

# Beyond the basket

**FY23  
and  
FY24**



At Lidl, we've been accelerating on all fronts – from our expansion plans to how we show up for our customers, colleagues and communities. Sustainability has been central to this journey, guiding how we grow, how we lead and how we create long-term value across our entire value chain.

To steer this growth with purpose, we identified four bold pillars of sustainability impact that have shaped our strategy and investment decisions for Lidl in Great Britain:

### Lead the Way on Sustainable Diets

### Lead the Way on Sustainable Growth

### Be First Choice for British Farming

### Be First Choice for British Communities

These pillars reflect our ambition to lead not only in retail, but in building a more sustainable and inclusive food system – ensuring that our growth benefits people, the planet and the communities we serve. Supporting this ambition are our six sustainability priorities, which identify the most material topics for our business. Each of our six sustainability priorities is underpinned by a set of material topics that guide our day-to-day actions and reporting. These priorities form the foundation of our sustainability strategy and the structure of this report.

### Matt Juden-Bloomfield

Head of Sustainability

### Amali Bunter

Head of Responsible Sourcing and Ethical Trade



## Introduction

- 1 CEO statement
- 3 About our business
- 4 Cutting prices, not corners
- 5 Our sustainability strategy
- 6 Materiality
- 8 Our value chain
- 9 Sustainability at store level
- 10 Our world-class partner: WWF
- 11 Highlights



### Conserving resources

- 18 Introduction
- 19 Food production
- 21 A fair share of cocoa
- 22 Packaging and circular thinking
- 24 Food too good to waste



### Respecting biodiversity

- 26 Introduction
- 27 Biodiversity: the world depends on it
- 27 Sourcing raw materials

- 28 Introduction
- 29 Healthy and sustainable diets



### Promoting health



- 31 Introduction
- 32 Fair and competitive pay
- 32 Gender pay gap reporting
- 33 Support and thank-yous
- 34 Labour and human rights
- 36 Our community investment policy
- 38 Lidl Foodies
- 39 Animal welfare: checked, measured, improved
- 40 Backing, buying and eating British



### Acting fairly



### Engaging in dialogue

- 41 Introduction
- 42 Driving sustainability from the inside out

## Appendix

- 46 Performance scorecards
- 57 General disclosures
- 59 Economic performance
- 60 Circular economy
- 61 Food waste
- 61 1.5 degrees
- 64 Labour and human rights
- 67 Diversity, Equity and Inclusion (DEI)
- 69 Corporate citizenship and local development
- 70 Healthy and sustainable diets
- 72 GRI content index
- 100 Assurance Statement

### Further reading

Annual Report 2024

Lidl Corporate website

Lidl Our Commitments



## CEO statement

# A word from our CEO



Since opening in Great Britain in 1994, we've been unwavering in our commitment to championing British producers and advancing our journey towards operating more sustainably. This focus has shaped our sustainability vision of better living every day.



**Ryan McDonnell**  
CEO of Lidl GB



**It's guided how we do business – championing fairness, quality and long-term value for the people who work with us, the households that shop with us and the businesses that supply us.**

To stay accountable, we set ambitious targets that challenge how we operate and inspire innovation across every part of our business.

It's vital that we're transparent about our progress. As the UK's fastest-growing bricks-and-mortar supermarket, we're now a firmly established family brand with 60% of households choosing to shop at Lidl.

In recent years, we've completed a score of expansion projects with brand new Regional Distribution Centres (RDCs), store openings and upgrades. With more plans in the pipeline, we have a clear duty to grow sustainably.

That's why we take significant steps to buy, package and transport products in a responsible way. The delivery fleet serving our newest RDC, Luton – the largest Lidl RDC in the world – is powered solely by renewable energy. In FY24, we also sourced 98% of the identified critical raw materials in our range from verified sustainable sources and sold the largest volume of own-brand Fairtrade cocoa of all UK grocery retailers for the seventh year in a row.

**60%**  
of households are  
choosing to shop  
at Lidl

**The delivery fleet serving our newest RDC, Luton – the largest Lidl RDC in the world – is powered solely by renewable energy.**



## CEO statement continued

# Net zero by 2050

And we're making important strides elsewhere. Climate change continues to leave an indelible mark on our world. In response, we've committed to achieving net zero by 2050 in line with the guidance of the Science Based Targets initiative (SBTi). While we've reduced Scope 1 and 2 emissions by 11.4% since 2019, we have more to do. So, to support our existing Head of Responsible Sourcing and Ethical Trade and the dedicated teams working to realise our goals, we've appointed a Head of Sustainability to lead our corporate governance and Scope 1 and 2 strategy.

Our new industry-leading Healthy and Sustainable Diets strategy will play a large part in our journey towards net zero and reflects our ambition as a discounter to make healthy and sustainable shopping choices accessible to everyone. I'm enormously proud that, among other leading moves in this space, Lidl is the first British retailer to align with the EAT-Lancet's Planetary Health Diet and implement WWF's 'Planet-Based Diets' methodology, aiming to grow the proportion of plant-based foods sold – including plant-based proteins, wholegrains, fruits and vegetables – by 20% by 2030.

Of course, behind every single product we sell is an incredible producer. We invested £21 billion in the last five years alone in the British food industry, exceeding our original target over that time by 40%. Our suppliers are paramount to our success and, through exciting projects like our new Sustainable Beef Group, we'll help them grow their businesses far into the future.

At the same time, our impact goes well beyond the items on our shelves. Our long-term partnership with Neighbourly remains crucial, underpinning our efforts to help tackle food insecurity across the nation. We've donated £1 million from our Community Fund towards this cause in the last two years.

In FY24, we also donated over 18.5 million meals to over 2,800 good causes, helping to reduce incremental costs to the NHS by an estimated £79.55 million.\*

**£21 billion**  
invested in the last five  
years alone in the British  
food industry



Investing in young people continues to be a priority for us, too. We've invested £500,000 to launch Lidl Foodies – a free-to-access primary school education programme aimed at sparking a love for healthy eating among 4–7-year-olds. In January 2025, we also reached the milestone of raising over £10 million for our national charity partner, the National Society for the Prevention of Cruelty to Children (NSPCC), and extended the partnership until 2030.

Without the relentless passion of over 35,000 colleagues, none of what we do at Lidl would be possible. It's thanks to our dedicated people that we sit at the heart of thousands of British communities. Through our leading pay rates, Diversity, Equity, and Inclusion (DEI) programme and enhanced family leave, we strive to create a culture that is truly inclusive and celebrates our brilliant workforce.

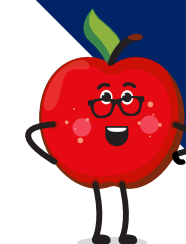
Over the coming years, we'll continue to embed sustainability into every decision we make, collaborating with our partners to secure a healthier, more sustainable future for our communities and precious ecosystems – both local and global. We'll strive to lead the way on sustainable diets and sustainable growth, and we'll achieve this while backing British communities and farmers – always addressing the issues they care about most.

\* £79.55 million is the estimated FY24 social value figure for Lidl GB's edible product redistribution programme, calculated by Neighbourly based on data, evidence and financial proxies assured by CHY Consultancy. Based in part on a report by BAPEN, the figure reflects the estimated prevention of additional costs to the NHS for subjects with malnutrition and obesity as a result of the meals donated.



**Lidl  
Foodies**

A free-to-access primary school  
education programme





## About our business

# Good value that comes with good values

At Lidl GB, we opened our first store back in 1994.

Since then, we've grown and grown – into a network of almost 1,000 stores – to become one of the nation's leading discounters.

But we don't just measure success in numbers. Our social purpose, producing and selling food that's good for people and the planet, has been a key part of our growth.

For us, this has meant embedding ambitious and measurable goals across the business, working in close partnership with more than 650 British suppliers, driving innovation and contributing positively to the communities we serve across Great Britain.

Guiding us forwards are our new corporate values, uniting our teams and shaping our corporate culture: performance, respect, trust, dreaming big while staying grounded, and belonging.



## Operating Sustainably

We are a major investor in British food and farming, and we work in close partnership with the sector to raise certification standards while reducing negative environmental impacts.

We are also a significant and inclusive employer, offering fair, high-quality jobs and careers to over 35,000 people, and many more throughout our global supply chain.

At the same time, we passionately support the work of over 2,800 charities and good causes through our national partnership with the NSPCC, our food redistribution partner Neighbourly and our community donations. All while being ever-alert and adaptable to evolving supply chain risks that impact food production.

Sustainability is a journey with no finishing line. With every mile we drive, every store we open or every vegetable we sell, a core question remains the same: 'How can we do this even more sustainably?'

This drives us forward as we pursue our ambition to achieve net zero by 2050.

**35,000**  
employees

**2,800**  
charities and  
good causes  
supported



Performance



Respect



Trust



Grounded



Belonging



Full net zero ambition is detailed on page 13

# Cutting prices, not corners

We are proud that by keeping things efficient and streamlined, Lidl is able to deliver consistently low prices without compromising on quality, standards, welfare or fairness.



## Keeping things lean

Optimisation and efficiency are at the core of the discount retail operating model, behaviours which are inherently sustainable by design but also enable us to deliver consistently low prices to our customers.



# 100%

of our core fresh everyday milk, butter, eggs, cream, chicken, pork and beef are sourced from British farmers

## The power of partnerships

We have longstanding relationships with our suppliers and work with over 650 British-based suppliers. This means that around two-thirds of the products sold in our stores are sourced from British suppliers\* and, within that, 100% of our core fresh everyday milk, butter, eggs, cream, chicken, pork and beef are sourced from British farmers. These relationships, based on growing together and mutual benefits, enable us to fill our shelves with great-value products.

\* Based on FY24 purchase value from British-based suppliers, includes own brand and branded core and promotional lines.



## Leading with fairness

Lidl upholds high animal welfare for the animals in our supply chain, assured by third-party standards – read more on page 39. We also source the critical raw materials used in our products responsibly. And we insist on fair pay and conditions in the supply chain and our stores. We never knowingly compromise on these baseline standards.



## Good choices, great impact

We are focused on making our product ranges more sustainable, for the health of both people and the planet. We are committed to continuously improving the transparency of information on packaging, empowering our shoppers to make informed choices about our sustainably sourced food.



# Our sustainability strategy

## Our six sustainability priorities

At Lidl, we target our efforts as a sustainable business on the six strategic areas of focus below. They form the basis of our sustainability strategy which we regularly review and enhance to ensure it remains current and meaningful.

### Link to SDGs



## Protecting climate

As a large food retailer, we're responsible for the emissions that arise from both our operations and our supply chain. We work to minimise our impact and play our part in tackling climate change.

### Material topics

- 1.5 degrees
- Responsible products

## Conserving resources

We take responsibility for minimising the impact of every crop we grow, mile we drive and store we build.

### Material topics

- Food waste
- Sustainable sourcing
- Circular economy
- Fresh water

## Respecting biodiversity

Biodiversity is essential to maintaining healthy ecosystems, and we are committed to promoting and protecting biodiversity.

- Biodiversity

## Engaging in dialogue

To tackle future challenges like climate change, we can't work alone. From colleagues and customers to suppliers, charities, NGOs and official bodies – we're committed to engaging in dialogue with all the key people and groups that shape our business and the wider retail industry.

### Material topics

- Enabling
- Stakeholder dialogue and cooperation

## Acting fairly

We're a people business in every sense.

To make this happen, we support the livelihoods of hundreds of growers, farmers and agricultural workers in Britain and throughout our global supply chains.

We also employ many thousands of dedicated people, and serve communities the length and breadth of Great Britain. In short, Lidl aims to bring fair treatment, transparency and reliable support to everyone.

### Material topics

- Backing British
- Corporate citizenship and local development
- Animal welfare
- Labour and human rights
- Diversity, Equity and Inclusion
- Fair remuneration

## Promoting health

Lidl works to strike a delicate balance.

We aim to provide high-quality, healthy and affordable food for all. And we're showing that we can do this sustainably and fairly.

Occupational health and safety remains a key business priority to ensure we continue to provide the safest workplaces for our colleagues and stores for our customers to visit.

### Material topics

- Healthy and sustainable diets
- Occupational health and safety

\* Corporate Social Responsibility (CSR)

# Materiality

The Lidl Responsibility Model (LRM) 2.0 forms the content basis of the Lidl Stiftung & Co. KG (Lidl GB's parent company) sustainability strategy, which we at Lidl GB also align with and report against. It covers 17 topics, which are assessed in two ways as part of our double materiality assessment:

- **Impact Relevance:** Lidl's positive and negative impacts on people, the environment and society are considered ('inside-out perspective').
- **Business Relevance:** The impact of CSR topics on Lidl's business success are considered ('outside-in perspective').

The double materiality assessment is carried out in three steps:

- 1 A survey by Lidl Stiftung & Co. KG across all countries on the impact relevance (consisting of exposure analysis and expert interviews).
- 2 A country-specific assessment of business relevance via workshops.
- 3 Validation and consolidation of the results in a country-specific materiality matrix.

## Step one

### Assessment of the impact of Lidl GB

Lidl's overall impact on people, the environment and society for all Lidl national companies in a two-stage process involving exposure analysis and expert interviews was carried out by Lidl Stiftung & Co. KG.

#### 1.1 Conducting a quantitative exposure analysis

A data-based assessment was carried out to assess the potential direct and indirect impact and risk of all Lidl countries on people, the environment and society. This was based on economic, company and industry-specific data across the international value chain.

Next, potential local needs for action were identified in relation to each other allowing for comparison between the 17 CSR topics.

So that countries with significant impacts on CSR topics could be identified, the international value chain was modelled based on sales data, industry information and economic data and an economic weighting was applied to the analysis.

In the final step, the combination of the need to take action and the economic relevance resulted in the materiality scores for the individual CSR topics.

#### 1.2 Conducting qualitative expert interviews

Next, the statistical results were validated by means of a qualitative survey. An external partner conducted interviews with nine international experts from the relevant stakeholder groups to gain a greater understanding of the respective Lidl countries' impact in relation to the 17 topics.

The combination of exposure analysis and expert interviews produced the impact relevance values for the 17 topics, which also represent the values on the x-axis of the materiality matrix.

## Step two

### Assessment of business relevance of Lidl GB

Next, the 17 topics were considered through the lens of the impact on the national business. This process involved both the Corporate and Commercial Sustainability teams at Lidl GB who evaluated the topics in terms of their business-related opportunities and risks. The results were then discussed and transferred to the materiality matrix in the form of the y-axis.

