	↑	2016	Purchasing policy	ALDI NORTH GROUP
Preparation and publication of an International Wood, Board, Paper Purchasing Policy	→	2017	Purchasing policy	ALDI NORTH GROUP
Conversion to 100 percent physically RSPO-certified palm oil for own-brand food products containing palm oil (Roundtable on Sustainable Palm Oil – RSPO)	→	2018	100 %	ALDI NORTH GROUP
Expansion of the ALDI Transparency Code (ATC) to include own-brand products in the standard and special-buy product range in two additional product groups, including fish and products containing fish, alongside meat products	↑	2016	Two additional product groups	GERMANY
Conversion to certified resources (UTZ, Rainforest Alliance, Fairtrade) for own-brand products with a substantial proportion of cocoa in the standard and special-buy product range within the defined scope of application	→	2017	100 %	ALDI NORTH GROUP
Preparation and publication of an International Tea Purchasing Policy	↑	2017	Purchasing policy	ALDI NORTH GROUP

↑ Goal achieved → Ongoing process



Field of Action Resource Conservation

Objective	Status	Target date	Target value	Target relevance
Introduction of LED lighting in all new stores (interior and outdoor lighting), and review of conversion of existing stores in the portfolio and distribution centres to LED lighting	➔	2019 (and ongoing)	100 %	ALDI NORTH GROUP
Increasing the proportion of stores which are equipped with photovoltaic systems	➔	Ongoing	Continuation and expansion	ALDI NORTH GROUP
Development of a concept for recording, analysing and reducing greenhouse gas emissions	➔	2017	Concept	ALDI NORTH GROUP
Development of a concept for introduction of an energy monitoring and management system	➔	2017	Concept	ALDI NORTH GROUP
Increasing the own-use rate for the energy generated in-house by photovoltaic systems at stores by combination with concepts for integrated cooling and heating plants, and demand-led alignment of the photovoltaic systems	➔	Ongoing	Continuation and expansion	GERMANY
Review of alternative drive concepts for use in logistics processes	➔	2017	Concept	GERMANY
Introduction of a nationwide, digitised monitoring system for cooling systems, in order to achieve emission reductions by optimised leakage rates and/or more environmentally benign refrigerant	➔	Ongoing	100 %	GERMANY
Gradual conversion of all plug-in chillers and freezers to the refrigerant propane (R290) with very low Global Warming Potential (GWP)	➔	Ongoing	100 %	GERMANY
Review of the introduction of alternative, more sustainable carrier-bag concepts	⬆	2016	Review	GERMANY

⬆ Goal achieved ➔ Ongoing process



Field of Action Social Commitment &



Field of Action Dialogue Promotion

Objective	Status	Target date	Target value	Target relevance
Development of pilot projects for sustainable consumption	→	2018	Project	GERMANY
Introduction of a guideline for dealing with food that is no longer saleable in the stores	→	2017	Preparation and introduction	ALDI NORTH GROUP
Expansion of the dialogue with major stakeholder groups	→	Ongoing	Participation in sector initiatives	ALDI NORTH GROUP

↑ Goal achieved → Ongoing process

Strategy & Management

KEY FIGURES

As one of the most successful and top-performing discounters in Europe, we are aware of the impact of our business operations. We represent traditional trading values and act according to the principle of essentiality. In the future, we will continue to set standards in the retail trade in a simple, responsible and reliable manner. Because our customers' wellbeing is what we aim at: Enabling them to shop in our stores with a good conscience.

Products and own brands in the product range

Number of products and proportion of own-brand products in the standard product range (in percent)¹

	2015		2016	
	Number of products	Proportion of own brands (in %)	Number of products	Proportion of own brands (in %)
Belgium/Luxembourg ²	1,113	99.7	1,373	97.6
Denmark	1,394	87.7	1,651	81.0
Germany	1,183	94.8	1,461	94.0
France	1,210	94.6	1,450	95.1
Netherlands	1,238	97.7	1,437	94.2
Poland	1,339	88.6	1,700	86.8
Portugal	1,477	92.3	1,505	85.3
Spain	1,422	90.2	1,609	89.7
ALDI North Group	1,297	92.9	1,523	90.2

¹ We define strict requirements for our suppliers regarding our own brands.

² The figures of the legally independent companies of the ALDI North Group in Belgium and Luxembourg were consolidated for reasons of convenience (see section "About this report", page 30).

Stores and employees

Total number of stores and number of employees (headcount) by gender and region on the reporting date 31 December.

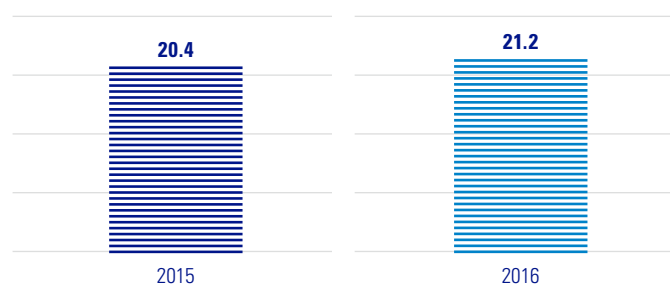
	2014 ¹		2015			2016		
	Number of stores	Number of employees	Number of stores	Number of employees	of which female	Number of stores	Number of employees	of which female
Belgium/Luxembourg ²	460	6,116	461	6,256	4,452	457	6,412	4,455
Denmark	227	1,985	220	2,037	1,051	222	2,184	1,128
Germany	2,387	29,568	2,339	31,429	22,521	2,298	35,215	25,405
France	908	6,947	899	7,420	4,533	891	8,243	5,204
Netherlands	500	5,859	498	6,291	3,893	491	6,300	3,857
Poland	93	871	105	1,160	1,002	118	1,466	1,254
Portugal	47	484	47	613	416	48	803	535
Spain	245	2,463	260	2,973	1,889	264	3,456	2,174
ALDI North Group	4,867	54,293	4,829	58,179	39,757	4,789	64,079	44,012

¹ A breakdown by gender is only possible from 2015.

