

Lidl Ireland and Lidl Northern Ireland



Sustainability Report 2023/24



Foreword

from our Chief Executive Officer **Robert Ryan**¹



Since opening our first stores on the island of Ireland in 1999, Lidl has been committed to delivering the highest quality products at the lowest possible prices. Our values of Performance, Trust, Respect, Grounded and Belonging drive our success and are fundamental to what we stand for as an organisation. 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.

As an influential member of the business community and with a workforce of more than 7,000 employees, we take our responsibility for our people, our communities and our planet seriously. Our dedicated ‘**A Better Tomorrow**’ sustainability strategy is designed to protect our planet and is supported by five key pillars – Protecting Climate, Respecting Biodiversity, Conserving Resources, Promoting Health and Acting Fairly – each pillar is equally as important to us as a business and fundamental to embedding sustainability across our value chain. Transparency is important – which is why we are committed to openly and transparently reporting our progress on our sustainability strategy in our biennial GRI report.

Through our Lidl Responsibility Model (LRM) we build upon our strategy, monitor our impact and drive our progress across our entire value chain in line with our 2025, 2030 and 2050 commitments. At present, we welcome more than 2 million shoppers every week into our stores and work with 1,800 local suppliers and business partners, and thousands more right across our global supply chain. We understand we are at the interface of millions of stakeholder’s interactions and take this responsibility to be a positive influence on society and the environment seriously.

¹ GRI 2-22

continued/



At present, we welcome more than **2 million shoppers** every week into our stores and work with **1,800 local suppliers and business partners**, and thousands more right across our global supply chain.”

Our approach to stakeholder engagement is holistic. We raise environmental and social standards with producers, support local farmers through tailored action plans, empower customers to make sustainable purchasing choices, and invest more than €10 million in women’s sport within our communities - all to create positive, lasting impact for the greater good. Now more than ever, it is vital for organisations of our size to use our influence for the greater good and bring our stakeholders on the journey to A Better Tomorrow.





Highlights

2023 and 2024 included many milestones reached and targets achieved:

- We were delighted to reach the milestone of 6 million meals redistributed to food banks across the island through our longstanding partnership with FoodCloud.
- We concluded our charity partnerships with Jigsaw – the National Centre for Youth Mental Health and NSPCC Northern Ireland and raised more than €3 million and £1 million for these incredible causes.
- We were pleased to announce our new official charity partnerships with Family Carers Ireland and Age NI and have set ambitious fundraising targets for both charities over the next 3 years of partnership.
- We launched an industry-first Beef Sustainability Programme in partnership with Bord Bia and our beef supplier, Liffey Meats, designed to support local farmers to future-proof their farms.
- We continued to optimise our packaging to reduce plastic and saved almost 100 tonnes of plastic through our laundry pod plastic packaging reduction project over the past two years.
- We were named the Most Reputable Retailer and Most Sustainable Retailer in the Ireland RepTrak Study and RepTrak Sustainability Index in 2024, our highest ranking since the study began in 2000.
- We invested more than €19m in Ireland and £5.3m in Northern Ireland in pay rises for our employees – cementing our position as the employer of choice in the retail industry through competitive compensation and benefits packages.

Looking to the Future

As a global organisation, we are proud to underscore our commitment and intention through our Net Zero by 2050 target, as announced in late 2024. There is no doubt this is an ambitious target and one that will require significant collaboration, support and compromise with our stakeholders. However, as we look to the future, we remain more committed than ever to taking tangible actions to protect our planet. In a world that is getting more complex, and with many competing narratives and challenges, we must look to leaders to set strong intentions and commitments with the courage and willingness to see them through. I am proud to present our first sustainability report under my leadership since stepping into the role of Chief Executive Officer for Lidl Ireland and Northern Ireland, and on behalf of the organisation demonstrate our shared pledge to ensure we stay the course for 'A Better Tomorrow' in the years ahead, ensuring future generations can thrive.

Robert Ryan,
*Chief Executive Officer,
 Lidl Ireland and
 Lidl Northern Ireland*



6 million meals redistributed in partnership with FoodCloud

€3 million raised for Jigsaw

£1 million raised for NSPCC

Beef Sustainability Programme Launched

Employee pay rises of **€19 million** in Ireland and **£5.3 million** in Northern Ireland

Named **Most Reputable Retailer** and **Most Sustainable Retailer** by RepTrak®





Highlights



OFFICIAL RETAIL PARTNER

More than **€10 million** invested in our LGFA partnership since 2016



5th year in a row

NET ZERO
by 2050



£1 million donated to **NSPCC**
NORTHERN IRELAND

6 million meals donated




More than **10,000** children visited the Lidl Farm




First Irish retailer to reach **100 million** DRS returns

Launch of two new charity partnerships




partner

€3 million donated to



JIGSAW Young people's health in mind

NOW Group Retail Skills Academy partner

RepTrak™
Most Sustainable Retailer in RepTrak Sustainability Index 2024



Launch of Sustainable Beef Programme



Ireland chapter founders





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This Sustainability Report for Lidl Ireland GmbH and Lidl Northern Ireland Limited covers the financial year 2023 and 2024 (1st March 2023 to 28th February 2025). This report has been prepared in accordance with the GRI Sustainability Reporting Standards. This is the third GRI report (first report published September 2019) for Lidl Ireland and Lidl Northern Ireland and is reported biennially. The report summarises our strategic goals, activities and projects which have significant economic, social and environmental impact and which have been identified as material by our stakeholders. We produced this report to be transparent and to show how we are proactively contributing to a sustainable future. Assurance provider, Ernst & Young (EY) were also engaged to complete a limited assurance assessment against selected disclosures within this report.

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Introduction

Our Profile

Lidl Ireland and Northern Ireland

Lidl Ireland GmbH and Lidl Northern Ireland Limited are an indirect subsidiary of Lidl Stiftung & Co. KG with headquarters in Main Road, Tallaght, Dublin 24, Ireland. On the island of Ireland, Lidl operate more than 225 stores and 4 regional distribution centres. Overall, Lidl employs more than 6,500 people on the island of Ireland.

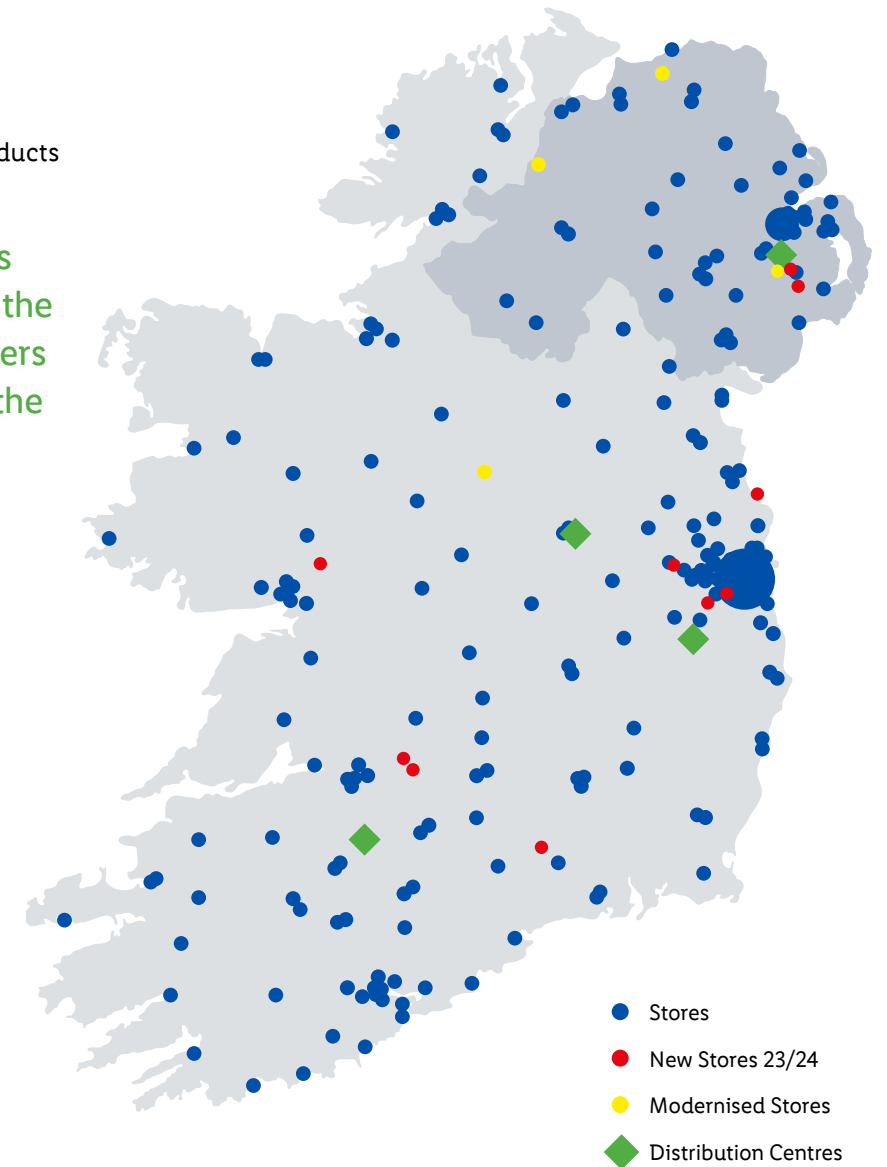
Lidl	Entry to Market	Head Office	Regional Distribution Centres	Stores	Employees
Ireland*	2000	1**	3	184	5,364
Northern Ireland	1999		1	43	1,350

Business Activities

Lidl’s 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 everyday product range is a curated, high quality assortment of between 3,000 - 4,000 products and more than 1,500 promotional products in any given week. Our range includes fresh fruit and vegetables, meat, poultry and fish, chiller and freezer items as well as near-food and non-food products such as cosmetics, clothing, small electrical devices.

As part of our range, we currently stock more than 180 organic products and more than 120 Fairtrade certified products.

Rooted in efficiency, Lidl’s lean, focused business model means we curate a bespoke range of only the highest quality products, simplifying our customers shopping experience and ensuring we can offer the best possible value on the market.





Schwarz Group ¹

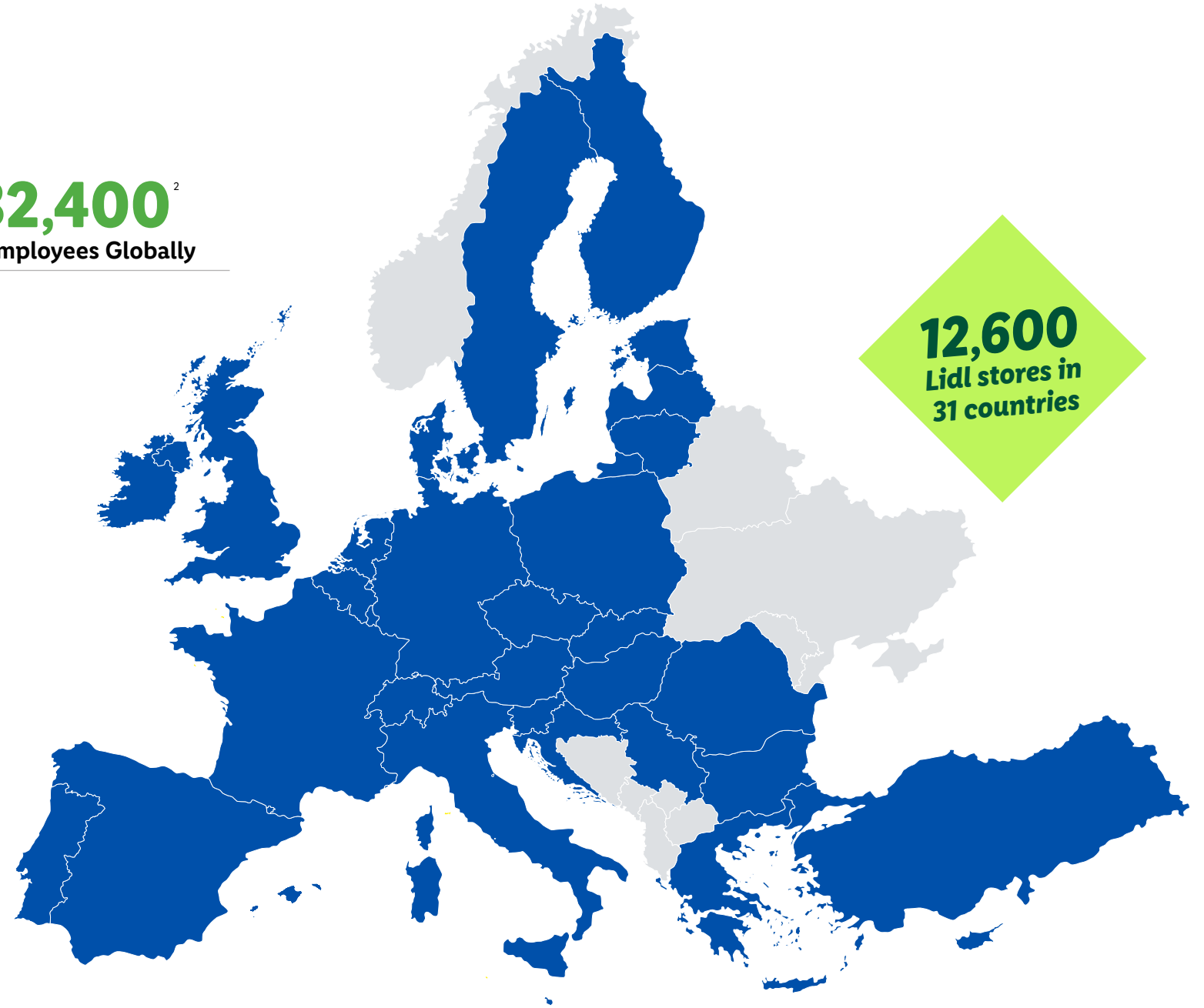
Lidl's is based in Neckarsulm, Germany and is a division of Schwarz Group, one of the leading food retailers in the world. Lidl currently operates more than 12,600 stores and more than 230 distribution centres in 31 countries. Lidl employs more than 382,400 people across multiple continents.

The companies of Schwarz Group, with business activities in 32 countries, together form one of the leading retail groups in the world. With about 14,200 stores and 595,000 employees, the companies jointly generated sales amounting to €175.4 billion in 2024 financial year. The companies of Schwarz Group cover the entire value cycle, from production and retail to recycling and digitalisation. Schwarz Group's retail divisions are Lidl and Kaufland.

Many private label products on Lidl's and Kaufland's shelves, ranging from ice cream to beverages, are produced by the companies of **Schwarz Produktion**. Special emphasis is placed on the use of sustainable raw materials as well as the manufacturing, use and recycling of environmentally friendly packaging.

The environmental service provider **PreZero** pursues the vision of closed loop recycling in waste and recycling management and helps contribute to a cleaner tomorrow. **Schwarz Corporate Solutions**, the corporate services division, provide administrative and operational services for all other companies of Schwarz Group.

382,400 ²
Lidl Employees Globally



¹ GRI 2-6 ² GRI 2-7





The value chain of Lidl Ireland and Northern Ireland

Lidl Ireland and Northern Ireland operate at the interface between producers and consumers. We have direct and indirect relationships with both our customers and a wide range of suppliers and producers in numerous supply chains.

Our upstream value creation activities occur in both the secondary and primary sectors. They extend to the cultivation and harvesting of agricultural primary products, the extraction of raw materials, livestock and fishing companies, forestry and manufacturing of near-food and non-food products.

The value chain extends from the processing of raw materials to the transportation of goods to logistics centres and stores. Our customer is the centre of our downstream value creation activities.

We are acutely aware that raw material production, the processing of agricultural primary products and the resulting production and transport processes all have environmental and social impacts. We take our responsibility as a member of the business community seriously and are committed to contributing to the improvement of environmental and social standards.

To achieve this, we work closely with our valued suppliers and business partners, we reduce our use of raw materials where possible and we are focussed on incorporating closed loop supply chains where possible. People are central to this commitment which is why we are hyperaware of ensuring people working in our supply chain have access to appropriate and acceptable living and working conditions in production countries.

At Lidl Ireland and Northern Ireland, we are committed to making a positive impact on our downstream activities. It's our goal to empower our shoppers to make sustainable, informed and healthy purchasing decisions. This means that we are continually reviewing our offering, and how this is communicated transparently to customers.