## Step three

### Validation

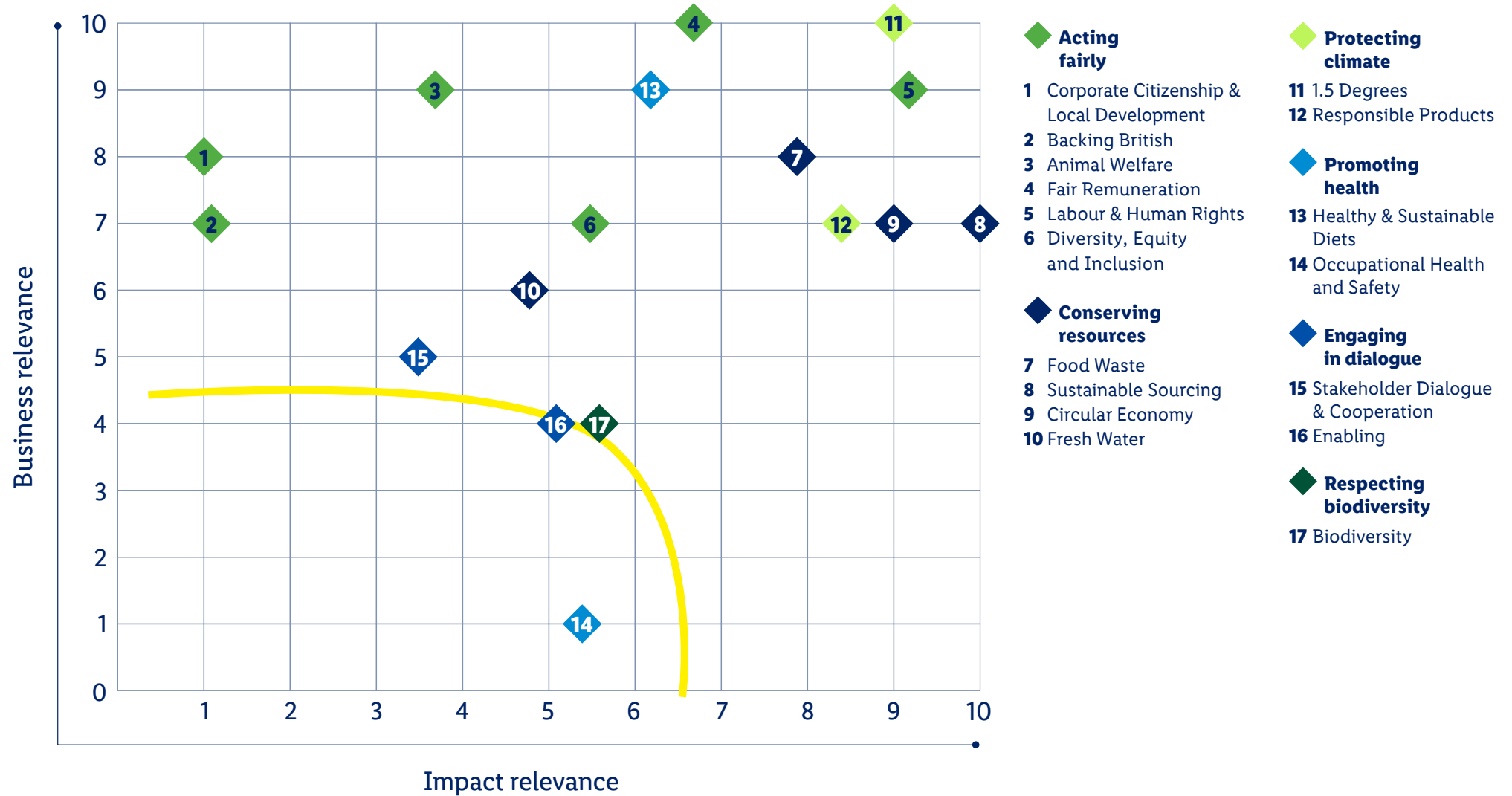
The assessment by the Corporate and Commercial Sustainability teams at Lidl GB and the matrix were presented to the Board in Board management workshops and discussed to check that the key sustainability topics we identified carry the highest business and impact relevance. Following any necessary adjustments, the final matrix was defined.

The next double materiality assessment will be conducted in 2027 and every two years thereafter.



## Materiality matrix 2.0

Following any necessary adjustments, the final matrix was defined.



## Our value chain

# Our value chain

Sourcing food & raw materials

Manufacturing Lidl own-brand food

Buying non-Lidl branded food

Distribution of goods to RDCs while keeping ingredients fresh



4 6



Suppliers we source from



4 6

Communities we source from



4 6

Upstream

### Strategy pillars

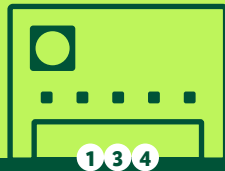
- 1 Protecting climate
- 2 Respecting biodiversity
- 3 Conserving resources
- 4 Acting fairly
- 5 Promoting health
- 6 Engaging in dialogue

Lidl GB Head Office



4 6

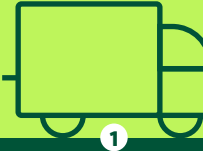
Regional Distribution Centres (RDCs)



1 3 4

Operations

Transport & logistics



1

Stores



1 2 3 4 5 6

Colleagues



4 6

Political and industry engagement



6

Downstream

Waste & recycling



3

Redistribution of surplus food to good causes



3 4

Cooking and eating at home



Excess food sent to waste



Communities we operate in



4 6

Customers and households



4 5 6

# Sustainability at store level





WWF

# Our world-class partner: WWF

We think it's important to recognise that responding to today's challenges is not something we can achieve on our own. So at Lidl we are very active in doing a lot of looking, listening, learning and teaming up with the right people so we can make a real difference.

This includes engaging in dialogue with our own colleagues, customers, non-government organisations (NGOs), politicians, business partners, charities and suppliers.

In the last two years, we have also strengthened this day-to-day engagement by accessing the unrivalled knowledge and experience of the World Wide Fund for Nature (WWF).

Over the last 60 years, WWF has grown to become one of the world's largest and most respected independent conservation organisations. Today, they work in nearly 100 countries across five continents with the focused aim of restoring nature around the globe.

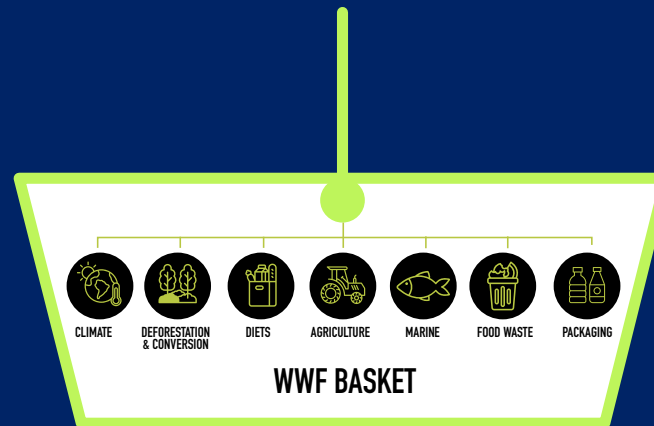
With their help, we are exploring how, right across our supply chain, we can greatly improve our environmental impact. We're also proud that WWF only selects partners who show a clear commitment to positive environmental action.



Working together  
to provide more  
sustainable choices



## 2023: WWF's UK Basket



As an industry, we are working to address the fact that the global food sector drives 60% of deforestation and 30% of greenhouse gas (GHG) emissions. In 2023, Lidl GB committed to working with WWF-UK to halve the environmental impact of the average UK shopping basket by 2030 – and a new relationship was born. In fact, we became the first discounter to sign up to the WWF's Retailers' Commitment for Nature, looking at seven key areas which make up the WWF Basket: climate, deforestation and conversion of habitat, agricultural production, marine, diets, food waste and packaging.

The commitment sets out a series of outcomes and measures, alongside a Blueprint for Action for all UK retailers.

## 2024: The Lidl and WWF partnership

The following year, 2024, we took things to the next level by joining hands with WWF in a five-year, 31-country partnership to tackle biodiversity loss, climate change and food waste. In fact, it is our biggest sustainability collaboration to date.

In January 2025, we also became the first retailer to adopt WWF's Planet-Based Diets methodology. This underlines our commitment to the environment, while making sustainable and healthy choices easy for everyone.



- ✓ Addressing the central issues of protecting biodiversity, the climate and natural resources such as fresh water.
- ✓ WWF is supporting Lidl in our journey to source raw materials responsibly, in development of a food waste strategy, and promoting sustainable business practices, in and beyond our value chain.
- ✓ Jointly, we are further developing the action areas in our international CSR strategy. In the area of healthy and sustainable diets, we're committed to increasing the proportion of plant-based food sales by 20% by 2030 (vs. 2023).
- ✓ We're working to align our product range with the science-based Planetary Health Diet, which promotes a predominantly plant-based diet. Developed in 2019 by 37 world-leading scientists as part of the EAT-Lancet Commission, the diet provides the blueprint for a global nutrition transition that will enable a global population of 10 billion people to eat healthily within planetary boundaries by 2050.

## Highlights



### Respecting biodiversity

**100%**

of our British fruit and vegetables are required to either be organic or LEAF Marque-certified



### Engaging in dialogue

## Hosted Lidl's Grassroots

British Farming Conference  
with over 130 farmers



### Conserving resources

## Investing 100k

in water catchment projects to improve  
water quality and sustainable water management



## Launched Go You!

our internal  
engagement  
programme



### Acting fairly

**50 million**

meals donated since 2016

## Lidl Foodies

Launched into over 1,100  
primary schools, engaging  
over 150,000 children



## Banana Living Wage Project

launched across  
Lidl GB suppliers



### Protecting climate

**100%**

of the electricity we  
consume is renewable



### Promoting health

## Launched industry-leading Healthy & Sustainable Diets Strategy

## Awarded Bronze

Planet Friendly Award  
from Compassion in  
World Farming

# Protecting climate



Efficiency is intrinsic to Lidl's way of working, including how we power our operations. We're optimising our energy use and embracing renewables to help slash our carbon footprint and meet our net zero commitment.



**Simon Baker**

Energy Team Manager



Like any business, we must be accountable for our impact on the environment, and it is our responsibility to minimise it.

Additionally, as a major food retailer, the effects of climate change are clear and present threats to our growers' livelihoods and, by extension, to our own supply chain.

This is not a challenge we can tackle alone. Indeed, around 98% of our emissions are Scope 3, incurred along the supply chain.

Lidl is therefore leading a coordinated programme of decarbonisation and sustainability assessments that encompass every link in the chain: from how and where our food is grown; to how it's transported; and how we offer it in our stores with minimum waste and maximum recyclability.

**Material topics in this section:**

**13** 1.5 Degrees



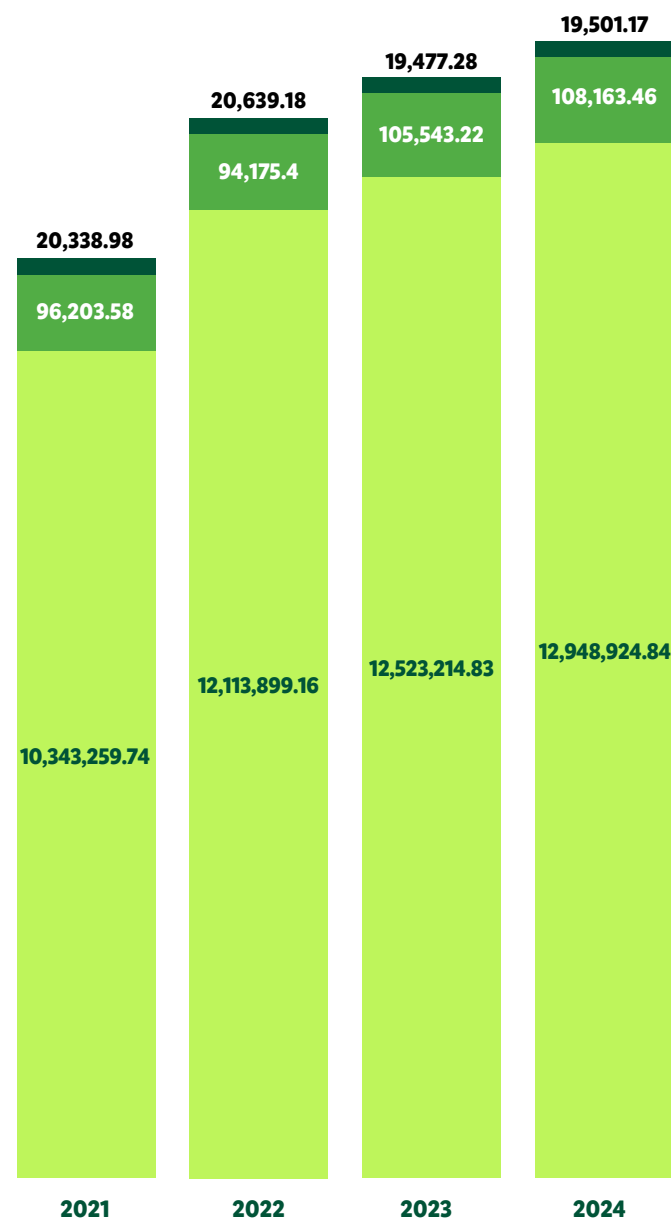
1.5c

Climate change is accelerating the loss of biodiversity, altering ecosystems and leading to extreme weather events. Around the world, securing the basics of life – food, water, work and safety – has required millions to leave their homes. Often, it is people who contribute only fractionally to climate change who suffer disproportionately from its effects and are least able to deal with those effects.

The food industry is fundamental to maintaining human existence and health, and as a major food retailer we see first-hand how climate change threatens the world's food chains, and recognise our part to play in addressing the climate crisis.

Failing crops, higher commodity prices, disappearing habitats and the acidification of oceans all combine to threaten global food security. And extreme weather such as floods could directly affect our ability to receive, store and move food.

## Our emissions



## Our net zero commitment and roadmap

In 2024, Lidl committed to achieving net zero by 2050, in line with the guidance of the Science Based Targets initiative (SBTi). We are now pursuing ambitious emission reduction targets across our own operations, and the supply chain at an international level:



By 2030, Lidl commit to reducing our absolute Scope 1 and 2 emissions by 70% from a 2019 baseline. We are well on the way, recording an 11.42% reduction as of FY24.



By 2034, Lidl commit to reducing our absolute Scope 3 forests, land and agriculture (FLAG) greenhouse gas emissions by 42.4% from a 2022 baseline.



Also by 2034, Lidl commit to reducing our absolute Scope 3 energy and industry sector emissions (non-FLAG) by 35% from a 2022 baseline.

### Scope 1

Gross direct GHG emissions (tCO<sub>2</sub>e)

### Scope 2

Gross indirect GHG emissions (tCO<sub>2</sub>e)

### Scope 3

Gross other indirect GHG emissions (tCO<sub>2</sub>e)

(These are location-based emissions. Since 2021, 100% of our electricity is renewable therefore market-based emissions are zero.)



## The mission to cut emissions

We take a close look at all aspects of how we operate – from harvest to transport, store to shelf – to find practical ways to cut emissions across our operations.

### Energy: cutting consumption by degrees

100% of the electricity we consume at Lidl GB is sourced from renewable sources, and we aim to use it as efficiently as we can.

Our sustainability goals, together with the energy crisis in 2022, prompted Lidl to perform a full review of our energy consumption. The result was the Lidl Energy Plan, launched to deliver incremental improvements. Some involved significant capex with Return on Investment (ROI) timelines clearly mapped, while others were achieved by good housekeeping and fresh thinking across our locations.

### PV solar panels

Installing PV solar panels as part of the spec. for all new stores and distribution centres, and retrofitting into older sites. PV technology meets around 25% of a store's electricity requirements. During 2023–2024, 20 sites benefited from PV, delivering total savings of over £500,000.

Over  
**£500,000**  
saving per  
year



### Freezer temperatures

Increasing freezer temperatures. Between 1 October 2024 and 31 March 2025, we were able to adjust by +2°C, in full compliance with cold chain requirements. This reduced power consumption in our warehouse freezers by approximately 9%. Lidl will now operate this adjustment of temperatures annually between those months.