² The figures of the legally independent companies of the ALDI North Group in Belgium and Luxembourg were consolidated for reasons of convenience (see section "About this report", page 30).

Net sales of the ALDI North Group

Total net sales of the business year (in billion euros)



Resources & Supply Chain

KEY FIGURES

We take responsibility along our supply chain. About 90 percent of our products are manufactured as own brands for the ALDI North Group, which makes it possible for us to implement sustainability directly in the product. With our purchasing policies and projects we define clear requirements for our suppliers and producers regarding social and/or environmental standards and promote a more sustainable production of raw materials.

Proportion of insourced certified sustainable fish products

Proportion of insourced own-brand products which are MSC, ASC, GLOBALG.A.P. or EU organic certified out of the total number of insourced fish products (in percent)

By the end of 2016, about 36 percent of the insourced fish products were certified according to one of the mentioned sustainability standards group-wide. The biggest proportion here was attributable to the MSC certification standard (about 63 percent), followed by GLOBALG.A.P. (approx. 20 percent) and the ASC certification (approx. 18 percent) as well as products with the EU organic logo (approx. one percent).¹

	2014	2015	2016
Belgium/Luxembourg ²	25.0	32.4	56.0
Denmark	39.1	56.9	59.4
Germany	53.4	70.6	66.9
France	19.3	17.9	22.2
Netherlands	42.7	47.4	50.9
Poland	33.3	35.8	31.1
Portugal	28.2	25.0	28.8
Spain	10.9	10.9	10.0
ALDI North Group	27.3	32.9	36.0

¹ Products certified by more than one standard are listed in all relevant categories of the breakdown, but are considered as one item only in the total calculation. Therefore, the total percentage of the breakdown may exceed 100 percent.

² The figures of the legally independent companies of the ALDI North Group in Belgium and Luxembourg were consolidated for reasons of convenience (see section "About this report", page 30).

Proportion of KAT-certified shell eggs

Proportion of KAT-certified shell eggs out of the total number of insourced shell eggs (in percent)¹

	2014	2015	2016
Belgium/Luxembourg ^{2,3}	9.1	86.0	80.0
Germany	100.0	100.0	100.0
Netherlands	100.0	100.0	100.0
Poland	23.9	34.4	32.3
ALDI North Group	97.8	97.6	96.6

¹ KAT certification is not used in all countries. Only the countries where this system is used are therefore listed here.

² The figures for the year 2015 had to be corrected retrospectively due to late reporting information by ALDI North Group in Belgium/Luxembourg. From this correction, a different figure resulted for the ALDI North Group.

³ The figures of the legally independent companies of the ALDI North Group in Belgium and Luxembourg were consolidated for reasons of convenience (see section "About this report", page 30).

Proportion of certified palm oil

Proportion of the total volume of palm oil used to manufacture our food and non-food products which was certified in conformity with a physical RSPO supply chain system (in percent)¹

	2014	2015	2016
Belgium/Luxembourg ²	63.6	77.7	85.4
Denmark ³	n/a	30.1	91.0
Germany	87.7	86.7	90.0
France	52.7	66.5	82.2
Netherlands	29.8	71.4	88.3
Poland	73.5	78.7	69.2
Portugal	59.2	62.7	84.1
Spain ³	n/a	36.9	68.7
ALDI North Group	71.7	76.8	86.7

¹ Some of the data are based on extrapolations.

² The figures of the legally independent companies of the ALDI North Group in Belgium and Luxembourg were consolidated for reasons of convenience (see section "About this report", page 30).

³ Data are only available from 2015 (n/a = not available).

Proportion of certified products containing cocoa

Proportion of insourced own-brand products containing cocoa with certified sustainable cocoa out of the total number of insourced products containing cocoa (in percent)

At the end of 2016, we had converted around 79 percent of own-brand products containing cocoa completely to certified resources throughout the ALDI North Group. The biggest proportion here was attributable to the UTZ certification standard (approx. 98 percent), followed by Fairtrade (approx. 2 percent) and the Rainforest Alliance certification (0.1 percent).

	2014	2015	2016
Belgium/Luxembourg ¹	8.7	20.0	77.0
Denmark	40.9	73.5	89.6
Germany	56.8	77.0	90.1
France	20.0	23.9	90.9
Netherlands	53.3	77.5	84.2
Poland	49.2	69.7	68.6
Portugal	51.5	68.5	80.2
Spain	36.1	55.4	70.3
ALDI North Group	32.3	48.9	78.8

¹ The figures of the legally independent companies of the ALDI North Group in Belgium and Luxembourg were consolidated for reasons of convenience (see section "About this report", page 30).

Proportion of insourced certified and verified sustainable coffee

Proportion of insourced certified or verified sustainable coffee out of the total weight of insourced coffee for own-brand products (in percent)

Fairtrade, the EU organic logo, 4C, Rainforest Alliance and UTZ were assessed as certification types. In 2016, a total share of approx. 20 percent of the insourced coffee was certified or verified according to one of these standards. The biggest proportion here was attributable to 4C verification (approx. 40 percent), followed by the Fairtrade certification, the EU organic logo (approx. 20 percent each) and the UTZ certification (approx. 20 percent).

	2014	2015	2016
Belgium/Luxembourg ¹	5.0	5.6	6.9
Denmark	5.6	7.6	9.5
Germany	15.6	18.6	30.5
France	3.4	3.1	6.0
Netherlands	4.1	4.5	5.9
Poland	3.6	4.7	4.6
Portugal	8.8	12.5	19.0
Spain	11.6	15.1	30.0
ALDI North Group	10.8	12.8	19.5

¹ The figures of the legally independent companies of the ALDI North Group in Belgium and Luxembourg were consolidated for reasons of convenience (see section "About this report", page 30).

