

#teamlidl

Gender Pay Report 2024/25

Today, 4th April 2025, we are sharing our Gender Pay report – an annual review looking into the wage differentials between male and female colleagues across Lidl GB.

Message from our Chief People Officer, Stephanie Rogers

I'm pleased to share our latest Gender Pay Report – not just because of the progress we've made, but because of the momentum we're building. At Lidl, fairness, inclusion, and opportunity aren't just things we talk about – they're values we put into action every day. We want every colleague to feel like they belong, to know their hard work is recognised, and to feel respected and valued. That's why we're constantly challenging ourselves to do better, while pushing for real, lasting change.

Recognising and rewarding hard work is essential to this. In February, we announced our third pay rise in the space of 12 months – further investing in our colleagues to ensure they remain among the best-paid in the industry. This builds on our long-standing commitment to fair pay, keeping our hourly rates ahead of both the National Living Wage and the Real Living Wage, while also increasing salaries across the business.

But fair pay is just one part of creating a workplace where everyone feels valued, supported, and able to succeed – and we're proud to be leading the way. Alongside this investment in pay, our latest gender pay figures show that we're continuing to make real progress.

Our median gender pay gap remains at 0%, meaning that men and women in the same roles at Lidl are paid equally. Our mean gender pay gap has also improved again this year, decreasing by 1.3% to 8% – significantly lower than the national average of 13.1%. These figures matter, but they only tell part of the story. What's even more important is how we keep making Lidl a fairer, more inclusive and rewarding place to work – because progress isn't just about where we are today, it's about where we're heading.

That's why we're continuing to take action. We're now an accredited menopause-friendly employer, reinforcing our commitment to breaking down barriers and ensuring no one feels left behind. And with more women stepping into senior roles, we're backing this progress with investment in a mentoring programme for women in our stores, leadership development, and ongoing support – so career growth is something everyone can access.

Gender equality is just one part of the bigger picture. This year, we were also proud to become the first supermarket



accredited as an age-inclusive employer by 55/Redefined, because we know talent has no age limit. We also signed the Social Recruitment Covenant, furthering our commitment to removing barriers to employment and creating opportunities for people from all backgrounds.

Of course, none of this would be possible without our people. Our colleagues are the driving force behind everything we do. Their hard work, passion, and dedication make Lidl what it is, and I can't thank them enough. It's because of them that we're able to keep moving forward, working together to create a workplace we can all be proud of.

And we're not slowing down. We're pushing forward – championing gender equality, opening more doors for career progression, and making Lidl a place where everyone has the chance to thrive. Real change doesn't happen by accident – it happens when people come together with a shared belief in what's possible and take action. And, at Lidl, that's exactly what we're doing.

I confirm that the information and data provided is accurate and in line with mandatory requirements for businesses in England, Scotland and Wales.

A handwritten signature in blue ink that reads 'S Rogers'.

Stephanie Rogers
Chief People Officer, Lidl GB

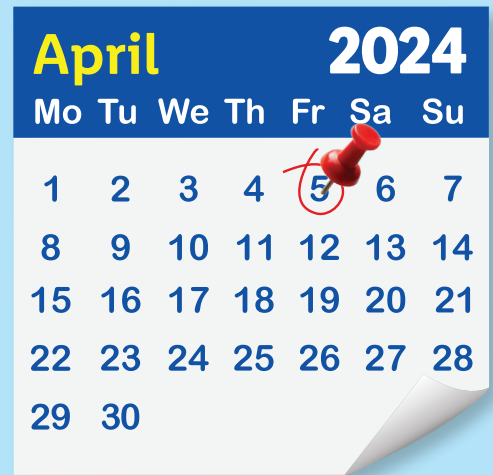


Generating the report

To generate the Gender Pay report, we firstly look at all jobs and all rates of pay across our entire business.

For our seventh report, the reporting period is from 6th April 2023 to 5th April 2024. We are required to take a snapshot of the pay data for all colleagues employed on 5th April 2024.

Our reporting deadline is within one year of the snapshot date, and we're sharing our report on 4th April 2025 with the public via our corporate website, and with the Government, via the Gender Pay Gap Service online.