**9%**  
reduction in power  
consumption



### A multi-pronged approach

Trimming sales floor temperatures by 2°C; automatic lighting dimming next to windows in daytime; or simply removing spotlights and re-assessing where and when lighting is needed. Overall savings: 10 GWh over 12 months.

**10 GWh**  
saving over  
12 months





## The mission to cut emissions continued

### Sustainability, built-in

September 2023 saw the opening of the largest Lidl warehouse in the world, in Luton, Bedfordshire.

The vast facility offers 1.2 million square feet of warehousing, and is half a kilometre in length.

It is the first of Lidl's facilities to be served by a delivery fleet that is almost entirely fuelled by biogas. It also features an array of solar PV panels capable of generating 2 million kWh of electricity every year – in fact, at certain times of year, all its electricity needs will be met by its solar installation.



**262**  
battery electric  
vehicles

**300+**  
charging points

### Expanding our electric fleet

Lidl GB can fairly claim to be early adopters of electric vehicles (EVs); it was in back in 2016 that we first took a small-scale step into EVs.

However, as the technology has matured we have been increasing our commitment. By the end of 2024, we had 262 battery electric vehicles (BEVs) accounting for 17% of the total fleet in our car fleet, including a delivery of 50 which arrived for our graduate intake.

These BEVs marked a move away from petrol/plug-in hybrids, to reduce tailpipe emissions. Every driver is also able to charge their car using on-the-road charging solutions.

In tandem, we have supported this growth with charging infrastructure at all our distribution centres and at our head office, where our multi-storey parking has charging points for every one of its 300+ spaces, one of the largest charging hubs in the UK. Driving our commitment further, we have recently begun a trial of a home-charging solution to support our colleagues' transition to BEVs.



# Logistics: the benefits of biogas

Distributing food to our store estate of almost 1,000 stores, spread across England, Scotland and Wales, is a major contributor to Lidl's overall carbon footprint.

In 2024, our distribution contractors used a fleet of 550 trucks to ship 13 million pallets of stock from our RDCs to our stores. This entailed road trips totalling around 46 million miles.

We have made significant progress in decarbonising our logistics, as we work on migrating away from diesel-fuelled transport. In its place, trucks are being converted to use biogas, a compressed natural gas source that is produced when organic matter, such as food or animal waste, is broken down by micro-organisms. (Suitably enough, some of our own non-edible food waste is sent for processing into biogas that we can use.)

**90%**  
carbon reduction  
compared with  
conventional  
diesel trucks



By the end of 2024, 150 of our trucks had been converted to run on biogas. This delivers a major carbon reduction of 90% compared with conventional diesel.

This has been coupled with process changes designed to maximise the loading efficiency and route planning of every trip. This includes an ambient consolidation project where suppliers deliver into a single centralised hub, centrally located in the Midlands, rather than making multiple separate deliveries into each of our RDCs.

In March 2022, we launched a new programme that has saved an additional 500 tonnes of carbon emissions through more efficient planning and the use of alternative-fuelled vehicles for waste and recycling collections.

We recycle around 3,000 tonnes of clear plastic pallet wrap from deliveries, which are then made into our own waste sacks, and into reusable shopping bags on sale in our stores.

## Future-ready supply chains

### Lidl's Sustainable Beef Group

With 12% of UK greenhouse gas emissions being linked to agriculture and around 91% of Lidl GB's Scope 3 footprint linked to our products, we are committed to working closely with our agricultural supply chain to support a sustainable transition.

In addition to this, we recognise that there are a range of wider challenges facing the farming sector, from responding to emerging government policies and global economic impacts to evolving consumer trends and media campaigns.

As a major buyer of British beef, we believe we are well positioned to work with our supply chain to provide the security needed to enable more sustainable supply chains. Just one example: in July 2024, working with one of our beef suppliers, Dunbia, we launched the Sustainable Beef Group to

help farmers to transition to sustainable practices. Importantly, participants in the group are rewarded for reducing carbon intensity, alongside adopting regenerative steps to improve grazing management, biodiversity, and soil and water quality.

Together, Lidl and Dunbia are pursuing an ambitious target: to reduce Scope 3 emissions intensity by 28% per tonne of finished product, by 2030.

By integrating the Sustainable Beef Group into our 'grass-fed beef' range, we've made sustainability tangible for our customers and driven sales in the process, resulting in an 85% sales uplift in 2023–2024.

### A climate of targets, data and purpose

The 1.5°C target demands concerted action and collaboration across our value chain, and other priorities at Lidl GB include:

- **Supplier collaboration.** By 2026, we require the key suppliers who represent 75% of Lidl's global product-related emissions to have targets aligned to the SBTi.
- **Data-driven reductions.** Since 2024, we have worked with Mondra and M2030, data reporting platforms, to carbon-footprint our products, track supplier emissions helping us to identify and take action on emissions hotspots within our supply chain, and track reduction progress.

Mondra also hosts a coalition working group with the British Retail Consortium (BRC), where we work with the other leading retailers and manufacturers to align on reporting methodology of Scope 3 data, and to support our suppliers in achieving their reduction targets.

- **Decarbonising deliciously.** Read more about our work on more sustainable diets for people and the planet on pages 28–30. We're opening our shoppers' eyes to more sustainable products such as plant-based alternatives to meat and dairy.
- **Driving deforestation and conversion free (DCF) supply chains.** Deforestation is a key driver for climate change, and we are working across industry to ensure DCF supply chains in key raw materials. To learn more about how we are doing this, read our Raw Materials policy on our website: <https://corporate.lidl.co.uk/sustainability/policies>.





# Conserving resources

● ●  
We're proud to provide customers with products they love, while working to help protect resources. That means reducing food waste and packaging to help shift towards a more circular economy.

● ●  
**James Bernard**  
CSR Project Manager  
**Madeleine Barr**  
Environment Team Manager



The world is waking up to the fact that when it comes to natural resources, the days of 'buy-use-dispose-repeat' are long gone.

The planet's resources, already hard-pressed, cannot be wasted. In fact, according to the UN, the target for net zero in 2050 will coincide with another milestone: there will be an extra two billion people on the planet who need water, food and shelter.

Lidl's sustainability strategy puts conserving resources front and centre of our approach. We aim to reduce waste, drive operational efficiencies and source conscientiously to move towards circularity.

## Material topics in this section:

19 Fresh water

19 Sustainable sourcing

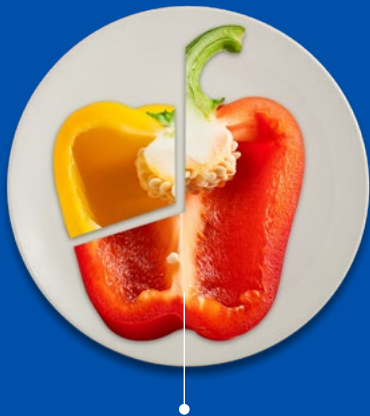
22 Circular economy

24 Food waste



## Food production: the world's thirstiest sector

As a large food retailer, Lidl looks closely at the ecological and social risks associated with our supply chains, how to control them, and to make positive commitments accordingly.



## Some 70%

of the world's water resources go into growing and irrigating food

✓ We support the Water Roadmap of the UK Food and Drinks Pact, run by Waste and Resources Action Programme (WRAP), and commit that by 2030, 50% of our fresh food will come only from areas with sustainable water management.

As part of support for the Water Roadmap, together with other UK retailers and suppliers, we are funding water catchment projects across the UK and in high-risk, international sourcing regions.

✓ For example, during 2023–2024 we worked in partnership with The Rivers Trust, The Wye and Usk Foundation and a local farm to fund the creation of two new wetland pools in Herefordshire. This project will filter an estimated 24,515 m<sup>3</sup> of water per year – the equivalent of 10 Olympic-sized swimming pools – improving water quality and biodiversity.

✓ What's more, in 2024, we also conducted a high-level water footprinting assessment of more than 7,000 farms across our British supply chain to scope the impact on the water environment. We are using these results to map our water hotspots and drive action with suppliers.

### Certified water compliance

All our fresh produce is grown with responsible water usage standards in place.

Internationally, by the end of 2025 we will also require 100% of our fruit and vegetables which come from nine water-risk countries – including Spain, Portugal and Italy – to be grown by producers certified for adhering to recognised water standards such as GLOBALG.A.P. SPRING.

### Sustainable sourcing

Lidl is a major buyer of raw materials, whether in the form of food or non-food materials.

They all have one thing in common: we aim to ensure that they are sustainably sourced, fairly produced, and certified to independent third-party standards.

Lidl has committed that by the end of 2025, every critical raw material will come from a sustainable source. And, raising the bar still further, the list that is classed as 'critical' is being expanded, based on annual risk assessments.

### Fighting deforestation and land conversion

According to the UN Food and Agriculture Organization, agriculture is the main driver of deforestation in all regions except Europe. It is the cause behind at least 50% of global deforestation, as forests are cleared and converted into crop land; in particular, for palm oil and soybean production for animal feeding.

This places a major onus on food producers and retailers to source the crops they need sustainably, rather than effectively incentivise further forest devastation and land conversion.

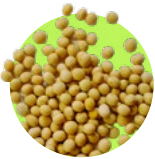
Forests are vital to the planet: trees absorb and store carbon dioxide, but, if cleared, they release CO<sub>2</sub> along with other greenhouse gases. Our partner WWF says: "Forest loss and damage is the cause of around 10% of global warming. There's simply no way we can fight the climate crisis if we don't stop deforestation."

Lidl aims to implement measures in the raw material supply chains for our products that go above and beyond the legal requirements of the EU Deforestation Regulation (EUDR). For example, our sustainability requirements cover a broader product scope than stated in the EUDR. We engage in additional initiatives and with certification schemes on pilot or smallholder projects which address wider sustainability topics than just deforestation.

Within the UK, we understand that the government is also developing legislation (UK Forest Risk Commodities) to ban raw materials or products linked to deforestation and conversion from entering the UK market. Lidl GB is supportive of the introduction of this type of legislation and encourages government to engage with the industry to ensure the legislation is practical and effective.

## Food production continued

### What being responsible entails\*



#### Soy

**Goal:** Soy supply chains that are completely traceable and free from deforestation, conversion and exploitation by 2025.

- This requires a deep-dive assessment of the origin of soy, whether it's used directly in our supply chain or as animal feed for our chicken, egg and pork products.
- Lidl GB were the founding signatory to the UK Soy Manifesto, a collaborative industry commitment to achieving physically traceable, deforestation and conversion free soy supply chains in the UK.



#### Certified cocoa

**Goal:** 100% sustainably certified cocoa products by 2022.

- We are proud to have achieved this goal across all the products that include cocoa as an ingredient.
- A Lidl supply chain analysis will guide the development of a new comprehensive sustainable cocoa sourcing strategy, which Lidl are developing with WWF.
- Investing in full traceability for cocoa beans and butter; participating in conservation projects in key or high-risk cultivation areas.
- Engaging with relevant stakeholders through cocoa initiatives committed to sustainable production, e.g. investing in living incomes through our Way To Go chocolate bar.



#### Certified coffee, coffee products and roasted coffee

**Goal:** By FY24 all products will carry a recognised sustainability label. Accepted certifications are Fairtrade, Rainforest Alliance and Organic.

- We achieved 92% sustainably certified coffee products, including coffee capsules, instant coffee and cappuccino, by the end of FY24, marking strong progress towards our goal. We remain fully committed to achieving 100% sustainably certified coffee products.



#### Certified cotton

**Goal:** 100% of cotton textiles and hardware to be sustainably certified (GOTS, OCS, CmiA,\*\* recycled cotton) by 2022.

- All of our textiles containing cotton must be certified according to recognised sustainability standards, for example, the CmiA standard.



#### Certified palm (kernel) oil

**Goal:** 100% palm and palm kernel oil that is free from deforestation and land conversion by end of 2025.

- 100% of our palm and palm kernel oil used in both food and non-food products must meet the Roundtable on Sustainable Palm Oil (RSPO) Segregated certification or Organic in organic products.
- 100% of the derivatives should comply, at minimum, with the RSPO Mass Balance certification.



#### Certified cellulose and paper

**Goal:** To source traceable, deforestation-free, conversion-free paper and cellulose products by 2020.

- This includes cellulose and paper in our own-brand products, their labels and packaging in Great Britain and all other Lidl countries. The Forest Stewardship Council (FSC), FSC mix, and in exceptional cases, Programme for the Endorsement of Forest Certification (PEFC) standards and recycled paper are accepted. We are proud to have achieved this goal.



#### Certified tea supply chains

**Goal:** 100% sustainably certified black, green and rooibos tea products by 2016.

- We are proud to have achieved our goal.
- Accepted certifications include Fairtrade and Rainforest Alliance.



#### Certified fish & seafood

**Goal:** 100% of farmed and wild-caught fish and seafood from responsibly managed farms and fisheries by 2022.

- We are proud to have achieved this goal and what's more, in 2024 we won two Marine Stewardship Council (MSC) awards: UK Supermarket of the Year (Bronze) and Marketing Champion of the Year.

\* All commitments outlined apply only to own-brand or own-label products

\*\* Global Organic Textile Standard (GOTS), Organic Content Standard (OCS) and Cotton made in Africa (CmiA)

Food production continued

# A fair share of cocoa

**Lidl is the UK's No. 1 retailer for Fairtrade cocoa – and has been for seven years in a row**

**In 2024, we claimed a 49% share of the UK grocery retailer own-brand market for Fairtrade cocoa. 100% of our block chocolate is Fairtrade-certified, and all our other products containing cocoa meet our longstanding commitments to either Fairtrade or the Rainforest Alliance.**

Our commitment to Fairtrade translates into meaningful financial support for producers in global supply chains: for every Fairtrade product or ingredient we buy, we pay a Fairtrade Premium to the producers that are integral to key raw material supply chains. This amounted to £1.9 million in 2023 and over £2 million in 2024. Producers can use this Premium according to their local needs, for example to fund community projects or invest in fairer wages, schools, healthcare or climate adaptation.



The cooperatives receive an extra Lidl Income Improvement Premium (IIP) in addition to the Fairtrade Premium, which is used as both a direct payment to producers and an investment into programmes to support towards living incomes – such as by diversifying into other crops (rice, yams and honey), or training farmers on better agricultural practices such as pruning and environmentally friendly pesticide use.

In all, we sell over 100 Fairtrade products throughout the year, but there is a hero in our range: the Way To Go chocolate bar, which goes beyond Fairtrade standards, working towards establishing living incomes for small-scale farmers. The cocoa in this bar is fully traceable to the cooperatives in Ghana, including Kuapa Kokoo Farmers Union (KKFU).

**100%**  
of our block  
chocolate  
is Fairtrade





## Packaging and circular thinking

Packaging is a business essential for any food manufacturer and retailer. It protects the food inside, maximises its life and reduces food waste, and makes bulk transportation feasible and efficient.

But it can come at an environmental cost. If it's too heavy, it demands more resources to make, and more fuel and emissions to transport. All too easily, packaging can also become litter.

There are both pros and cons to plastics in packaging. Although they're light and versatile for all kinds of foods and drinks, they can create long-lasting harm in the environment and be dangerous to wild and marine life, if not disposed of correctly.

We have had an ambitious packaging strategy in place since 2018, with embedded processes to ensure that every piece has been assessed by a packaging technologist before it ends up on our shelves. It's our duty as a sustainable business to think way beyond simply our stores and shelves.

### The four Rs

We base our approach to packaging on four principles:

**Remove.** We start with a basic question: does it even need a pack? For example, we look at whether we can sell more fruit and vegetables loose, without compromising on handling or shelf life.