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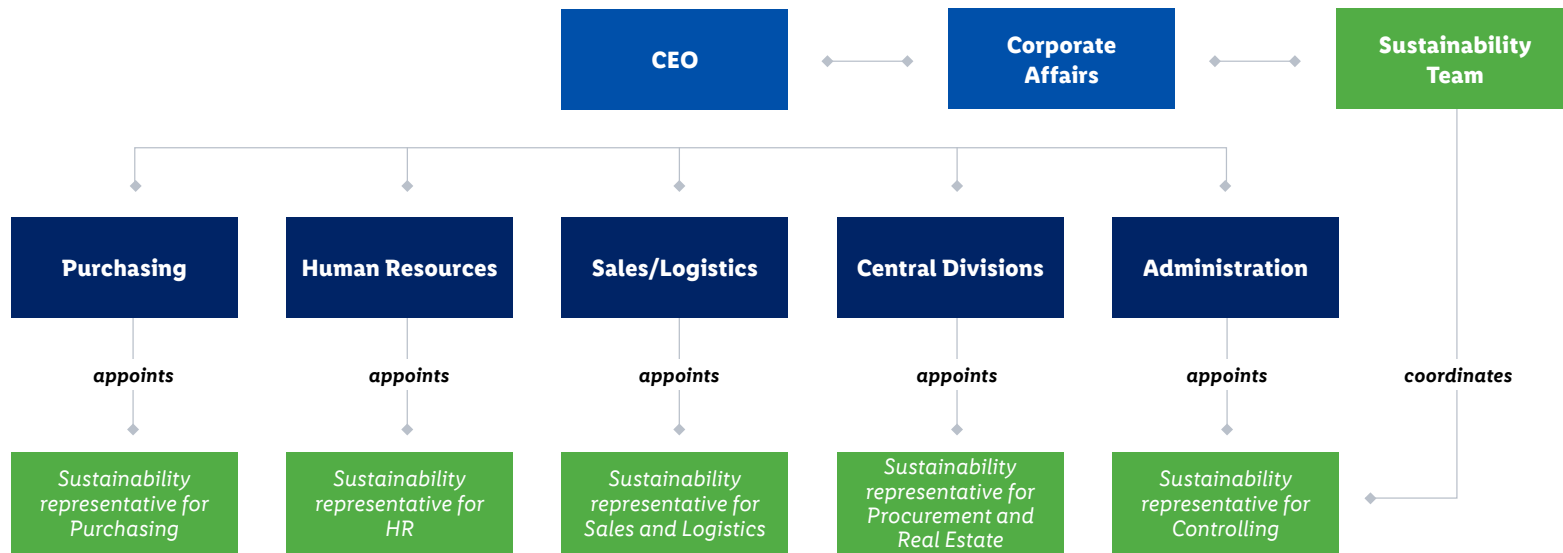


Sustainability Management

Lidl's sustainability strategy is developed and managed by our Corporate Affairs department and implemented by teams across our business functions. The Executive Board of Directors and CEO is ultimately responsible for this strategy. Lidl's Corporate Affairs team reports directly to the CEO who is involved in the continuous review and alignment of the sustainability strategy and reporting.

Lidl runs the operations of the sustainability strategy from each individual department in order to best suit the business model.

The Sustainability team is supported by business area sustainability experts who work closely together to ensure sustainable initiatives and projects are embedded right across all business activities. Sustainability projects, initiatives, KPIs and targets are developed within this group and brought to the Executive Board for review and approval, which in turn decides the strategic direction of the long term sustainability strategy.



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Policy Commitments

As a company, we are responsible for avoiding or reducing any negative impacts of our business activities on the environment and society in advance where possible. At Lidl Ireland and Northern Ireland, the principle from the Rio de Janeiro Declaration of the United Nations Conference on Environment and Development (UNCED) is reflected in our corporate principles as well as in the code of conduct for business partners (CoC) and is an integral part of corporate governance for the companies of Schwarz Group.

Lidl rejects any form of violations against human and labour rights as stipulated in the Code of Conduct. The focus in this respect is on workplace-related human rights. The aim of these rights is to protect people from adverse effects during employment. Workplace-related human rights include the ban on child and forced labour as well as discrimination, adequate remuneration, the protection of freedom of association and occupational safety.

Our Code of Conduct forms an integral part of corporate governance for Lidl Ireland and Northern Ireland. The failure to observe employee rights or fundamental human rights in any form is illegal and will not be tolerated at Lidl. Compliance with these social responsibility requirements at Lidl Ireland and Northern Ireland is confirmed at regular intervals by independent auditing firms. As a precautionary measure, we require our nationally negotiated 'high-risk' category suppliers of our private label products to conduct an annual SMETA audit on their sites and share their results with us. High risk categories are determined by our partner Sedex.

Our **Code of Conduct** sets out our basic principles governing cooperation with our suppliers and has been part of our supplier negotiations for many years. This aims to ensure our suppliers commitment to these principles and standards.

The Code of Conduct contains clear regulations on topics, such as child and forced labour, wages and working hours and fair treatment and anti-discrimination.

These are based on the following international standards:

- Principles of the UN Global Compact
- UN Convention on the Rights of the Child
- UN Convention on the Elimination of All Forms of Discrimination against Women
- International Bill of Human Rights
- UN Guiding Principles on Business and Human Rights
- OECD Guidelines for Multinational Enterprises
- International Labour Core Labour Standards Organization (ILO)
- Minamata Convention
- Stockholm Convention
- Basel Convention



GRI 2-23

GRI 2-24





Embedding Policy Commitments

We integrate the corporate due diligence principles in company-wide processes. We work towards partnership-based and legally compliant behaviour with our suppliers and, in particular, demand compliance with human rights and environmental standards.

Our suppliers have an obligation to appropriately address the regulations of our Code of Conduct for Business Partners of Schwarz Group companies along the supply chain and to enforce them against their own contractual partners through suitable contractual regulations.

Furthermore, we have developed a human rights strategy in our Commercial business area, the business area that owns the largest number of partner relationships, that defines clear principles, objectives, standards and responsibilities for the protection of human rights.

We also use various measures to inform and educate our employees about the principles that apply at Lidl. For example, this includes a manual for our Commercial team which translates human rights principles to concrete measures and goals.

At Lidl, integrity is a core element of how we manage our business. The actions of Lidl and its employees are therefore guided by the principle: **“We comply with applicable law and internal guidelines”**. This central corporate principle is binding for all Lidl employees. Lidl attaches great importance to compliance with laws and regulations and sees it as its social responsibility to act with integrity. Lidl and its management are therefore expressly committed to complying with and safeguarding this corporate principle.

We see it as our social responsibility to act with integrity.



GRI 2-23

GRI 2-24





Materiality Assessment^{1,2}

We cover 17 topics in this report to give a complete overview of our value chain and its impact. Each topic addresses the significant impact that the business activities of Lidl Ireland and Northern Ireland have on people, the environment, and society. Topics also deal with the greatest business-related opportunities and risks for Lidl. Accordingly, they are within The Company’s materiality threshold and form the basis for this report. All the above topics are discussed in this report with particular emphasis and detail provided on the topics identified as the most material. Material topics are discussed in relation to the Lidl Responsibility Model and ‘A Better Tomorrow’ pillars.

The 17 sustainability topics were assessed in two ways:

1. Impact Relevance:

Lidl’s positive and negative impacts on people, the environment and society were considered (inside-out perspective).

2. Business Relevance:

The impact of sustainability topics on Lidl’s business success (outside-in perspective).

The Lidl materiality analysis is updated every two years as part of sustainability reporting.

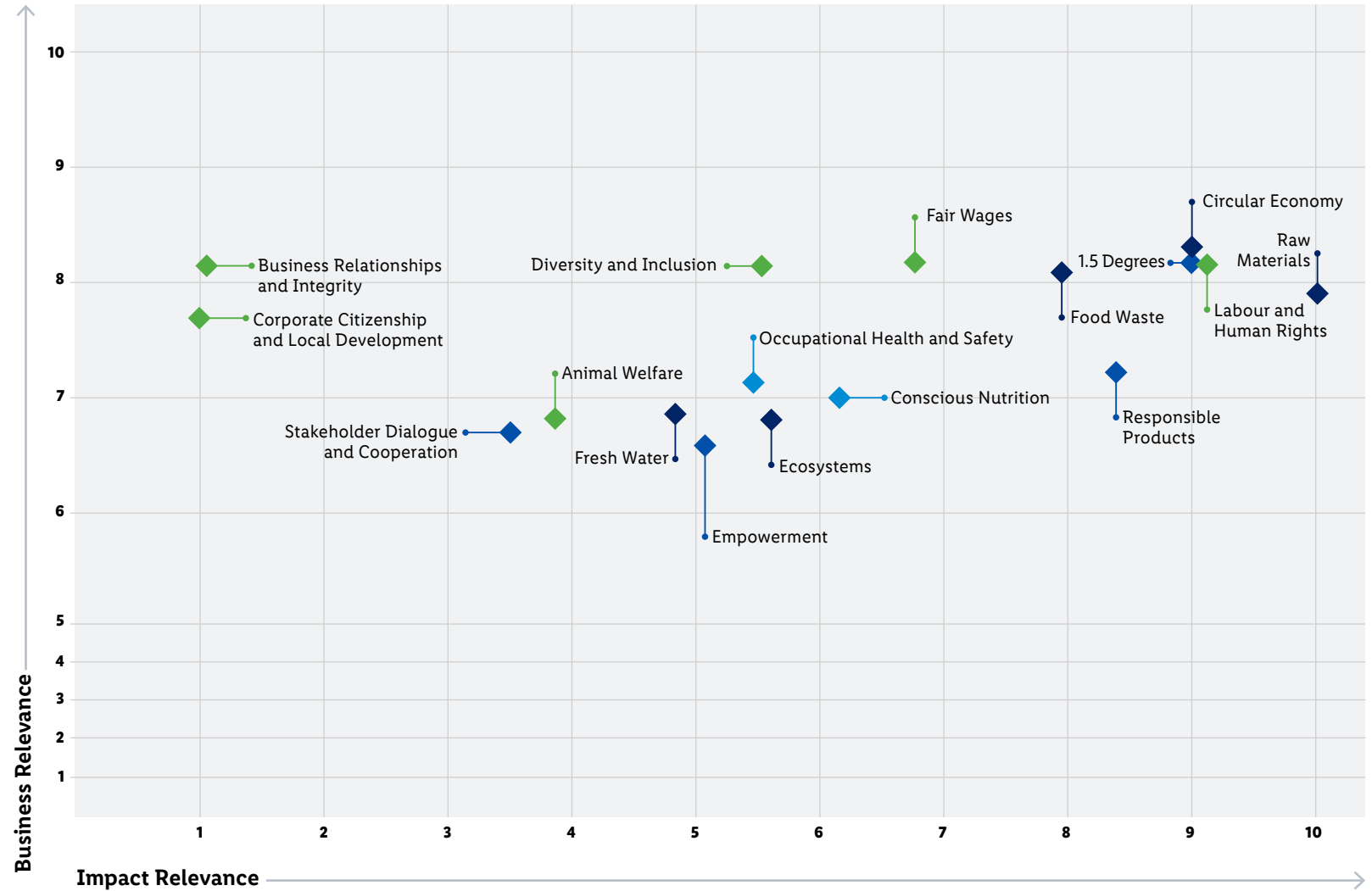


Figure 1: Materiality matrix displaying all LRM topics and their position relative to the degree of stakeholder interest and potential business impact. Together, the results represent the topics identified as most material for Lidl Ireland and Lidl Northern Ireland.

1 GRI 3-1 2 GRI 3-1



2024 Materiality Assessment	Business Relevance	Impact Relevance
1.5 Degrees	8.2	9.0
Ecosystems	6.8	5.6
Fresh Water	6.9	4.8
Raw Materials	7.9	10.0
Circular Economy	8.3	9.0
Food Waste	8.1	7.9
Animal Welfare	6.8	3.7
Labour and Human Rights	8.1	9.2
Fair Wages	8.2	6.7
Diversity and Inclusion	8.1	5.5
Business Relationships and Integrity	8.2	1.1
Corporate Citizenship and Local Development	7.7	1.0
Conscious Nutrition	7.0	6.2
Occupational Health and Safety	7.1	5.4
Empowerment	6.6	5.1
Stakeholder Dialogue and Cooperation	6.7	3.5
Responsible Products	7.3	8.4

Materiality Analysis^{1,2}

In 2022, Lidl revised the process for determining its material sustainability topics. This allows us to take account of new and amended regulatory requirements, including the updated materiality definition of the GRI Standards 2021. Our new approach also anticipates the issue of double materiality as defined in the **European Corporate Sustainability Reporting Directive**. The basis for this process is the updated Lidl Responsibility Model 2.0, which covers a total of 17 sustainability topics, as stated above. The analysis is carried out in three steps:

1. An international survey by Lidl

A survey was conducted across all countries to assess impact relevance. This involved exposure analysis and expert interviews, as well as country-specific workshops to evaluate business relevance. The results were then validated and consolidated into a country-specific materiality matrix.

When selecting the experts, the different markets in the countries were considered, as well as the variety of issues involved in sustainability. The interviews were prepared, conducted and assessed by an external partner.

The combination of exposure analysis and expert interviews produced the impact relevance values for the 17 Sustainability topics, which as represented on the x-axis of the materiality matrix (Figure 1).

2. Business relevance to Lidl

Lidl shared an internal survey with sustainability leaders and business directors to assess the business relevance.

The task was to assess the 17 sustainability topics in the Lidl Responsibility Model, identifying their business-related opportunities and risks. Following this assessment, the results were agreed upon, and the data was used to populate the y-axis of the materiality matrix. The Executive Board then validated the findings, which ultimately determined the business relevance shown in the matrix (Figure 1).

Circular Economy remains the most material topic from a business relevance point of view, with **Fair Wages**, **1.5 Degrees** and **Business Relationships and Integrity** coming a joint second.

We saw the biggest increase in materiality from **Conscious Nutrition**, 6 points higher than in 2022. Both **Animal Welfare** and **Stakeholder Dialogue and Cooperation** increasing by 4.8 and 4.7 points respectively.

Nearly all topics were higher this year than in 2022. This highlights the continued importance of these topics and the increasing interest from the business in the remaining topics.

3. Uniting both dimensions of the analysis

The final double materiality results show that the sustainability topics **Raw Materials**, **Circular Economy** and **Labour and Human Rights** are the top 3 most material topics for Lidl Ireland and Northern Ireland. This is slightly different to 2022, where Circular Economy, Labour and Human Rights, Raw Materials 1.5 Degrees (shared 3rd place) were the top 3 most material topics.

1 GRI 3-1 2 GRI 3-2





Stakeholders and Membership Associations¹

The continuous exchange of information with our internal and external stakeholder groups - such as customers, non-government organisations (NGOs), political authorities, suppliers, financial stakeholders, and other business partners as well as employees or the media - is a material part of Lidl Ireland and Northern Ireland’s sustainability strategy. Monitoring legislation, talking to political stakeholders, and working with associations to shape public opinion in the sector is an integral part of our work. Our ultimate aim is to be able to transfer legal requirements into operational practice as quickly and smoothly as possible and to work with suppliers to identify topics early on.

Lidl Ireland is a member in various associations, organisations and initiatives:

- Repak
- Business In The Community
- Origin Green
- All-Ireland Pollinator Plan

Lidl Northern Ireland is a member in various associations, organisations, and initiatives:

- Business In The Community Northern Ireland
- All-Ireland Pollinator Plan



Lidl Ireland and Northern Ireland is also represented in the following international associations, organisations and initiatives through Lidl International:

- ACT - Action, Collaboration, Transformation
- Alliance for Water Stewardship
- Amfori Business Social Compliance Initiative (BSCI)
- Partnership for Sustainable Textiles
- Danube Soya
- Econsense
- Ethical Tea Partnership
- Ethical Trade Initiative
- EUROOPEN
- Food for Biodiversity
- Forest Stewardship Council (FSC)
- German initiative on sustainable cocoa
- Fur Free Retailer
- GLOBAL Good Agricultural Practices (G.A.P.), GLOBAL Good Agricultural Practices (G.A.P.) GRASP Technical Committee
- ILO Better Work
- Initiative for Sustainable Agricultural Supply Chains (INA)
- International ACCORD
- International Network of Leading Executives Advancing Diversity (LEAD)
- Leather Working Group
- Round Table on Responsible Soy (RTRS)
- Roundtable on Sustainable Palm Oil (RSPO)
- RMG Sustainability Council (RSC) Bangladesh
- Sustainable Nut Initiative
- Sustainable Rice Platform (SRP)
- World Banana Forum

As companies of Schwarz Group, Lidl Ireland and Northern Ireland is a member of the following institutions:

- Ellen MacArthur Foundation
- UN Global Compact

At the beginning of 2020, the companies of Schwarz Group joined the United Nations Global Compact (UNGC), the world’s largest and most important initiative for responsible corporate governance and commit themselves to the ten universal principles of the UNGC in the areas of human rights, labour, environment, and anti-corruption. A global framework is provided for the companies’ extensive commitment to sustainability, which has grown over the years.
- Science Based Target Initiative

Lidl Ireland and Northern Ireland also works with the following partner organisations:

- Aquaculture Stewardship Council
- Compassion in World Farming
- Cotton made in Africa (CmiA)
- Downpass
- Rainforest Alliance
- Marine Stewardship Council
- Oxfam
- Save the Children

Lidl Northern Ireland and WWF Partnership

In 2024, we launched an international partnership with WWF (World Wide Fund for Nature). With the support of WWF, we want to provide our customers worldwide with more sustainable choices in the future. Working together over the next four years, we will pursue ambitious sustainability targets encompassing the entire value chain. Find out more [here](#).

