

Lidl Ireland

WORKING TOWARDS  
A BETTER  
TOMORROW

SUSTAINABILITY@LIDL





# WE BELIEVE IN SUSTAINABILITY

This booklet summarises our sustainability report for Lidl Ireland (financial year 1st March 2018 - 28th February 2019) highlighting our strategic goals, activities and projects that have significant economic, social and environmental impact.

➤ Full report available on [www.lidl.ie/csr](http://www.lidl.ie/csr)

## Corporate Social Responsibility in Lidl means:



Acting responsibly



Striving for positive environmental stewardship



Leading by example



Making a positive impact in communities



Supporting and engaging with all of our stakeholders



**OUR "A BETTER TOMORROW" SUSTAINABILITY STRATEGY HARNESSSES OUR MISSION, ENSURES FUTURE VALUE CREATION AND DRIVES OUR RESPONSIBILITIES TO SOCIETY.**

J.P. Scally, Managing Director Lidl Ireland and Northern Ireland

## Our Vision

Our vision is to make life better by providing quality food at market-leading value, ensuring customer satisfaction is at the heart of everything we do.

## Our Values

Everything we do is underpinned by our values:



OUR VISION  
AND VALUES



# LIDL IRELAND AT A GLANCE

Entered the  
Irish market in  
**2000**

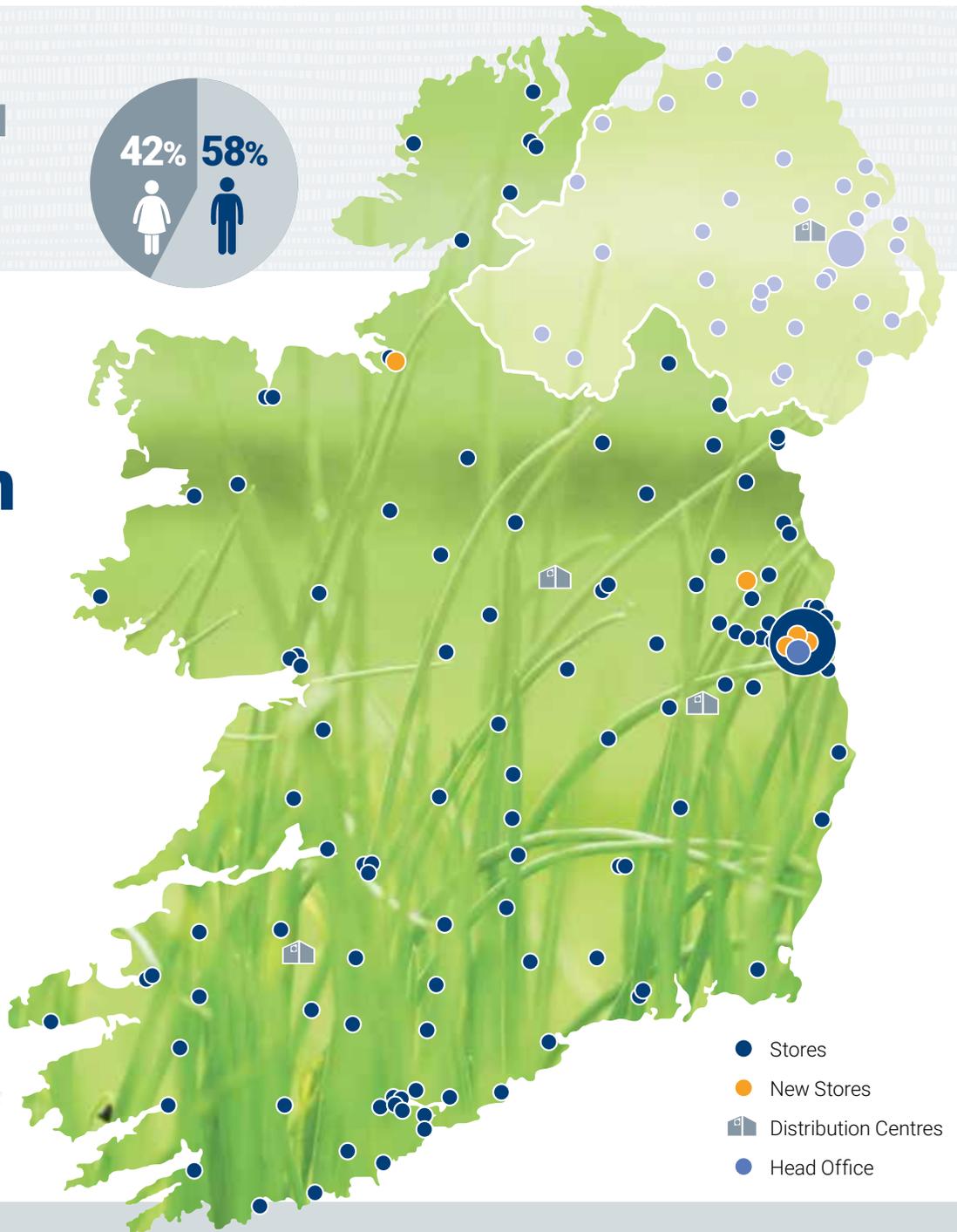
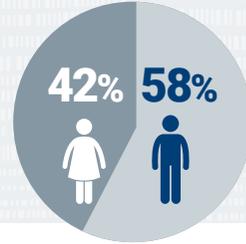
  