**Reduce.** Is there scope to trim and 'right-weight' a pack to its essentials? Saving as little as a gram in weight makes a measurable difference in materials, transport and emissions when scaled up across our entire store estate.

**Re-use.** Does a pack have to be single-use only, or can it be reused and refilled?

**Recyclability and Recycled content.** Can we design for recyclability and can we use more already-recycled content in our packaging?

### Plastics: time for a REset

Lidl is part of Companies of Schwarz Group, the largest retailer in Europe, and we're committed to the jointly elaborated Reset Plastic strategy to reduce the use of plastics for our own products and in transportation aids.

At Lidl GB, our aim by 2025 is for:

**25%**

reduction of own-label packaging against a 2019 baseline

**40%**

reduction of own-label plastic packaging against a 2017 baseline

**100%**

of own-label & own-branded packaging is recyclable, reusable, refillable or renewable

The Companies of Schwarz Group is targeting:

**30%**

reduction in plastics use by 2025 compared with 2017

**10%**

reduction in virgin plastics

**100%**

of our own-label packaging to be as recyclable as possible

**25%**

average of already-recycled content for own-label products

This longstanding commitment to address the harms of plastics was formalised in 2018 when Companies of Schwarz Group signed the Global Commitment of the New Plastics Economy of the Ellen MacArthur Foundation.



Savings that mushroom: a new recyclable replacement for flow wrap has now been rolled out, removing 20 tonnes of mushroom trays



First adopter of Prevented Ocean Plastics, avoiding 15 million water bottles from entering the marine environment to date



Replaced coloured milk caps with clear caps, to improve the recyclability and ensure the material can be used again for food-grade packaging



We've reduced the weight of our Danpak spreadable butter tubs and lids by 14%



Our own-label tea bags are now disposable in food and green waste bins. That could save up to 800 million bags a year going to landfill

## Packaging and circular thinking continued

### Many happy returns

In the UK, consumers buy an estimated 31 billion single-use drinks containers each year, so there is vast scope for a scheme to reward people who return them for recycling.

In Scotland, the planned legislation to make this mandatory was delayed, but at Lidl we decided to move forward and roll out our own trial Deposit Return Scheme (DRS) across 21 stores in Glasgow. The scheme offers 5p per item for every PET plastic or aluminium bottle that our shoppers return. They can then choose to redeem their rewards against their shopping or donate them to Lidl's longstanding charity partner, the STV Children's Appeal.

The uptake has been incredible. Since the launch of DRS in February 2024, Lidl customers have saved more than £540,000 against their shopping, raised more than £7,000 for the appeal and sent more than 11 million containers off for recycling.

### The complete package: vac-packed mince

Just occasionally, an innovation brings a host of benefits in a single idea.

Our vacuum-packed beef mince packaging, launched in 2023, is one. It reduces plastic use by a remarkable 63%, saving over 250 tonnes a year.

Its compact form means it needs less space in fridges and freezers, and saves the equivalent of 350 delivery truckloads a year. And it even doubles the shelf life of the mince and halves food waste while in store.



### Working with industry and government

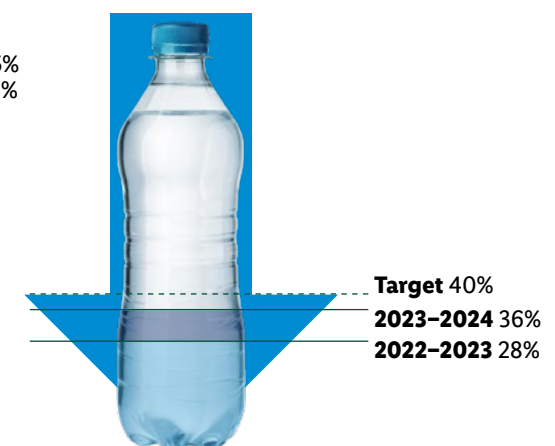
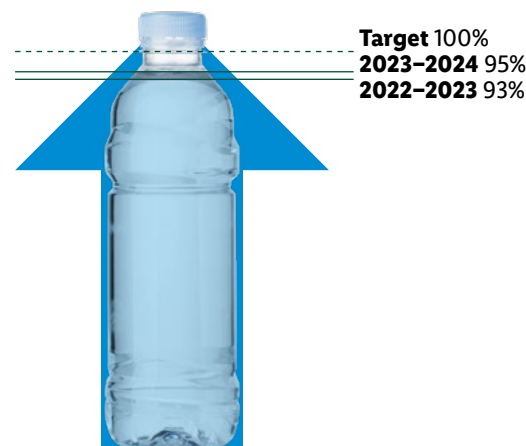
#### UK Plastics Pact

Lidl GB is a founding member of the UK Plastics Pact, a trail-blazing, collaborative initiative that sees businesses, government, local authorities and environmental organisations come together to champion a circular future for plastics. We work with industry as a whole to eliminate problematic plastics, support innovation in design packaging to be recyclable and help build a stronger recycling system in the UK.

### Progress in 2023–2024

Our ultimate aim is to achieve 100% recyclability across all our packaging. In this reporting period, it rose from 93% to 95%.

Our plastics reduction target is 40% by the end of 2025. We are now at 36%; good progress on 28% previously.



## Food too good to waste

Every food retailer has to strike a balance: always having sufficient stock to avoid disappointing shoppers, while avoiding surplus amounts that will go to waste.

Using the recognised 'waste hierarchy' approach, our main focus is on preventing food waste in the first place. We continually look at ways to pinpoint the quantities we need and to learn from experience through our trading data.

Where we do have a surplus, the next priority is to get food that is still perfectly good to people who really need it. We work closely with brilliant causes all across the country – each one of our stores is connected to a food bank or local redistribution partner, who ensure the food is distributed to those who need it most.

For certain bakery lines that are suitable for animal feed, we are trialling new pathways for that as well. And for anything else, our last resort is to repurpose it into biogas, a renewable energy that is powering around 150 of our own vehicles.

As a result, none of our food waste goes to landfill.

### Taking action

#### Too Good to Waste boxes:

mean shoppers can pick up a 5kg box loaded with slightly discoloured or damaged – but still great to eat – fruit and veg for just £2.00. In 2024, the boxes helped us to avoid an extraordinary 8,039 tonnes of surplus food, the equivalent of 19 million meals.



#### Happy Hour:

customers with the Lidl Plus app can save 20% off all items in our in-store bakery after 7pm.

#### Feed it Back:

through our partnership with Neighbourly – a platform connecting our stores to over 2,800 good causes nationally – we help ensure surplus food from our stores reaches the communities that need it most.



#### 50 million meals:

Lidl is delighted to have distributed more than 50 million meals to charities and good causes since 2016. The help of our partnerships with Neighbourly and HIS Church is crucial to extend our reach, at speed.

#### Tracked and increased:

in 2023, we launched a national donation KPI to track the proportion of unsold food that we send to good causes. Since we introduced it, we have increased our donation tonnage by over 300%.

**300%**  
increase



### Our target: to halve food waste

Food waste is an issue for all retailers, and we actively participate in working groups with WRAP, putting our heads together with other supermarkets and industry leaders to find new ways to crack the problem.

This includes being part of the UK Food and Drink Pact, which aims to reduce food waste by 50% by 2030.

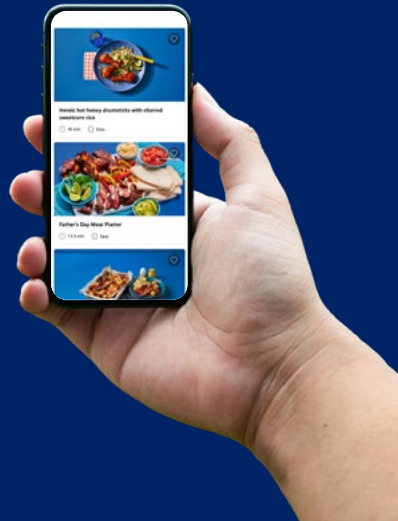


## Food too good to waste continued

### Nudges for customers

Food waste is also a major problem at home. WRAP's last research in November 2023 showed that households threw away £17 billion in food, which is associated with 18 million tonnes of GHG emissions.

By applying WRAP's best-practice guidance on pack labelling, we're helping customers to tackle that waste. This includes small-but-valuable nudges and waste reduction messaging. We launched a project to include on-pack links on our whole chicken packaging to recipes and ideas on our website so that shoppers can get the most from a product. In 2023, we were also delighted to co-sponsor WRAP's 'Win. Don't Bin' campaign. This emphasised the importance and value of food in our lives, and how using everything up not only saves money but time as well.



### Feed It Back in action

Just one of the organisations we support through the Feed It Back scheme is the Bristol North West Foodbank.

Over the 11 years they have been open, they have helped more than 60,000 people by providing emergency food parcels. Senior leaders from our Avonmouth Distribution Centre have volunteered there – collecting surplus food from our stores, labelling and distributing the food, and seeing first-hand the huge importance of contributions from Lidl and many others.

We replicate this support via more than 2,800 good causes. In FY24, we donated more than 11 million meals through the Feed It Back programme alone.

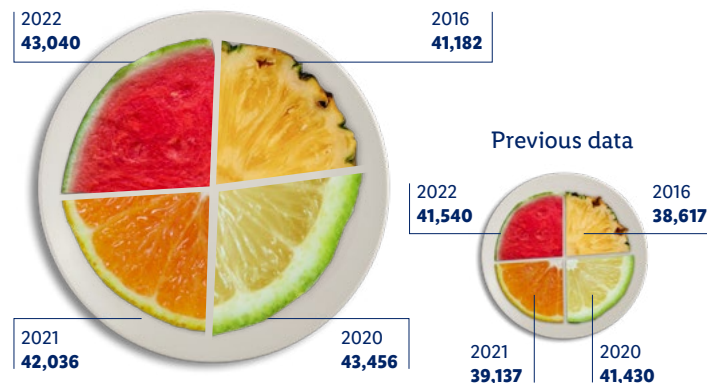
In turn, this also had the remarkable effect of reducing costs to the NHS by an estimated £79.55 million, a figure calculated by our redistribution partner Neighbourly and validated by a third-party consultancy. This is based on the reduction in daily NHS costs linked to obesity and malnutrition.



### Data restatement

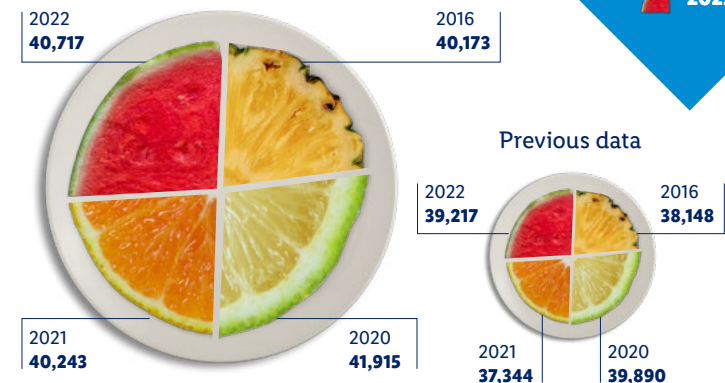
We are committed to continuously improving our reporting practices. Following a thorough review, we identified an error in previously reported food surplus and waste figures. As a result, we have updated these figures to ensure greater accuracy and transparency.

#### Food surplus



Updated data

#### Food waste



Updated data



# Respecting biodiversity

As a retailer, we're both reliant on natural ecosystems and responsible to ensure they thrive. With our partners, we're working towards conducting business in a more nature-positive way.

**Barney Bennett**

Nature and Biodiversity Senior Officer



Biodiversity refers to the variety of life on Earth, encompassing all living organisms and their ecosystems, as well as the complex relationships and interactions between them.

Biodiversity is crucial to maintaining healthy ecosystems and is essential to sustainable life, through the provision of vital services like clean air, water, food production and climate regulation.

**Material topics in this section:**

**27** Biodiversity

## Biodiversity: the world depends on it

Together, biodiversity loss and climate change have been described by the World Economic Forum as the greatest global risk of our time (WEF 2022 'The Global Risks Report').

85% of wetlands and a third of all forests have already been lost. And nearly a quarter of the Earth's land area is so degraded it can no longer be used. Agriculture is by far the largest driver of deforestation and land use change. In fact, 46% of the Earth's land is now dedicated to it, where there used to be forests, grasslands or wetlands.

As a food retailer, we rely on agricultural production to provide our customers with healthy and affordable food, which in turn depends on healthy ecosystems. Therefore, we have a responsibility to avoid and reduce our impacts on biodiversity and help to restore the ecosystems we rely on.

## Sharpening our focus

During this reporting period, we reflected the importance of biodiversity by appointing a dedicated Nature and Biodiversity Lead.

The role is responsible for mitigating risks and improving nature outcomes within our supply chain, from improving water quality to increasing the use of regenerative farming practices.

Unlike carbon, biodiversity impacts tend to be location-specific, so we have built a database of more than 7,000 individual supply chain sites that grow our food. Understanding where our food is coming from is key to identifying location-specific risks and opportunities.

## Preserving biodiversity

Lidl was the first discount retailer to require all its British fresh fruit and vegetables to be Organic or be certified to the LEAF Marque assurance standard.

This means that our farmers implement Integrated Farm Management, a whole farm approach, with enhanced standards covering areas such as water management, landscape & biodiversity, soil management and Integrated Pest Management strategies to reduce the reliance on pesticides.

We are committed to continue offering 100% of our British fruit and vegetables to be either Organic or LEAF Marque-certified.

## Sourcing raw materials

As part of our strategy, we certify raw materials from identified high-risk supply chains to third-party certifications. These standards contribute to safeguarding people within the supply chain and protecting the environment, including the restoration of ecosystems and habitats.

We work in close collaboration with nature conservation experts such as WWF, and with globally recognised certification organisations such as the Fairtrade Foundation, Rainforest Alliance and the MSC.

## Our policy on pesticides

Research shows that minimising pesticide usage is critical to maintaining and protecting biodiversity. As such, we seek to minimise pesticides and have consistently reduced our use of them for fruit, vegetables, flowers and plants.

We require our suppliers of all fresh produce to Lidl GB, from GB and internationally, to grow produce using the principles of Good Agricultural Practice (GAP). Lidl GB supports the use of Integrated Crop Management (ICM) and its principles throughout its supply chain.

We carry out a detailed risk-based pesticide monitoring programme covering all fresh produce and food items, checking that growers comply with the law and with Lidl's stringent policies and Strategic List of Active Substances. Our customers and suppliers can read about our approach in detail on our website: <https://corporate.lidl.co.uk/sustainability/fruit-veg/pesticide-reduction>.

We regularly review our policy on pesticides and look for learnings from our testing data. All analysis is conducted by accredited ISO 17025 laboratories, and then reviewed by our Quality Assurance team. (Please see pages 10–11 of our Pesticides Policy for more information.)



# Promoting health



● ●

A landmark shift is needed to support human and planetary health. I'm enormously proud that Lidl is leading the way with retailer-first plant-based food targets, supporting an alignment with the Planetary Health Diet.

● ●

**Miranda Veldman**

Healthy and Sustainable Diets Manager



Promoting health is a key focus of our sustainability efforts at Lidl. We believe access to affordable, nutritious food should be available to all. From reformulating products to reduce salt, sugar and fat, to increasing the visibility of healthier options in store, we're committed to making the easy choice the healthy one.