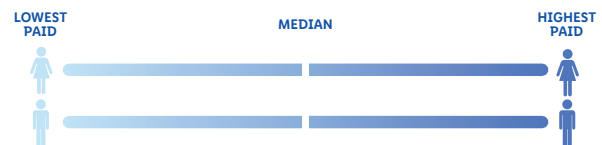
How it is calculated

Our Gender Pay Gap is calculated using two figures, the median and the mean value. We also look at the difference between both pay and bonus payments.

Glossary

Mean gender pay gap: the percentage difference between the mean (average) pay for male colleagues compared to female colleagues. To calculate it, we convert all salaries to an hourly rate, add these up and divide the total by the number of colleagues in that group.

Median gender pay gap: the percentage difference between the midpoint of pay for all male colleagues compared to female colleagues (when converted to hourly rate and listing from lowest to highest pay).



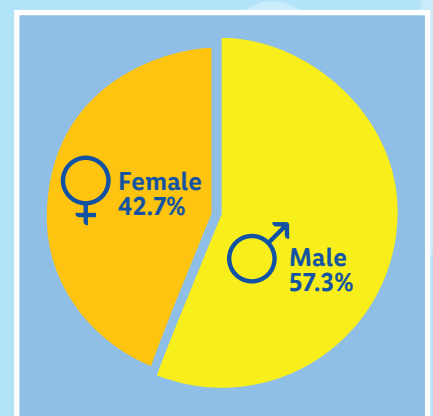
Mean and median bonus gender pay gap: calculated the same way as the above but looking at bonus payments rather than salaries.

It is important to note that the gender pay gap is different to equal pay. It is a legal requirement for men and women to be paid equally for performing the same work, or work of equal value.

At Lidl, we pay all our colleagues equally across the business, regardless of gender. Our pay structure is designed to be simple, fair and transparent, with pay being based on the role an individual holds and their length of service within the business. This shows that we value loyalty and reward colleagues for their hard work.

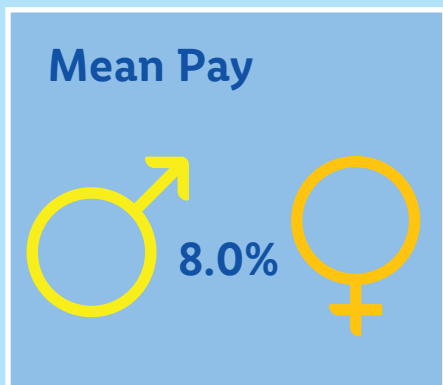
Explaining the data

On the snapshot date of 5th April 2024, we employed 32,500 colleagues across England, Scotland and Wales. This was made up of 57.3% male colleagues and 42.7% female colleagues.

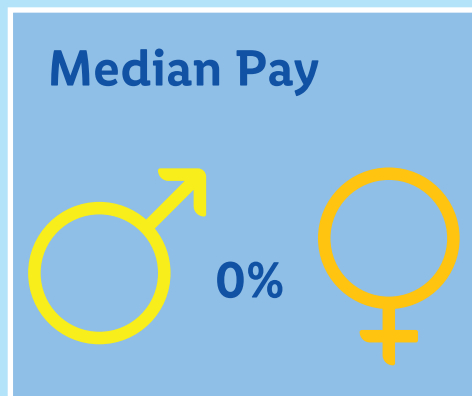


Pay

We're once again pleased to report that the median gender pay gap was 0% as it has been for the previous three years. This means that there continues to be no difference in the midpoint of pay between male and female colleagues and positions Lidl as a leader in equal pay, not just in the supermarket sector, but the wider retail industry.