¹ GRI 2-28 GRI 2-29





Our Colleagues¹

Lidl's employees make a significant contribution to the overall success of the company and their engagement on Lidl's sustainability strategy is paramount to its implementation and management.

Employee engagement

- We engage employees through various two-way internal communication channels, including our employee app, intranet, posters, focus groups, workshops, and our 'Weekly Business Letter' (WBL).
- Our 'Ideas Hub' platform gives employees the opportunity to submit their suggestions to the business. All ideas are reviewed, and prizes are awarded to those that are successfully implemented.
- We use an employee feedback app, Wrky, to run various employee surveys throughout the year which enables colleagues to provide valued feedback on their working experience at Lidl. This feedback covers topics such as Communication, Leadership, Workload and Wellbeing. Line managers receive feedback packs and are supported by our HR team to conduct workshop groups and action plans that enables Lidl to make improvements and adjustments as needed.

6,714+
colleagues driving
our business
forward

1 GRI 2-7 2 GRI 2-29

Our Suppliers

Our suppliers are crucial to the success of our company. Through long-term and strategic contracts, a greater value is generated.

Supplier engagement²

- We provide long-term contracts, fair prices and transparent commercial agreements to provide business security to our partners.
- The Buying, Quality, Packaging and Responsible Sourcing teams work closely with suppliers on a daily basis, developing products and ensuring customers' needs are met.
- We also host an Annual Supplier Event and Sustainability Summit where we invite our most strategic suppliers to attend a series of panels and workshops designed to educate and support producers on their journey to be more sustainable businesses.
- Through dedicated training, we engage with our suppliers to prevent modern slavery and human trafficking in our business operations and supply chain. This is reported through our Modern Slavery Statement. Lidl enforces consistent, rigorous standards to protect workers and implements human rights due diligence, in line with the UN Guiding Principles, to ensure we systematically monitor and address human rights violations.
- Lidl's dedicated Kickstart Supplier Development Programme is designed to support small and medium sized producers' pathway to success by offering them various supports to get their businesses off the ground and give them the opportunity to supply 200+ Lidl stores across the island of Ireland.



KICKSTART
PROUD TO BE LOCAL





Our Customers

We believe in providing access to affordable, high-quality, nutritious food to everyone. We recognise that effective communication with customers can help to foster good relationships and improve loyalty and trust in our brand. Customer satisfaction is at the heart of everything we do.

Customer engagement

- We regularly engage with customers through our website, leaflets, social media and traditional media channels. We value customer feedback from various channels and surveys and utilise this to shape our overall strategy. This can take various forms, depending on these insights i.e. policy development, product and store development and awareness measures. Outside of our materiality assessment, we commission research to investigate customer perception and understanding of our sustainability initiatives.



Our Communities

We are committed to strengthening the connection and support provided to local communities across the island of Ireland.

By understanding and respecting the communities surrounding our stores and distribution centres, we can support them and build trust with our valued customers and colleagues.

Community engagement

- Lidl has a presence in more than 225 communities across the island of Ireland.
- We understand the importance of giving back to these communities and using our resources, reach and investment to contribute to the greater good. In 2024, we launched two new official charity partnerships with Age NI and Family Carers Ireland. We also have a longstanding partnership with our food donation partner, FoodCloud.
- We engage with local councils and community groups through formal and informal contact. For example, we communicate directly through our store colleagues, community initiatives and commissioned feedback forums.



GRI 2-29





Protecting climate

Climate change is one of the biggest societal challenges of our time. It impacts every area of our lives and our operations.





Protecting Climate

Our Progress

Category	Target	Target Year	Target Status
Climate	46% reduction in our scope 1 & 2 emissions by 2030	2030	●
	We will work with suppliers covering 70% of product-related emissions to set Science Based Targets by 2026	2026	●
Energy	Install Solar PV in 100 stores by 2025	2025	●
	Use natural refrigerants for product cooling in 90% of our regional distribution centres and in 40% of stores by 2023	2023	●
Transport	Increase trucks in our fleet with alternative fuels to 30% by 2025	2025	●
	100% electric or hybrid company cars in fleet by 2030	2030	●
	Employee charging network to be rolled out to all stores, regional distribution centres, and Head Office by the end 2023	2023	●
Climate	Reach Net Zero by 2050	2050	●
	Achieve a 42.4% reduction in emissions in agriculture and forestry (including land use)	2034	●
	Achieve a 35% reduction in emissions in the area of energy and industry	2034	●

● Achieved ● On Track ● Not Achieved

According to the World Economic Forum’s Global Risk Report 2024, climate change is one of the biggest societal challenges of our time. It impacts every area of our lives and of our operations. As a leading retailer with more than 225 stores across the island of Ireland, Lidl recognises the influence and impact of our operations. The nature of our business means that our resource requirements contribute to global emissions and to our total operational emissions and subsequent overall carbon footprint.

What is our carbon footprint?

A carbon footprint is the total amount of **greenhouse gas (GHG) emissions** attributable to our business. Climate change is accelerating and increasing the loss of biodiversity, altering our ecosystems and causing more extreme weather events. This has far-reaching social and environmental consequences, including for our own business model as a food retailer.

For example, the lack of availability of raw materials leads to higher commodity prices for items like cocoa, coffee, oranges and olive oil, to name a few. We’ve seen how extreme weather events can directly impact our communities. Rising sea levels and coastal erosion cause habitats to disappear which has major impacts on people, plants and animals. The warming and acidification of our oceans threaten marine life and food security.





Environmental destruction and climate change impact human rights worldwide. According to the World Health Organization (WHO), around **12.6 million deaths per year are attributable to avoidable environmental risk factors**. Social inequalities are worsening, and the impact of climate change disproportionately affects developing countries. This forces millions to flee their homes, fuelling social tensions and intensifying humanitarian crises globally.

Carbon Emissions

As part of Schwarz Group, Lidl Ireland and Northern Ireland aim to keep our own contribution to climate change as low as possible and steadily minimise greenhouse gas emissions. To achieve this, the companies of Schwarz Group are committed to the following principles:

- 1 Prevent the generation of greenhouse gas emissions wherever possible
- 2 Reduce those greenhouse gas emissions which are unavoidable



Net Zero To Climate Hero

In September 2024, the companies of Schwarz Group submitted an official Net-Zero commitment to the Science Based Target Initiative (SBTi). Net Zero is a long-term vision for Lidl and requires a clear strategic direction. As part of the the new and updated climate targets, Lidl has set the goal of reducing operational greenhouse gas emissions (Scope 1 and 2) by 70% by 2030.

By 2034, Lidl wants to reduce greenhouse gas emissions in agriculture, forestry and other land use by 42.4%, and by 35% in the energy and industrial sectors.

We encourage suppliers who are responsible for 75% of product-related emissions to set their own climate targets in accordance with the SBTi criteria by 2026.

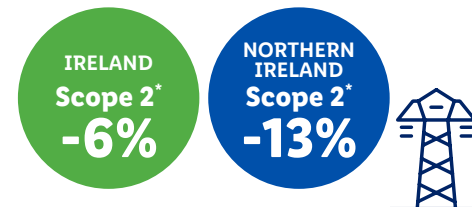
Carbon Emissions 2023/24

Change from baseline year (2019)

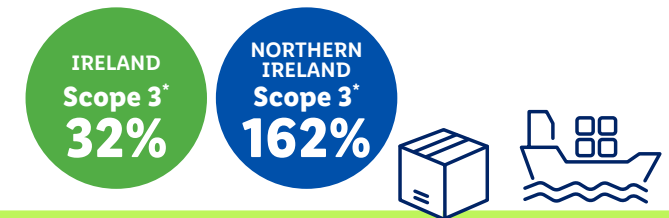


Operational GHG Emissions such as refrigeration and transport.

*Scope 1 and Scope 2 are location based



Indirect GHG Emissions such as from the procurement of generated energy or electricity.



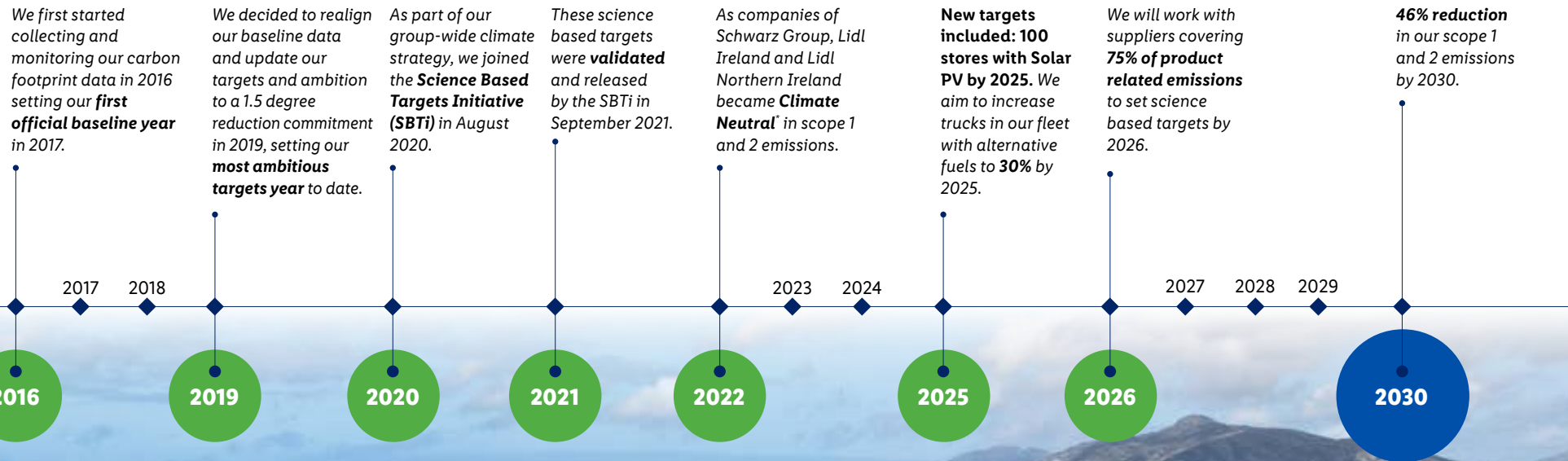
Indirect GHG Emissions from all sources outside of our operational Scope 1 and 2 boundary such as purchased goods.



1.5 Degrees

At Lidl, we are aligned to the carbon reduction targets as set out by the **Paris Climate Protection Agreement**. This recommends a global framework to limit global warming to 1.5 degrees.

Our climate strategy extends across our value chain, from energy efficiency measures to engaging our suppliers to align with Science Based Targets.



GRI 305-5

Our Key Climate Targets

- 70%** • **Reduced Operational Emissions**
 The companies of Schwarz Group will reduce operational greenhouse gas emissions (scope 1 and 2) by **70% by 2030** compared to 2019 levels
- 2034** • **Reduced Scope 3 Emissions**
 Reduce scope 3 emissions in Agriculture and Forestry as well as emissions from land use change by **42.4% by 2034**. Over the same period we aim to reduce emissions in the energy and industry sector **by 35%**
*compared to 2022 levels
- 46%** • **Operational CO₂ Emissions**
 Lidl Ireland and Northern Ireland aim to cut operational greenhouse gas emissions by **46% by 2030** compared to 2019 levels
- 2026** • **Product-related Emissions**
 Collaborate with suppliers covering **75% of product-related emissions** to set Science Based Targets **by 2026**





Carbon Footprint Breakdown

Ireland	Emissions (tCO2e)			Change from Baseline Year
	2019 (Baseline Year)	2023	2024	
SCOPE				%
Scope 1	13,394.02	8,756.50	7,261.38	-46%
Scope 2 (location-based)	25,920.76	32,379.44	32,299.96	25%
Scope 2 (market-based)	-	-	-	NA
Scope 3	1,867,169.28	2,207,880.32	2,462,349.58	32%
Total Emissions (location-based)	1,906,484.06	2,249,016.26	2,501,910.92	31%
Total Emissions (market-based)	1,880,563.30	2,216,636.82	2,469,610.96	31%

Northern Ireland	Emissions (tCO2e)			Change from Baseline Year
	2019 (Baseline Year)	2023	2024	
SCOPE				%
Scope 1	2,170.51	2,774.00	1,904.39	-12%
Scope 2 (location-based)	5,179.59	4,177.00	7,145.22	38%
Scope 2 (market-based)	-	-	-	NA
Scope 3	352,204.08	567,944.14	922,411.86	162%
Total Emissions (location-based)	359,554.18	547,895.14	931,461.48	159%
Total Emissions (market-based)	354,374.59	570,718.14	924,316.26	161%

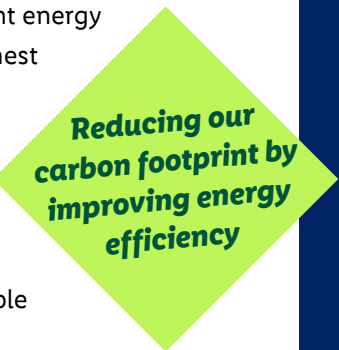
Operational Energy Management

Our Lidl Energy Management Programme aims to reduce our carbon footprint by improving energy efficiency.

We are committed to lowering energy usage through strategic management systems and renewable innovations. Regular reviews ensure we meet ambitious energy goals. As part of our ISO 50001 certified energy management system, we've prepared an effective action plan that contains numerous energy efficiency measures.

We're proud to say that Lidl Ireland and Northern Ireland are supplied by 100% green electricity since 2017.* In addition to this, LED lighting has been installed in all our stores. Solar panels have also been installed in 98 stores as well as two distribution centres and Dublin Head Office.

Protecting the climate also means protecting our business. Everything we do has an impact and that's why we are focusing on efficient energy consumption. For new buildings, we implement the highest energy-efficient standard achievable before a block is laid, in terms of construction and equipment. We are continuously improving the energy efficiency of our existing property portfolio through modernisation and the upgrading of technical equipment. In essence, this means we are increasing the proportion of sustainable buildings in our real estate portfolio.



* Excluding any purchase agreements that Lidl cannot influence, such as those for individual leased properties with a binding electricity procurement clause. For more information, please visit www.gruenstrom.schwarz



100% Green Electricity across all our operations

Energy Management Dashboard

LED Lighting in all stores and distribution centres

ISO 50001 Certified Energy Management System (EnMS) across all our operations

Heat Pumps being installed in all new stores

Refrigerants with lower global warming potential

BER A1 / EPC A rating in all new stores

82 stores with EV chargers across Ireland and Northern Ireland





Building Certifications

We are committed to minimising the impact we have on the environment in our construction work by using more eco-friendly and low-pollution building materials.

Some of our stores, distribution centres and office buildings have already been constructed using eco-friendly materials. This applies especially to wooden roof supports, as well as recyclable building materials and elements. For example, low carbon concrete and facade panels.

We are constantly improving the energy efficiency of our property portfolio

Solar Panels installed as standard

Sustainably Sourced wooden roof beams

ISO 50001 Energy Management certified

High Efficiency Glazing

LED Lighting

Refrigerants with less global warming potential

BER A1 / EPC A rated stores*

Edge Certification for all stores



*Building Energy Rating (BER) of A rating for new stores representing high energy-efficiency



“

At Lidl, we look at all aspects of the store construction and operation to see where there are opportunities to make it more sustainable and efficient, so it’s better for the environment and enables us to consistently deliver the lowest prices to our customers.

Our solar PV system reached the significant milestone of generating over 9 million kilowatt hours over the course of a year - that’s enough to power **2,200 homes** for that full year.

Kevin O’Kane, Senior Energy Manager, Lidl Ireland and Northern Ireland





Lidl Sustainable Beef Programme

We officially launched The Lidl Sustainable Beef Programme in May 2024. Developed in partnership with Lidl’s beef supplier Liffey Meats, Bord Bia and more than 20 beef farmers from across Ireland, we work together to implement innovative sustainable farming practices to reduce carbon emissions associated with beef farming. Ongoing support is offered to the farmers, resulting in informed implementation of on-farm actions. Our collective goal is to reduce greenhouse gas emissions, improve water quality and biodiversity, and contribute to better animal welfare.



Supplier Engagement Programme

We launched our Supplier Engagement Programme in 2020 to help suppliers reduce environmental impact, improve resource efficiency, and enhance sustainable sourcing.

As well as supporting the majority of suppliers, we also work closely with eleven key strategic partners. Together we set ambitious targets and support their work towards reducing their environmental and social impact, fostering sustainable business growth.

The programme is built on five pillars: **Climate, Biodiversity, Circular Economy, Ethical Trade** and **Water**. We support suppliers with workshops, on-site experts, and resources, while providing regular feedback and insights.



“

Participating in the Lidl Supplier Engagement Programme has been a valuable experience for Sean Loughnanes Galway Ltd.

The programme has provided clear guidance, practical resources, and constructive dialogue that have helped us strengthen our sustainability practices and set more ambitious targets.