Proportion of insourced products with FSC® or PEFC-certified resources

Proportion of insourced own-brand products which are FSC® or PEFC-certified resources out of the total number of insourced own-brand products with constituent elements made of wood, board and paper (in percent)

FSC® 100%, FSC® MIX and PEFC were assessed as certification types. The biggest proportion was attributable to the FSC® MIX certification (approx. 50 percent), followed by the FSC® 100% certification (approx. 26 percent) as well as the PEFC certification (approx. 24 percent) in 2016.

	2014	2015	2016
Belgium/Luxembourg ^{1, 2}	24.3	24.8	28.8
Denmark	73.4	72.4	89.8
Germany	86.3	84.4	87.3
France	41.7	41.5	46.4
Netherlands	51.8	54.3	58.4
Poland	60.4	59.4	60.6
Portugal	66.2	60.2	68.7
Spain	31.2	42.6	64.0
ALDI North Group	39.1	41.3	53.1

¹ The figures of the legally independent companies of the ALDI North Group in Belgium and Luxembourg were consolidated for reasons of convenience (see section "About this report", page 30).

² Some of the data for 2014 are based on extrapolations.

Quality

KEY FIGURES

Our performance promise „The highest quality – the lowest prices“ convinces our customers. All products in the range of ALDI North are tested for quality and safety. The majority of our products have been awarded quality seals or seals of approval by independent testing institutes. If we find that there are quality defects after we have started selling goods in spite of our rigorous checks, further examinations will be initiated in order to take appropriate measures based on the results.

Public product recalls

The number of publically recalled products broken down into food and non-food products

	2014			2015			2016		
	Total	Recalls food	Recalls non-food	Total	Recalls food	Recalls non-food	Total	Recalls food	Recalls non-food
Belgium/Luxembourg ¹	4	4	–	3	3	–	1	1	–
Denmark	4	3	1	2	2	–	3	3	–
Germany	2	2	–	5	1	4	10	10	–
France	3	3	–	14	12 ²	2	23 ³	22	1
Netherlands	2	2	–	2	2	–	3	3	–
Poland	–	–	–	–	–	–	1	1	–
Portugal	–	–	–	–	–	–	–	–	–
Spain	1	–	1	–	–	–	3	1	2
ALDI North Group	16	14	2	26	20	6	44	41	3

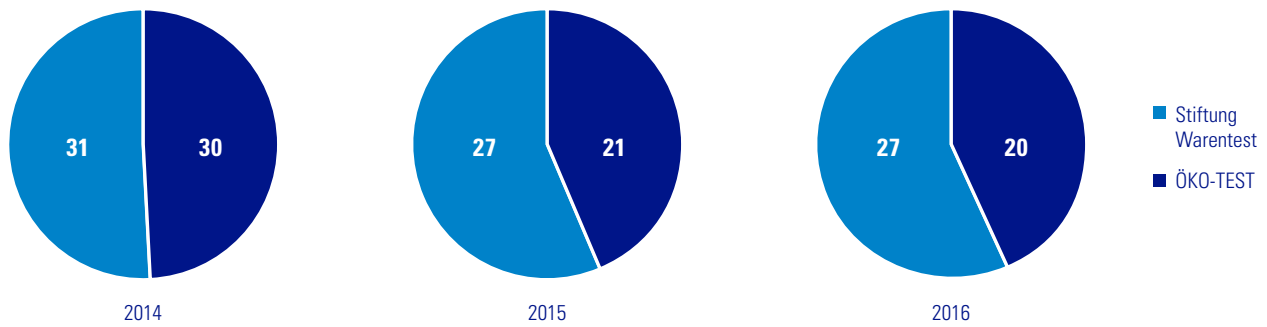
¹ The figures of the legally independent companies of the ALDI North Group in Belgium and Luxembourg were consolidated for reasons of convenience (see section “About this report”, page 30).

² Six due to deficiencies relating to labelling requirements.

³ In 16 cases, the recalls took place on a regional level; six recalls in total had to be effected due to deficiencies relating to labelling requirements.

Products promoted with Stiftung Warentest or ÖKO-TEST

Number of articles promoted with test results from consumer association Stiftung Warentest or consumer magazine ÖKO-TEST¹



¹ It is only possible to label products with test results in Germany and the data therefore only related to Germany.

Customers & Community

KEY FIGURES

We enable our customers to engage in conscious consumption. We are continually expanding our range of more sustainable products. Thanks to clear product labelling, our customers can see at one glance which products originate from organic farming or fair trade, are vegetarian or vegan or were produced without additives. A large part of the unsaleable food that is still edible is donated to charitable organizations. Moreover, within the scope of the foundation ALDI Nord Stiftungs GmbH we collaborate with partners such as the German Child Welfare Association (Deutsches Kinderhilfswerk) to make a contribution to tackling challenges in civil society.

Number of organic and Fairtrade products

Number of own-brand products with EU organic logo and number of insourced own-brand products with Fairtrade certification in the product range

	2014 ¹		2015		2016	
	Organic products	Fairtrade products	Organic products	Fairtrade products	Organic products	Fairtrade products
Belgium/Luxembourg ²	20	3	56	3	61	9
Denmark	54	5	86	8	118	11
Germany	100	5	125	15	144	21
France	31	1	45	–	60	1
Netherlands	33	3	66	37	114	41
Poland	5	–	9	1	10	1
Portugal	41	2	60	7	77	12
Spain	80	1	105	1	131	4
ALDI North Group ³	304	14	433	58	517	70