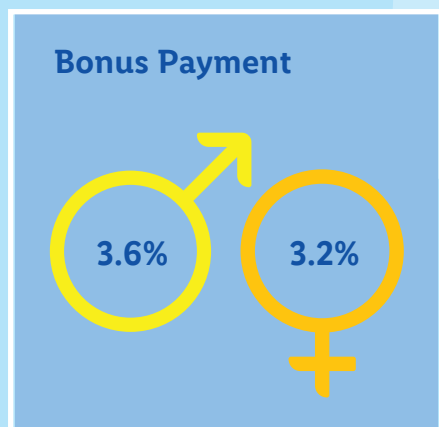
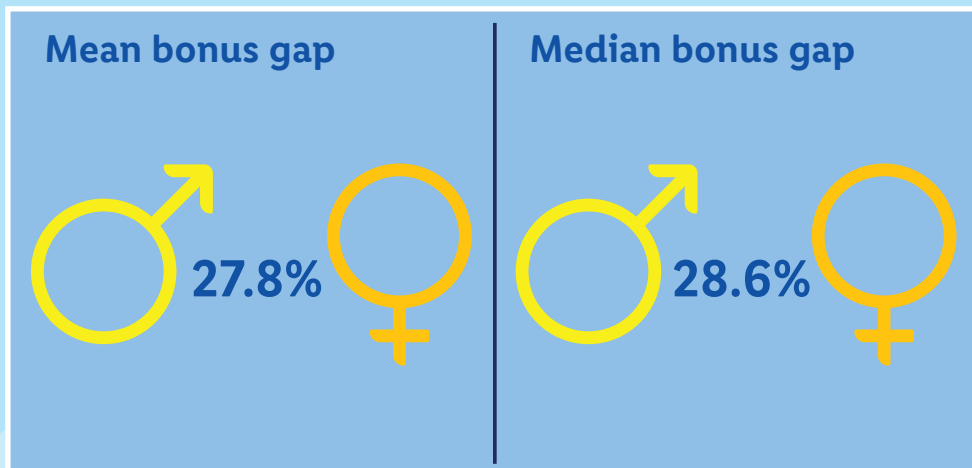
Our mean gender pay gap has decreased by 1.3% year-on-year, with it now being 8.0%. This is still significantly lower than the national average of 13.1% within the UK, as recorded by the Office for National Statistics.



Bonus focus

For the purposes of the reporting, bonuses include, but are not limited to, anniversary payments, referral payments and incentive payments, such as rewarding colleagues for submitting ideas to improve business processes or referring a friend to apply for a vacancy.

The overall proportion of colleagues who received a bonus payment is small, representing just 3.6% of male colleagues and 3.2% of female colleagues. In the reporting year our mean bonus pay gap has decreased to 27.8% from 29.6% in the previous year. Our median bonus pay gap has increased year-on-year, from 0% to 28.6%. This shift reflects the structure of our bonus schemes, with certain payments – such as those for long service – impacting overall figures. We recognise there is more to do to ensure greater balance and remain committed to fostering an environment where all colleagues feel supported to build long-term careers with us.



Quartiles

The quartiles show the distribution of colleagues' pay, broken down by the hourly rate. If we lined up all Lidl colleagues in order of their hourly pay rates and we split them into four equal-sized groups, we would see what is known as the four pay quartiles.

The hourly salaries represented in each of the quartiles are as follows:

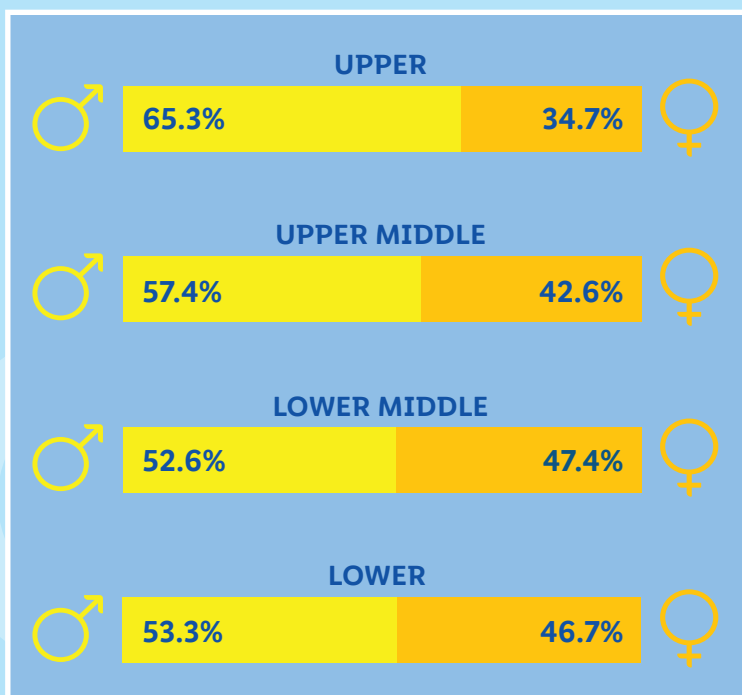
- **Upper** – roles with hourly salaries of £14.50 per hour and above
- **Upper Middle** – roles with hourly salaries of between £13.00 to 14.50 per hour
- **Lower Middle** – roles with hourly salaries of £13.00 per hour
- **Lower** – roles with hourly salaries of up to £13.00 per hour

The chart on the right shows the percentage of male and female colleagues represented in each quartile over the reporting period.