We appreciate Lidl’s commitment to working collaboratively with suppliers to drive meaningful improvements across the supply chain. This partnership has supported us in progressing towards our environmental and social goals while creating long-term value for our business and our stakeholders.”

Cyril Brody, Operations Manager,
Sean Loughnanes Galway Ltd





Sustainable Transport

To future proof our transport network, we've developed a logistics and procurement strategy that is rooted in efficiency and sustainability.

Just in Time

This efficient operating model ensures no trucks travel half full or empty, enabling efficient vehicle utilisation and reduced fuel consumption, and minimising our carbon emissions.

Back-Hauling Materials

Delivery vehicles back-haul materials to our distribution centres for recycling purposes making sure no journey is wasted.

Alternative Fuels

We have incorporated alternative fuels such as hydrotreated vegetable oil (HVO), biomethane and electric into our fleet. HVO reduces emissions by 90% per trip by using 100% renewable fuel produced by the hydrotreatment of vegetable oil. We aim to increase trucks in our fleet with alternative fuels to 30% by 2025.

Our Customer and Employee Journeys

We're passionate about supporting our customers and employees in making environmentally friendly journeys to our stores.

Customer EV Chargers

We're happy to say that these are now available at 82 stores across the island of Ireland.

Electric Vehicles

We offer both electric and hybrid car models across our fleet with a commitment to have 100% electric or hybrid cars by 2030.

Employee Electric Charging Network

To support our employees in this transition, we have also committed to rolling out an employee vehicle charging networking consisting of over 300 charging stations.

We're committed to 100% electric or hybrid cars in our fleet by 2030





Conserving resources

Lidl's operations impact on energy and water usage and generate waste. Our goal is to drive efficiency and reduce that waste in every aspect of our business, conserving resources and reducing our environmental footprint in support of a more sustainable food system.



Conserving Resources

Our Progress

● Achieved
 ● On Track
 ● Not Achieved

Category	Target	Target Year	Target Status
Plastics & Packaging	100% of own-brand packaging will achieve maximum recyclability	2025	●
	50% of our own-brand packaging will be made of recycled content by 2025	2025	●
	30% less plastic in our own-brand packaging	2025	●
	25% of our own-brand plastic packaging will be made of recycled content by 2025	2025	●
Waste	Attain DIN accreditation for waste management*	2024	●
Food Waste	Redistribute over 6 million meals by FY25	2025	●
	50% food waste reduction based on a 2018 baseline, per sales	2030	●
Deforestation free supply chains	Sourcing certified priority products and raw materials for our: <ul style="list-style-type: none"> Coffee, Cocoa, Soy (products and animal-feed), Tea, Palm Oil, Cellulose (paper/wood), Orange Juice, Nuts Accepted certifications: Organic, Rainforest Alliance, RSPO, FSC, PEFC (in exceptions), Donau Soya Conducting annual cellulose, soy and palm oil-mappings Implementing country-specific risk-based sourcing certification targets for fruit and vegetables 	2025	●
We are committed to sourcing our key raw materials more sustainably	Sourcing certified priority products and raw materials: <ul style="list-style-type: none"> Coffee, Cocoa, Nuts, Rice, Orange Juice, Fruit & Veg, Plants & Flowers, Fish, Crustaceans & Tuna, Textiles Accepted certifications: Organic, Fairtrade, Global GLOBAL G.A.P. Grasp module (producer certification), MSC, ASC, BAP 4-star only accepted, Sourced from a Fishery Improvement Project (FIP), Aquaculture Improvement Project (AIP), Global Organic Textile Standard (GOTS) For more information see our Position Paper on the Sustainable Sourcing of Raw Materials .	2025	●

*Target year was moved to 2025.

Our Challenge

For decades, global resource consumption has exceeded the planet's natural renewal capacity. This trend, coupled with rising waste from increased consumption and packaging, directly impacts the environment in Ireland and Northern Ireland. Raw material extraction and processing accelerate climate change and reduce the availability of clean water. As a major retailer, Lidl's business activities are inextricably linked to use of resources like plastic or paper.

There are two main challenges in relation to our planet's resources - the overconsumption of resources by humans and the increasing amount of waste.





Our Solution

Lidl is committed to transitioning towards a circular economy to minimise resource use and waste. A circular economy maintains the value of products through design, durability and repair, and then by reusing constituent components at the end of a product’s life. PreZero, part of Schwarz Group, closes loops through waste and recycling management. We collaborate with the environmental service provider at certain sites and through projects to close our loops, such as recycling.

Road to Zero Waste

Lidl is committed to zero waste to landfill, enhancing waste segregation and reducing plastic use by increasing recycled content and using sustainable alternatives wherever possible. We prioritise waste management by better understanding product consumption, optimising design for quality and recyclability and collaborating with experts to improve efficiency.

We have built an efficient waste management system to ensure we use resources responsibly. We segregate materials where we cannot reduce them so the materials can be reused or recycled. We ensure we’re building waste management systems with circularity in mind because we believe that waste is simply recyclable material in the wrong place.

Recycled Content

Further increases in recycled content pose a risk of being found non-compliant with updated EU regulations on food safety of recycled plastic materials and articles intended to come into contact with food. In line with these updated regulations, we are adjusting this target. We align this with

GRI 3-3 GRI 306-1 GRI 306-2

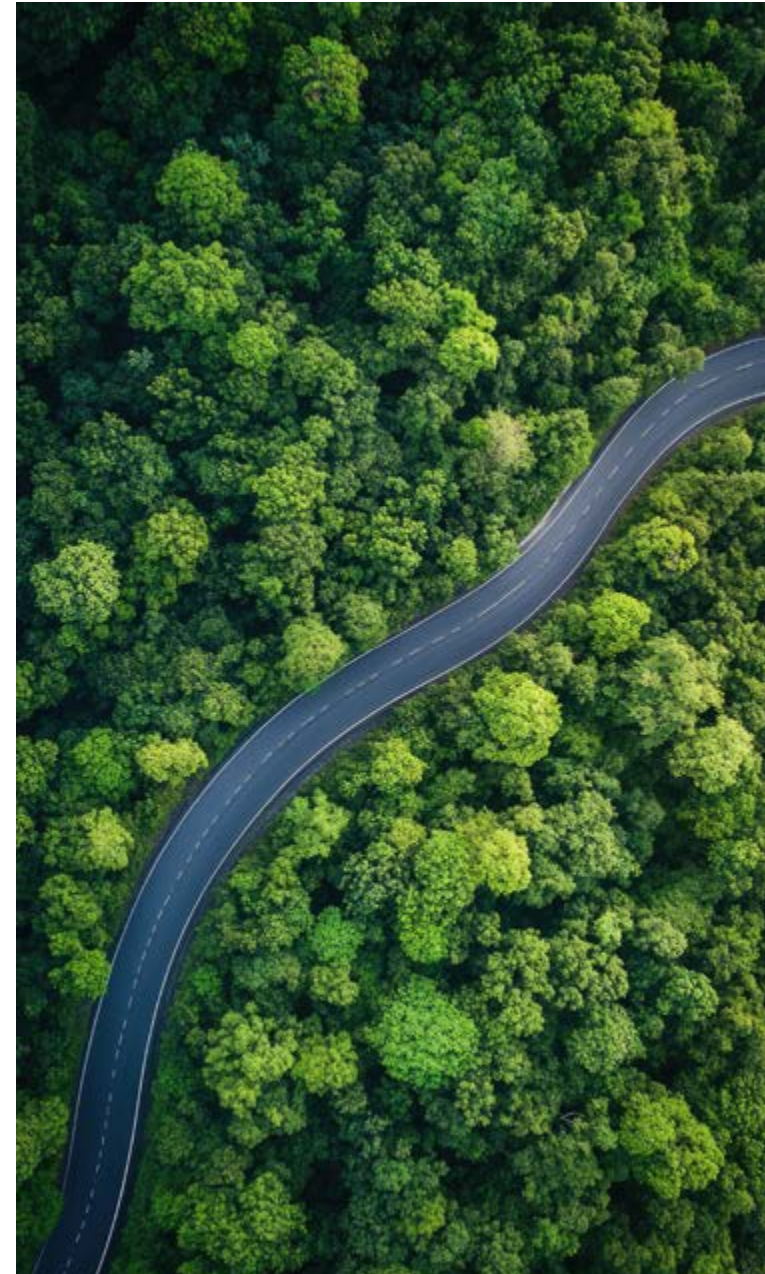
our international target of 25% to assure the non-negotiable safety of our consumers while assuring we maintain our ambition towards more sustainable packaging solutions.

The Road to Success

We aim to build our waste system to be independently certified to third party certification, DIN SPEC 91436 standards, ensuring transparency and accountability. Through our Road to Zero Waste program, we’re protecting resources and advancing our ecological vision. Reducing waste is vital for our planet and our business.

Lidl is committed to reuse, recycle, ferment or compost at least 95% of our waste. DIN SPEC 91436 “Road to Zero Waste” accreditation process has commenced for Lidl Ireland and Northern Ireland.

Waste is simply recyclable material in the wrong place



Full Circle

Our Logistics team is responsible for the flow of recyclable materials. We're proud to say the team has also delivered the following initiatives, based on more circular thinking.

Wood

Waste wood from our non-food products, as well as any waste wood from our distribution centres, is converted into compressed fire logs that are then sold in stores nationwide.

Plastics

We use protective plastic corners to keep our fruit and vegetables intact in transit. These can then be converted into furniture such as picnic benches and planter pots.

Ready for a Reset

Lidl have committed to a group-wide REset Plastic strategy by 2025:

- To reduce plastic consumption for private label packaging and plastic transport aids by 30% by 2025
- To reduce the proportion of virgin plastic by 10%
- To make 100% of the private label packaging maximum recyclable
- To use on average 25% recycle in private label packaging

The companies of Schwarz Group are setting ambitious goals and are further developing their REset Plastic strategy into a holistic circular economy strategy called REset Resources. REset Resources shapes the resource management within Schwarz Group along the five action areas REdesign, REduce, REuse, REcollect and REcycle.

- REduce** We reduce plastic, wherever sustainably possible
- REdesign** We design recyclable packaging and close loops
- REcycle** We collect, sort and recycle plastics to close the loop
- REmove** We support the removal of plastic waste from the environment
- REsearch** We invest in research and the development of innovative solutions and educate on recycling



Employee engagement

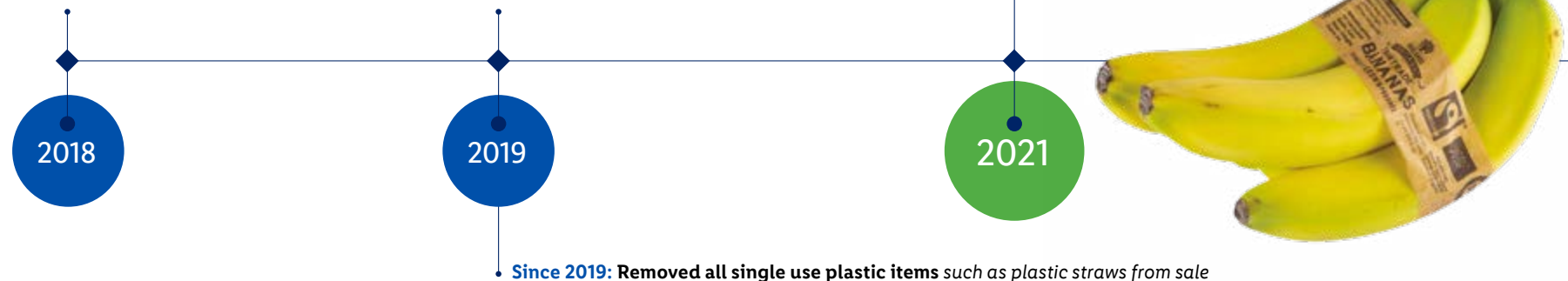
Developing a vision for zero waste within the organisation is vital to achieving our goal. We've developed various initiatives in order to land this message with our colleagues, including our shrink wrap challenge. To win, their empty shrink wrap core (with their name on it) must be pulled out of the "empty core bin". Result? Reduced contamination of other streams and increased "buy-in" from employees to segregate waste. Everyone's a winner...

Our Packaging Highlights

Lidl Ireland and Northern Ireland commit to reducing our **plastic packaging consumption by 20%** by the end of 2022

Introduce **netted fruit and vegetable bags** into store
First to market to change our **organic fairtrade bananas to paper banding** instead of plastic bags

Plastic reduction target achieved



GRI 306-1 GRI 306-2





Case Study: Mushroom Packaging Optimisation

The replacement of PVC stretch-wrap with OPP flow-wrap on all fresh mushrooms in 2023 led to a removal of more than **20 tonnes of unrecyclable PVC** every year. This makes the packs fully recyclable and flow-wrapping also applies less pressure on the punnets than stretch-wrapping. The secondary cardboard tray carries the load in transport so there is no stability needed to protect the mushrooms in transit. Less sturdy punnets are therefore needed for protection, which allows for a reduction in plastic weight. This reduction in plastic weight will lead to an expected plastic saving of 27.5 tonnes per year.

Additionally, the punnet material was changed to rPET, which led to an inclusion of recycled material into all the lines.

Expected plastic saving of more than **27 tonnes per year**



GRI 306-1 GRI 306-2 GRI 3-3



Top of the POPs

Lidl was the first retailer on the island of Ireland to introduce **Prevented Ocean Plastic (POP)** into our own brand range. In 2021 we optimised the PET bases of fresh seafood lines supplied by our supplier Keohanes Seafood. This includes two lines of salmon using at least 30% POP packaging, equating to 25 tonnes of POP from sales in 2024. In 2023, we introduced 30% POP into our San Celestino water bottles. In 2024 the sales from those bottles equated to an additional 29.9 tonnes of POP. In total this leads to over **55 tonnes of plastic or the equivalent of more than 2 million empty 25g plastic bottles from entering the ocean**. Find out more about POP on our [website](#).

55 tonnes of plastic

have been prevented from entering the ocean in 2024 through our Prevented Ocean Plastic initiatives.

“

We worked with our buyers and suppliers to reduce the amount of plastic in our own-brand laundry pods. The premium pods transitioned to cardboard boxes and the value pods transitioned to plastic pouches.

This adds up to almost **50 tonnes of plastic being avoided every year.**”

Dennis Spiegel,

Senior Responsible Sourcing Manager, Lidl Ireland and Northern Ireland





“

We have prioritised providing a customer-centric experience so that everyone can come to a Lidl store and be confident in using the reverse vending machines to claim back their deposits in an accessible, quick and easy way.

Robert Ryan, CEO, Lidl Ireland and Northern Ireland



Deposit Return Scheme

In 2021 Lidl was the first retailer in Ireland to introduce the Deposit Return Scheme (DRS), when initial trials began in selected stores.

To date, Lidl’s investment in the scheme, which makes it quick and easy for consumers to return and recycle both plastic PET bottles and aluminium drinks containers, has been over €50million. Since then the scheme has expanded nationwide, and there are **2 DRS machines in every Lidl store in the Republic of Ireland.**

We were incredibly proud to lead the way in this important circular economy initiative. Since the DRS scheme went live Lidl Ireland has reached several key milestones, including in February 2025, in our store in Kilcarbery, Dublin, when we collected the 1 billionth drinks container returned to the scheme by the Irish public.



195 million
drink containers
returned to Lidl
by February
2025





Food Waste

Billions of tons of edible food is thrown away every year, or disposed of before it can be sold. About half of the food produced worldwide is lost in this way. These high levels of food loss mean that scarce and valuable resources, such as water and soil, are being used unnecessarily, and production and transportation are causing avoidable emissions that are damaging to the climate. Food losses also cause unnecessary costs for companies and consumers.

The companies of Schwarz Group are jointly pursuing the goal of reducing food waste by 50% by 2030. There is a close exchange between the companies of Schwarz Group on this topic in order to jointly develop overarching strategic measures and goals. We are currently working on an improved collection of key figures to measure and present progress on the issue of food waste more accurately.

Ensuring that the very freshest and best quality produce arrives to our stores and is available on shelf as quickly as possible is key. To achieve this we have optimised our supply chain. We employ a demand based scheduling system so that fresh produce gets to where it is needed at the right time to meet our customers needs. Lean transport planning means that fresh products have the shortest possible journey to store, and intelligent stock monitoring and cold chain systems ensure that produce arrives on shelf as fresh as possible.

When perfectly good food is nearing the end of its shelf life we also incentivise purchase through pricing reductions, offering value to our customers and further reducing waste.

Additionally we seek, through all our communication channels and partnering with and amplifying the voice of organisations like StopFoodWaste.ie, to help educate consumers by advising them on tips and tricks to avoid food waste at home.

Finally, where unsold but perfectly good food is surplus, we work with our retail food redistribution partner, FoodCloud, to donate that food for redistribution which has the dual benefits of avoiding waste and helping to alleviate food poverty.