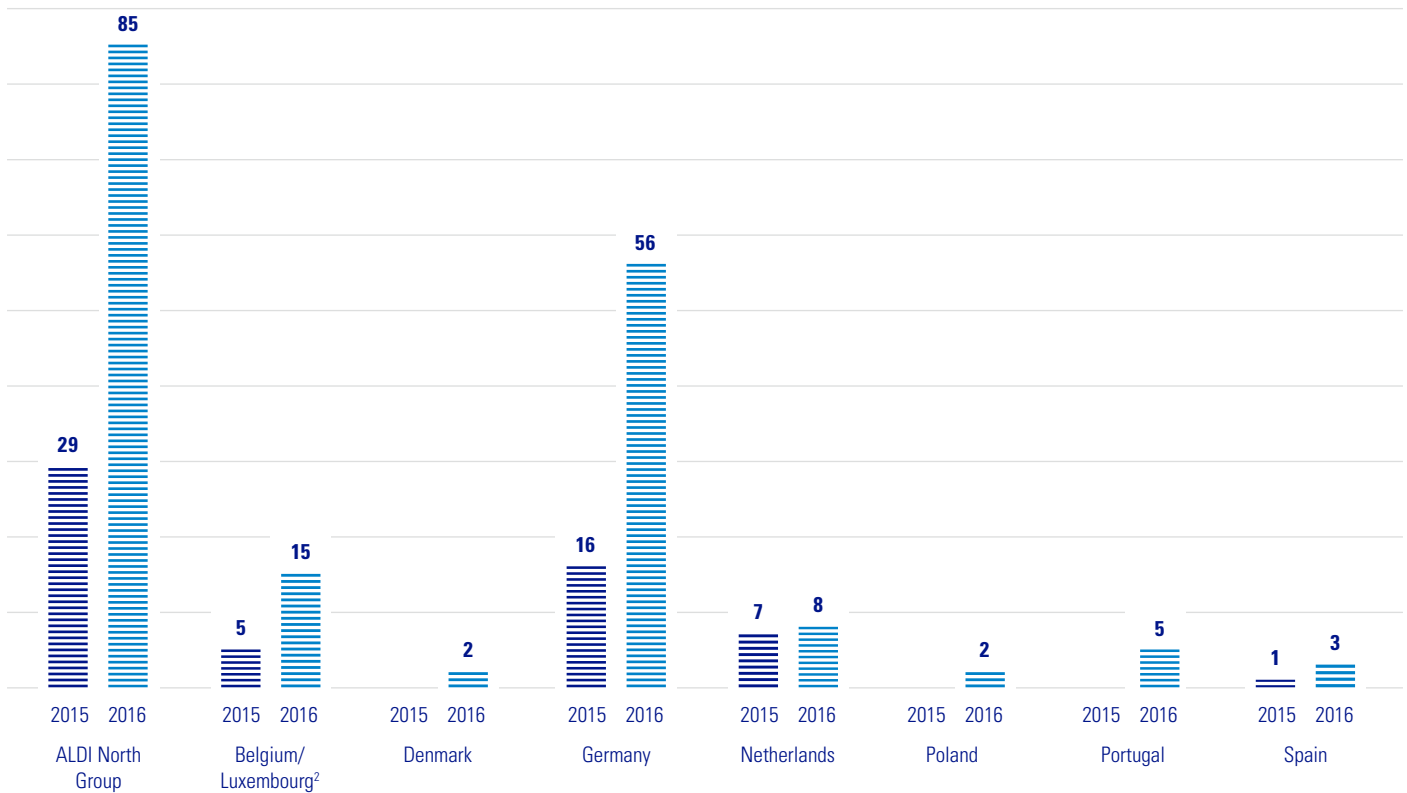
¹ For the year 2014, data on centrally purchased articles is not available in all countries.

² The figures of the legally independent companies of the ALDI North Group in Belgium and Luxembourg were consolidated for reasons of convenience (see section "About this report", page 30).

³ The ALDI buying companies partly insource individual products for several countries, therefore the total number of insourced products may be lower than the total of the breakdowns by country.

Labelled vegetarian and vegan products

Number of products labelled as vegetarian and/or vegan in the product range¹



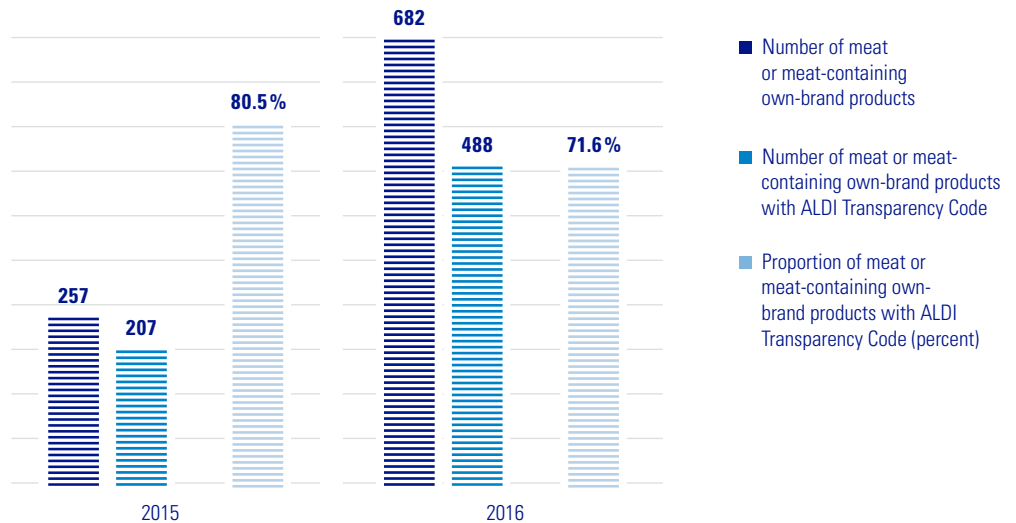
¹The ALDI buying companies partly insource individual products for several countries, therefore the total number of insourced products may be lower than the total of the breakdowns by country.

²The figures of the legally independent companies of the ALDI North Group in Belgium and Luxembourg were consolidated for reasons of convenience (see section "About this report", page 30).

