



**ALDI Australia**

(A Limited Partnership)  
ABN 90 196 565 019

1 Sargents Road, Minchinbury, NSW 2770, AUSTRALIA

---

**Questions on notice**

**Mr Damien Scheidel, Managing Director, National Supply Chain, ALDI Australia**

**Select Committee on the impact of technological and other change on the future of work and workers in New South Wales**

Hearing 30 March 2021 | Jubilee Room, Parliament House, Sydney

**Question:**

Number of employees at two regional distribution centres in Sydney, in Prestons and Minchinbury?

**Answer:**

Including Management, Administration, Transport and Warehouse teams Minchinbury has 467 employees and Prestons has 731 employees.

**Question:** How do you monitor performance to the various standards set out in ALDI's "*Social Standards in Production*"?

**Answer:**

Our Social Monitoring Program promotes ongoing improvement of working conditions in all of our suppliers' facilities and ensures our [Social Standards in Production](#) are upheld. More information on our approach to our social responsibilities can be found on the [Supplier Standards](#) section of our website and in our [Modern Slavery Statement](#).

**Question**

Was ALDI approached for a submission or any input into the NSW Modern Slavery Act?

**Answer:**

ALDI Australia has no record of being approached for input.

**Question:**

Please provide a breakdown of part-time versus full-time employees?

**Answer:**

We currently have 1510 full time employees and 3882 part time employees in NSW.

**Question:**

Please provide criteria for Retail Employer of the Year awarded by the Australian Retailers Association 2018, and also for the Employer of Choice award as part of the Australian Business Awards 2019, and the nomination process for each?

**Answer:**

Australian Retailer Association Australian Retail Awards (2018) Retail Employer of the Year criteria:

- Culture and workplace environment
- Skills development and professional education
- Career advancement
- Attracting new staff and employment advancement



# ALDI Australia

(A Limited Partnership)  
ABN 90 196 565 019

1 Sargents Road, Minchinbury, NSW 2770, AUSTRALIA

---

- HR policies
- Diversity
- Unique employment incentives
- Workplace safety
- Employee involvement in business strategic decisions
- Community support programs
- Staff evaluation

Australian Business Awards (2019) Employer of Choice criteria:

- Organisational profile
- Culture, leadership and strategy
- Education, training and development
- Performance, recognition and remuneration
- Health, safety and satisfaction

ALDI self-nominated/submitted for both.

**Question:**

Please provide average pay increases for different employee classifications over the last five years?

**Answer:**

Over the last five years ALDI's Warehouse Operators and Transport Operators have been provided with an average pay increase of 1.9% annually and our Store Managers have been provided with an average pay increase of 1.86% annually.

**Question:**

What is the difference in the retention between ALDI's part-time and full-time workforce?

**Answer:**

The average tenure of ALDI's NSW full time staff is 6.28 years and the average tenure for NSW part time staff is 4.05 years.