We are pleased to report a positive shift in gender representation this year, with an increased percentage of females in both the lower middle and upper quartiles. This progress reflects the opportunities for career development within our organisation and the steps we are taking to support women's progression. We remain committed to building on this progress and continuing to enhance female representation across all levels of the business.

In January 2024 we introduced our enhanced family support policy, which included doubling maternity and adoption leave from 14 to 28 weeks. We also introduced paid leave for fertility treatment and pregnancy loss. These changes reinforce our commitment to providing colleagues with greater flexibility and work-life balance, particularly for those with caring responsibilities.

Alongside this, we remain focused on attracting and retaining skilled and talented women and continuing our efforts to encourage female applicants in traditionally male-dominated sectors such as warehousing, property, and IT. By fostering an inclusive and supportive workplace, we aim to create an environment where women not only enter these fields but also feel empowered to build long-term careers. We will continue to strengthen our initiatives to ensure opportunities are accessible to all, driving meaningful and lasting change.



How we are closing the gap

This report highlights the steps we are taking to drive gender equality, with a clear focus on addressing the gender pay gap and improving workplace inclusivity. During the reporting period, we introduced several initiatives designed to support women's progression, enhance flexibility, and create a more inclusive workplace culture. These efforts reflect our ongoing commitment to creating a fairer, more balanced environment for all colleagues.

Women in Leadership

We continue to take significant steps to increase female representation in leadership roles. This year, we were officially accredited as a menopause-friendly employer, recognising our commitment to fostering a workplace that supports and educates colleagues on menopause-related challenges. We also launched a Women in Leadership Mentoring Trial across three regions, providing structured development and career progression support for female colleagues. The success of this programme has encouraged us to expand this scheme nationally from March 2025. In addition, we remain focused on driving long-term change through leadership targets, mentoring, and apprenticeships, ensuring we build a strong pipeline of female talent at all levels.



Ways of working

Recognising the importance of accountability in driving meaningful change, we also appointed Director Sponsors for Gender, ensuring a clear commitment to gender equality at every level of the business. Alongside this, we expanded our Diversity, Equity & Inclusion (DEI) Working Groups, ensuring colleague voices play a key role in shaping our approach to inclusion and belonging. Flexibility remains a focus to ensure all colleagues can thrive. We are committed to expanding our options to encourage flexible working, including exploring opportunities for job sharing, the provision of 'family friendly' hours in stores and warehouses and increasing new and prospective colleague's awareness of the flexibility which already exists.

Hiring Practices

Creating a more inclusive workforce starts with fair and equitable recruitment. This year, we delivered unconscious bias refresher training to reinforce inclusive hiring practices across the business. We also strengthened our external partnerships, including Making the Leap, BRC's D&I Charter, and Diversity in Retail's Women in Leadership Programme, helping us attract, retain, and develop diverse talent.

Marking significant progress in Equity, Diversity & Inclusion (ED&I), we achieved a Gold Award from the Social Recruitment Advocacy Group (SRAG), Disability Confident Level 2, Menopause Accreditation through Henpicked, and became the first food retailer to earn Age Accreditation through 55/Redefined.

Looking Ahead

As we move forward, we will continue building on the momentum of these initiatives, with a focus on creating an inclusive and equitable workplace. We are committed to increasing female representation in leadership, offering more flexibility, and providing ongoing support to all colleagues.

By embedding gender equality into our policies and practices, we aim to drive lasting change that empowers everyone to reach their full potential. As part of this we've been listening closely to our colleagues – understanding the barriers, both big and small, that stand in the way of progress. As a result, we're setting out on our journey to develop a gender programme with purpose, ensuring it drives meaningful change where it's needed most.

