

# Non-financial information and diversity

The EU Directive on the disclosure of non-financial and diversity-related information was published at the end of 2014. It was transposed into Dutch legislation before the end of 2016, resulting in two separate decrees: Disclosure of non-financial information (“Bekendmaking niet-financiële informatie”) and Disclosure of diversity policy (“Bekendmaking diversiteitsbeleid”). These decrees make it mandatory for companies to include non-financial and diversity-related information in their annual reports.

Theme		Section	Ahold Delhaize website	Page reference to 2018 Annual Report
<b>Business model</b>	Our Leading Together strategy defines the kind of group we want to be, what drives us, and how our brands will win in all our markets.	Our Leading Together strategy	<a href="https://www.aholddelhaize.com/en/about-us/company-overview/strategy/">https://www.aholddelhaize.com/en/about-us/company-overview/strategy/</a>	15-19
		Our business model		
		Our promises Our growth drivers		
<b>Environmental matters</b>	At Ahold Delhaize, we are reducing our energy intensity and emissions by assessing and reducing the environmental impact of our operations. We have already uncovered plenty of opportunities: from the refrigerators, transport methods and energy we use, to how we dispose of waste.	Our promises	<a href="https://www.aholddelhaize.com/en/about-us/company-overview/strategy/">https://www.aholddelhaize.com/en/about-us/company-overview/strategy/</a>	17, 20 - 29 80 214 - 225
		Our response to stakeholder needs		
		How we manage risk Performance: Sustainability		
<b>Social and personnel matters</b>	We recognize that diversity and inclusion are critical to our Company's success – they make us better and increase associate engagement.	Our promises	<a href="https://www.aholddelhaize.com/en/sustainable-retailing/in-action/create-an-inclusive-and-healthy-workplace/">https://www.aholddelhaize.com/en/sustainable-retailing/in-action/create-an-inclusive-and-healthy-workplace/</a>	17, 20 - 29 77 - 85 214 - 225
		Our response to stakeholder needs		
		How we manage risk Performance: Sustainability		
<b>Respect for human rights</b>	We are committed to respecting the human rights of our associates, our customers, our communities and the people who work throughout our supply chains.	Our promises	<a href="https://www.aholddelhaize.com/en/about-us/stakeholder-interests/human-rights/">https://www.aholddelhaize.com/en/about-us/stakeholder-interests/human-rights/</a>	17 20 - 29 80, 85 219, 224
		Our response to stakeholder needs		
		How we manage risk Performance: Sustainability		

## Non-financial information and diversity

continued

The information required under these decrees is incorporated throughout the 2018 Annual Report. The table on the right provides an overview of the key topics to be addressed and where they can be found.

Theme	Section	Ahold Delhaize website	Page reference to 2018 Annual Report
<b>Anti-corruption and bribery</b>	Being a trustworthy retailer of choice is very important for us. We are committed to conducting business with integrity, in an ethically responsible manner and in compliance with the law in all countries and jurisdictions in which we operate.	<a href="https://www.aholddelhaize.com/media/4907/anti-corruption-and-bribery-policy.pdf">https://www.aholddelhaize.com/media/4907/anti-corruption-and-bribery-policy.pdf</a>	79
<b>Diversity</b>	<p>We strive to create a workplace that reflects the diversity of our communities and where each person feels valued and inspired to develop to their full potential.</p> <p>In the composition of our Management and Supervisory Boards, we aim for diversity of nationality, age, education, gender and professional background.</p>	<p>Our promises</p> <p>Our Management Board and Executive Committee</p> <p>Supervisory Board report</p> <p>Performance: Sustainability</p>	<p>17</p> <p>53 - 54</p> <p>56 - 58</p> <p>215, 216</p> <p>218, 221</p>