As a responsible retailer, we know we have a role to play in supporting the wellbeing of our customers, colleagues and communities – and we're taking action across our business to drive positive, lasting change.

Central to this is our continued focus on fruit and vegetables, which are essential to both a healthy diet and a sustainable food system. Through pricing, placement and promotion, we're helping make fresh produce more accessible and appealing to all.

**Material topics in this section:****29** Healthy and sustainable diets**30** Occupational health and safety

## Healthy and sustainable diets

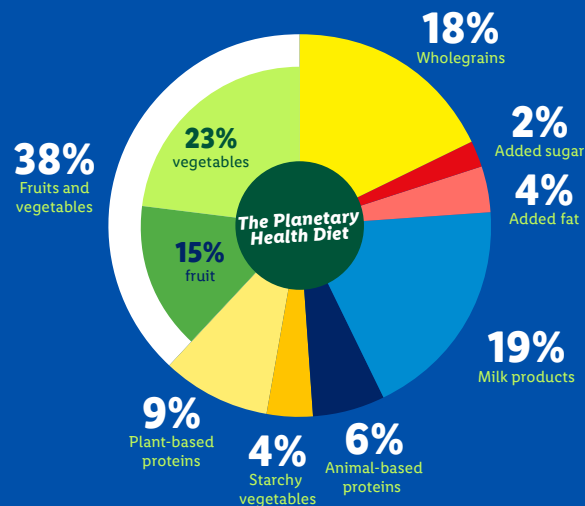
### For people and the planet

Over the last five years, Lidl has been exploring a shift in mindset when it comes to food.

We know our customers are aware of the importance of nutritious food as a vital part of personal health. But what is also true is that food choices can directly benefit the health of the planet. Our ambition to align with EAT-Lancet's Planetary Health Diet (PHD) is central to achieving net zero by 2050, with a 17%

reduction potential of global annual dietary emissions with worldwide adoption, as well as supporting human health improvements. To kick off our sector's support for the shift towards the PHD, Lidl became the first retailer to apply WWF's 'Planet-Based Diets' methodology, across all 31 countries.

As a discounter, we recognise our role in supporting the journey to affordable, healthy and sustainable consumption.



### Leading the industry

We have therefore taken significant steps to make healthier and more sustainable diets easier for our customers. Ranging from a cutting-edge marketing ban on the use of child-friendly designs on less healthy foods; to displaying healthy nuts in eye-catching parts of our stores; to launching a Healthy Eating hub with practical tips and guidance, alongside our continued offering of impactful promotions on fruits and vegetables.

To continue to drive diet change, we recognised the need for a solid framework. This led to the launch of our industry-leading Healthy & Sustainable Diets Strategy in January 2025. With the key principles of eating more plant-based foods, including plant-based proteins, wholegrains, fruits and vegetables, and increasing overall fibre intake, we made bold commitments as we seek to continue to set the pace by:



Achieving a 20% increase in the proportion of plant-based foods, by 2030 – including targets for protein and wholegrain shifts, and increasing fruit and vegetable sales. We have also set protein, fibre and wholegrain strategies derived from this methodology.



Increasing sales of healthy and healthier products to at least 80%, based on tonnage, by 2025 – a target we hit ahead of schedule in 2023.



Achieving an increase in tonnage of total fibre sold by an unrivalled 20% by 2026 – alongside becoming the first retailer to sign up to the Food and Drink Federation's (FDF) Action on Fibre initiative to help make higher-fibre diets more achievable.

We understand that customers shop around, and so we cannot drive diet change on our own. As the first movers with this strategy, we are continuing to guide conversations as the IGD's Diet Workstream lead, supporting an agreed and aligned pathway for diet change.

To continue driving consistency, we are also committed to High in Fat, Salt or Sugar (HFSS) legislation, restricting the placement, promotion and advertising of less healthy foods, as well as mandatory health reporting and targets from the UK Government.



## Healthy and sustainable diets continued



### Relaunched: Vemondo plant!

In 2024, we were awarded the Bronze Planet Friendly Award from Compassion in World Farming for our industry-leading goal to ensure plant-based protein, including meat alternatives, nuts, seeds and pulses, accounts for 25% of total protein by 2030. To accelerate this transition, we revitalised our plant-based range with a complete brand overhaul at the end of 2024.

This rebrand saw new standout packaging and an attention-grabbing new name ("Vemondo Plant!") to include 'plant' terminology. The range has its own chiller bay for easy navigation and the relaunch saw strong marketing support with continued promotions.

Tripled in size, the range is comprised of 28 brand-new own-label products including multiple varieties of tofu, plant-based burgers, sausages and dairy-free alternatives.

The relaunch has taken the range to an incredible 694% sales increase since 2020, far surpassing our 400% goal by 2025.

In addition, we were the first retailer to be approved by the Vegetarian Society for use of their Plant-Based trademark, with 100% of the Vemondo Plant! range certified.\*

\* <https://vegsoc.org/news/the-vegetarian-society-certifies-first-major-retailer-with-plant-based-trademark/>

28

brand-new  
own-label  
products

694%

sales increase  
since 2020



### Everyday health

We take proactive steps to ensure the health of our employees as well as their satisfaction and motivation. Our network of occupational health services also gives employees access to consultation hours. We also offer support ranging from information on nutrition, stress and addiction, to participating in various sports free of charge and receiving discounts from our sports partners.

We also offer tailored support for employees who are unable to work for an extended period due to health problems, and reintegration when they return to work so that we protect their health in the long term.





# Acting fairly



I'm so proud to work for a company that champions our customers, colleagues and the communities we serve. This report offers a snapshot of the incredible programmes which underline our place at the heart of British communities.



**Charlie Day**

CSR Team Manager



A truly sustainable business is one that acts fairly, ethically and transparently in its day-to-day business.

For the thousands who work with us, the millions who shop with us, and the growers, farmers and manufacturers who supply us, Lidl strives to be a fair and rewarding partner.

This extends to supporting our wider communities, and to upholding high animal welfare and environmental standards.

## Material topics in this section:

- 32 Fair remuneration
- 32 Diversity, Equity and Inclusion (DEI)
- 34 Labour and human rights
- 36 Corporate citizenship and local development
- 39 Animal welfare
- 40 Backing British



## Fair and competitive pay

At Lidl, people power our progress – and 2024 was another landmark year. For the fourth time running, we were officially recognised as a Top Employer.\* From investing millions into pay to launching a debt-free leadership degree, we've doubled down on building a culture where every colleague can thrive.

\* <https://www.top-employers.com/employer/lidl-gb/>

We are a significant GB employer, and we work efficiently. This means that we hire and rely on people who are self-starting, and who work with initiative and commitment.

In return, we ensure we are among the leaders in the retail sector when it comes to pay and benefits. We actively track market rates and changing dynamics.

For example, during this reporting period, rising inflation and the cost-of-living crisis were particularly acute. To support our people and to remain competitive and attractive, we invested around £65.5 million in additional pay across the business, to help cushion the effects of a very difficult time.

As a guiding principle, we regard the Living Wage Foundation's recommendation as a minimum rate of pay, and again we've continued to exceed it. During the FY24 period, we paid increases of, on average, almost 7% more than the UK Government's National Living Wage.



**£65.5 million**  
invested into  
additional pay

## Rates of pay

At the close of this reporting period, in February 2025, Lidl announced market-leading pay increases for our 28,000 hourly paid workers across the business. This represented a £15 million investment, including increases for salaried colleagues.



## Gender pay gap reporting

Lidl's ultimate goal is to eradicate our gender pay gap entirely.

This takes time, but we are making good progress: in our Gender Pay Report 2024/25, we announced our pay gap had seen a significant reduction of 1.3% year-on-year, to 8%. This is significantly lower than the national average gender pay gap reported by the Office for National Statistics, which stood at 13.1% during that period. In comparison, our report makes good reading, but we are aware there is still a long way to go.

The report also showed that the median gender pay gap – the midpoint of pay between male and female colleagues – stood at 0% for the second year running. This positions Lidl as a leader in equal pay, not just in supermarkets but in the wider retail sector.

As we build on other initiatives, such as doubling our maternity package and enhancing our menopause initiatives, we are making meaningful strides where everyone has an equal opportunity to thrive and succeed with Lidl.



**1.3%**  
year-on-year  
reduction in our  
gender pay gap

# Support and thank-yous

An essential part of a great job is the sense of being valued, and not just on pay day.

We seek to instil this feeling in many ways, including:



## Discounts

Every employee enjoys a 10% discount in our stores.

**10%**  
discount

## Wellbeing

We are committed to supporting our employees' wellbeing through free, 24/7 access to confidential counselling and information services, as well as through a dedicated online Wellbeing Centre offering resources on mental health, financial guidance, nutrition and fitness.

## Extra pay

In meeting the needs of our customers, we ask for extra help from our colleagues. Bank Holiday working, night shift and work in our freezers are all recognised with additional hourly rates.



## Family leave, doubled

In December 2023, we increased full-pay maternity and adoption leave from 14 to 28 weeks. At the time, this was the most competitive package of its kind to be seen in the retail sector.

We also announced paid fertility leave, with no limit to the number of treatment cycles, and paid leave for pregnancy loss and for other compassionate reasons.

2024  
**28 weeks**  
full-paid maternity  
and adoption leave

2023  
**14 weeks**

## Arrivals and anniversaries

Anyone welcoming a new baby receives a gift bundle of baby essentials from us. We also mark 10th, 25th and 40th work anniversaries with a special award, a bonus and a celebratory meal.

10th  
anniversary

25th  
anniversary

40th  
anniversary

special award



## Sabbaticals

Anyone who has worked with us for five years has the option to take up to three months out of the business, for whatever reason they choose.





## Labour and human rights: our commitment

Just as customers shop with us, we 'shop' all over the world to find the quality and value that Lidl is famous for. From bananas and cocoa to coffee and tea, we have deep relationships with some of the world's best suppliers.

At the same time, this comes with a big responsibility: to make sure that everyone in our supply chain has been fairly treated, properly paid, and provided with safe and decent conditions.

Since 2022, when we published our first Human Rights in the Supply Chain Policy, we have shared annual progress updates as we continually work to monitor and enhance our Human Rights strategy:

- 1 Understand our impact – we identify risks and opportunities
- 2 Enforce standards – we comply with international standards
- 3 Promote fair supply chains – we promote living wages and incomes
- 4 Drive systemic change – we engage in development programmes, initiatives and projects



**Imogen Wright,**  
Ethical Trade Manager

## Going bananas for living wages

### UK Retailer Banana Commitment

In March 2023, supported by IDH, a not-for-profit organisation advocating for sustainable trade, and alongside other major UK retailers, Lidl GB signed up to an industry-leading living wage commitment in the banana supply chain: "As a coalition of UK retailers, we will strive for workers in our banana supply chains to receive a living wage by the end of 2027."

### Banana Living Wage Project

We've been reshaping how we support workers in our banana supply chain. Since 2022, Lidl Stiftung & Co. KG has been piloting an approach to pay voluntary contributions and close Lidl's share of the wage gap.

Suppliers are fundamental and are closely engaged throughout this project, from participating in training on the Lidl approach and the importance of fair wages, to gathering data from plantations to calculate the exact wage gap for each worker and developing action plans to close the gap.

In 2024, Lidl GB announced it will further expand this project for national suppliers, increasing the overall scope of workers impacted. For further information on the Lidl Banana Living Wage Project, please refer to our Human Rights in the Supply Chain Progress Report (2024).

## Human Rights Impact Assessments (HRIAs)

HRIAs are a form of enhanced human rights due diligence, conducted in identified high-risk supply chains. These allow us to gain detailed information about the systemic challenges facing workers globally and how Lidl can make a positive impact – for example, in relation to gender discrimination, wages, working conditions or freedom of association. We then develop and implement Lidl-specific action plans, based on our findings.

We were the first UK retailer to conduct an HRIA in 2020, on our Kenyan tea supply chain, and we have since expanded our range of certified products, annually published supply chain transparency, conducted industry-leading gender equality training and improved internal buyer training, all to support continued due diligence in this supply chain.

We commit to publishing three HRIAs a year until 2025. In 2023–2024, we worked in the supply chains of South African wine and Indian shrimp. These are followed up with progress reports and supply chain-specific action plans.

## Labour and human rights: our commitment continued

### Gender equality

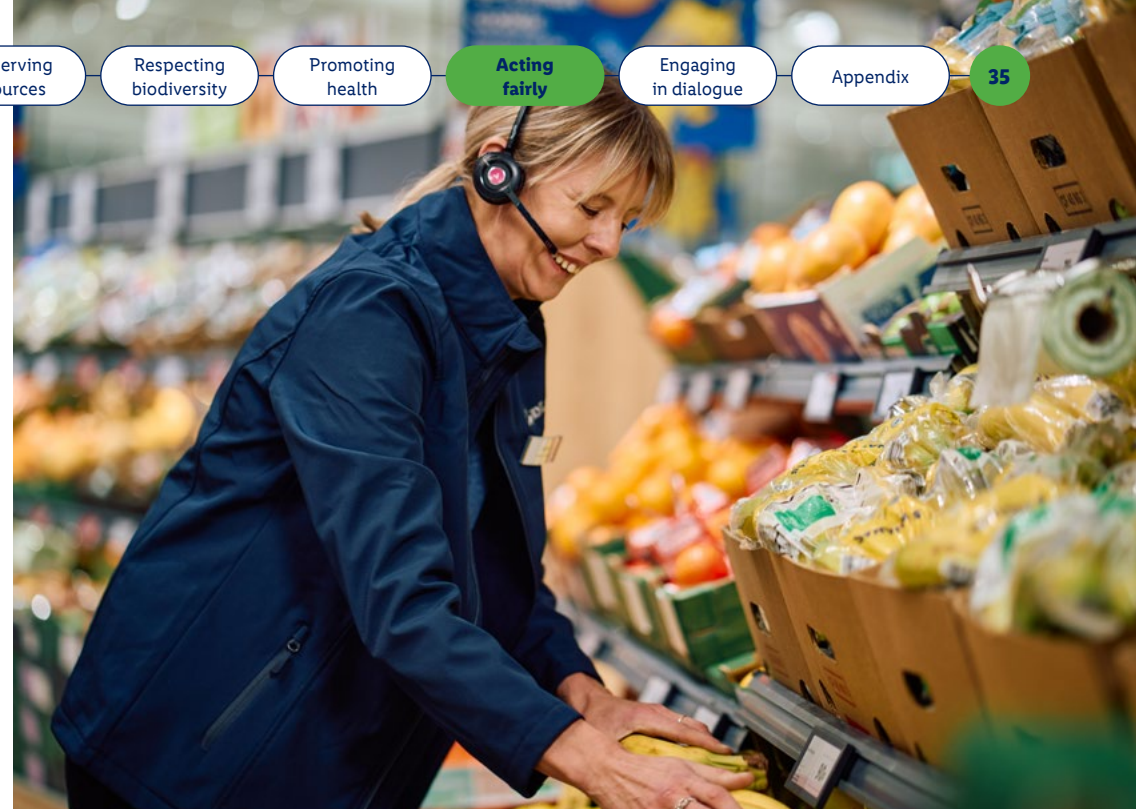
Together with Fyffes, we delivered training to upskill workers in Lidl GB's direct banana supply chain. Topics ranged from financial literacy, to how to gain more confidence around potential workplace challenges such as sexual harassment and discrimination.