GRI 3-3



Nick Reynolds, Head of ESG,
O'Brien Fine Foods



Food waste is one of O'Brien Fine Foods most important key performance indicators and one that our business is continuously looking to improve on across all our sites. O'Brien Fine Foods was one of the first companies to sign up to the Environmental Protection Agency (EPA) Food Waste Charter. By doing this, we have committed to work towards reducing Food Waste by 50% by 2030, as well as reporting on our progress annually through our Origin Green Report. Over the years we have worked on improving our measurement and understanding what our food waste is made up of and where it is coming from across our operations.

The key to unlocking progress in reducing food waste is collaboration right across the supply chain. That's why we value our partnership with Lidl so highly. Together, we've worked to achieve really significant savings on our Green Farm site. In partnership with Lidl, we are now turning over 1 tonne per week of material that previously would have gone to waste into valuable inputs for a newly developed product. This has resulted in reduction in operational food waste of over 50%.



FoodCloud

We take the issue of food poverty very seriously and we've been working with **FoodCloud** since 2017 to help redistribute **6 million meals** to more than 650 local charities and community groups across Ireland.

This has helped save 2.5 million kg of food from going to waste. That's the equivalent of 7.5 million kg of CO₂ emissions saved through the FoodCloud system. FoodCloud are a local social enterprise with a vision for a world where no good food goes to waste. FoodCloud connect food businesses with surplus food to charities and community groups around Ireland who can use it, reducing both the environmental and societal impact of food waste.



2 million meals were donated to local charities and community groups in 2023 and 2024

Donated to FoodCloud

2023 and 2024	Kgs donated	Meals donated	CO ₂ e saved
Dublin Head Office	3,999	9,521	11,376
Stores	718,874	1,711,638	1,706,178
Warehouses	126,959	302,283	308,334



“Our partnership with Lidl Ireland and Northern Ireland highlights the impact that we can create in communities through food redistribution, which minimises perfectly good food from going to waste and ensures that food is going to people who need it most.

This work directly supports Lidl's sustainability strategy, demonstrating how business can lead with purpose to build a more sustainable and equitable future.”

Rory O'Connell, Account Manager, FoodCloud





EPA Food Waste Charter

In June 2023, Lidl Ireland committed to the new **Food Waste Charter** as part of the Retail Action Group for Food Waste. This charter sees a commitment to measure food waste and implement reduction initiatives. As part of the Food Waste Charter, we have pledged to distribute surplus food where possible, build awareness and understanding of food waste and promote innovative food waste prevention solutions.

Waste Not

Our Green Leaders carry out regular quality and freshness checks to ensure our customers always have the highest standard of fruit, vegetables, plants, and flowers to choose from.

Our Green Leaders are also tasked with minimising food waste through the implementation of our **Fruit and Vegetable Waste Not** initiative. This process sees perfectly good fruit and vegetables from damaged multipacks combined into a mixed box and made available to our customers to purchase for just €3 / £2.50.

Since 2023, the Waste Not initiative has resulted in a reduction of 1,132,065 kg in food waste in our stores across the island of Ireland.

Waste Not Flowers

We've grown our Waste Not initiative to include cut flowers. Launched in stores in April 2024, this reduces flower waste. Cut flowers that are of good quality and have been on sale for 2 days are reduced by 30%.



Our store teams make Waste Not Boxes where, one item in the pack or net is unsuitable, and the rest are still good for sale. These are then repackaged into boxes and sold at a reduced price - reducing waste significantly and offering even more savings to customers.

The Waste Not Boxes are then sold for €3 or £2.50 at the till area. The objective here is to help reduce waste and to give food the best chance of being consumed.

Last year, we sold **16,712 boxes in Northern Ireland** and a significant **112,028 in the Republic of Ireland.**

Lee Jordan, Sales Director, Lidl Ireland and Northern Ireland





Responsible Sourcing

At Lidl Ireland and Northern Ireland, we're committed to using resources responsibly throughout our supply chain. We recognise the environmental and human impact of extracting raw materials and aim to reduce these effects through sustainable sourcing.

Raw materials—such as agricultural goods, animal products, metals and energy sources—are essential for our products. However, their production can harm ecosystems, contribute to climate change and involve poor working conditions. We take our responsibility to encourage sustainable practices across our supply chain seriously.

Our Actions

- We prioritise **critical raw materials** - those with the highest environmental and social impact - to make the most significant positive difference.
- We are committed to sourcing **certified priority products** and **raw materials** by 2025.
- We rely on **certified standards** like Fairtrade, Forest Stewardship Council (FSC), Marine Stewardship Council (MSC), Rainforest Alliance, Round Table on Sustainable Soy (RTRS), and Roundtable on Sustainable Palm Oil (RSPO) to guide our practices.
- We engage in **partnerships and multi-stakeholder groups** to influence supply chains positively.
- By 2025, we aim to ensure our supply chains for palm oil, cocoa, coffee, and cellulose don't contribute to deforestation or unnecessary reforestation.
- We are committed to using trusted certifications and full transparency about where these materials come from to achieve this.

All of this is clearly outlined in our **Raw Materials Purchasing Policy**: Position Paper on the Sustainable Sourcing of Raw Materials.

Our policies are guided by the **Code of Conduct** of the companies of Schwarz Group which requires our suppliers to uphold human rights and environmental laws. If our business partners don't follow our standards, we take action which can include ending the partnership if necessary. We regularly check in with certification bodies to measure and align our actions.

Oversight

Lidl International oversees our raw material strategy supported by a dedicated team focused on biodiversity and animal welfare. Progress is monitored annually by the company's **Sustainability Steering Committee**.

EcoVadis

EcoVadis is a global platform that provides sustainability ratings for businesses, assessing their environmental, social, and ethical performance to improve supply chain transparency and promote responsible business practices. Lidl have committed to expanding our partnership with EcoVadis to all own-brand suppliers of goods for resale. This supports our suppliers in benchmarking and progressing their human rights and environmental due diligence practices.

Through this platform, suppliers complete a detailed self-assessment across themes such as human rights, ethics and sustainable procurement. EcoVadis then review and rate the supplier questionnaires and evidence provided. They offer guidance to strengthen procedures or policies, with the aim of continuous improvement.



“By building our expectations into supplier contracts we're ensuring responsible sourcing is part of our collaboration from day one.

Partnering with EcoVadis helps us assess our own-brand suppliers and enables us to show how we progress our policies for sustainability and ethics. That means better policies, better practices, and better products - year after year.”

Dennis Spiegel, Senior Responsible Sourcing Manager, Lidl Ireland and Northern Ireland





Water Usage

Clean, fresh water is vital for life, farming and industry. Unfortunately, however, water is becoming more challenging to access in many continents. Climate change, pollution, overuse and poor water management are putting huge pressure on water supplies, especially in areas where many of our products are made.

Agriculture uses about 70% of the world's fresh water and this is often in regions already facing water scarcity. As the global demand for food and goods grows, so does the risk to this essential resource. We're already seeing the impact in our supply chains. That's why everyone - from growers to manufacturers - must act to protect water.

Lidl's Freshwater Strategy

Sustainable water management is a current priority and not a future focused goal. We are committed to protecting freshwater resources across our entire value chain through a systematic, four-pillar strategy.

1 Understanding the Effects

The first step is to understand our own impacts and dependencies and to identify critical product groups. With the help of comprehensive and regular risk analyses, we examine the opportunities and risks of our business activities. The results form the basis of our prioritisation and are the basis for our approach to target setting and risk mitigation. We identify the effects on water consumption and pollution along the entire supply chain through systematic risk analyses at the (sub-)product group level. This allows us to identify products with a high direct exposure, such as agricultural primary products, animal products, and critical water-related resources. We use the WWF Water Risk Filter to conduct additional water risk analyses.

2 Establishing Standards

We use trusted certifications including the GLOBAL G.A.P., OEKO-TEX®, Rainforest Alliance and work with our suppliers to meet strict sustainability criteria especially in fruit, vegetables, cotton and textiles. This ensures water is used and managed responsibly.

3 Reducing Water Risks in Selected Product Groups through Standards

Plastic

Our water resources are increasingly endangered by plastic that cannot be broken down in nature. By 2025, we want to use 10% less virgin plastic in our own-brand packaging, use 30% less plastic, use an average of 25% recycle in our own-brand plastic packaging and make 100% of our own-brand packaging maximally recyclable.*

Reduce food waste

A lot of water is used and polluted to produce our food. According to studies, a third of all food produced worldwide never ends up on a plate. This is why we are taking numerous measures to reduce food waste. By 2025, we want to reduce 30% of food losses and organic waste within our business operations.

Increase the proportion of plant-based alternative products

Animal products such as meat consume significantly more water in production than plant-based foods.** We are therefore increasing the proportion of plant-based protein sources in our range to 20% by 2030. Further information on this can be found in Lidl's Conscious Nutrition Purchasing Policy.

4 Driving Change

We work with industry stakeholders, governments, non-profit organisations, standard setters, academia and local communities to drive industry-wide change, develop standards and collaborate on initiatives for improvement. Lidl has been a member of the AWS since 2018, where it is an active participant in the Agricultural Working Group, and since 2022 we have been involved in AWS implementation projects within river basins in global water hot spots of agricultural production, such as Spain or Peru. In addition, Lidl is a member of the Leather Working Group (LWG), the Alliance for Sustainable Textiles and CmiA in the non-food sector. Lidl has defined three main goals in the textile sector on the subject of water:

- Promoting the safe handling of chemicals
- Reduction in the use of energy, water and chemicals
- Environmentally friendly disposal of waste and adequate waste water management

Our Operations

Our water consumption as a retailer is relatively low across our own operations, we only use water for cleaning and welfare facilities. Water meters are installed in all new stores as part of the new store specification to ensure clear data monitoring. This guarantees transparency and ensures we are not increasing our use unnecessarily. We work closely with Uisce Éireann and Northern Ireland Water to gain detailed readings of our water usage to allow for accurate monitoring and reporting.

GRI 3-3

* Schwarz Group: REset Plastic, 2024.

** World Food Program: 5 facts about food waste and hunger, 2020





Respecting biodiversity

Declining biodiversity threatens our ecosystem and the long-term quality and availability of food products. Lidl is committed to supporting biodiversity, from our pollinator-friendly stores and plant ranges to the promotion of bio-friendly cultivation and extraction methods and reduction of pollutant inputs in our supply chain.





Respecting Biodiversity

Biodiversity is critical to natural ecosystems, overall planetary health and the global economy. At Lidl we are acutely aware of the need to support biodiversity for the long term health both of the local communities we serve and the food production systems we depend on. That is why we seek to protect and support biodiversity in all aspects of our business operations.

Lidl's central goal is to make raw material supply chains socially and environmentally compatible. We are committed to reducing the negative ecological and social impact of our primary products as much as possible – from farming to harvesting to processing, and right through to the transportation to our stores. We are committed to making the procurement of raw materials defined as critical more sustainable by 2025. Lidl is also committed to nature conservation worldwide outside its own supply chains in selected projects with partners such as the WWF.

We are pursuing this goal with our raw materials strategy, which is based on four pillars:



**Understanding
the Effects**



**Establishing
Standards**



**Promoting
Alternatives**



Driving Change



GRI 3-3 GRI 304-2





Our critical raw materials



Palm (kernel) oil

This raw material is an ingredient of many fats, oils and margarines. Its derivatives are also used in cosmetics, laundry detergents and cleaning products.



Soy

As soy is used in animal feed, this raw material is mainly found indirectly in Lidl items such as sausage and meat products.



Cocoa

Cocoa is mainly used as an ingredient in Lidl products such as chocolate or in the form of cocoa butter in cosmetics.



Coffee

We mainly sell coffee as roasted beans or ground coffee. It can also be used as an ingredient.



Wood/cellulose

Lidl uses cellulose in items such as packaging, hygiene articles and wooden furniture.



Natural rubber

Products such as household gloves, doormats and swimwear can contain natural rubber.



Beef

This includes standalone beef products and beef as an ingredient in ready meals.

As a food retailer, our biggest impact on biodiversity comes from sourcing raw materials. We aim to understand and report our impact for transparency, starting with third-party certification.

Certifications

Part of our raw materials strategy includes the establishment of certification systems in our high-risk supply chains. These contribute positively to the protection and regeneration of ecosystems and habitats. They include FSC for wood and paper, the Rainforest Alliance for deforestation, the MSC Standard for fishing and GLOBAL G.A.P. for biodiversity in conventional agriculture.

As part of the **GLOBAL G.A.P. Biodiversity Add-On**, developed and piloted together with GLOBAL G.A.P., our participating producers are committed to implementing measures to support biodiversity on at least 3%, which will increase to 10% by 2030, of agricultural land. Together with GLOBAL G.A.P. and other partners, we're proud to have developed an industry-wide standard for the protection and promotion of biodiversity in conventional fruit and vegetable cultivation in Europe.

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Lidl is the first European food retailer to work with the standard and we have already applied it to more than 1,000 producers from various European countries. We have reached the following Biodiversity milestones:

- **Cocoa:** Certified to Fairtrade, Rainforest Alliance or organic standards.
- **Fruit and Vegetables:** Suppliers must be certified to Global G.A.P. or a comparable standard. In total, we have **1,005 individual F+V growers which have 100% Product Safety Certification** (Global G.A.P., RedTractor or Bord Bia) and 94.82% Social Certification (GRASP or approved equivalent).
- **Pesticides:** Our policy limits pesticide levels in fruit and vegetables to one third of the EU's maximum permitted level.



Deforestation and Conversion

Please see our position papers for further reading:

[Purchasing Policy Raw Materials](#) ↓

[Purchasing Policy Deforestation-free Supply Chains](#) ↓

Creating Transparency

- Outline certification and sourcing requirements
- Conduct supplier mapping and data collection
- Externally and internally report progress towards targets



Driving Change

- Participants in industry groups e.g. Retail Soy Group
- Collaborate with our supply chain
- Publish policies and commitments
- Deliver initiatives and projects

Establishing Standards

- Benchmark standards and systems
- Support monitoring and verification systems for specific raw materials
- Engaging with certification organisations

Industry Collaboration

Working with Lidl International, we understand the need for collaboration on initiatives to develop effective raw material strategies and tackle deforestation collectively. As a member of the Roundtable of Responsible Soy (RTRS) and Donau Soja, we support responsible soy cultivation in Europe.

For more details, refer to our **Purchasing Policy for Supply Chains free from Deforestation and Land Conversion.**

Busy Bees

We're also busy helping out our bee and pollinator friends with our Pollinator-Friendly Plants and Flowers Range.

Pollinator Stores

As a member of the All-Ireland Pollinator Plan since 2018, we have been working towards the protection of biodiversity and the conservation of native ecosystems in line with Ireland's National Biodiversity Action Plan. We continue to review and refine our Pollinator Store initiative as part of our biodiversity commitment and began reevaluating the programme in FY24 to ensure its effectiveness and impact as we continue to expand and enhance our store network across the country. A progress update against set targets will therefore be provided in our next report.



GRI 304-2



Promoting health

We recognise our duty to actively promote and offer healthier choices to our customers, through a comprehensive strategy rooted in sustainability, nutrition, and transparency.





Promoting Health

Unhealthy diets can lead to diabetes, cardiovascular disease and strokes. Despite an increased awareness of these issues, 60% of Ireland’s population over the age of 15 years are either overweight or obese. However, as a society, there is a broad understanding that we need to evolve our habits.

We recognise that making diets more sustainable is essential for supporting global health, climate and biodiversity.

Food For Thought

To promote health and nutrition, we are focusing on:

- **Healthy choices** - expanding our range of nutritious food options
- **Sustainable diets** - encouraging food that’s better for the planet
- **Transparency and empowerment** - helping customers make informed, nutritional choices

We offer our customers a wide selection of food that supports a healthy lifestyle.

Health and Transparency

To help our customers make informed choices, we now clearly label our products with trusted health and ethical certifications - like Fairtrade and traffic light nutrition labels.

Our Commitments

- **Reduce the sales-weighted average content of added sugar** by 20% across our own-brand products
- **Reduce the sales-weighted average content of added salt** by 20% across our own-brand product

By 2025

- We plan to **increase the share of fruit, vegetables, whole grains, and plant-based proteins** sold by 20% across all Lidl countries from the baseline year 2023
- Increase the share of **plant-based proteins** to 15% in Northern Ireland and 17% in Ireland - including nuts, seeds, legumes, and vegan alternatives
- Grow the range of **alternative dairy options** to 7% of total sales in both countries
- Boost the amount of **whole grains** to 20% of all grains sold and ensure every key product group has at least one whole grain option

By 2030



GRI 3-3





Reducing Sugar and Salt at Lidl

As a retailer, we are very conscious of the impact we have on the nutrition of the products our customers purchase every day. Therefore, to drive our ambition in providing customers with healthier products, we set a very ambitious target to reduce the added salt and sugar (sales-weighted average) in our products **by 20% by 2025**.

