



# Goods and/or Services not for Resale (GNFR) Supplier Standards

- 1 The ALDI Stores Supplier Standards set out the Standards that its Suppliers and business partners must satisfy, including complying with all applicable laws and human rights and fair labour standards, including those based on:
  - (i) the United Nations Universal Declaration of Human Rights,
  - (ii) the United Nations Convention on the Rights of the Child,
  - (iii) the United Nations Convention on the Elimination of All Forms of Discrimination against Women,
  - (iv) the International Labour Organization (ILO) Conventions, and
  - (v) the OECD Guidelines for Multinational Enterprises.
- 2 ALDI Stores expects its Suppliers and business partners to comply with all applicable local laws as their first obligation. Where local laws and regulations conflict with or set a different standard of protection to the international standards, such as applicable ILO or United Nations Conventions, its Suppliers and business partners shall abide by the principles that provide the highest protection to the workers and environment
- 3 ALDI Stores' Suppliers and business partners must respect their workers' rights to freedom of association and collective bargaining. Workers' rights include the right to elect representatives or, where permitted by national law, the right to form and join trade unions of their choice and to bargain collectively. ALDI Stores does not tolerate discriminating practices against workers because of a trade union membership.
- 4 ALDI Stores will not tolerate any form of discrimination in hiring, remuneration, access to training, promotion, termination or retirement based on gender, age, religion, race, caste, social background, ethnic and national origin, disability, nationality, membership of workers' organisations, political affiliation, sexual orientation, or any other personal characteristics. Workers shall not be harassed or disciplined on any of the grounds listed above.
- 5 As a minimum, ALDI Stores' Suppliers and business partners shall comply with the wages mandated by the government's minimum wage legislation, awards, or approved collective workplace or enterprise agreements, whichever is higher. The use of overtime is intended only as an exception, voluntarily, and paid at a premium rate. Wages are to be paid in a timely manner, regularly, and fully in legal tender. The level of wages is to reflect the skills and education of workers and shall be based on regular working hours.
- 6 ALDI Stores expects its Suppliers and business partners to comply with their obligations under occupational, work, health and safety laws and to establish and follow a clear set of standards and procedures regarding occupational, work, health and safety. Suppliers and business partners shall ensure the stability and safety of equipment, buildings, materials and substances used at work, as well as the protection of workers against any foreseeable emergency.
- 7 Before entering into employment, Suppliers and business partners are to provide workers with understandable information about their rights, responsibilities, and employment conditions. Workplace practices and conditions which violate basic human rights are not tolerated.
- 8 ALDI Stores will not tolerate child labour as defined by ILO and United Nations Conventions and/or by national law, whereby underage workers shall be no younger than 15 years of age, unless the exceptions recognised by the ILO apply. ALDI Stores expects its business partners to adhere to those standards/laws which are most stringent.
- 9 ALDI Stores expects its Suppliers and business partners to ensure that young persons do not work at night in breach of the ILO conventions and that they are protected against conditions of work which are prejudicial to their health, safety, morals, and development.
- 10 ALDI Stores does not tolerate any form of servitude, forced, bonded, indentured, trafficked or non-voluntary labour. All disciplinary procedures must be in compliance with local laws, be established in writing, and must be explained verbally to workers in clear and understandable terms. The use of corporal punishment, mental or physical coercion, and verbal abuse is forbidden.



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- 11 Procedures and standards for waste management, handling and disposal of chemicals and other dangerous materials, emissions and effluent treatment must meet or exceed legal requirements. All local and national environmental laws and regulations and relevant provisions of the ALDI CR Principles and environmental standards as provided to the Supplier by ALDI Stores must be met.
- 12 ALDI Stores expects its business partners to act with due diligence and develop the necessary management systems, policies and processes to a reasonable extent to satisfy these Supplier Standards as well as effectively prevent and address any human rights impacts that may be detected in the supply chain.
- 13 ALDI Stores does not tolerate any act of corruption, extortion, embezzlement, or bribery, including but not limited to, the promising, offering, giving or accepting of any improper monetary or other incentive. ALDI Stores expects its Suppliers and business partners to maintain accurate records and information regarding their activities, structure, and performance, and to disclose these in accordance with applicable laws, regulations and industry benchmark practices.
- 14 These ALDI Stores Supplier Standards reflect the minimum requirements, which its Suppliers and business partners should strive to exceed wherever possible. ALDI Stores expects all its Suppliers and business partners to adhere to these Supplier Standards and further specific requirements which go beyond these Supplier Standards and which have become part of the contractual relationship. Suppliers of certain Services may be required to comply with further policies and guidelines regarding corporate social responsibility and social monitoring, as notified to them by ALDI Stores. ALDI Stores' Suppliers and business partners are expected to apply these standards to all sub-suppliers throughout the entire production process.
- 15 By supplying Services to ALDI Stores, the Supplier confirms to ALDI Stores it does and will comply with the Supplier Standards as set out above and that its business activities and dealings with ALDI Stores are in strict compliance with the legal requirements applicable to its business, including all contractual agreements with ALDI Stores and all statutory provisions including the Competition and Consumer Act 2010. In particular, the Supplier confirms it has not engaged in any cartel or other anti-competitive conduct. The Supplier acknowledges that ALDI Stores reserves its rights to take proceedings or other action, claim for damages or obtain other remedies or terminate orders or this contract in respect of any such conduct or any other breach or failure to comply with these Supplier Standards. The Supplier further confirms that it has taken all internal organisational measures to ensure that compliance with these requirements is maintained at all times. If the Supplier becomes aware of any failure to comply with such requirements, it must immediately notify ALDI Stores and co-operate and take such actions required by ALDI Stores to remedy such non-compliance.
- 16 ALDI Stores is committed to the highest standards of responsible behaviour and integrity in all of our business relationships. If a Supplier is aware of a breach of these Supplier Standards by any of ALDI Stores business partners or it is aware of any matter or circumstances involving any of ALDI Stores business partners or personnel which may involve dishonest or illegal activity or may cause damage to ALDI Stores' reputation, the Supplier can raise those concerns by contacting the relevant ALDI Stores representative or by accessing the ALDI Australia Alertline by telephone on 1800 156 547 open 24 hours, 7 days a week (for calls within Australia only) or online at <https://aldiaustralia.alertline.eu>. All conversations or correspondence with the ALDI Australia Alertline will remain confidential and reporters may choose to remain anonymous.