



## ALDI

Locations: Germany (HQ), Illinois  
Industries: Food and Staples Retailing

### RISK LEVEL:



Medium Risk

#### DESCRIPTION:

ALDI, a discount supermarket chain, 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 canceled customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries.** Lower Risk

*ALDI has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (1).*

**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 viewpoint or other discrimination and/or are ideological in nature.** High Risk

*ALDI does not provide viewpoint protections for its employees (1). The company seemingly appears to prioritize diversity over merit in its hiring and promotion (2).*

### Corporate Governance and Public Policy

**Uses corporate reputation to support causes, organizations, or policies 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).

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**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).

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**Uses corporate political actions and/or financial contributions for ideological, non-business purposes. N/A**

Aldi does not operate a PAC at this time (1)(2)(3).

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