Number and proportion of products with the ALDI Transparency Code

Number and proportion of meat or meat-containing own-brand products labelled with the ALDI Transparency Code (ATC) in Germany.

The survey method and data basis have changed compared to the previous year.



- Number of meat or meat-containing own-brand products
- Number of meat or meat-containing own-brand products with ALDI Transparency Code
- Proportion of meat or meat-containing own-brand products with ALDI Transparency Code (percent)

Food donations

Proportion of stores that donate unsaleable but still edible food to charitable institutions to the total number of stores (in percent)

	2014	2015	2016
Belgium/Luxembourg ¹	100.0	100.0	100.0
Denmark	–	3.6	3.6
Germany	89.4	98.1	99.1
France	–	–	–
Netherlands	–	–	28.7
Poland	–	4.8	24.6
Portugal	–	8.5	25.0
Spain	60.4	76.5	75.4
ALDI North Group	56.7	61.5	65.2

¹ The figures of the legally independent companies of the ALDI North Group in Belgium and Luxembourg were consolidated for reasons of convenience (see section "About this report", page 30).

Employees

KEY FIGURES

Our approx. 64,000 employees make a decisive contribution to the sustained success of the ALDI North Group. Our cooperation is characterised by fairness, openness and diversity. To us, appreciation means being a responsible and reliable employer. We want our employees to be proud of working for ALDI North.

Number of employees by job category

Number of employees by field of work and gender on the reference date 31 December (headcount)

	2014 ¹	2015		2016	
	ALDI North Group	ALDI North Group	of which female	ALDI North Group	of which female
Sales	43,182	46,708	36,146	51,780	40,157
Warehouse	4,400	4,604	1,183	4,983	1,207
Vehicle fleet	2,494	2,490	39	2,596	36
Office	1,970	2,215	1,950	2,401	2,105
Upper management	576	577	122	589	139
Lower management	1,146	1,043	284	1,174	337
Other ²	525	542	33	556	31
ALDI North Group	54,293	58,179	39,757	64,079	44,012

¹ A breakdown by gender is only possible from 2015.

² This category also includes employees released for the works council and maintenance staff.

Proportion of women in management positions

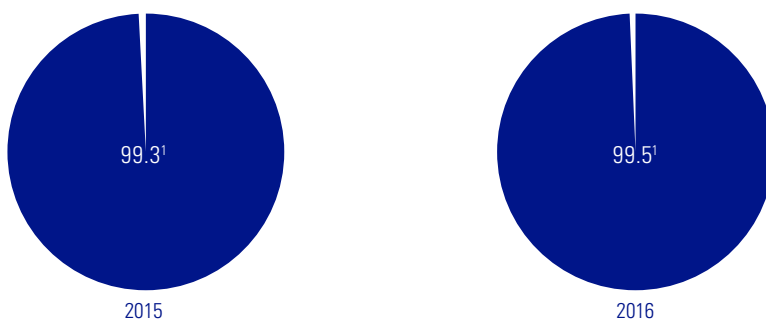
Proportion of female employees in management positions on the reference date 31 December (in percent)

	2015	2016
Belgium/Luxembourg ¹	24.9	27.3
Denmark	20.2	20.0
Germany	24.6	26.7
France	17.5	21.4
Netherlands	15.1	16.3
Poland	38.6	40.3
Portugal	43.2	45.2
Spain	34.8	32.8
ALDI North Group	23.8	25.8

¹ The figures of the legally independent companies of the ALDI North Group in Belgium and Luxembourg were consolidated for reasons of convenience (see section "About this report", page 30).

Proportion of employees which is covered by the collective bargaining agreements

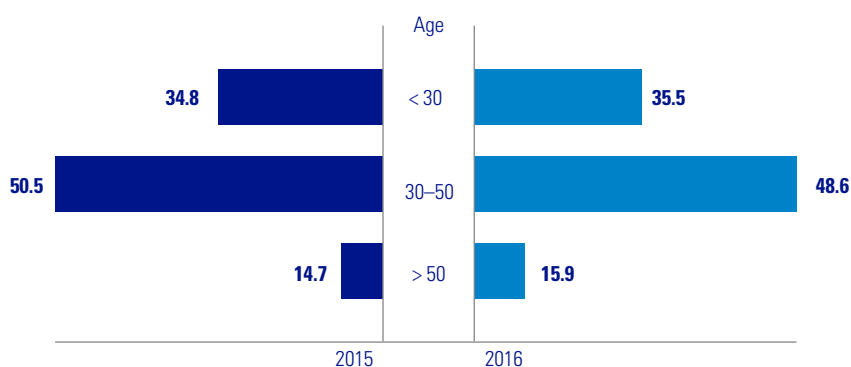
Proportion of employees which is covered by the collective bargaining agreements on the reference date 31 December (in percent)



¹ The proportion of employees was calculated excluding Poland because no collective bargaining agreements have been concluded there.

Employees by age groups

Proportion of employees by age groups on the reference date 31 December (in percent)



Employees by employment type

Number of employees by employment type and gender on the reference date 31 December (headcount)

	2014 ¹		2015				2016			
	Full time	Part time	Full time	of which female	Part time	of which female	Full time	of which female	Part time	of which female
Belgium/ Luxembourg ²	1,997	4,119	2,021	877	4,235	3,575	2,117	903	4,295	3,552
Denmark	1,059	926	1,048	468	989	583	1,074	468	1,110	660
Germany	7,646	21,922	7,267	3,125	24,162	19,396	7,258	2,977	27,957	22,428
France	4,794	2,153	5,184	2,504	2,236	2,029	5,474	2,722	2,769	2,482
Netherlands	1,645	4,214	1,639	324	4,652	3,569	1,622	317	4,678	3,540
Poland	272	599	473	337	687	665	809	617	657	637
Portugal	161	323	230	94	383	322	265	144	538	391
Spain	1,033	1,430	1,220	611	1,753	1,278	1,407	718	2,049	1,456
ALDI North Group	18,607	35,686	19,082	8,340	39,097	31,417	20,026	8,866	44,053	35,146

¹ A breakdown by gender is only possible from 2015.

