

Thank you for your recent email to us.

At Lidl GB, we operate with a fundamental respect for the rights of the people we interact with, whether they be our own direct employees, contract workers or people employed throughout our supply chains, and are firmly opposed to all forms of labour exploitation.

We have been working continuously over the years to better understand the human rights risks within our supply chains, enabling us to increase transparency around working conditions and drive improvements in labour standards. This has been alongside strong commitments and the undertaking of a range of significant steps, outlined within our human rights policies.

Collaborating alongside the wider industry, we have been working to address the challenges associated with the UK government's Seasonal Workers Scheme (SWS). This includes addressing the payment of illegal recruitment fees and working to ensure safe and fair employment practices for scheme users.

Lidl GB is a member of the Seasonal Workers Taskforce, whose membership includes other retailers, growers and industry bodies. Working collaboratively across the supply chain, we have been able to make positive steps, including the development of the SWS portal in the Just Good Work mobile app, which is a free multi-lingual app that gives workers critical information about living and working in the UK and signposting to support. Other initiatives include:

- The pilot of a scheme operator 'Responsible Recruitment Progress Assessment'
- Grower roadshows to train growers on changes to the SWS, showcasing best practice case studies and how to mitigate risks
- Research into scheme costs and recruitment fees
- Engagement with government and relevant government agencies

In addition to this, as a company we have included requirements for suppliers to attend training on modern slavery and labour exploitation as part of our buying contracts and expect all our fruit & veg and plant & flower producers to be certified to Global GAP GRASP (or equivalent standard), which supports them to assess and continuously improve labour standards.

We have a zero-tolerance policy towards human rights violations of any kind in our supply chain, and as part of our journey towards greater transparency, we have committed to publishing tier one information on our food and non-food supply chains on an annual basis. This includes disclosing information on the name, address and country of origin of all of our own-label suppliers.

Further, here at Lidl GB we source two-thirds of our products from the UK, working directly with over 700 suppliers across the country, giving them unrivalled access to local and international markets. We're committed to Backing British and as such have introduced a number of long-term contracts to help provide confidence and certainty for suppliers to invest in the future. We also announced earlier this year that we would be investing £4 billion in British food businesses for FY23. This accelerates initial spending plans announced in 2019, which saw Lidl GB commit to a five-year £15 billion investment in the British Food Industry across FY20 – FY25, with the figure now expected to hit £17 billion.

We hope this goes some way to assure you of our commitment to suppliers and corporate due diligence within our supply chains.