This project reached over 27 plantations in Costa Rica, Belize, Ecuador and Colombia, and between 2021 and 2024 we trained over 3,000 workers.

Lidl and Fyffes are now redeveloping this programme ensuring increased scalability with the aim of embedding gender equality every day.

### Unseen Business Portal membership

In 2024, Lidl GB became a member of the Unseen Business Portal. This is an online platform where information reported to the UK Modern Slavery & Exploitation Helpline, run by the anti-slavery charity Unseen, is shared with member businesses if they concern their operations or supply chains. This allows Lidl to work collaboratively with Unseen and other members to investigate and remediate cases according to best-practice protocols.



### Modern Slavery Awareness training

Since 2021, we have been rolling out internal 'Modern Slavery Awareness' eLearning, aimed at ensuring that all colleagues understand what modern slavery is, how to spot indicators of potential exploitation and where to report concerns. The training is based on insights from specialist organisation Stronger Together. Key information from this eLearning, including details of specialist services, e.g. modern slavery hotlines, are permanently available on our internal Lidl intranet platform.

The initial launch of this eLearning in 2021 was targeted at desk-based colleagues across head office and RDC departments. In 2022, we met our promise to extend this to all store colleagues, who are the frontline of our business and critical to support in the identification of potential indicators in their store and community environment. We have now completed the third and final phase of the roll out of this Modern Slavery Awareness eLearning, by extending the content to all operational RDC colleagues.





## Our community investment policy

The nature of our business puts us at the heart of communities the length and breadth of Great Britain.

To make things happen, we partner with many extraordinary charities ranging from national organisations to small localised support groups. In particular, our Community Investment Policy lies in two main areas: supporting children and young people, with a particular focus on mental health, and addressing food insecurity in our communities.

NSPCC



Making every child heard

### Supporting the NSPCC, supporting children and young people

In recent years, it's been encouraging to see a growing awareness that mental wellbeing is just as important as physical health. Lidl started its partnership with the NSPCC in 2017. Since 2022, Lidl has been helping to address the mental health of young people in particular, as a proud partner of the NSPCC's Childline service.

Childline is in constant demand: on average, it receives a call for help every 45 seconds, and in 2023/24 their counsellors provided nearly 188,000 counselling sessions.

One of the main reasons children call is for help with their mental health and emotional wellbeing, and this remarkable service is there for them, 24/7. Our partnership makes sure they have someone to turn to – whatever difficulty they're facing.

Through funding, sponsorship and donations, we have raised over £10 million. This includes a record £2+ million in FY24 alone, with customers being fantastically generous with digital and cash donations at the till, and our colleagues diving into fundraising efforts.

In 2025, we announced a five-year extension to this highly effective partnership, with the aim of raising a further £5 million for Childline by 2030, especially focused on funding Childline at night. Our donations will allow their Twilight team to double its reach, helping over 100,000 children and young people who contact them when they need someone to talk to.

### Raising awareness: 'Find your Calm'

We want every child to know that Childline is there for them, and that it doesn't need to be a crisis to give them a call. In 2024, we fully funded a new 'Find Your Calm' campaign, explaining what Childline is there for (whether that's family or friend issues, school problems, loneliness, body image worries...), and how children can access it through a range of channels.

The campaign featured videos of the lived experiences of four people ranging from age 14 to 19, each finding ways to navigate life's ups and downs. They appeared on gaming platforms Twitch, Xbox and mobile gaming provider Venatus, as well as social media channels including Snapchat, Instagram and Facebook.

### 'Unbox your Brain'

It's great that many children are willing to seek out help for their mental and emotional issues – but research has found that over 80% of mental health advice on TikTok is misleading and over 30% is wrong.

In 2025, Lidl funded Childline's 'Unbox Your Brain' social media campaign, featuring three influencers: singer Rosie McClelland, magician Dan Rhodes and fitness and travel creator Jordon Wilson. They talked candidly on everything from relationships, self-care and autism, to how talking helps to feel supported by family.

Lidl also supported other projects to reach younger people and raise awareness that Childline is there for them:



'Day in the Lonely' is a video campaign showing children how to recognise the signs of loneliness in themselves and others, even when they're around friends. The videos achieved 51 million impressions and 5.8 million views in five weeks. Loneliness was then discussed on the BBC's One Show.



We teamed up with Crayola and Hunter Price to launch the 'Crayola Cosmic Creations and Fantastic Fantasy Activity Tube'. Designed to give children an outlet for their emotions, each tube also carried Childline's contact details and raised £16,910 for the charity.



In FY24, Lidl sponsored NSPCC's presence at 21 Pride events across Great Britain, with the message that Childline is there for all young people, building on our sponsorship from FY23.

### Tackling hunger on our doorstep

In the UK, around 13.4 million people live in poverty and with the food insecurity this brings. This includes 3.9 million (or one in four) children.

Lidl's aim to make good food accessible to everyone means playing our part in tackling food insecurity – particularly as charities and good causes continue to see a growing demand for their support.

It's important to us that the support we provide is demand-led. Our partnership with Neighbourly allows us to pinpoint the pressures facing local charities and have a meaningful impact.

Across all our food donation programmes, we have donated over 50 million meals since 2016.



## Good To Give

Our customers play a key role as well, by filling our in-store Good To Give donation boxes nationwide. To guide them to the products that are most needed, we devised the Good To Give Trustmark.

It's applied to nutritionally varied long-life food items which reflect the NHS Eatwell Plate, and to hygiene items ranging from toothpaste to sanitary products.

In 2024–2025 over 1.9 million meals were donated in this way.



## The STV Children's Appeal

Lidl's colleagues and customers have supported this appeal since its launch in 2011. It aims to reach the one in five children in Scotland living in poverty, with donations, emotional support and development schemes. Funds raised to date: a magnificent £805,000.



## Lidl Community Fund

First launched in 2022, the £500,000 annual Lidl Community Fund makes grants to our network of charities and community groups who take part in our food programmes. The grants help to tackle issues such as an increased demand for food parcels and food storage capacity, as well projects such as refurbishing food preparation areas and premises.

## Feed It Back

Neighbourly is an award-winning giving platform that matches businesses with local good causes.

Working with them, we launched Feed It Back in August 2017. This nationwide redistribution network connects the food surplus from our stores with good causes such as charities, food banks, community cafés and soup kitchens.

We're proud that in FY24, we donated more than 11 million meals through the programme, supporting good causes across Great Britain.



## Signed and sealed

Lidl was proud to be the first discount retailer to sign the Armed Forces Covenant, formalising our commitment to those who have previously served.

We recognise the wealth of skills and experiences they can bring as employees, the needs of current reservists, and the support we can give to those transitioning their careers.

Lidl also signed the Social Recruitment Covenant. This is a statement of intent that, as an employer, we may be flexible in our approach to hiring, for example by looking beyond rigid job specifications, or flexing roles or hours, or offering a second chance where others didn't see one.

This approach can help transform opportunities for people who have faced disadvantages in the labour market.

## Toy Bank

On Christmas morning, every child should wake up to a present. That's the simple aim behind our tremendously supported Toy Bank concept. In the run up to the festive period, our customers can drop in a new or unopened toy that will find its way to a child who would otherwise have missed out.

In 2023 and 2024, their wonderful generosity saw a festive mountain of more than 160,000 toys pile up across all our stores.

**160,000**  
toys donated



# Lidl Foodies: We're vegucating the nation



Research shows that 22% of 4- and 5-year-olds are overweight and obese, while data from the Food Foundation states that around one-third of children between 5 and 10 eat less than one portion of veg a day.\*

That's why Lidl created a programme for schools, Lidl Foodies – fun, interactive workshops designed to give children a hands-on experience of fresh foods and develop a love for the healthier stuff, too.

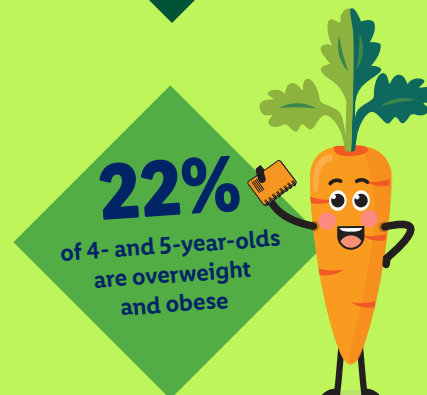
Backed by a £500,000 investment, we worked with teachers to create three workshops – Lidl Tasters, Lidl Growers and Lidl Makers – which offer a whole menu of plans, activity sheets, posters and take-home materials. The programme has been designed in line with the national curriculum, and the first 1,000 schools to register received a £100 gift card to launch their workshops.

300 primary schools signed up for the first Lidl Tasters workshop in the first 24 hours, and by the end of FY24 the programme had reached over 1,100 schools and over 150,000 pupils through Lidl Tasters alone.

\* <https://www.gov.uk/government/publications/health-matters-obesity-and-the-food-environment/health-matters-obesity-and-the-food-environment--2>

## School report: what a teacher found

Roslyn Boatswain, Assistant Head at Marish Academy Trust, described her experiences of holding a Lidl Foodies workshop.



**Q** How much did most kids know about fresh food and veg before experiencing Lidl Foodies?

**A** Most of the children were familiar with everyday fruits like grapes, bananas and apples, but they didn't know as much about others such as fresh pineapples, blood oranges, kiwis and different kinds of melons.

**Q** What did you think of the characters, materials and how healthy eating is explained?

**A** The lessons were practical and centred around hands-on learning experiences.

**Q** What has been the best thing to come out of Lidl Foodies in your experience?

**A** The sessions complemented our Nurture group lessons well, reinforcing key themes such as how sharing food helps to create a safe and healthy environment. We focused on healthy eating, good manners and developing practical life skills. Sharing meals together created a calm and supportive atmosphere, where pupils could learn in a relaxed setting. The act of sitting and eating as a group also fostered a strong sense of belonging.

**Q** What do you think the children are learning from it?

**A** The sessions supported a wide range of learning across the curriculum. Literacy skills were developed through reading instructions, labels and learning new vocabulary. Maths was incorporated by sorting and measuring ingredients and counting items such as spoonfuls. Science was explored through observing changes in materials, understanding cause and effect, and learning about temperature and reactions between ingredients.

Social and communication skills were strengthened as pupils explained their processes, listened to instructions, asked questions, and practised turn-taking and sharing equipment. The activities also promoted independence and confidence, giving pupils a sense of accomplishment and pride in their work.

Geography was also touched on through discussions about where food comes from, and Art was integrated through creative tasks such as sewing, drawing, painting and puzzles.

**Q** Would you recommend Lidl Foodies and encourage other schools/teachers to get involved?

**A** Yes! I would wholeheartedly recommend it because it offers a powerful, hands-on way for young children to learn across all areas of the curriculum.

## Animal welfare: checked, measured, improved

We strongly believe that every animal in our supply chain deserves care, respect and recognised standards of high welfare. We work with third-party assurance schemes, such as the Red Tractor and British Lion, to ensure we are sourcing produce that meets these standards.

All of our core British fresh meat and poultry is assured by Red Tractor. This standard goes above and beyond EU minimum requirements in areas such as antibiotic usage, lower stocking densities, and 'natural enrichment' for broiler chickens, which means the need for perching bales, pecking objects and naturally lit barns.

The RSPCA Assured logo, which stands for higher welfare farming practices, also spans our fresh meat and poultry categories, as well as some of our fish products including salmon. We currently have over 20 RSPCA Assured product lines, and this number is continually growing.

### The Five Freedoms

We subscribe to the 'Five Freedoms' for animal welfare, and our suppliers are assessed through third-party assurance to make sure they uphold them. This longstanding and respected model is designed to safeguard an animal's physical and mental welfare.

### Beyond minimum standards

We continually work with our suppliers to develop new concepts and practices, investing in research and development as we seek to raise standards even higher.

**Tom Meeson**  
Agricultural Manager



### Beyond minimum standards

In 2017, we announced we would sell only cage-free eggs, and in 2022, we went even further by committing to 100% free range eggs.



Going into 2025, we have transitioned all our fresh chicken into lower stocking/ greater space allocations. This gives them 20% more room to roam than the industry standard, enabling more of their natural physical and mental behaviours such as stretching their wings, dust bathing and exploring.



Through our pork producer group, we will fund projects aimed at mimicking the natural behaviours of pigs, such as rooting, sniffing and chewing, in turn improving their wellbeing. We also are working closely with a key supplier to pilot 3-D camera observations to inform further welfare enhancements.



We carry white shell eggs, which are laid by white-feathered hens that have a naturally longer laying life, while also consuming 5% less feed. The eggs from these birds are equally as nutritious and delicious as traditional brown eggs.





## Backing, buying and eating British

Acting sustainably demands many component parts working together: environmental responsibility, high standards, shared values, long-term thinking, and fair rewards for everyone involved.

We believe this also describes Lidl's relationship with British farming. Built on many years of mutual commitment and integrity, today we're proud to source around two-thirds of the products sold in our stores from British suppliers.

In fact, our 2019 five-year plan to invest £15 billion in the sector turned into an extra spend of some £6 billion (40%) more, totalling £21 billion in all. Our plans for British agriculture, with further committed investment and a mutual approach to our net zero goal by 2050, will bring sustainable benefits for all.



### British pork

## £500m

invested into the Lidl Pork Standard

In 2024, we introduced a new open-book costing model, which brings transparency to the costs of production while also assuring minimum volumes and a fixed margin for our pork farmers. This was developed in collaboration with the Lidl Pork Producer Group, recognising the need for a more sustainable pricing model.

Lidl is also supporting:

- 🇬🇧 **higher welfare pig enrichment improvements;**
- 🇬🇧 **carbon footprinting of farms;**
- 🇬🇧 **£250,000 in support for river health and water quality; and**
- 🇬🇧 **a transition towards deforestation-free soy used mainly for animal feed.**



### British fruit and veg

## £70m

investment

In the face of unpredictable weather patterns, among other challenges, Lidl announced new long-term contracts for our farmers producing vegetable staples including carrots, parsnips and swedes.

The new contracts bring certainty and security, and a strong foundation for future investment.



### British beef

## £1.5bn

Sustainable Beef Group

In summer 2024, Lidl launched a major shift to more sustainable beef farming with the creation of the Sustainable Beef Group.

As part of a wider £1.5 billion commitment to the sector over five years, members of the group will receive tailored advice and incentives to reduce carbon intensity and adopt regenerative techniques to improve grazing management, biodiversity, and soil and water quality.



### British eggs

## £1bn

commitment

In 2024, and with British free-range egg sales up by a remarkable one-third, Lidl built on existing financial incentives with a new commitment to the sector.

We are injecting a further £1 billion over five years, with members of our producer group gaining long-term, cost-of-production contracts, guaranteed minimum volumes and funding to invest in new high-welfare free-range sheds.



# Engaging in dialogue

I'm proud to work for a company that is committed to making progress on sustainability and that wholeheartedly values transparency. Across the business, we find ways to communicate with our colleagues, customers and partners who all play an enormous part in Lidl's journey.

**Ijeoma Okoye**  
CSR Communications Officer



Engaging in open, honest dialogue is central to how we operate at Lidl, and it is a cross-cutting capability that sits across all of our sustainability strategy.

We know that meaningful progress on sustainability relies on listening to our stakeholders – from customers and colleagues to suppliers, communities and NGOs.

By building strong, transparent relationships, we can better understand expectations, respond to concerns, and work collaboratively to find solutions and make progress on core priorities such as tackling our environmental impact.

