



Human Rights Impact Assessment

Cut Flowers, Kenya & Ethiopia | Action Plan

In 2024, Lidl conducted a Human Rights Impact Assessment in the cut flower supply chain in Kenya and Ethiopia, with the external service provider LRQA. Since completing the HRIA, Lidl has been working intensively on the results and has developed an action plan to address the identified risks.

This action plan focuses on Lidl activities only. We are aware of our responsibility to proactively minimise the negative impacts identified by the HRIA and to use our influence for positive change. However, we recognise that many of the risks identified cannot be addressed by Lidl alone and understand that collaboration within the sector will be critical to address the systemic issues. We have discussed the findings of the HRIA with our Buying department, relevant internal departments and suppliers.

Lidl will work with suppliers and other key stakeholders to implement the following measures within the Lidl supply chain, led by the Quality and Sustainability and Buying departments.

1. Increase supply chain transparency

We will increase transparency in our plant & flower supply chains for Lidl International and all national Lidl markets over the coming years.

Desired outcome: In-depth knowledge of supply chain structure and origins.

2. Engage in dialogue

From July 2025, we will consult relevant stakeholders (e.g. suppliers, Fairtrade, trade unions) on the results of the HRIA with the opportunity to cooperate on the action plan to address the identified fields of action.

Desired outcome: Raising stakeholder awareness of the results, developing an implementation strategy to mitigate the risks identified in the HRIA.

3. Address gender-based violence and harassment ("GBVH")

We will implement a project from 2026 with the aim of reducing risks of GBVH and promoting educational or professional opportunities for women.

Desired outcome: Promotion of gender equality, including fairer employment opportunities.

4. Responsible purchasing practices

We will improve our efforts to establish long-term business relationships in our supply chain.



Desired outcome: Business stability and planning security, with the aim of having a positive impact on working conditions.

5. Further development of standards and specifications

From 2025, we will work with Fairtrade to further develop the standards for cut flowers and address risks in our supply chains. By the end of 2027, we will revise our requirements for suppliers with a particular focus on gender-based violence.

Desired outcome: Addressing relevant risks appropriately through certification standards, in partnership with Fairtrade. Clarification of internal guidelines, including on gender-based violence, to mitigate risks.

6. Establish grievance mechanisms

From July 2025, we will review the requirements for grievance mechanisms on farms alongside Fairtrade, following the UNGP principles, (accessibility, transparency, independence, protection against retaliation, effectiveness) and initiate measures (from 2026) to strengthen and improve existing mechanisms.

Desired outcome: Improve and strengthen existing grievance mechanisms to improve working conditions on farms and increase trust. Empower workers to use grievance mechanisms.

7. Empowerment at farm level

From 2026, we will conduct training at farm level with a focus on the greatest risks identified in the HRIA, taking into account particularly vulnerable groups and empower them to understand their rights and to use grievance mechanisms.

Desired outcome: Reduction of identified risks, empowerment of workers.

8. Wages

In 2026, we will examine approaches to improving wages along the cut flower supply chain, particularly at farm level.

Desired outcome: Analysis of the wage situation and identification of effective approaches towards a living wage.

9. Measuring impact

By 2030, we will carry out a further assessment in the supply chain to check the effectiveness of the measures taken.

Desired outcome: Collect and analyse supply chain data to assess progress on risk mitigation and identify the most effective measures to optimise future strategy and focus investment on solutions that enable further positive impact.