



ALDI

Locations: Germany (HQ), Illinois

Industries: Food and Staples Retailing

RISK LEVEL:



Medium Risk

DESCRIPTION:

ALDI, a discount supermarket chain, vets vendors for LGBTQ policies. ALDI does not provide viewpoint protections for its employees but has not publicly terminated business relationships based on views or beliefs. ALDI implemented unconscious bias training and released gender transition guidelines for its employees. ALDI pledged \$5.5 million to racial equity causes, including a \$1 million donation to the National Urban League. However, ALDI does not discriminate against charitable organizations based on views or beliefs. For these reasons, ALDI receives a Medium Risk rating.

Corporate Weaponization

Has denied service to customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. **Medium Risk**

ALDI has a written policy pledging to vet vendors for LGBTQ policies. Its "Corporate Responsibility Principles" requires vendors to include sexual orientation in their nondiscrimination policy (1). ALDI seemingly prioritizes diversity over merit in its hiring and promotion (2). However, ALDI has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs.

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. **Lower Risk**

ALDI does not discriminate against charitable organizations based on views or beliefs (1).

Employment policies fail to protect against discrimination based on political affiliation/views and/or religion. **High Risk**

ALDI does not provide viewpoint protections for its employees (1).

Corporate Governance and Public Policy

Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression. **High Risk**

ALDI implemented unconscious bias training for its employees in 2021 (1). ALDI released gender transition guidelines to support its transgender staff (2). The company's DE&I spotlight encourages support of LGBTQ-owned businesses (3).

Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. Medium Risk

Aldi's DE&I Philanthropic Fund donated \$5.5 million dollars to organizations supporting racial equity, which included a \$1 million donation to the National Urban League [\(1\)](#)[\(2\)](#).

Uses corporate political contributions for ideological, non-business purposes.

N/A

Aldi does not operate a PAC at this time [\(1\)](#)[\(2\)](#)[\(3\)](#).

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