



Human Rights Impact Assessment

Wine, South Africa | Action Plan

In 2022, Lidl conducted a Human Rights Impact Assessment (HRIA) in the wine supply chain in South Africa. The HRIA report analyses potential human rights risks and impacts in the South African wine industry. 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. 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, WIETA, Fairtrade, trade unions and the Sustainable Wine Roundtable) 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 HRIA results, developing an implementation strategy to mitigate the risks identified in the HRIA.

2. Responsible purchasing practices

We will improve our efforts to establish long-term business relationships with our South African suppliers, including the wineries and, where possible, at farm level.

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

3. Wages

We will examine approaches to improving wages along the wine supply chain in 2026, particularly at farm level.

Desired outcome: Identification of concrete, actionable approaches to close the living wage gap.

4. Establish grievance mechanisms

We have been a member of the Appellando Alliance since 2023 and are committed to providing all workers in our supply chains, especially marginalised groups such as migrant workers, with access to effective grievance mechanisms. We actively support the expansion to South Africa.



Desired outcome: Improve access to effective grievance mechanisms, awareness of existing grievances and compliance cases, enable appropriate remediation.

5. Empowerment at farm-level

We will conduct farm-level training focusing on occupational safety/health and labour law (accommodation, contract, wages, freedom of association, recruitment fees, overtime). We will also raise awareness of other risks (forced labour, exploitation, discrimination, taking into account particularly vulnerable groups) in our wine supply chain in South Africa from 2026.

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

6. Product range

We intend to introduce a specification on social standards for our wine supply chain in South Africa for our own-brand range and to extend this specification to other Lidl national companies and origins.

Desired outcome: Overview of relevant standards and feasibility, preparation for rollout.

7. Measure impact

We will carry out a further assessment in the supply chain in the medium term, by 2030, to check the effectiveness of the measures taken.

Desired outcome: Collect and analyse supply chain data to assess progress and identify the most effective measures, with the aim of optimising future strategy and focusing investment on solutions that enable further positive impact.

We are confident that the implementation of these measures will provide important improvements to the working conditions of workers in our wine supply chain in South Africa. Constructive cooperation with other stakeholders, including civil society and social partners, will continue to play an important role in addressing challenges holistically.