² The figures of the legally independent companies of the ALDI North Group in Belgium and Luxembourg were consolidated for reasons of convenience (see section "About this report", page 30).

Length of service with the company

Average length of service with the company (in years)

	2014	2015	2016
Belgium/Luxembourg ¹	11	12	12
Denmark	4	4	4
Germany	10	10	10
France	6	6	6
Netherlands	10	10	10
Poland	4	3	3
Portugal	3	3	2
Spain	4	3	3
ALDI North Group	7	6	6

¹ The figures of the legally independent companies of the ALDI North Group in Belgium and Luxembourg were consolidated for reasons of convenience (see section "About this report", page 30).

Number of apprentices and students pursuing a twin-track degree course with in-service training

Number of apprentices and twin-track degree students on the reference date 31 December

The vocational training model based on the German pattern is not used in all countries and the data on the number of apprentices are therefore restricted to the countries of Denmark, Germany and France. The system used in the Netherlands and Spain is not currently included in recording the performance indicators because the vocational training models are not identical. In Germany, a twin-track degree course with in-service training is also offered.

	2014		2015		2016	
	Apprentices	Twin-track students	Apprentices	Twin-track students	Apprentices	Twin-track students
Denmark	54	–	53	–	52	–
Germany	2,330	117	2,014	92	1,757	99
France	187	–	241	–	194	–
Total	2,571	117	2,308	92	2,003	99

Proportion of employees by employment contract

Proportion of employees by employment contract and gender on the reference date 31 December (in percent)

	2015				2016			
	temporary	of which female	permanent	of which female	temporary	of which female	permanent	of which female
Belgium/Luxembourg ¹	9.6	64.3	90.4	68.2	9.2	62.9	90.8	75.7
Denmark	1.5	65.5	98.5	51.9	0.2	60.0	99.8	52.3
Germany	15.5	67.1	84.5	72.1	21.7	68.6	78.3	71.2
France	10.8	62.8	89.2	64.3	10.2	64.9	89.8	65.4
Netherlands	32.8	59.7	67.2	63.6	30.9	57.7	69.1	63.6
Poland	61.1	86.6	38.9	85.0	60.8	86.3	39.2	83.7
Portugal	58.0	69.9	42.0	69.1	58.2	67.2	41.8	68.7
Spain	4.9	51.4	95.1	63.3	5.3	48.1	94.7	63.5
ALDI North Group	16.5	66.3	83.5	68.7	19.7	67.3	80.3	69.1

¹ The figures of the legally independent companies of the ALDI North Group in Belgium and Luxembourg were consolidated for reasons of convenience (see section "About this report", page 30).

Locations

KEY FIGURES

We will reduce the impacts of our business operations on the climate and the environment. The focus here is on optimized energy consumption, logistics processes and packaging as well as waste management. The evaluation of varied key figures – from greenhouse gas emissions to the volume of waste to the input of packaging materials – will enable us to identify further improvement potentials.

Direct energy consumption

Direct energy consumption in buildings and logistics, broken down by country (in MWh)¹

The biggest part of direct energy consumption is attributable to the use of natural gas for heat generation, and to diesel used as a fuel in logistics. Total consumption increased slightly compared with 2015. This is mainly due to increased consumption of natural gas as a result of a colder winter in some countries as well as a slight increase of fuel consumption in the logistics processes.

	2014	2015 ²	2016
Belgium/Luxembourg ³	99,607	108,941	109,576
Denmark	18,309	20,962	20,692
Germany	370,237	386,112	402,431
France	142,110	149,429	143,479
Netherlands	76,905	84,156	86,055
Poland	9,092	12,896	14,905
Portugal	989	1,013	1,084
Spain	4,199	4,177	4,449
ALDI North Group	721,448	767,686	782,671

¹ The data are partly based on estimates and extrapolations.

² Late reporting information for the year 2015 resulted in partial amendments compared with the previous year's report.

³ The figures of the legally independent companies of the ALDI North Group in Belgium and Luxembourg were consolidated for reasons of convenience (see section "About this report", page 30).

Direct energy consumption by source

Direct energy consumption in buildings and logistics, broken down by source of energy (in MWh)¹

	2015 ²	2016
Natural gas	418,129	429,621
Heating oil	27,589	25,321
Biogas	154	89
Diesel (incl. diesel generators)	321,314	327,163
Petrol	66	26
Liquid petroleum gas (LPG)	434	451

¹ The data are partly based on estimates and extrapolations.

² Late reporting information for the year 2015 resulted in partial amendments compared with the previous year's report.

Indirect energy consumption

Electricity and district heating consumption (in MWh)¹

Electricity consumption at nearly 940 GWh is responsible for the biggest proportion of energy consumption at our locations. An increase of around one percent meant that consumption only underwent a marginal increase compared with the previous year. The increase is due to a number of factors including extended opening hours and our stores being fitted with additional chiller shelves and baking ovens.

	2014			2015 ²			2016		
	Total	Electricity	District heating	Total	Electricity	District heating	Total	Electricity	District heating
Belgium/Luxembourg ³	87,581	87,581	–	88,411	88,411	–	89,559	89,559	–
Denmark	49,605	38,758	10,847	50,569	39,659	10,910	51,141	39,739	11,402
Germany	456,809	441,748	15,061	451,014	433,393	17,621	463,361	445,897	17,464
France	157,429	157,429	–	177,762	177,762	–	167,805	167,805	–
Netherlands	75,566	74,831	735	79,780	78,779	1,001	82,177	81,077	1,100
Poland	13,671	12,444	1,227	17,394	16,110	1,284	20,429	18,606	1,823
Portugal	12,479	12,479	–	14,113	14,113	–	14,884	14,884	–
Spain	67,928	67,928	–	79,694	79,694	–	79,070	79,070	–
ALDI North Group	921,068	893,198	27,870	958,737	927,921	30,816	968,426	936,637	31,789

¹ The data are partly based on estimates and extrapolations.