This is not an easy target to achieve as significantly reducing salt (often used as a preservative) could impact the safety and shelf life of a product and reducing the sugar drastically in a product can affect the texture along with making the products unpalatable for our customers. To ensure we provide our customers with the best recipe, we work very closely with our buyers, suppliers, and quality teams to ensure that we reduce the salt and sugar in our products in line with customer expectations whilst preserving product safety.

We continually evaluate how we can improve our product reformulations and data collection. Therefore, as part of our data collection for FY 2023, we included products with sweeteners in our reporting, which was not previously included. We also adjusted our original baseline 2015 data to reflect this. The amended reporting provides a more accurate reflection of the changes made to our assortments since 2015. It also highlights that we are providing our customers with alternative options as we continue to offer both sugar and sugar-free products to our customers.

Responsibly Sourced Products

What We're Doing

At Lidl, we work closely with our suppliers to curate a product range which offers 'responsible products', where we prioritise the following attributes:

- Promotion of local stakeholders and suppliers
- Promotion of seasonal products
- Incorporating fairly produced and certified products
- Adherence to animal welfare standards
- Increased product transparency and traceability
- Including food options free from ingredients commonly linked to food intolerances and allergies
- Offering a range of vegetarian and vegan products

Local Heroes

We take pride in working with the best local suppliers and we've become a valued part of the communities we source from.

This in turn creates rural employment and export opportunities. That's why we opt for local suppliers whenever seasonality and availability allow us to.

GRI 3-3



“

At Lidl, we want to make healthy eating easier—every single day. That's why we are working hand-in-hand with our suppliers to improve recipes and choose better and more sustainable ingredients. We want our customers to be able to shop with confidence, knowing that when they pick up a Lidl product they are choosing food that's been thoughtfully made to support their health—without compromising on great taste or value.”

Aoife Noonan, Head of Quality and Sustainability, Lidl Ireland and Northern Ireland





Responsibly Sourced Products continued

Training

We've developed an e-learning facility for all our buyers called 'CSR in Buying'. At Lidl we make it mandatory for all our buyers to go through this training as soon as they join the company. Buyers are required to repeat this training biennially. This training is also made available to all colleagues to complete as an option.

Quality Control

All Lidl own-brand products undergo a vigilant quality assurance process internally and through external audits. If a product doesn't adhere to our high quality standards, the product does not reach our shelves.

High Standards for Suppliers

Our suppliers must meet top global food safety certifications such as IFS Food or BRCGS. Our own Quality team is also ISO 9001:2015 certified. This work is led by the Quality and Sustainability teams in both Lidl Ireland and Northern Ireland, alongside Lidl International's central team.

Organic Products

We continuously increase our offering of organic products where possible to give our customers the option to choose products produced to organic standards.

Vegan and Vegetarian Products

Lidl sells vegan and vegetarian products under our own-brand Vemondo. We not only want to appeal to vegans and vegetarians, but we also want to build a bridge for all customers who may choose to incorporate more plant-based options into their diets.

GRI 3-3

Fairtrade

Fairtrade certifies products and stands for better working and living conditions for small farmers and workers. This applies mainly to countries where high risk raw materials are produced.

In particular, we're proud to have grown our selection of Fairtrade certified products, which now includes more than 75 own-brand Fairtrade products in our everyday range in Ireland and Northern Ireland.

This creates greater security for farmers, from long-term contracts to higher social standards. It also means more reliable income independent of fluctuating global market prices for producers.

More than 75 own-brand Fairtrade products in our everyday range





Acting fairly

We believe it's our responsibility to offer the best for our customers, suppliers, communities and the environment. Building a successful, sustainable future, not just for Lidl, but for all those we impact.



Acting Fairly

Our Progress ¹

● Achieved
 ● On Track
 ● Not Achieved

Category	Target	Target Year	Target Status
Charity	Raise €2,500,000 for Jigsaw by 2024	2024	●
	Raise £1,100,000 for NSPCC by 2024	2024	●
Sponsorship	Invest more than €10,000,000 in the Ladies Gaelic Football Association by 2026	2026	●
Charity	Raise £500,000 for Age NI	2027	●
	Raise €1,000,000 for Family Carers Ireland	2027	●
Eggs	All of our whole eggs must be sourced from at least barn-eggs standard	2025	●
	All of the eggs that are used as ingredients in our products must be sourced from at least barn-eggs standard	2025	●
Fresh Chicken	15% of our fresh chickens will come from higher animal welfare conditions with a reduced stocking density of max.30 kg/m ² and from slower growing breeds.	2026	●
HR and Environmental Due Diligence	We are committed to conduct and publish 15 Human Rights Impact Assessments (HRIAs)	2025	●

Corporate Citizenship

At Lidl, corporate citizenship includes all charitable projects, measures and campaigns that Lidl undertakes voluntarily as a “corporate citizen”.

Charity Partnerships

In 2024, we concluded our 6 year partnership with **Jigsaw - The National Centre for Youth Mental Health**. Through this partnership, we pledged to raise €2.5 million for the charity and grow national awareness of youth

mental health. We’re happy to say that this partnership exceeded our expectations and raised €3 million.

Our partnership term with **NSPCC** came to an end in February 2024, with a final total of more than £1 million donated to the charity over the course of the partnership. This achievement was possible thanks to our network of over 40 charity ambassadors across our stores, offices and warehouses (called ‘NSPCC Champions’).

¹ GRI 3-3

GRI 413-1 GRI 201-1



€3 million
raised for Jigsaw by 2024

£1 million
raised for NSPCC Northern Ireland by 2024



Family Carers Ireland

In 2024, we announced a new official charity partnership with Family Carers Ireland, the national charity supporting half a million family carers across the country.

We have pledged to raise **€1 million over the next three years**, with funds raised by Lidl colleagues and customers supporting the vital work of Family Carers Ireland (FCI). Family Carers Ireland provide important free supports and services, such as emergency care planning, counselling, emergency respite and respite provision, advocacy, peer support groups and information on rights and entitlements to more than half a million family carers and young carers across Ireland.

As part of our partnership, more than 200 colleagues have volunteered to be a Charity Champion. These ambassadors do incredible work, engaging with our customers and raising money for our charity partners.

We are proud to support Family Carers Ireland by helping to raise awareness of family carers and encouraging those with caring responsibilities to self-identify as family carers and link in with FCI for support.



GRI 3-3 GRI 413-1

“

We know from **Family Carers Ireland's** work, and from research with our own employees, that there is an unmet need in identifying and supporting people who are in carer roles, but slipping through the net. Caring for a family member or loved one can have a huge impact on the caregiver's life and, as a family retailer committed to supporting customers at every life stage, this new charity partnership will enable us to better support our valued customers, colleagues and the wider public.



With a network of more than 180 stores across the country, and almost 2 million weekly shoppers, Lidl is uniquely positioned to support Family Carers Ireland in growing awareness of its services and connecting with caregivers at a local level.

With a commitment to raise €1 million for the charity over the next three years, our support will extend far beyond fundraising. Through our partnership, we will aim to raise awareness as to what it means to be a carer, champion the carer's voice both through our stores and network of employees across the country and educate all on the challenges facing carers today, to make a meaningful difference in the lives of the hundreds of thousands of family carers across the country.”

Maeve McCleane, Chief People Officer,
Lidl Ireland and Northern Ireland

Committed to raising €1 million for Family Carers Ireland





Age NI

In 2024, we announced a new official charity partnership with Age NI. We aim to raise £500,000 over three years, to support older people across Northern Ireland.

Committed to raising £500,000 for Age NI



Our partnership focuses on addressing real challenges such as loneliness, access to health services and the rising cost of living. Lidl Northern Ireland will also promote Age NI's services and deliver community-based initiatives to make a meaningful difference to the lives of older people.



GRI 3-3 GRI 413-1 GRI 201-1

Ladies Gaelic Football Association

Lidl are exceptionally proud to have partnered with the Ladies Gaelic Football Association (LGFA) since 2016 - raising awareness of the LGFA, driving visibility of female sporting role models and providing much needed jersey kits and equipment to schools and clubs across the country. Over the last number of years, we've supported 1,200+ schools and clubs and donated more than 30,000 jerseys and equipment packs to youth teams across the country.

Over €10 million has been invested in the partnership since 2016:

- Over 800 clubs and schools have received investment including cash funding, jerseys and training equipment
- The Lidl Plus LGFA Stamp Card continues to give LGFA clubs the opportunity to win sets of jerseys, up to €5,000 in cash funding, a grand prize of €50,000, and three runner-up prizes of €10,000
- 100 clubs have participated in the Lidl Serious Support Club initiative, originally developed in conjunction with our previous charity partner, Jigsaw – the National Centre for Youth Mental Health. The programme encourages positive mental health and greater mental health awareness in clubs and communities, based on a '5-a-day for your mental health' framework
- Over 100 schools have taken part in the #SeriousSupport Schools Programme, an athlete mentor-led initiative devised with Youth Sport Trust, the UK and Ireland's leading charity for improving young people's education and development through sport and play. Senior inter-county Ladies Gaelic footballers deliver workshops in secondary schools, focusing on building resilience and positive mental health through participation in Ladies Gaelic football, with the long-term goal of reducing the dropout rate among teenage girls





Local Charity Gift Card Programme

Another initiative under our Acting Fairly sustainability pillar is the Lidl Charity Gift Card, which is available to purchase by registered charities. Our Charity Gift Card works in the same way as the standard Gift Cards, with the added option of restricting alcohol sales. Tiered discounts of up to 5% are available when a charity orders the Gift Cards, which can then be redeemed in any of Lidl's stores in Ireland. In 2024, St Vincent de Paul services across the country have availed of more than €220,000 worth of discounts through the Charity Gift Card programme.



Sport for Good

Lidl Northern Ireland's Sport for Good programme aims to support young people by promoting the **physical and mental benefits of sports participation**. The initiative includes a Mental Health Athlete Mentorship programme, where elite athletes mentor students to boost their confidence, resilience and social skills. In addition to this, selected schools also receive £1,000 worth of new sports equipment.

Parkrun

Lidl's partnership with Parkrun included a three year collaboration aimed to promote healthy lifestyles by providing fresh, nutritious produce at affordable prices. Additionally, Lidl offered exclusive coupons and free products to park runners, through the Lidl Plus Rewards App.

Lidl Farm

Our Lidl Farm, located in **Newbridge, County Kildare**, offers a unique farm-to-fork experience. This initiative, supported by Agri Aware, provides primary school students with hands-on learning about local produce, crop growth, and the retail supply chain. The farm also features interactive activities such as feeding beef cattle and touring Lidl's distribution centre.

GRI 3-3 GRI 413-1

4,034 students

visited the Lidl Farm in 2024





Diversity & Inclusion (D&I)

At Lidl, we want to make life better by building a Lidl for all, bringing together our diverse workforce to reflect the communities we serve, in an **inclusive environment**.

It's important to us that all our team members are proud of what we achieve together at Lidl. Our **#WeAreLidl** people strategy engages colleagues and fosters a culture of inclusivity driven by our core values - **performance, trust, respect, grounded and belonging**. Respect is a cornerstone of our values, behaviours and culture.

At Lidl, we strive to develop a more diverse and inclusive working environment and to build awareness at all levels of our organisation:

- Everyone has the same personal and professional development opportunities
- We are strongly opposed to any form of discrimination
- Our HR compliance management programme ensures the timely identification and management of potential risks to diversity and inclusion

Employee engagement is vital to the success of any D&I strategy. We have well established Employee Resource Groups (ERGs) that are company-supported employee-led and Director-sponsored groups formed to help foster a more inclusive workplace and to offer guidance to our company on D&I topics and recommendations. These groups provide employees with the opportunity to connect, share perspectives, educate colleagues and celebrate milestones. Our three main ERGs represent gender equality, disability and the LGBTQi+ community. We know that leadership mandate is also important to the success of ERGs and to ensure their recommendations are heard across the business. Each ERG is sponsored by a Director whose role is to provide guidance and support to the group.



Kim Kerins
Gender ERG Director
Sponsor, Sales Operations Director



Henry Howard
Disability ERG Director
Sponsor, Buying Director



Daniel McCaughley
LGBTQ+ ERG Director
Sponsor, Regional Supply Chain Director

Elevation

Lidl Ireland are proud to be one of the signatory companies of the **Business in the Community Elevate Pledge**. As part of this commitment, we voluntarily submit data on the profile of our workforce in order to support BITC on their annual reporting and transparently report on our D&I strategy and actions we are taking to make our business more inclusive.

In 2023, we launched the **Lidl Retail Skills Academy** in partnership with NOW Group. This is the first programme of its kind with a supermarket retailer in Northern Ireland. Students combine classroom learning with real-world experience through our in-store retail placements. This enables them to develop the knowledge, skills and confidence to secure full-time employment.

In 2024, we were proud to be named **Academy Partner of the Year** by social enterprise, **NOW Group**. This was in recognition of our work supporting people with autism and learning difficulties transition into retail careers.

GRI 3-3 GRI 413-1 GRI 201-1

Leading the Way

Lidl are proud to be a founding member of **LEAD Network Ireland Chapter**. Our shared mission is to work with companies in Ireland to drive the advancement of the Irish FMCG industry so that all individuals are valued, rewarded and developed, regardless of gender.

LEAD Network's goal is to attract, retain and advance women in the retail and consumer goods industry through education, leadership and male allyship. As a committee member, we do this by sponsoring and hosting network events, providing best practice examples on HR policies, guidance and raising awareness of the barriers to women in the workplace and how to remove these.



Paddy Crowther, Employment Development Manager, NOW Group; **Adele Lyle**, Senior Talent Management Specialist, Lidl Ireland and Northern Ireland; **Bonnie Shaw**, Programme Participant; **Ivan Ryan**, Chief Customer Officer, Lidl Ireland and Northern Ireland and **Sean Hanna**, Group Director of Services, NOW Group.





Fair Remuneration

Challenge

At Lidl we acknowledge our responsibility to ensure fair, equitable pay. Living wages establish the basis for a dignified life. It's the foundation of a respectful, trusting work relationship — and that benefits everyone.

Solution

Lidl is committed to fair pay and a balanced distribution of value across our supply chains. Our global supply chain projects continue to evolve, helping close wage and income gaps and helping to promote better wages including the closure of living wage and living income gaps through programmes like **WayToGo, ACT** and **CmiA**.

Our remuneration system aligns with our HR strategy and meets all relevant regulatory standards. It's regularly reviewed and updated to ensure compliance. We offer competitive, fair market rates across roles, with no bias based on gender, age, ethnicity, sexual orientation, beliefs, religion, or ability. Pay is role-based and typically includes fixed components.

Lidl also supports employees with a range of additional benefits to boost financial security and well-being and these are equally available to part-time and full-time employees.

We also ensure fair, market-aligned pay. Salaries are based on objective factors like experience, expertise, skills, responsibilities and employees also enjoy a variety of company benefits. No matter the employment type, we offer extra benefits to support our people's financial stability and overall well-being.

GRI 2-7

GRI 3-3

Overview of Employee Benefits

- Living Wage Rate
- Minimum 30-hour Contracts
- Tax Saver Schemes
- Pension Scheme
- Healthcare either discounted or paid
- Minimum 20 days Annual Leave
- Multiple leave options such as: *Lidl Ireland and Northern Ireland is the only supermarket to offer Paid Maternity as well as Paternity Leave to all employees, Sabbatical, Paid Sick Leave, Paid Marriage Leave, Paid Volunteer Day, Maternity and Paternity top-up after one year's length of service, Paid Surrogacy Leave, Fostering Leave, Paid Fertility Leave and Paid Compassionate Leave for Early Pregnancy Loss and Miscarriage, Paid Leave for those who are caring for a family member as well as dedicated supports including one-to-one clinics for family carers who feel they are struggling to balance caring responsibilities and work commitments.*
- Paid Life Insurance
- Disability Cover
- Subsidised Activity Groups
- Phone and Fuel Discounts
- Annual Saving Scheme
- Annual Donation Scheme
- Company Car or Fuel Allowance
- Accredited Course and Training Programmes
- External Education Support
- Relocation Support Programmes between international Lidl countries
- Free Employee Assistance Program (EAP) *a free, confidential counselling service is offered by Lidl to employees. It offers support to Lidl employees and their families by providing immediate help and guidance in managing whatever work or personal issues they are facing.*
- Flexible Working Policy
- Laya Digital Wellbeing Studio
- Menopause support - *a guide for employees and line managers to better understand the impact menopause can have on an individual, in partnership with the Menopause Hub. Support includes expert advice and a paid consultation for the employee.*
- Free Digital GP Services and second Medical Opinion for all colleagues



We are committed to fair pay across our supply chains





Our Labour and Human Rights Responsibility

We are committed to ensuring total compliance with labour and human rights standards across our entire value chain.

We believe every employee has the right to fair, safe and respectful working conditions. Beyond legal obligations, we work to support our employees' wellbeing and help them balance work with family and personal life. As a major retailer, we also have the power to raise awareness of the importance of human rights across our entire supply chain. It's a responsibility we take very seriously and we're actively committed to strengthening human rights and making industry-wide improvements.