## Material topics in this section:

- 42 Enabling
- 43 Stakeholder dialogue and cooperation

# Driving sustainability from the inside out

Sustainability is core to our business growth and is the responsibility of every employee at Lidl GB. To help ensure everyone has the tools and knowledge they need to bring our sustainability strategy to life, in February 2024, we launched our interactive 'Go You' internal engagement programme, highlighting the role that everyone can play in making Lidl more sustainable through their everyday actions.

'LidlToks', presented by a store colleague, covering the topics of climate change, conserving resources, respecting biodiversity, acting fairly, engaging in dialogue and promoting health. Filmed in various locations, including a supplier's strawberry farm and in-store, the videos featured tips for improving sustainability at work and at home.



A 'Summer of Sustainability' in July and August 2024, during which we arranged days for colleagues to go out and support local environmental organisations and charities. For example, they looked after newly planted trees, supported nature in urban areas and went fishing for plastic waste.

Ensuring that new joiners and colleagues are given training, and digital and physical materials, about key sustainability topics – and more specifically, Lidl's sustainability programme. We've also developed e-learnings for store and office colleagues.

Key elements of this ongoing campaign include:

Information for colleagues about Lidl GB's commitment to sustainability in intranet articles as well as posts on the colleague app 'We Are Lidl', and all held in our new internal Sustainability Hub.



2025 projects include planning and establishing a new Lidl Sustainability Community, as well as overhauling our corporate governance to ensure that sustainability is fully integrated in our decision making, with Board-level sponsorship and reporting.

2025



## Driving sustainability from the inside out continued

### Our external stakeholders

We proactively engage with everyone who shapes, interacts with or is affected by our business. This wide-ranging group includes colleagues, customers, suppliers, communities, charities, NGOs, regulators and government bodies.

To support this, Lidl is a constant presence in farms, fields, factories, fisheries, industry conventions and community events, alongside virtual meetings.

| Stakeholder                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Customers                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Suppliers                                                                                                                                                                                                                                                                                                                                                                                              | Charities and NGOs                                                                                                                                                                                                                                                               | Industry                                                                                                                                                                                                                                                                                   | Government                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                |                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                       |
| Topics                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <p>We strive to give customers as much information as possible about our products' content and origin, so they can make informed shopping decisions.</p> <p>Our marketing and communications channels play a key role in this – as does our packaging. We first adopted the UK Government's voluntary traffic light system back in 2013 to make nutritional information easy to understand and remain committed to labelling nutrition and health claims on packaging in a responsible, transparent way.</p> <p>We're also committed to exploring clear, responsible labelling related to recycling, animal welfare and eco-score information.</p> | <p>We work in close partnership, sharing information and setting targets to reduce our product-related Scope 3 emissions. This continual engagement is critical to achieving our net zero goal by 2050.</p> <p>Importantly, we collaborate closely to procure materials and ingredients that are responsibly sourced, high quality, and produced for fair pay under safe practices and conditions.</p> | <p>We collaborate to help make our product range and business operations more sustainable. We also continually gauge our community programmes, such as our surplus food redistribution scheme Feed It Back, assessing how we can meet community needs even more effectively.</p> | <p>From leading the Diet Workstream for the Institute of Grocery Distribution (IGD) to actively participating in other industry collaborations such as WRAP's Food and Drink Pact, we are proud to work with industry initiatives and other retailers to maximise our positive impact.</p> | <p>We work closely with government on a wide range of industry topics such as Extended Producer Responsibility (EPR), DRS, circular economy, planning policy and business rates. We have also taken a strong stance on certain policy issues; for example, calling for the UK and EU to negotiate an ambitious Sanitary and Phytosanitary (SPS) agreement to support the growth of British agri-food businesses and facilitate smoother trade flows.</p> |

## Driving sustainability from the inside out continued

### Working groups and partnerships

We are proud to work with leading organisations to drive sustainable diets and sustainable growth, while backing British farming and communities.

|                                                      |                                                  |                                                        |
|------------------------------------------------------|--------------------------------------------------|--------------------------------------------------------|
| 3keel                                                | Institute of Grocery Distribution (IGD)          | Round Table on Responsible Soy (RTRS) Retail Soy Group |
| ACT – Action, Collaboration, Transformation          | Leaping Bunny                                    | Round Table on Responsible Soy (RTRS)                  |
| British Nutrition Foundation                         | Linking Environment and Farming (LEAF)           | Roundtable on Sustainable Palm Oil (RSPO)              |
| British Retail Consortium (BRC Climate Roadmap)      | Manufacture 2030                                 | Sedex                                                  |
| Carbon Trust                                         | Marine Stewardship Council                       | Sustainable Rice Platform (SRP)                        |
| Compassion in World Farming                          | Mondra                                           | Sustainable Seafood Coalition                          |
| Drinkaware                                           | National Schools Partnership                     | Stronger Together                                      |
| Ecovadis                                             | Neighbourly                                      | STV Children's Appeal                                  |
| Ethical Tea Partnership                              | NSPCC                                            | The Food Foundation                                    |
| Ethical Trade Initiative                             | Pennies                                          | Unseen                                                 |
| Fairtrade Foundation                                 | Project STOP (Stop Ocean Plastic)                | World Banana Forum                                     |
| GGGI – Global Ghost Gear Initiative                  | Retail Energy Forum                              | WRAP Food and Drink Pact                               |
| GLOBALG.A.P., GLOBALG.A.P. GRASP Technical Committee | Retailer net zero Collaborative Action Programme | WRAP Plastic Pact                                      |
| Initiative for Sustainable Trade (IDH)               | Retail Palm Oil Group                            | WWF                                                    |

### Lidl's inaugural Grassroots British Farming Conference

In 2024, we began planning for a major coming-together of the leading players in the GB food sector. In February 2025, over 130 farmers, food producers and leaders across the pork, beef and dairy industries joined Lidl for a two-day event – our two-day Grassroots British Farming Conference at the Harper Adams University.

During the conference, we held our first official Lidl in Dialogue panel, 'Securing a Successful Future Together'. The interactive session was made up of farming, supply chain and academic experts as well as Lidl commercial and sustainability colleagues. It gave attendees the opportunity to ask direct questions about pressing challenges and opportunities shaping Britain's agricultural sector, and allowed them to share their key insights and perspectives.

**130**  
farmers, food  
producers and  
leaders brought  
together

Lidl GB is represented in some of these partnerships through Lidl Stiftung & Co. KG

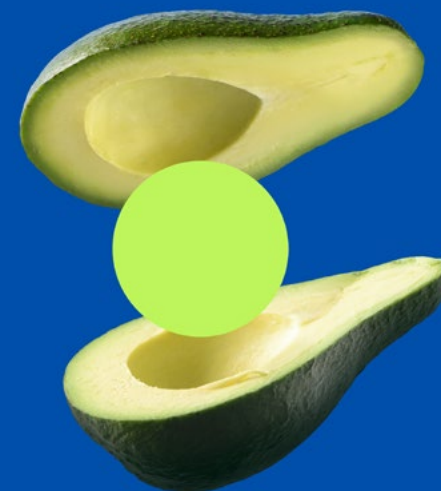
# Appendix

Certain metrics within this Report have been independently assured by Forvis Mazars. The assurance report is available on page 100.

+ This symbol denotes where a KPI has undergone limited assurance. The full assurance statement is available on page 100.



**Matt Juden-Bloomfield**  
Head of Sustainability





## Performance scorecards

The below tables refer to our targets and performance over the reporting period. The data refers to financial years unless stated otherwise.

### Protecting Climate performance scorecard

| Target                                                                                                                          | Metric                                            | Methodology                                                                                                                                          | Baseline Year                     | Target Year | 2019   | 2020   | 2021   | 2022   | 2023    | 2024    |
|---------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|-------------|--------|--------|--------|--------|---------|---------|
| By 2030, Lidl commits to reducing our absolute Scope 1 and 2 greenhouse gas (GHG) emissions by 70% from a 2019 baseline         | tCO <sub>2</sub> e                                | Market-based Scope 1 and 2 GHG emissions*                                                                                                            | FY19 (Companies of Schwarz Group) | 2030        | 22,016 | 21,698 | 20,339 | 20,639 | 19,477  | 19,501  |
|                                                                                                                                 | % Change (YOY)                                    |                                                                                                                                                      |                                   |             | N/A    | -1.44% | -6.26% | 1.48%  | -5.63%  | 0.12%   |
|                                                                                                                                 | % Change (to baseline)                            |                                                                                                                                                      |                                   |             | N/A    | -1.44% | -7.62% | -6.25% | -11.53% | -11.42% |
| Suppliers that represent 75% of Lidl Stiftung & Co.KG product-related emissions will set validated Science Based Targets (SBTs) | % of suppliers in scope with validated SBTs       | Suppliers negotiated by Lidl GB that fall within the scope of the top 75% of product-related emissions of Lidl Stiftung & Co.KG, with validated SBTs | N/A                               | 2026        | N/A    | N/A    | N/A    | 39     | 30      | 35      |
| By 2030, 100% of Lidl GB's store delivery fleet will be fossil-fuel free                                                        | % fleet powered by alternative (non-fossil) fuels | % km driven using alternative (non-fossil) fuels, from distribution centres to stores                                                                | 2018                              | 2030        | N/A    | 0%     | 5%     | 10%    | 21%     | 30%     |

This data has been restated due to our new data collection tool: PowerBI.

\* The methodology/standard used to calculate these figures are based on the GHG Protocol.

## Performance scorecards continued

## Conserving Resources performance scorecard

| Target                                                                                                                                                   | Metric                                                                                                                                                          | Methodology                                                                                                                                                                                                                                        | Baseline Year | Target Year | 2019         | 2020          | 2021          | 2022            | 2023            | 2024                          |
|----------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|-------------|--------------|---------------|---------------|-----------------|-----------------|-------------------------------|
| By 2030, we will have reduced Lidl GB's food waste by 50% (relative)                                                                                     | Food waste intensity* (% food waste vs. food handled)                                                                                                           | Conforming with the Food Loss and Waste Accounting and Reporting Standard (FLW Standard). Food surplus (tonnes) = Unsold product volumes (tonnage) x Unit product weights. Redistributed food surplus is deducted to determine food waste (tonnes) | FY16 – 2.09%  | 2030        | 1.41% (-32%) | 1.38% (-34%)  | 1.30% (-38%)  | 1.20% (-43%)    | 1.50% (-28%)    | 1.39% (-33%)                  |
| By 2025, 100% of our own-label and branded product packaging will be recyclable, reusable, refillable or renewable (calendar year/CY)                    | % packaging recyclable, reusable, refillable or renewable                                                                                                       | % tonnage of packaging that is eligible to carry an On-Pack Recycling Label (OPRL) 'recyclable' or 'recycle at collection point' logo                                                                                                              | N/A           | 2025 (CY)   | N/A          | 84% (2020 CY) | 93% (2021 CY) | 94.9% (2022 CY) | 94.4% (2023 CY) | 94.6% (2024 CY)               |
| By 2025, we will reduce the packaging of our own-label products by 25% (in comparison to a 2019 baseline)                                                | % own-label packaging reduced                                                                                                                                   | Tonnes of own-brand primary packaging sold relative to turnover (£m)                                                                                                                                                                               | FY19          | FY25        | 0.00%        | -3.50%        | -2.00%        | 13.00%          | 25%             | N/A – Target achieved in FY24 |
| By 2027, 100% key suppliers of high wastage categories will have joined the Food Waste Reduction Roadmap or implemented a target, measure, act approach. | Number of suppliers that have committed to adopting the Food Waste Reduction Roadmap or are implementing a target, measure, act approach to managing food waste | Number of key suppliers (based on volume supplied) that have committed to adopting WRAP's Food Waste Reduction Roadmap (list supplied by WRAP)                                                                                                     | N/A           | 2027        | N/A          | N/A           | N/A           | 47%             | 52%             | 56%                           |

## Performance scorecards continued

## Conserving Resources performance scorecard continued

| Target                                                                                                                                                               | Metric                                                        | Methodology                                                                                                                                                       | Baseline Year | Target Year | 2019                                                                                                                                                                                                                                                                                                                                                                      | 2020   | 2021   | 2022   | 2023 | 2024 |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|-------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|--------|--------|------|------|
| As signatories of the UK Soy Manifesto, Lidl GB has committed to sourcing 100% soy from verified deforestation and conversion free (vDCF) sources by the end of 2025 | % of vDCF soy volume sourced for Lidl GB's own-brand products | Tonnes of vDCF soy (low-risk origin, segregated and organic), both direct and embedded sourced for Lidl GB's own-brand products, relative to total tonnage of soy | FY19          | 2025        | For the reporting period of FY23 & 24, the reporting methodology for soy has been revised in line with the recommendations of the UK Soy Manifesto. At the time of publication, this data was not available.<br><br>This data will be restated and made available on our corporate website in line with our commitment to the UK Soy Manifesto: Soy – Lidl Great Britain. |        |        |        |      |      |
| By 2025, we will reduce plastic in our own-label products by 40% against a 2017 baseline                                                                             | % own-label plastic packaging reduced                         | Tonnes of own-brand primary packaging sold relative to turnover (£m)                                                                                              | FY17          | FY25        | 18.10%                                                                                                                                                                                                                                                                                                                                                                    | 18.50% | 20.10% | 28.83% | 36%  | 35%  |
| 30% of uncut fruit and veg sales volume (units/kg) to be loose by 2025                                                                                               | % loose uncut fruit and veg volumes                           | Kg of uncut fruit and veg sold loose relative to total kg of uncut fruit and veg                                                                                  | N/A           | FY25        | N/A                                                                                                                                                                                                                                                                                                                                                                       | N/A    | N/A    | N/A    | 23%  | 24%  |

## Respecting Biodiversity performance scorecard

| Target                                                                         | Metric                                           | Methodology                                                                                                                                                                                                                                   | Baseline Year | Target Year | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 |
|--------------------------------------------------------------------------------|--------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|-------------|------|------|------|------|------|------|
| By 2023, 100% of our British fresh fruit and veg will be LEAF Marque-certified | % of British fruit and veg LEAF Marque-certified | Scope: Non-organic British-grown fresh fruit and veg<br><ul style="list-style-type: none"> <li>● Certification agreed with the Buying department at tender stage</li> <li>● Supplier surveys &amp; audits to confirm certification</li> </ul> | FY20          | 2023        | 30%  | 40%  | 45%  | 50%  | 100% | 100% |



## Performance scorecards continued

## Promoting Health performance scorecard

| Target                                                                                                   | Metric                                                                       | Methodology                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Baseline Year | Target Year | 2019 | 2020 | 2021 | 2022 | 2023          | 2024 |
|----------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|-------------|------|------|------|------|---------------|------|
| Increase sales, based on tonnage, of healthy and healthier products to at least 80% by 2025 <sup>†</sup> | % of healthy and healthier food sales                                        | <p>Products are classified using the FSA's 2004/05 Nutrient Profile Model (NPM). Classifications applied to sales (tonnage).*</p> <p>This commitment covers all own-brand food and drink products, excluding alcoholic drinks</p> <p>*Healthy foods are those scoring less than four points and drinks scoring less than one, as well as all single-ingredient products. Healthier is defined as foods scoring four to six points and drinks scoring one to three points. Foods and drinks scoring more than this are classified as least healthy</p> | FY19          | 2025        | 74%  | N/A  | N/A  | 79%  | 82%           | 83%  |
| To increase the proportion of plant-based foods sold by 20% by 2030                                      | % increase in tonnage of plant-based foods out of total tonnage of all foods | Using WWF's 'Planet-Based Diets' methodology: ((plant-based food tonnage of reporting year – plant-based food tonnage of baseline year)/ plant-based food tonnage of baseline year) x 100                                                                                                                                                                                                                                                                                                                                                             | FY23          | 2030        | N/A  | N/A  | N/A  | N/A  | FY23 baseline | 2.9% |