² Late reporting information for the year 2015 resulted in partial amendments compared with the previous year's report.

³ The figures of the legally independent companies of the ALDI North Group in Belgium and Luxembourg were consolidated for reasons of convenience (see section "About this report", page 30).

Greenhouse gas emissions Scope 1 and 2

Greenhouse gas emissions Scope 1 and 2 (in metric tons of CO₂ equivalents)

Greenhouse gas emissions were calculated on the basis of energy and fuel consumption, and refrigerant losses. The calculation was carried out in accordance with the requirements of the Greenhouse Gas (GHG) Protocol using the DEFRA emission factors or GEMIS for emissions from the sourcing of district heating. In accordance with the GHG Protocol, the calculation of the Scope 2 emissions from energy consumption was carried out separately for location-based and market-based emission factors for the first time. While the location-based method is based on the factors for certain geographic regions (such as a country), for the market-based factors, the individual electricity mix of a company based on the actual emissions of the energy producer are applied, as far as possible. The calculation of the location-based greenhouse gas emissions is based on the factors of the International Energy Agency (IEA).

	2014		2015 ¹			2016		
	Scope 1 ²	Scope 2 ³	Scope 1 ²	Scope 2 ³ "location-based"	Scope 2 ³ "market-based"	Scope 1 ²	Scope 2 ³ "location-based"	Scope 2 ³ "market-based"
Belgium/Luxembourg ⁴	37,536	17,673	42,096	17,782	15,781	40,328	18,656	13,246
Denmark	9,963	13,546	11,104	13,241	8,973	10,466	11,372	10,914
Germany	113,483	268,214	120,089	214,793	262,533	110,178	211,664	38,301
France	67,917	9,603	74,861	11,350	2,666	75,277	6,863	6,276
Netherlands	46,780	27,262	31,253	35,044	72	29,802	38,393	143
Poland	2,174	10,134	3,940	12,866	13,488	5,501	14,688	15,185
Portugal	1,382	3,781	1,529	3,964	6,180	2,817	3,793	4,334
Spain	5,596	19,748	12,239	19,467	30,218	11,811	20,096	26,774
ALDI North Group	284,831	369,961	297,111	328,507	339,911	286,180	325,525	115,173

¹ Late reporting information for the year 2015 resulted in partial amendments compared with the previous year's report.

² Scope 1: Emissions from direct energy consumption in buildings, fuel consumption for logistics and refrigerant losses.

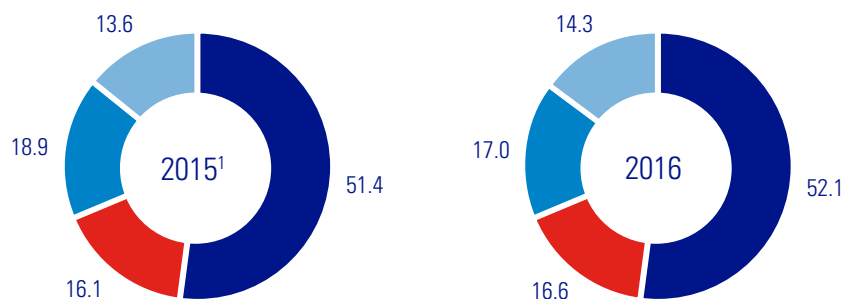
³ Scope 2: Emissions from electricity and district heating consumption, with breakdown by location-based and market-based emissions from 2015.

⁴ The figures of the legally independent companies of the ALDI North Group in Belgium and Luxembourg were consolidated for reasons of convenience (see section "About this report", page 30).

Greenhouse gas emissions Scope 1 and 2 by sources 2015 & 2016

Total amount of greenhouse gas emissions for Scope 1 and 2 proportionately by sources (in percent, based on location-based emissions)

- Electricity
- Heating energy
- Refrigerant
- Logistics



¹ Late reporting information for the year 2015 resulted in partial amendments compared with the previous year's report.

Number of vehicles

Number of vehicles on the reference date 31 December by type of vehicle

	2014			2015			2016		
	Number of trucks	Number of cars	other vehicles ¹	Number of trucks	Number of cars	other vehicles ¹	Number of trucks	Number of cars	other vehicles ¹
Belgium/Luxembourg ²	213	180	7	217	185	8	219	211	8
Denmark	55	86	5	56	89	5	56	92	5
Germany	914	850	73	909	909	74	880	969	75
France	236	310	27	238	314	23	234	349	25
Netherlands	201	184	8	200	188	8	189	201	8
Poland	–	65	2	–	64	2	–	82	2
Portugal	–	37	1	–	41	1	–	47	1
Spain	–	144	–	–	159	–	–	170	2
ALDI North Group	1,619	1,856	123	1,620	1,949	121	1,578	2,121	126

¹ These include industrial trucks (forklift trucks) and vehicles with LPG drives.

² The figures of the legally independent companies of the ALDI North Group in Belgium and Luxembourg were consolidated for reasons of convenience (see section "About this report", page 30).

Fuel consumption

Fuel consumption of trucks, cars and other vehicles (in litres or kilograms of LPG)

	2014			2015			2016		
	Diesel ¹ (l)	Petrol (l)	LPG (kg)	Diesel ¹ (l)	Petrol (l)	LPG (kg)	Diesel ¹ (l)	Petrol (l)	LPG (kg)
Belgium/Luxembourg ²	3,991,141	–	–	4,215,607	–	–	4,322,031	–	–
Denmark	1,428,007	304	924	1,513,990	–	913	1,480,176	595	330
Germany	16,346,023	9,856	20,435	16,335,662	7,368	21,365	16,863,778	2,266	21,270
France	5,640,054	–	10,498	5,858,537	–	9,737	5,730,617	–	9,828
Netherlands ³	3,553,070	–	–	3,626,422	–	–	3,687,240	–	–
Poland	148,367	–	781	144,629	–	1,386	158,452	–	567
Portugal	98,623	–	400	100,883	–	600	108,132	–	500
Spain	406,376	–	–	404,581	–	–	415,182	–	2,828
ALDI North Group	31,611,661	10,160	33,038	32,200,311	7,368	34,001	32,765,608	2,861	35,323

¹ Including consumption of heating oil for operation of cooling motors (outside Germany).

