



# Human Rights Impact Assessment

## Columbian Bananas | Action plan

In 2021, Lidl conducted a Human Rights Impact Assessment (HRIA) in the Colombian Banana supply chain. Lidl published the report in early 2022 in an effort to increase transparency about supply chain risks and help other organisations learn from the findings.

Since the conclusion of the HRIA, Lidl has been evaluating the findings and has developed concrete next steps with the aim of addressing the risks identified. These actions focus primarily on Lidl's own operations, as the business recognises its responsibility to minimise negative impacts proactively and use its influence for positive change.

At the same time, Lidl recognises that many of the identified risks cannot be addressed alone and believes that collaboration within the sector will be crucial to address systemic challenges.

Lidl will work with its suppliers to implement the below measures within the Colombian banana supply chain. At the end of 2023, we will report on the progress made. Constructive cooperation with other stakeholders, including civil society and social partners, will continue to play an important role in addressing challenges holistically.

### **1. Dialogue with certification schemes**

Through Rainforest Alliance and Fairtrade certification schemes Lidl pays a premium to ensure that social standards in banana supply chains are upheld, and workers receive additional support to strengthen their income. Lidl will consult with both Rainforest Alliance and Fairtrade on the identified risks from the HRIA with the aim of identifying potential avenues for addressing these collaboratively and putting sustainable solutions into practice.

### **2. Participation in a gender equality project**

Gender equality was highlighted as a particular risk category within this Human Rights Impact Assessment. Lidl takes gender equality within its supply chains seriously and has recently published a supply chain policy on gender equality which is currently being developed into an action plan. Lidl is committed to working with its Colombian banana suppliers on gender equality projects.

### **3. Improving wages in the banana supply chain**

Lidl considers fair wages a basic right. We are working on approaches to improve wages along the supply chain, in particular at the farming level. As part of this commitment, Lidl has launched an ambitious project to pay the living wage reference price for all its sourced bananas sold in Germany. The living wage reference price represents the share of products that Lidl is sourcing from a particular supplier to close any independently assessed living wage gap.