**162 stores**  
in Ireland

 **3** Distribution  
Centres  
  
Newbridge | Mullingar | Cork

  
**225 local suppliers**  
in Ireland



Employing **4,325** people in Ireland



- Stores
- New Stores
- 🏠 Distribution Centres
- Head Office

 **11.4%**  
market share  
in Ireland

 **1.5** million  
customers every week

  
**90%** own-brand | **10%** branded  
of our permanently  
listed products

  
**over €140m**  
invested in capital and  
expansion programme  
in Ireland

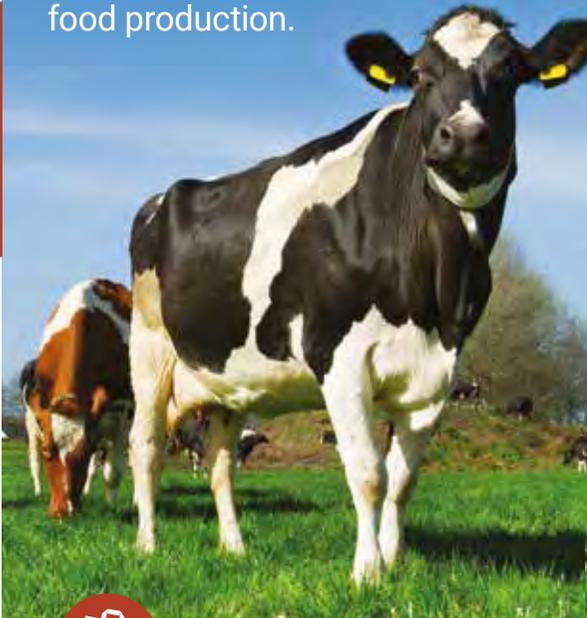


# RESPONSIBLE SOURCING



We are members of Origin Green, a voluntary programme led by Bord Bia, working towards the common goal of sustainable food production.

Highlight



We are fully committed to ensuring that our buying power is driving positive change for producers, communities and the environment as a whole, both in Ireland and further afield.

**100%**  **of our fruit and vegetables**  
are certified to Bord Bia Quality Assurance or GLOBALG.A.P.

**100%**  
palm oil  
certified  
to RSPO palm oil



**100%**  
bananas certified  
to Fairtrade, Rainforest Alliance  
and/or Organic





## Did You Know?

We published our Health and Nutrition Policy and will **reduce the added sugar content by 20%** and **reduce the salt content** of own-brand products by the end of 2020.



**80%**  
of our  
wild caught  
chilled and  
frozen fish  
certified

to MSC standard



**95%**  
tea certified

to Fairtrade,  
Rainforest  
Alliance, UTZ  
and/or Organic



**100%**  
cocoa certified

to Fairtrade, Rainforest  
Alliance, UTZ and/or Organic



Year 2 of  
our Supplier  
Development  
Programme

**100%** fresh pork, chicken,  
beef and lamb certified

to Bord Bia Quality Assurance Scheme



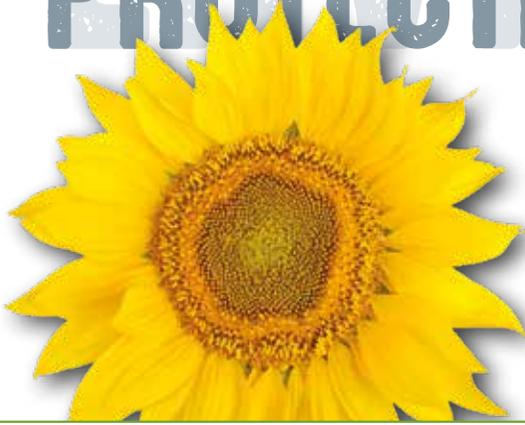
**60%**  
coffee certified

to Fairtrade, Rainforest  
Alliance, UTZ and/or  
Organic



# ENVIRONMENT

## PROTECTING THE



**€2 million** investment in solar energy  
across the island of Ireland



### Carbon footprint

Working proactively with suppliers and industry partners, we are reducing our environmental impact through continuously improving our resource efficiency. From how we transport goods, invest in energy efficiency and renewables to reducing waste and plastic packaging, all working together to decrease our climate impact.

#### Highlights include:



Switched to 100%  
green electricity



LED Lighting  
project saved  
6,454,635 kWh



E-chargers roll-out  
announced for all  
new stores



Solar Photovoltaic  
Panels (PV) added to  
store specifications

**80% reduction\***  
in carbon footprint  
already achieved.

\*market-based methodology



Achieved  
zero waste  
to landfill

0  
waste

### Waste

Our organic waste is anaerobically digested creating energy.

We donate over **50,000 meals** from surplus food to local charities every month.



Highlight

Now with our in-store recycling bins we can help the customer save on their waste bill and reduce our collective environmental impact.

