

## **SECTOR DIALOGUE**

# **Respecting Human Rights in Global Supply and Value Chains of German Food Retail and Food Industry**

## **Dialogue Agreement**

This is the translation of the German dialogue agreement, which was published on 13.03.2026. In case of doubt, the German text shall apply.

## Agreement on a Sector Dialogue Food Retail & Food Industry

Food retail and food industry fulfil vital functions in our society. They are locally present for consumers and at the same time part of global value creation networks. Human rights and environmental risks arise throughout the entire supply chains. The signatory companies are committed to respecting human rights and actively promoting fair value creation.

At the invitation of the Federal Ministry of Labour and Social Affairs (BMAS), the companies, business associations, trade unions, civil society organisations and initiatives listed below, as well as the German Institute for Human Rights, are joining forces to form a sector dialogue. The Federal Government, represented by BMAS, is participating as an active member. The aim of the sector dialogue is to pool expertise and resources in order to jointly address human rights and environmental risks in the supply and value chains of the German food sector and thus improve the human rights situation worldwide.

The sector dialogue is a support programme offered by the Federal Government and managed by BMAS. It helps companies to implement due diligence obligations in collaboration with other stakeholders. Frame of reference are the UN Guiding Principles on Business and Human Rights and the requirements of the National Action Plan on Business and Human Rights. In addition, legal requirements as the German Supply Chain Act (LkSG) and EU due diligence regulations also play a role.

The multi-stakeholder sector dialogue develops measures for jointly defined key topics to enable prevention and remediation, support risk management and promote fair value creation. In an ongoing peer exchange the members discuss and define good practice examples for the sector. The results of the sector dialogue are shared publicly.

The sector dialogue entails three phases:

### 1. Design

Based on in-depth risk analyses, measures for respecting human rights in two prior identified areas are collectively developed and documented. Members agree on a financing plan based on contributions by the companies.

### 2. Implementation

All members implement the developed measures in operational practice or as on-site projects. Experiences gained during implementation are shared in the peer exchange.

### 3. Consolidation

Members decide whether and how to continue the dialogue independently beyond BMAS funding.

The actors commit to cooperate constructively on an equal footing. The detailed rules of collaboration are laid out in the working basis. Information that is shared in the sector dialogue but is not publicly available must be treated confidentially by all participants. The work of the sector dialogue is pursued in compliance with relevant provisions of competition and antitrust law. The secretariat at GIZ facilitates the sector dialogue on behalf of BMAS<sup>1</sup>.

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<sup>1</sup> With this dialogue agreement, the signatories declare their intention to cooperate in a sector dialogue. This does not give rise to any legal claims against the signatory companies, business associations, trade unions, civil society organisations, initiatives or BMAS. The agreement has no legally binding effect.

# Signatories



Federal Ministry  
of Labour and Social Affairs

**Bärbel Bas**  
Federal Minister of Labour and Social Affairs

**SECTOR DIALOGUE**  
Food Retail & Food Industry



## Companies



**Volker Schulz**  
Managing Director Procurement  
ALDI Nord Deutschland Stiftung & Co. KG



Gutes für alle.

**Simon Gelzer**  
Managing Director Buying  
ALDI SÜD Dienstleistungs-SE & Co. oHG  
Unternehmensgruppe ALDI SÜD

**ROSSMANN**

**Raoul Roßmann**  
Managing Director  
Dirk Rossmann GmbH



**Kerstin Erbe**  
Managing Director  
Division dm-Brands and Sustainability  
dm-drogerie markt GmbH + Co. KG



**Markus Mosa**  
Chief Executive Officer  
EDEKA ZENTRALE Stiftung & Co. KG

**FERRERO**

**Aldo Cristiano**  
Head of Institutional Affairs & Sustainability  
Ferrero Deutschland GmbH



**Felix Ahlers** CEO  
**Martin Bülow** CFO  
FROSTA AG



**Sebastian Fairhurst**  
Vice President Stakeholder Engagement  
Corporate Affairs International  
Lidl Stiftung & Co. KG



**Philipp Schmoll, Matthias Heil, Tim Thiele**  
Managing Directors  
Lorenz Snacks GmbH & Co KG



**Alexander von Maillot**  
Chief Commercial Officer  
Nestlé Deutschland AG



**Marcel Weber**  
Executive Buying Director  
Private Label Buying & Development national  
& international / Sustainability / Ultra Fresh 2  
REWE Group Buying GmbH



**Dr. Theresa von Fugler** Chief Commercial Officer  
**Dr. Dominik Risser** Corporate Director  
Corporate Sustainability & Environment  
Südzucker AG

## Business associations



**Kim Cheng**  
Executive Director  
Federation of German Food and Drink Industries  
(BVE)



**Stefan Genth**  
General Secretary German Retail Federation  
German Retail Federation  
(HDE)



**Matthias Fiedler**  
Managing Director  
Forum Fairer Handel e.V.



**Enrico Somaglia**  
General Secretary  
European Federation of Food, Agriculture,  
and Tourism Trade Unions (EFFAT)



**Guido Zeitler**  
Chairman  
Gewerkschaft Nahrung-Genuss-Gaststätten

## Non-governmental organisations



**Dr. Jesco Kref**  
Managing Director  
Hamburger Stiftung für Wirtschaftsethik



**Arndt von Massenbach**  
Executive Director  
INKOTA-Netzwerk e.V.



**Charlotte Becker**  
Executive Director (interim)  
Oxfam Deutschland e.V.



**Dr. Ulrike Dufner**  
Executive Director (interim)  
SÜDWIND e.V. –  
Institut für Ökonomie und Ökumene

## National human rights institution



**Michael Windfuhr**  
Deputy Director  
German Institute for Human Rights