



Human Rights Impact Assessment

Cashew Nuts, Côte d'Ivoire | Action Plan

In 2023, Lidl conducted a Human Rights Impact Assessment (HRIA) in the cashew nut sector in Côte d'Ivoire. The report analyses the potential human rights risks and impacts within the cashew industry in Côte d'Ivoire. Based on the findings of the HRIA, Lidl has developed an action plan with concrete measures 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 its 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. Engage in dialogue

From July 2025, we will consult relevant stakeholders (e.g. suppliers, Rainforest Alliance and Fairtrade, Sustainable Nut Initiative (SNI)) on the results of the HRIA and 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.

2. Responsible purchasing practices

From 2026, we will examine options for more sustainable purchasing practices (e.g. increasing local value creation and length of business relationships) with relevant stakeholders. We continue to examine possible approaches to making our product range more sustainable (e.g. increasing certification).

Desired outcome: Improvement of living and working conditions in the supply chain through sustainable purchasing practices.

3. Empowerment at farm level

We will work with an external partner from 2026 to support smallholder farmers (particularly women) in the supply chain, applying good agricultural and human rights practices. We are examining approaches to provide farming families with access to health services in order to reduce financial risks in the event of illness.

Desired outcome: Strengthening resilience and sustainability in the supply chain, strengthening the financial resilience of smallholder farmers and capacity building for smallholder farmers (particularly women), and reducing identified risks.



4. Secure livelihoods

In 2026, we will examine approaches to improving incomes along the cashew nut supply chain, especially at farm level.

Desired outcome: Identification of tangible approaches to closing the income gap.

5. 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 actions to optimise future strategy and focus investment on solutions that enable further positive impact.

We are confident that the implementation of these measures will provide important improvements to the living and working conditions of local workers for our cashew supply chain in Côte d'Ivoire. Constructive cooperation with other stakeholders, including civil society and social partners, will continue to play an important role in addressing challenges holistically.