How We Monitor Compliance

- We carry out regular **Human Rights Impact Assessments** for supply chains where risks are high
- We **track supplier performance** using internal systems and engage with external experts to improve oversight
- We **act quickly** if problems are found and expect suppliers to work with us on improvements



For Our People

- We're committed to a **safe and inclusive workplace** built on trust and respect
- Our **HR Compliance** system helps ensure we follow the law and our own policies across every department
- We support **flexible working**, including remote work for eligible roles - IT equipment is provided to support this
- We're always working to improve **work-life balance** through evolving policies and support



For Our Partners

- We expect all suppliers to respect **human rights, follow workplace standards, and uphold ethical practices**
- Our **Code of Conduct for Business Partners** sets clear expectations
- All suppliers must adhere to our **Supplier Code of Conduct**, developed in 2007 and last updated in 2023 in line with ILO core conventions
- Our Code **bans human rights violations**, including child and forced labour and addresses working conditions, discrimination, and workplace health and safety
- We **provide training** and allow partners to use their own codes of conduct, as long as they meet our standards
- We also monitor **high-risk areas** and take action where human rights could be at risk - even further down the supply chain



GRI 3-3

GRI 409-1

Risk Assessment

Audits play an important role in our due diligence to gather supply chain information at any given point in time. We gather information to support our wider risk analysis through these independent assessments.

In Ireland and Northern Ireland, we work with Sedex to conduct risk-based SMETA audits. This helps us to understand the effectiveness of social management systems within high-risk supply chains. That includes areas such as health and safety protection, working hours, wages and employee rights.

In our fruit, vegetable, plants and flowers supply chains we work with GLOBAL G.A.P. (Good Agricultural Practices). We're also committed to having 100% of our suppliers certified to GLOBAL G.A.P. Risk Assessment on Social Practice (GRASP) or equivalent certifications. This social risk assessment enables us to understand and evaluate the baseline performance of our growers around the world, to ensure we are all growing responsibly.





Business Relationships and Integrity

Our business relationships are a key priority across our entire value chain.

Compliance

Compliance at Lidl is engrained in our core values - performance, respect, trust, belonging and grounded - wherever we do business.

This is the foundation upon which our key business relationships are built. We recognise our responsibility to ensure compliance across our operations. Compliance violations can result in personal liability for damages and possible legal consequences for individual employees or members of the company’s governing bodies. At Lidl, our employees are committed to the principle of complying with all applicable laws and internal policies. Through our compliance programme, we are committed to establishing compliance as a central corporate principle that is binding for all employees. As a company, Lidl and its management expressly commit to complying with this corporate principle and ensuring its application in practice.

Legal & Compliance Team

Our Legal and Compliance department are responsible for the implementation, continuous review and updating of our compliance programme to support our company principles. In addition, this team investigate and clarify all internal and external reports of compliance violations, through our anonymous whistleblowing channel BKMS.

GRI 3-3 GRI 2-15 GRI 2-16 GRI 2-25 GRI 2-26 GRI 2-27

Compliance Management System (CMS)

The CMS ensures there are appropriate standards in place to ensure compliance requirements are being met. We maintain a ‘zero tolerance principle’ in relation to compliance violations. The main focus areas of the CMS are anti-corruption/anti-fraud, business partner compliance and data protection. The measures available under the CMS include, in particular, issuing and communicating rules and regulations (e.g. rules regarding the handling of inducements and data protection rules), conducting training as well as investigating all internal and external reports of possible legal violations. Our Legal and Compliance department carries out a regular review of any identified risks and the measures implemented to ensure that the compliance programme is adequate, relevant and appropriate to ensure compliance in everything we do.

Conflicts of Interest

We have an internal conflicts of interest policy which is published on the Legal and Compliance intranet page for all employees to access. All employees are required to comply with this policy and the policy sets out what to do in the event of a conflict of interest arising. Additionally, conflicts of interest are covered in the Basics of Compliance training which is mandatory for all new starters in the business within the first three months and to be refreshed every two years. There are three whistleblowing channels available to all stakeholders to raise concerns in the event of reporting conflict of interests.

Employees by employment type at Lidl Ireland and Northern Ireland

	Ireland		Northern Ireland	
	2023	2024	2023	2024
Total employees	5,286	5,364	1,299	1,350
Full-time employees	1,461	1,445	245	242
Part-time employees	3,825	3,919	1,054	1,108
Permanent employees	5,169	5,253	1,289	1,339
Fixed term employees	117	111	10	11

We aim to provide permanent employment wherever possible. Where temporary workers, for example, fixed term contracts or apprenticeship schemes are employed, appropriate policies and procedures are in place to ensure their employment relationship (i.e. non-permanent status) is justified by the nature of the role they are undertaking, its likely duration and safeguard their legal rights.

GRI 2-7 GRI 2-8 GRI 2-30





Modern Slavery Strategy

Our Modern Slavery Strategy is based on five pillars, each aiming to tackle risks across our business and supply chains. These include:

- Training and capacity building
- Responsible recruitment
- Supply chain programmes
- Effective grievance mechanisms
- Remediation

Training

Preventing modern slavery within our supply chains is absolutely fundamental to Lidl. We need to ensure our suppliers build their capacity in ethical trade. Our contracts require all suppliers in Ireland and Northern Ireland to carry out the appropriate training to identify and mitigate the risk of modern slavery. We also insist they provide evidence of such training upon request.

In 2024, we partnered with Stronger Together and commissioned a bespoke supplier training programme focused on tackling modern slavery in business. This included specifically developed local content relevant to the Republic of Ireland in addition to existing content relevant for UK businesses. The training expanded on the existing programme developed the previous year and will be rolled out to all our nationally negotiated suppliers into 2025.

“

Since 2024, Lidl Ireland has sponsored the Consumer Goods Programme, which empowers companies to take decisive action to tackle hidden labour exploitation. As the first sponsor in Ireland, our collaboration has supported Stronger Together to update training content and resources to cover the Republic of Ireland context for the first time. This ensures guidance remains practical, contextualised and business-focused for organisations across the UK and Ireland.”

Stronger Together

Training remains crucial to addressing the complex and hidden nature of modern slavery within our business and supply chains. Through raising awareness of modern slavery and highlighting potential risks and indicators to our internal departments and colleagues we aim to continuously improve our approach to identifying and mitigating labour exploitation and the risk of modern slavery.

**stronger
together**

Responsible recruitment | Fair work | Free from exploitation

“

It has been great that Stronger Together now provides training that covers the Republic of Ireland also. As a supplier into the UK and ROI markets, up to this point we had asked our ROI sites and growers to attend UK-focused training. Having the training formally cover ROI, makes it more real and impactful.”

Monaghan Mushrooms



Employee Training

Our Board of Directors receive annual training in human rights policies. We also require 100% of our buyers to have been trained in Modern Slavery through Stronger Together.

In 2024, our buyers attended a bespoke Tackling Modern Slavery through Purchasing Practices Workshop, delivered by our partner, Stronger Together. In addition, all new buyers are required to complete one of the free modern slavery workshops that are made available to them through our partnership with Stronger Together.

Transparency

KPI	Goal	2024
Nationally negotiated (ROI & UK based) suppliers of own-branded products trained on Modern Slavery (BITCI & Stronger Together)	100% by 2026	50%
Number of nationally negotiated (ROI & UK based) suppliers of own-branded products attended Stronger Together's Tackling Modern Slavery workshops	Full disclosure	49
National Buyers trained on Modern Slavery (BITCI & Stronger Together)	100% by 2026	65%
Number of National Buyers attended Stronger Together's Tackling Modern Slavery workshops	Full disclosure	17

All new buyers are required to complete the modern slavery workshop

Grievance Mechanisms

Lidl use effective grievance mechanisms to identify and address human rights violations in our supply chain, following UN Guiding Principles. We have an online platform for reporting violations, processed independently by our Compliance Officer. We also operate a confidential whistleblowing hotline and online reporting system (called BKMS) that members of the public, employees and business partners can use to report modern slavery or breaches of our policies and procedures.



“Working with an organisation like Stronger Together, focused on collaboration and training to combat hidden labour exploitation, is helping Lidl foster a more ethical supply chain. This gives our customers even more trust that our products have been sourced ethically. I’m really proud of that.”

As the first organisation in Ireland partnered with Stronger Together on their Consumer Goods Programme we were able to work together to bring a whole new set of international perspectives into an Irish context.”

Aoife Noonan, Head of Quality and Sustainability, Lidl Ireland and Northern Ireland



Animal Welfare at Lidl

At Lidl, we're committed to high animal welfare standards across our supply chain. We work closely with trusted partners **Bord Bia** and **Red Tractor** to uphold responsible practices. The agri-food sector is critical to our local economy and accounts for 38% of total indigenous exports - and over 60% of indigenous manufactured exports. With a continuously growing global population, demands placed on this sector and the high-protein market continue to increase exponentially. We recognise that animals are sentient beings who can perceive their environment. That's why at Lidl, animal welfare and health is a key consideration throughout the supply chain.

We're Focused On

- How animals are **bred, kept, fed, treated medically, transported and slaughtered**
- Sourcing products that support **species-appropriate living conditions**
- Promoting **locally and responsibly sourced** animal products

We have set ourselves the goal of continuously raising the standards for animal welfare and sustainability in animal products in all countries by 2030.

- Exclusion of **products with unacceptable minimum standards**
- Use of **animal welfare guidelines** (labels/certifications)
- Creation of **purchasing policies** (fish, animal products)
- Objectives and **monitoring** of measures

Our work is guided by expert science, including the Five Animal Welfare Provisions, which focus on:

- **Good nutrition**
- **A healthy living environment**
- **Physical health**
- **Natural behaviours**
- **Positive mental wellbeing**

We also prioritise clear product labelling to help customers understand where animal products come from and how animals were cared for.

Cruelty Free International

In 2024, Lidl Ireland achieved approval from **Cruelty Free International** for its own-brand personal care products. Cruelty Free International is the leading organisation working to end animal testing worldwide. This organisation raises awareness and respond to global consumer demand by supporting companies with their cruelty-free journey.

The **Cruelty Free International Leaping Bunny** programme is the globally recognisable gold standard for cruelty-free cosmetics, personal care and household and cleaning products. Their requirements go above and beyond the laws restricting animal testing. To gain approval, Lidl Ireland had to forensically investigate its entire supply chain, including all raw materials and individual ingredients.

Working with Cruelty Free International enables brands to demonstrate their commitment to doing all they can to avoid animal testing for their own-brand products.



“

We're delighted to welcome Lidl Ireland and Northern Ireland as one of our amazing partner brands. It takes a significant amount of work to achieve Cruelty Free International approval, and we know customers will be excited that they can shop Lidl's own-brand personal care products knowing they are cruelty-free.”

Michelle Thew, CEO of Cruelty Free International





Reporting Overview

About This Report

Lidl Ireland GmbH and Lidl Northern Ireland Limited has reported in accordance with the GRI Standards for the period 1st March 2023 to 28th February 2025. The GRI is an independent international organisation, whose standards represent global best practise for reporting on a range of economic, environmental and social impacts. This is Lidl Ireland's and Lidl Northern Ireland's third report in accordance with GRI Standards.

One restatement is included in this report

- 1. Carbon Footprint** - In 2021, Lidl Ireland and Northern Ireland realigned their carbon footprinting tool using updated emissions factors and the removal of 'Capital Goods' category from our Scope 3 emissions calculation, resulting in a 10% difference in our previously reported carbon footprint totals for 2019 and 2020.

Design and Scope

This report was designed to achieve the following objectives:

- Communicate Lidl's efforts to benefit society through our products, services, and community initiatives.
- Track Lidl's progress across our programmes, initiatives, goals and commitments.
- Share Lidl's plans going forward, including sustainability targets and ambitions.

Reporting Period

The reporting year for Lidl Ireland and Lidl Northern Ireland is March to February each year. All figures disclosed will be reported based on the Lidl financial years. This report is the third report and is reported in two year cycles.

Reporting Reach

This report will disclose data collected for all Lidl Ireland and Northern Ireland stores, distribution centres and head office. All indicators reported will specify where the data was collated from for clarity.





Independent Assurance Statement

Independent Assurance Statement to Lidl Ireland GmbH and Lidl Northern Ireland Limited

Scope

We have been engaged by Lidl Ireland GmbH and Lidl Northern Ireland Limited (together “Lidl”) to perform a ‘limited assurance engagement,’ as defined by International Standards on Assurance Engagements, here after referred to as ‘the engagement’, to report on selected performance data (the “Subject Matter”) marked with the symbol Δ in the Lidl 2023/2024 Sustainability Report (the “Report”). Specifically, our statement is applicable to the following disclosures for the reporting period 1 March 2023 - 29 February 2024 and 1 March 2024 - 28 February 2025, covering the Lidl financial years 2023 and 2024:

- 1. Energy Consumption** (subset of GRI 302-1; Power generation (kWh calculated), Electricity external procurement of renewable energies (kWh calculated).
- 2. Diversity in Management** (subset of GRI 405-1; Management (headcount calculated), Management share<30 years (% calculated), Management share>= 30<50 years (% calculated), Management share>= 50 years (% calculated), Proportion of women in management (% calculated), and Proportion of men in management (% calculated))

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the Report, and accordingly, we do not express a conclusion on this information.

Criteria applied by Lidl

In preparing the Subject Matter, Lidl applied the Global Reporting Initiative (GRI) Standards (Criteria).

GRI 2-2 GRI 2-4 GRI 2-5

Lidl’s responsibilities

Lidl’s management is responsible for selecting the Criteria, and for presenting the Subject Matter in accordance with that Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records and making estimates that are relevant to the preparation of the Subject Matter, such that it is free from material misstatement, whether due to fraud or error.

EY’s responsibilities

Our responsibility is to express a conclusion on the presentation of the Subject Matter based on the evidence we have obtained.

We conducted our engagement in accordance with the *International Standard for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information* (‘ISAE 3000 (Revised)’), and the terms of reference for this engagement as agreed with Lidl Ireland GmbH and Lidl Northern Ireland Limited on 04 July 2025 and 15 December 2025. Those standards require that we plan and perform our engagement to express a conclusion on whether we are aware of any material modifications that need to be made to the Subject Matter in order for it to be in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusions.





Our independence and quality management

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, and have the required competencies and experience to conduct this assurance engagement.

EY also applies International Standard on Quality Management 1, *Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services engagements*, which requires that we design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Description of procedures performed

Procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered the effectiveness of management’s internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the Subject Matter and related information, and applying analytical and other appropriate procedures.

The procedures we performed were based on our professional judgement and included the steps outlined below:

- ▶ Engaging with selected members of the Lidl’s leadership and senior management to discuss the governance structures around the preparation of the Subject Matter,
- ▶ Meeting with key data owners to understand the processes for recording, aggregating, calculating, and reporting the Subject Matter
- ▶ Undertaking analytical procedures on the Subject Matter, to:
 - assess the accuracy and completeness, and consistency with the established Criteria; and
 - make enquiries of management to obtain explanations for any significant differences we identified.
- ▶ Testing, on a sample basis, underlying source information to check the accuracy of the Subject Matter.
- ▶ Recalculating computations performed by management to assess the accuracy of data aggregation for reporting purposes.

We also performed such other procedures as we considered necessary in the circumstances.

Conclusion

Based on our procedures and the evidence obtained, we are not aware of any material modifications that should be made to Subject Matter for the reporting period 1 March 2023 - 29 February 2024 and 1 March 2024 - 28 February 2025, in order for it to be in accordance with the Criteria.





Use of our assurance statement

This report is produced in accordance with the terms of our engagement letter dated 04 July 2025 and 15 December 2025, solely for the purpose of reporting to the directors of Lidl Ireland GmbH and Lidl Northern Ireland Limited in connection with the Subject Matter for the period ended 29 February 2024 and 28 February 2025.

Those terms permit disclosure on the Lidl website, solely for the purpose of Lidl showing that it has obtained an independent assurance report in connection with the Subject Matter.

To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Company and the Company's directors as a body, for our work, for this report, or for the conclusions we have formed.

Ernst & Young

27 April 2026
Dublin, Ireland





GRI Index

Lidl Ireland GmbH and Lidl Northern Ireland Limited has reported in accordance with the GRI Standards for the period 1st March 2023 to 28th February 2025. For the Content Index - Essentials Service, GRI Services reviewed that the GRI content index is clearly presented, in a manner consistent with the Standards, and that the references for disclosures 2-1 to 2-5, 3-1 and 3-2 are aligned with the appropriate sections in the body of the report.

^ This symbol will feature beside all indicators that have received limited assurance.

