



*We are delighted to have Ms. Rachel Tai (2015 graduate) to share her work experience with us.*

**EVMTAA (E): Hi, Rachel. Could you tell us about your job?**

Rachel (R): Sure. I work at ALDI, which is a German chain supermarket. I am in the Corporate Responsibility team, and my job duties are related to monitoring social compliance of the supply chain.

**E: Could you explain what is meant by “social compliance”?**

R: Social compliance within supply chain is about managing our stakeholders, especially our factories, and make sure they comply with our social compliance standards. For example standards on basic human rights, such as paying factory workers fair wages and not allowing forced or child labour.

**E: Could you share with us any special experience at work?**

R: I have participated in factory audits with my colleagues in China to check if the factories complied with our company’s social standard. As the audits are unannounced and hence the factories are unprepared, one of the factories I visited provided us with manipulated documents, which showed the factory might have difficulty understanding our social standards. In fact, this is very common in China because factories will receive penalties from the companies they have business with if non-compliances are found.

**E: Then what does your company do in these situations?**

R: We would spend time explaining to the factories the way we deal with non-compliances and that our aim is to look for continuous improvements in these non-compliances. Sometimes, factories will cooperate and let us see the actual situation of the factories after the discussions.

**E: Working in an international company, do you observe any cultural differences among different countries?**

R: Yes, I do. There was one time when our UK colleagues participated in the audits with us, and they did not understand why so much time was spent on explaining our social standards to the factories before they finally allowed us to look at their real social performances.

**E: Could you say a few words to EVMT students and fresh graduates?**

R: If you are uncertain about your career path, it’s okay. Just remember to be broad-minded and seize different opportunities. Be brave to try different things and talk to more people, because as you explore more, you will understand yourself better.

**E: Thank you very much for your time. And we wish you all the best.**