² The figures of the legally independent companies of the ALDI North Group in Belgium and Luxembourg were consolidated for reasons of convenience (see section "About this report", page 30).

³ Late reporting information on Diesel consumption for the year 2015 resulted in partial amendments compared with the previous year's report.

Amount of waste

Amount of waste by type of waste (in metric tons)¹

The amount of waste in Germany slightly increased compared with 2015. The biggest proportion of the waste generated was attributable to packaging waste. Hazardous waste amounting to 414 metric tons only made up 0.2 percent of the total volume of waste. This includes used oil, oil filters, vehicle batteries and fluorescent tubes which contain mercury.

	2014	2015	2016
	Germany	Germany	Germany
Hazardous waste	490	493	414
Paper/board/card	426	432	450
Residential waste ²	20,006	22,129	22,320
Waste from the manufacture and processing of food ³	6,859	8,173	11,102
Packaging waste	156,461	156,580	161,290
of which foil/plastics	3,966	3,986	3,578
of which board/paper	121,024	121,331	125,174
of which PET	31,471	31,264	32,538
Used equipment	39	70	56
Total amount of waste	184,281	187,877	195,632

¹ The data are partly based on estimates and extrapolations.

² Industrial waste. This includes "residual waste", packaged food, bulky waste, wood and metal scrap.

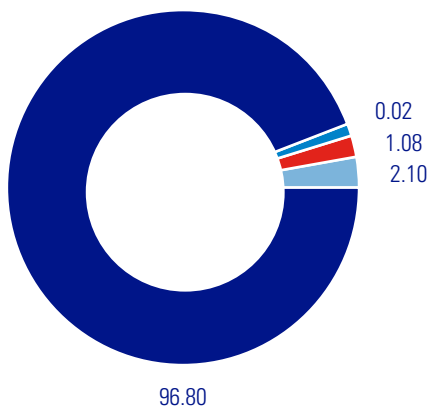
³ This includes waste from canteen operation and bake-off goods.

Amounts of waste by methods of disposal

Amounts of waste in Germany proportionately by the type of disposal (in percent)¹

With nearly 99 percent, the largest proportion of non-hazardous waste was recovered or recycled in 2016.

- Recovery and recycling²
- Landfill
- Incineration (mass incineration)
- Composting



¹ Allocation to types of disposal is based partly on estimates or extrapolations.

² Including incineration for energy recovery.

About this Report

With this Interim Report we provide transparent information to our internal and external stakeholder groups about the sustainable progress by the ALDI North Group. The publication of the next comprehensive Sustainability Report is scheduled for 2018.

Publisher

The ALDI brand stands for successful discount retailing. The brand is used by the ALDI North Group and the ALDI SOUTH Group which have family ties.

ALDI Buying is the owner of the ALDI brand at the ALDI North Group.

The publisher of the report is ALDI Einkauf GmbH & Co. oHG, Essen (referred to below as: ALDI Buying). The shareholders of ALDI Buying are specifically ALDI GmbH & Co. KG limited partnerships which form a group of equal subsidiaries in Germany. The foreign ALDI companies are licensees of the ALDI brand. All these legally independent companies form the ALDI North Group, which is the subject of the report. Deviations with individual performance indicators or content are indicated as necessary. ALDI Luxembourg is supplied by the Buying and the Logistics department of ALDI Belgium. Nevertheless, ALDI Belgium and ALDI Luxembourg are legally independent companies, which are regularly displayed in pooled form in the report for reasons of simplicity. The reporting period covers the time from 1 January to 31 December 2016. The editorial deadline is 31 March 2017.

The report is available in PDF format and other languages. When for reasons of readability, the male form is used to designate persons and functions in this report, this shall naturally be interpreted to include equally the male and female gender. The legal form of companies is also omitted for the same reasons.

All content of the report is available on our platform www.cr-aldinord.com. Download documents and additional explanatory information are provided there.

Imprint & Contact Details

PUBLISHER

ALDI Einkauf GmbH & Co. oHG
Eckenbergstraße 16 A
45307 Essen

CLOSING EDITORIAL DEADLINE

31 March 2017

CONCEPT/EDITING/LAYOUT

Stakeholder Reporting GmbH, Hamburg

RESPONSIBLE

Rayk Mende
Managing Director Corporate
Responsibility
ALDI Einkauf GmbH & Co. oHG

PROJECT MANAGEMENT

Dr. Christina Fries-Henrich
Director CR Division
ALDI Einkauf GmbH & Co. oHG

CONTACT

cr-grk@aldi-nord.de

We would like to take this opportunity to thank colleagues and all the other participants involved in producing this report for their support.

This report is also available in other languages. If there are any deviations from the German version, the report in German shall always be applicable.

Interim Report of the ALDI North Group

You can also find the report on the sustainability activities of the ALDI North Group along with supplementary information and download options at



www.cr-aldinord.com

The Interim Report is also available in the following languages:

Danish
German
French
French (BE)
Dutch
Dutch (BE)
Polish
Portuguese
Spanish

Disclaimer

This report contains forward-looking statements relating to the future development of the ALDI North Group. These statements are assessments that have been made based on information available to the ALDI North Group at the time this report was prepared. The actual performance may deviate from the performance expected on the basis of the current assessments. The ALDI North Group is therefore unable to assume any responsibility whatsoever for the accuracy of these statements.



www.cr-aldinord.com