RMP: Raw Materials Policy

General Disclosures

GRI STANDARD		DISCLOSURE	PAGE	COMMENTS
GRI 1 used		GRI 1: Foundation 2021		
GRI 2: General Disclosures 2021	2-1	Organisational Details	6-8	
	2-2	Entities included in the organisation's sustainability reporting	56	
	2-3	Reporting period, frequency and contact point	6	
	2-4	Restatements of information	56	
	2-5	External assurance	6, 57-59	
	2-6	Activities, value chain, and other business relationships	6-8	
	2-7	Employees	6, 50, 52	
	2-8	Workers who are not employees	52	
	2-9	Governance structure	9	
	2-10	Nomination and selection of the highest governance body	9	
	2-11	Chair of the highest governance body	56	<i>The Chief Executive Officer acts as the chairperson to the Board of Directors.</i>
	2-12	Role of the highest governance body in overseeing the management impacts	9	
	2-13	Delegation of responsibility for managing impacts	9	
	2-14	Role of the highest governance body in sustainability reporting	60	<i>The Chief Executive Officer is involved in the reporting process and is responsible for the final approval of sustainability reports.</i>
	2-15	Conflicts of interest	52	
	2-16	Communication of critical concerns	52	





General Disclosures

GRI STANDARD		DISCLOSURE	PAGE	COMMENTS
GRI 2: General Disclosures 2021	2-17	Collective knowledge of the highest governance body	9	
	2-18	Evaluation of the performance of the highest governance body	Omitted	<i>Reason for omission: A report on the evaluation of the performance of the highest governance body is not provided for reasons of confidentiality.</i>
	2-19	Remuneration policies	61	<i>Reason for omission: For confidentiality reasons, the remuneration policies for the members of the highest governance body and managers is not reported.</i>
	2-20	Process to determine remuneration	61	<i>Reason for omission: For confidentiality reasons, no disclosures can be made in relation to this topic.</i>
GRI 2: General Disclosures 2021	2-21	Annual total compensation ratio	Omitted	<i>Reason for omission: No details can be provided on the annual total compensation ratio for reasons of confidentiality.</i>
	2-22	Statement on sustainable development strategy	2	
	2-23	Policy commitments	10	
	2-24	Embedding policy commitments	10	
	2-25	Processes to remediate negative impacts	52	
	2-26	Mechanisms for seeking advice and raising concerns	52	
	2-27	Compliance with laws and regulations	52	
	2-28	Membership associations	14	
	2-29	Approach to stakeholder engagement	15-16	
	2-30	Collective bargaining agreements	52	
		Materiality		
GRI 3: Material Topics 2021	3-1	Process to determine material topics	12-13	
	3-2	List of material topics	12-13	



Material Topics

GRI STANDARD		DISCLOSURE	PAGE	COMMENTS
		Protecting Climate		
		1.5 DEGREES		
GRI 3: Material Topics 2021	3-3	Management of material topics	18, 21	
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	21	
	305-2	Energy indirect (Scope 2) GHG emissions	21	
	305-3	Other indirect (Scope 3) GHG emissions	21	
	305-5	Reduction of GHG emissions	20, 65	
GRI 302: Energy 2016	302-1	Energy consumption within the organisation [△]	21, 65	(Assurance provided on electricity only)
		Conserving Resources		
		CIRCULAR ECONOMY		
GRI 3: Material Topics 2021	3-3	Management of material topics	27	
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	27-29	
	306-2	Management of significant waste-related impacts	27-29	
	306-3	Waste generated	65	
	306-4	Waste diverted from disposal	66	
	306-5	Waste directed to disposal	65	
		FOOD WASTE		
GRI 3: Material Topics 2021	3-3	Management of material topics	31	
Lidl Specific Disclosure		Food waste management	31-33	
		FRESH WATER		
GRI 3: Material Topics 2021	3-3	Management of material topics	35	
		RAW MATERIALS & RESPONSIBLE PRODUCTS		
GRI 3: Material Topics 2021	3-3	Management of material topics	33	
Lidl Specific Disclosure (NEW)		Responsible sourcing practices and management	29, 34	

[△] Indicates metrics in scope of public limited assurance.





Material Topics

GRI STANDARD		DISCLOSURE	PAGE	COMMENTS
		Respecting Biodiversity		
		ECOSYSTEMS		
GRI 3: Material Topics 2021	3-3	Management of material topics	37-38	
GRI 304: Biodiversity 2016	304-2	Significant impacts of activities, products and services on biodiversity	37-39	
		Promoting Health		
		CONSCIOUS NUTRITION		
GRI 3: Material Topics 2021	3-3	Management of material topics	41	
		OCCUPATIONAL HEALTH AND SAFETY		
GRI 3: Material Topics 2021	3-3	Management of material topics	42-43	

[^] Indicates metrics in scope of public limited assurance.





Material Topics

GRI STANDARD		DISCLOSURE	PAGE	COMMENTS
		Acting Fairly		
		ANIMAL WELFARE		
GRI 3: Material Topics 2021	3-3	Management of material topics	55	
		LABOUR & HUMAN RIGHTS		
GRI 3: Material Topics 2021	3-3	Management of material topics	51-52	
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	51	
		FAIR REMUNERATION		
GRI 3: Material Topics 2021	3-3	Management of material topics	50	
GRI 405: Diversity & Equal Opportunity 2016	405-2	Ratio of basic salary and remuneration of women to men	66	
		DIVERSITY AND INCLUSION		
GRI 3: Material Topics 2021	3-3	Management of material topics	64-66	
GRI 405: Diversity & Equal Opportunity 2016	405-1	Diversity of governance bodies and employees ^Δ	67	Assurance provided on 'Management' only.
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	67	Partial omission: Due to internal policies, no disclosures can be made on turnover.
		CORPORATE CITIZENSHIP AND LOCAL DEVELOPMENT		
GRI 3: Material Topics 2021	3-3	Management of material topics	45	
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	45-49	
GRI 201: Economic Performance 2016	201-1	Directly generated and distributed economic value	47	
		BUSINESS RELATIONSHIPS AND INTEGRITY		
GRI 3: Material Topics 2021	3-3	Management of material topics	52	





Appendix

Reduction of GHG Emissions¹

Ireland	2023	2024
Percentage of stores with natural refrigerant	27%	29%
Percentage of warehouses with natural refrigerant	100%	100%
Stores with photovoltaic system	68	83
Warehouses with photovoltaic system	2	2
Head Office with photovoltaic system	-	1

Northern Ireland	2023	2024
Percentage of stores with natural refrigerant	20%	28%
Percentage of warehouses with natural refrigerant	100%	100%
Stores with photovoltaic system	11	15
Warehouses with photovoltaic system	-	-

Energy Consumption within the Organisation²

Ireland	2023 kWh	2024 kWh
Own electricity generation renewable energies PV ⁵	7,885,975 ^A	9,119,057 ^A
Electricity external procurement renewable energies	104,258,481 ^A	105,221,304 ^A
Gas consumption natural gas	15,189,707	18,029,357

Northern Ireland	2023 kWh	2024 kWh
Own electricity generation renewable energies PV ⁵	918,431 ^A	1,000,629 ^A
Electricity external procurement renewable energies	21,870,282 ^A	22,554,531 ^A
Gas consumption natural gas	4,273,940	4,711,027

Waste Generated Ireland³

Tonnes	2023	2024
Recyclable materials	47,352.1	49,071.2
PPK recyclable materials	26,545.6	26,729.3
Organic recyclable materials	16,275.4	17,360.5
Empties plastics recyclable materials	24.9	-
Plastic recyclable materials	760.0	850.9
Wood recyclable materials	797.4	1,078.1
Textile recyclable materials	12.5	19.8
Residual waste	2,054.3	2,002.4
Glass recyclable materials	-	-
Scrap metal recyclable materials	429.3	537.9
Hazardous waste	43.9	38.1
Other non-hazardous waste	408.7	454.3

Waste Generated Northern Ireland³

Tonnes	2023	2024
Recyclable materials	10,544.9	10,449.8
PPK recyclable materials	5,646.7	5,787.8
Organic recyclable materials	3,372.8	3,498.4
Empties plastics recyclable materials	-	-
Plastic recyclable materials	206.7	150.0
Wood recyclable materials	558.3	423.3
Textile recyclable materials	3.0	3.2
Residual waste	384.4	421.8
Glass recyclable materials	312.0	92.9
Scrap metal recyclable materials	26.9	37.8
Hazardous waste	3.4	1.6
Other non-hazardous waste	30.7	33.1

Waste Directed to Disposal Ireland⁴

Tonnes	2023	2024
Residual waste		
Residual waste - Thermal utilisation with energy recovery	2,054.3	2,002.4
Hazardous waste - Incineration	-	0.6
Other non-hazardous waste		
Other non-hazardous waste - Thermal utilisation with energy recovery	3.4	-
Total		
Recyclable - Thermal utilisation	2,057.7	2,002.4
Recyclable - Incineration	-	0.6

Waste Directed to Disposal Northern Ireland⁴

Tonnes	2023	2024
Residual waste		
Residual waste - Thermal utilisation with energy recovery	384.4	421.8
Hazardous waste - Incineration	-	-
Other non-hazardous waste		
Other non-hazardous waste - Thermal utilisation with energy recovery	-	-
Total		
Recyclable - Thermal utilisation	384.4	421.8
Recyclable - Incineration	-	-

1 GRI 305-5 2 GRI 302-1 3 GRI 306-3 4 GRI 306-5 5 An estimate was included for the missing data





Waste Diverted from Disposal Ireland¹

Tonnes	2023	2024
PPK		
Recyclable PPK - <i>Recycling</i>	26,545.6	26,729.3
Organics		
Recyclable Organics - <i>Fermentation</i>	15,948.4	17,360.5
Recyclable Organics - <i>Reuse</i>	327	-
PET		
Recyclable empties plastics - <i>Recycling</i>	27.0	-
Plastics		
Recyclable Plastics - <i>Recycling</i>	760.0	850.9
Wood		
Recyclable Wood - <i>Recycling</i>	61.5	3.9
Recyclable Wood - <i>Reuse</i>	735.9	1,074.1
Textiles		
Recyclable Textiles - <i>Reuse</i>	12.5	19.8
Glass		
Recyclable Glass - <i>Recycling</i>	-	-
Scrap metal		
Recyclable scrap metal - <i>Recycling</i>	429.3	537.9
Hazardous recyclables		
Hazardous waste - <i>Recycling</i>	29.9	37.5
Other non-hazardous recyclables		
Other non-hazardous waste - <i>Reuse</i>	122.1	117.6
Other non-hazardous waste - <i>Recycling</i>	283.2	336.6
Total recyclables		
Recyclable - <i>Reuse</i>	1,197.5	1,211.6
Recyclable - <i>Recycling</i>	2,8134.5	28,496.2

Waste Diverted from Disposal Northern Ireland¹

Tonnes	2023	2024
PPK		
Recyclable PPK - <i>Recycling</i>	5,646.7	5,787.8
Organics		
Recyclable Organics - <i>Fermentation</i>	3,306.8	3,498.4
Recyclable Organics - <i>Reuse</i>	66	-
PET		
Recyclable empties plastics - <i>Recycling</i>	-	-
Plastics		
Recyclable Plastics - <i>Recycling</i>	206.7	149.0
Wood		
Recyclable Wood - <i>Recycling</i>	196.2	83.9
Recyclable Wood - <i>Reuse</i>	362.1	339.5
Textiles		
Recyclable Textiles - <i>Reuse</i>	3.0	3.2
Glass		
Recyclable Glass - <i>Recycling</i>	312	92.8
Scrap metal		
Recyclable scrap metal - <i>Recycling</i>	26.9	37.8
Hazardous recyclables		
Hazardous waste - <i>Recycling</i>	3.4	1.6
Other non-hazardous recyclables		
Other non-hazardous waste - <i>Reuse</i>	30.7	33.1
Other non-hazardous waste - <i>Recycling</i>	-	-
Total recyclables		
Recyclable - <i>Reuse</i>	395.8	375.8
Recyclable - <i>Recycling</i>	6,392.0	6,152.8

Ratio of Basic Salary and Remuneration of Women to Men²

Lidl Ireland Gender Pay Gap	2023	2024
Mean	7.0%	5.2%
Mean Part Time	2.5%	-1.2%
Median	2.8%	0%
Median Part Time	1.7%	-1.4%
BONUS GENDER PAY GAP		
Mean	-5.5%	-7.7%
Median	0%	-72.0%

Gender Pay Gap % of employees by pay level (in quartiles)	2024	
GENDER	M	F
Q1 - Lower remuneration quartile	57%	43%
Q2 - Lower middle remuneration quartile	55%	45%
Q3 - Upper middle remuneration quartile	51%	49%
Q4 - Upper remuneration quartile	57%	43%

Lidl Northern Ireland Gender Pay Gap	2023	2024
Gender pay gap unadjusted - median	1.8%	2.8%
Gender pay gap unadjusted - mean	6.3%	6.1%

Gender Pay Gap % of employees by pay level (in quartiles)	2024	
GENDER	M	F
Q1 - Lower remuneration quartile	53%	47%
Q2 - Lower middle remuneration quartile	53%	47%
Q3 - Upper middle remuneration quartile	59%	41%
Q4 - Upper remuneration quartile	62%	38%

2024: The current bonus gap is equivalent to an average annual monetary difference of €138. Bonuses are awarded for length of service and our employee referral scheme.

2023: The current bonus gap is equivalent to an average annual monetary difference of €80. Bonuses are awarded for length of service and our employee referral scheme.

¹ GRI 306-4 ² GRI 405-2





Diversity among New Employee Hires¹

Ireland	2023	2024
External hires (<i>headcount</i>)	1,700	1,942
Percentage of external hires < 30 years (%)	62.4%	64.0%
Percentage of external hires >= 30 < 50 years (%)	35.4%	33.6%
Percentage of external hires >= 50 years (%)	2.3%	2.5%
Percentage of external hires - female (%)	54.3%	40.8%

Northern Ireland ²	2023	2024
External hires (<i>headcount</i>)	602	567
Percentage of external hires < 30 years (%)	70.0%	63.1%
Percentage of external hires >= 30 < 50 years (%)	24.9%	31.0%
Percentage of external hires >= 50 years (%)	5.2%	5.8%
Percentage of external hires - female (%)	30.6%	34.4%

Diversity and Equal Opportunity¹

Ireland	2023	2024
EMPLOYEES		
Percentage of women (%)	45.0%	44.2%
Percentage of men (%)	54.9%	55.8%
Heads (<i>internal</i>) < 30 years	1,733	1,861
Heads (<i>internal</i>) >= 30 < 50 years	3,228	3,136
Heads (<i>internal</i>) >= 50 years	325	367

Northern Ireland	2023	2024
EMPLOYEES		
Percentage of women (%)	42.1%	43.2%
Percentage of men (%)	57.9%	56.8%
Heads (<i>internal</i>) < 30 years	613	611
Heads (<i>internal</i>) >= 30 < 50 years	583	620
Heads (<i>internal</i>) >= 50 years	103	119

¹ GRI 401-1 ² GRI 405-1

Diversity in Governing Bodies^{1*}

Ireland	2023	2024
MANAGEMENT		
Total management headcount	453 ^Δ	467 ^Δ
MANAGEMENT %		
Percentage of management < 30 years	12.8% ^Δ	13.7% ^Δ
Percentage of management >= 30 < 50 years	82.6% ^Δ	80.9% ^Δ
Percentage of management >= 50 years	4.6% ^Δ	5.4% ^Δ
Percentage of women in management	36.9% ^Δ	36.8% ^Δ
Percentage of men in management	63.1% ^Δ	63.2% ^Δ
SENIOR MANAGEMENT %		
Percentage of senior management < 30 years	14.3%	-
Percentage of senior management >= 30 < 50 years	85.7%	100.0%
Percentage of senior management >= 50 years	-	-
Percentage of women in senior management	28.6%	16.7%
Percentage of male in senior management	71.4%	83.3%
TOP MANAGEMENT %		
Percentage of top management < 30 years	-	-
Percentage of top management >= 30 < 50 years	100.0%	80.0%
Percentage of top management >= 50 years	-	-
Percentage of women in top management	33.3%	40.0%
Percentage of men in top management	66.7%	60.0%

Note: Due to current policies in place we are not able to disclose employee turnover rates.

^{*}These metrics do not include absentee data.

Northern Ireland	2023	2024
MANAGEMENT		
Total management headcount	83 ^Δ	84 ^Δ
MANAGEMENT %		
Percentage of management < 30 years	18.1% ^Δ	15.5% ^Δ
Percentage of management >= 30 < 50 years	80.7% ^Δ	82.1% ^Δ
Percentage of management >= 50 years	1.2% ^Δ	2.4% ^Δ
Percentage of women in management	27.7% ^Δ	31.0% ^Δ
Percentage of men in management	72.3% ^Δ	69.0% ^Δ
SENIOR MANAGEMENT %		
Percentage of senior management < 30 years	-	-
Percentage of senior management >= 30 < 50 years	100%	100%
Percentage of senior management >= 50 years	-	-
Percentage of women in senior management	-	-
Percentage of male in senior management	100%	100%
TOP MANAGEMENT %		
Percentage of top management < 30 years	-	-
Percentage of top management >= 30 < 50 years	-	-
Percentage of top management >= 50 years	-	-
Percentage of women in top management	-	-
Percentage of men in top management	-	-



Thank You