### Plastics

- ✓ Removed **microbeads** from all cosmetics and household products
- ✓ Removed **unrecyclable black plastic** from many categories

#### Made strong commitments:



20% plastic packaging reduction by 2022



50% of own brand packaging will be made with recycled materials by 2025

100%

of our own brand packaging will be widely recyclable by 2025



# TEAM LIDL



It is important to us that our diverse and talented team members are proud of what we achieve together in Lidl.

Our **#WeAreLidl** people strategy brings to life our philosophy that our colleagues are part of part of one team - as they support us, we support them. **Work Safe. Live Well.** is our holistic nationwide wellbeing programme, focused on three core concepts:

## Be Well > Be Fit > Be Mindful



### We are committed to our people:

- ✓ Leading Pension Scheme
- ♥+ Leading Healthcare Scheme
- 🤝 Free Employee Assistance Program (EAP)
- ➔ Sabbatical Leave and Paid Volunteer Day
- 👶 Maternity and Paternity Top-Up
- 👜 Minimum 20 days annual leave





Matched the new  
Living Wage rate for  
all employees



Launched our fully funded  
degree programme for  
colleagues



Management training  
in Mental Health  
awareness



12 placements through  
our Ready to Work  
programme

# COMMUNITY

We are working hard towards achieving a successful, sustainable future, not just for our business but for all the communities we serve.

## AUTISM AWARE STORE



### Autism Aware Quiet Evenings

reduced lighting, no music or announcements, lower till scan sounds, priority queuing, additional assistance every Tuesday evening from 6-8pm.

## JIGSAW

Young people's health in mind

### Jigsaw

The National Centre for Youth Mental Health - we have pledged to raise **€1 million** and build awareness of the importance of **OneGoodAdult** in a young person's life.

Over **€500,000**  
raised to date



# WORKS



Programme sponsor to **20x20** movement, increasing visibility and awareness for women in sport.

**1.4 million meals** donated to hundreds of local charities through our all-Ireland partnership with FoodCloud.



Bespoke **volunteer programme**, Lidl Helping Hands, available to all colleagues nationwide.

  
**€4 million** invested

  
**155 schools** have received jerseys and equipment

  
**1,389 participants** in Lidl Future Stars events

  
**20,000 increase** at TG4 All-Ireland Championship Finals



The UN SDGs are the world's collective call to action to address some of the most pressing global issues. We've selected nine SDGs where we can deliver the most meaningful impact across our A Better Tomorrow sustainability strategy.

# OUR GLOBAL CONTRIBUTION



## SDG 1 No Poverty

Lidl is a pioneer of Fairtrade certification which is designed to empower people so they can lift themselves out of poverty. In our own team, we are a champion of the Living Wage. We also contribute to worthy causes across the island of Ireland through our donation fund.



## SDG 10 Reduced Inequalities

We address social sustainability through education possibilities for our employees, ensuring human rights standards are met throughout our supply chain and maintaining a whistleblower hotline to report information confidentially.

# United Nations SUSTAINABLE DEVELOPMENT GOALS



## SDG 2 Zero Hunger

In partnership with FoodCloud, we are supporting charities to run their essential services by donating our surplus food. More than half of all our donations made are fresh fruit and vegetables, supporting the better health and nutrition for the over 300 local charities connected to our stores across Ireland.



## SDG 12 Responsible Consumption & Production

We are committed to working with our suppliers in reducing packaging and ensuring zero waste to landfill in our efforts towards the circular economy.



## SDG 3 Good Health and Well-being

We are the largest seller of fresh fruit in Ireland. Our market leading prices make healthy food more accessible. We consistently promote healthy meals for our customers and have committed to reducing salt and sugar content in our product range. Through our charity partner Jigsaw we are working to improve the mental health and well-being of young people across Ireland.



## SDG 13 Climate Action

We have reduced our Scope 1 & 2 carbon footprint by 80% in recent years (market-based). We prioritised understanding our carbon footprint across our value chain in 2018. The results of this work will help us build resilience into our supply chain and across our business.



## SDG 7 Affordable and Clean Energy

We are certified to ISO 50001 Energy Management System across all our operations helping us to continually improve energy performance along with sourcing 100% green electricity and adding solar panels to all suitable new stores.



## SDG 14 Life below Water

To maintain long-term fish stocks, we have developed comprehensive buying policies to support the principles of sustainable fishing and farming methods. We're committed to making sure that, no matter how our fish and seafood is sourced, whether farmed or caught wild, it comes from the most sustainable and well-managed fisheries and farms.



## SDG 8 Decent Work and Economic Growth

Committed to raising the economic capabilities of our food suppliers by offering a fair wage through certifications such as Fairtrade.



## SDG 15 Life on Land

The goal asks businesses to go beyond mere compliance of responsible sourcing. One example of this is Lidl's approach to pesticides, which ensures that our suppliers' fruit and vegetable residue levels may not contain more than one third of the maximum level permitted by law.



If you have any feedback, please contact us by email: [CSR@lidl.ie](mailto:CSR@lidl.ie)

To find out more about our **A Better Tomorrow** Sustainability Strategy please visit: [www.lidl.ie/CSR](http://www.lidl.ie/CSR)

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