## Performance scorecards continued

## Promoting Health performance scorecard continued

| Target                                                                                                                             | Metric                                               | Methodology                                                                                                                                                                                                      | Baseline Year | Target Year | 2019 | 2020          | 2021          | 2022  | 2023  | 2024   |
|------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|-------------|------|---------------|---------------|-------|-------|--------|
| Increase sales of fresh fruit and veg by 35% by 2026 <sup>†</sup>                                                                  | % increase in F&V sales                              | Unit sales increase across all fresh fruit and vegetables,* against a FY21 baseline<br><br>*100% of fresh fruit and vegetables, defined as all fresh, unprocessed fruits and vegetables, both loose and packaged | FY21          | 2026        | N/A  | N/A           | FY21 baseline | 2.50% | 5%    | 16%    |
| Increase sales of our own-brand meat-free and milk alternative range by 400% by 2025                                               | % increase in Vemondo product sales, in turnover     | Turnover increase across all Vemondo own-label branded products, against a FY20 baseline                                                                                                                         | FY20          | 2025        | N/A  | FY20 baseline | 99%           | 396%  | 573%  | 694%   |
| To increase the proportion of plant-based proteins to 25% of the total protein sold by 2030                                        | % of tonnage of plant-based and animal-based protein | (plant-based protein sources in tonnage/ total protein sources in tonnage) x 100                                                                                                                                 | FY21          | 2030        | N/A  | N/A           | 14.4%         | 15.3% | 17.6% | 18%    |
| To increase the proportion of plant-based dairy alternatives to 12% of the total dairy and dairy alternative proteins sold by 2030 | % of tonnage of plant-based and animal-based protein | (plant-based dairy alternatives in tonnage/ total dairy & plant-based dairy alternatives in tonnage) x 100                                                                                                       | FY21          | 2030        | N/A  | N/A           | 6.40%         | 7.40% | 7.60% | 6.30%* |

\* FY24 status of 6.30% saw a reduction due to a change in international methodology, aligned with the WWF methodology, moving butter and margarine out of the dairy category. We remain committed to reaching the target of 12% with this new methodology, however this may need to be reviewed in time.

## Performance scorecards continued

## Promoting Health performance scorecard continued

| Target                                                                                     | Metric                                      | Methodology                                                                                                                                                                                                                                                                                                                                           | Baseline Year | Target Year | 2019 | 2020 | 2021 | 2022          | 2023  | 2024  |
|--------------------------------------------------------------------------------------------|---------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|-------------|------|------|------|---------------|-------|-------|
| By the end of 2026, we are committed to achieving a 20% increase in fibre sold, in tonnage | % increase in total fibre sold, in tonnage  | <p>This commitment covers all own-brand food and drink products, excluding alcohol and fresh fruit and vegetables</p> <p>Total fibre sold identified using fibre per 100g data, converting into tonnage sold using unit sales ((total fibre sold of reporting year – total fibre sold of baseline year)/ total fibre sold of baseline year) x 100</p> | FY22          | 2026        | N/A  | N/A  | N/A  | FY22 Baseline | 8%    | 21.9% |
| To increase the proportion of wholegrain to 25% of total grains sold by 2030               | % of tonnage of wholegrain and other grains | (wholegrains in tonnage / total grains in tonnage) x 100                                                                                                                                                                                                                                                                                              | FY23          | 2030        | N/A  | N/A  | N/A  | N/A           | 12.9% | 15.3% |



## Performance scorecards continued

## Acting Fairly performance scorecard

| Target                                                                                                                                                                           | Metric                                                                                          | Methodology                                                                                                                                                                                                                                                                                                | Baseline Year | Target Year | 2019     | 2020    | 2021     | 2022     | 2023     | 2024     |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|-------------|----------|---------|----------|----------|----------|----------|
| By 2025, we will invest £15 billion into the British food and farming industry (vs. 2020) <sup>†</sup>                                                                           | £ invested into British food and farming since 2020                                             | British food industry refers to all nationally negotiated suppliers that have headquarters based in the UK. £ invested is the total received goods value of all suppliers in scope for each FY                                                                                                             | FY19          | 2025        | Baseline | £3.48bn | £7.11bn  | £11.60bn | £16.65bn | £21.96bn |
| By 2025, we will introduce animal welfare action plans for each category, which will cover the key animal welfare topics for the category (Milk, Beef, Lamb, Pig, Poultry, Eggs) | % of categories in scope with action plans in place                                             | Categories in scope are national, fresh, own-brand, animal protein categories (milk, beef, lamb, pig, poultry, eggs and fish)                                                                                                                                                                              | FY21          | 2025        | N/A      | N/A     | Baseline | 33%      | 33%      | 50%      |
| By 2025, Lidl will strengthen human rights due diligence in 15 high-risk supply chains through the implementation of 15 HRIAs and associated action plans <sup>†</sup>           | No. of HRIAs under way or completed. Previously this KPI only included HRIAs that were complete | Identified high-risk supply chains are outlined in our Human Rights in the Supply Chain Policy. The supply chain selected for an HRIA is determined by the importance of the commodity and/or sourcing country to Lidl GB. All final HRIAs and action plans are published on the Lidl GB corporate website | FY20          | 2025        | N/A      | 3       | 6        | 9        | 12       | 15       |

## Performance scorecards continued

## Acting Fairly performance scorecard continued

| Target                                                                     | Metric                                                   | Methodology                                                                                                                                                                                                                                                                    | Baseline Year | Target Year        | 2019          | 2020          | 2021          | 2022          | 2023          | 2024          |
|----------------------------------------------------------------------------|----------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|--------------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 100% of Lidl GB suppliers will be compliant to our Sedex requirements      | % of suppliers compliant to Lidl GB's Sedex requirements | Compliance is defined as:<br>1) Being registered on Sedex and linked to Lidl GB<br>2) Completion of the Sedex Self Assessment Questionnaire (SAQ)<br>3) Identified high-risk sites must complete an ethical audit (Smeta or equivalent) and close 100% of the non-conformances | N/A           | Ongoing commitment | N/A           | N/A           | 89%           | 92%           | 92%           | 91%           |
| By 2025, we will have raised £10m for the NSPCC to help keep children safe | Amount raised for NSPCC (£)                              | Total amount raised for NSPCC from corporate donations, supplier donations, employee fundraising and in-store and online customer donations                                                                                                                                    | 2017          | 2025               | £1,323,178.00 | £1,220,729.00 | £1,279,014.00 | £1,693,648.43 | £1,856,754.71 | £2,008,325.11 |

## Performance scorecards continued

## Acting Fairly performance scorecard continued

| Target                                                 | Metric                                                          | Methodology                                                                                                                                                                                                                                                                                                                                                                                               | Baseline Year | Target Year                                                                                         | 2019                           | 2020                           | 2021                           | 2022                           | 2023                            | 2024                            |
|--------------------------------------------------------|-----------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|-----------------------------------------------------------------------------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|---------------------------------|---------------------------------|
| Donate 5 million meals every year to families in need* | Number of meals donated (this data refers to the calendar year) | The total number of meals donated to good causes per calendar year is calculated by summing number of meals donated via the following channels: Feed It Back programme, Regional Distribution Centre (RDC) surplus donations and Customer Donation Points. In accordance with WRAP guidance, meal equivalents are calculated based on the assumption of an average meal weighing 420g (based on FSA data) | N/A           | Ongoing commitment as we have exceeded this target; we will be reviewing this target going forwards | 3,671,026 (2019 calendar year) | 3,773,885 (2020 calendar year) | 4,304,848 (2021 calendar year) | 7,366,776 (2022 calendar year) | 12,944,929 (2023 calendar year) | 18,003,256 (2024 calendar year) |

\* This data is being restated due to improvements in our data accuracy.



## Performance scorecards continued

## Acting Fairly performance scorecard continued

| Target                                                                                                                                                        | Metric                                          | Methodology                                                                                                                                                                                                                                                                | Baseline Year | Target Year | 2019 | 2020 | 2021 | 2022  | 2023  | 2024                                                                                                                             |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|-------------|------|------|------|-------|-------|----------------------------------------------------------------------------------------------------------------------------------|
| By 2025, we will cover 6 own-brand, fresh categories with Welfare Windows<br><br>Categories:<br>● Chicken<br>● Turkey<br>● Duck<br>● Eggs<br>● Pork<br>● Beef | Number of categories covered by Welfare Windows | 100% of national, fresh, own-brand, primary cut and minimally processed products across the categories below. Products out of scope are any products used as ingredients or cured and cooked products<br><br>● Chicken<br>● Turkey<br>● Duck<br>● Eggs<br>● Pork<br>● Beef | FY19          | 2025        | 1    | 5    | 5    | 6     | 6     | 6                                                                                                                                |
| 100% cage-free eggs (shell eggs) by end of 2025*                                                                                                              | % cage-free eggs (shell eggs)                   | Proportion of shell eggs from cage-free production systems (including barn, free range & organic) – figures based on number of shell eggs sold                                                                                                                             | FY16          | 2025        | 60%  | 55%  | 61%  | 65%*  | 74%   | 75%                                                                                                                              |
| By 2025, 10,000 workers in Lidl and Fyffes banana supply chain will be trained on gender equality                                                             | No. of workers trained                          | Number of workers that completed the Business for Social Responsibility (BSR) HERessentials training application in the Lidl and Fyffes banana supply chain                                                                                                                | FY20          | 2025        | N/A  | N/A  | 264  | 1,000 | 3,014 | Lidl and Fyffes are now redeveloping this programme with a new implementation partner, ensuring increased scalability and impact |

\* From FY22/23 onwards, Lidl GB realigned its egg reporting to its financial year timeframe, which led to a slight increase in the total coverage of cage-free eggs. This step was taken to align its reporting approach with wider sustainability KPIs.

## Performance scorecards continued

## Acting Fairly performance scorecard continued

| Target                                                                                                                      | Metric                                                                 | Methodology                                                                                                               | Baseline Year | Target Year        | 2019  | 2020  | 2021   | 2022   | 2023                                                                                                                                                | 2024   |
|-----------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------|---------------|--------------------|-------|-------|--------|--------|-----------------------------------------------------------------------------------------------------------------------------------------------------|--------|
| 100% of current GB negotiated tier one suppliers attend Stronger Together 'Tackling Modern Slavery in UK Business' training | % of suppliers attending training                                      | % of current UK-based suppliers that have attended Stronger Together 'Tackling Modern Slavery in UK Business' workshop    | N/A           | Ongoing commitment | N/A   | N/A   | 97%    | 97%    | 96%                                                                                                                                                 | 94%    |
| 100% of Lidl GB employees trained through introductory Modern Slavery Awareness eLearning annually                          | % of Lidl GB employees trained                                         | % of employees who completed the internal eLearning. This training is allocated to 100% of Lidl GB employees annually     | N/A           | Ongoing commitment | N/A   | N/A   | 99%    | 99%    | Training did not take place within FY23 as the timing in which the eLearning was rolled out changed. The eLearning now takes place annually in July | 99%    |
| Continual support for communities via charitable donation                                                                   | Amount (£) raised for charity (rounded to the nearest 2 decimal place) | Total amount raised for charity from corporate donations, employee fundraising and in-store and online customer donations | N/A           | N/A                | £1.4m | £1.6m | £1.41m | £2.66m | £2.72m                                                                                                                                              | £2.79m |

## GRI data

### General disclosures

GRI 2-7 a. and b.; and GRI 2-8 a.

| Disclosure                                                                                   | Unit | 2019   | 2020   | 2021   | 2022   | 2023   | 2024   |
|----------------------------------------------------------------------------------------------|------|--------|--------|--------|--------|--------|--------|
| <b>Total number of employees by employment contract (permanent and temporary), by gender</b> |      |        |        |        |        |        |        |
| <b>Male</b>                                                                                  |      |        |        |        |        |        |        |
| Permanent                                                                                    | #    | 13,830 | 14,527 | 14,896 | 16,994 | 18,158 | 19,402 |
| Temporary                                                                                    | #    | 74     | 78     | 69     | 192    | 197    | 191    |
| <b>Female</b>                                                                                |      |        |        |        |        |        |        |
| Permanent                                                                                    | #    | 10,511 | 11,597 | 12,086 | 13,439 | 13,862 | 14,697 |
| Temporary                                                                                    | #    | 68     | 117    | 84     | 91     | 67     | 98     |

The numbers reported are in headcount (not FTE) and are based on all Lidl GB employees. We only have data by male or female sex. All data is reflective of the Lidl FY.

| Disclosure                                                                                   | Unit | 2019   | 2020   | 2021   | 2022   | 2023   | 2024   |
|----------------------------------------------------------------------------------------------|------|--------|--------|--------|--------|--------|--------|
| <b>Total number of employees by employment contract (permanent and temporary), by region</b> |      |        |        |        |        |        |        |
| <b>Scotland*</b>                                                                             |      |        |        |        |        |        |        |
| Permanent                                                                                    | #    | 2,421  | 2,643  | 2,622  | 2,824  | 3,071  | 3,196  |
| Temporary                                                                                    | #    | 4      | 11     | 11     | 8      | 2      | 3      |
| <b>England*</b>                                                                              |      |        |        |        |        |        |        |
| Permanent                                                                                    | #    | 20,769 | 22,224 | 23,132 | 26,129 | 27,360 | 29,202 |
| Temporary                                                                                    | #    | 132    | 178    | 136    | 270    | 259    | 282    |
| <b>Wales*</b>                                                                                |      |        |        |        |        |        |        |
| Permanent                                                                                    | #    | 1,151  | 1,257  | 1,228  | 1,480  | 1,589  | 1,701  |
| Temporary                                                                                    | #    | 6      | 6      | 6      | 5      | 3      | 4      |

\* Locations based on where people work rather than where they live.



## GRI data continued

## General disclosures continued

## GRI 2-7 a. and b.; and GRI 2-8 a.

| Disclosure                                                                               | Unit | 2019   | 2020   | 2021   | 2022   | 2023   | 2024   |
|------------------------------------------------------------------------------------------|------|--------|--------|--------|--------|--------|--------|
| <b>Total number of employees by employment type (full-time and part-time), by gender</b> |      |        |        |        |        |        |        |
| <b>Full time</b>                                                                         |      |        |        |        |        |        |        |
| Male                                                                                     | #    | 5,773  | 5,795  | 5,916  | 6,574  | 7,046  | 7,728  |
| Female                                                                                   | #    | 2,355  | 2,474  | 2,579  | 2,933  | 2,983  | 3,341  |
| <b>Full time (%)</b>                                                                     |      |        |        |        |        |        |        |
| Male                                                                                     | #    | 23.58% | 22.02% | 21.80% | 21.40% | 21.83% | 22.47% |
| Female                                                                                   | #    | 9.62%  | 9.40%  | 9.50%  | 9.55%  | 9.24%  | 9.72%  |
| <b>Part time</b>                                                                         |      |        |        |        |        |        |        |
| Male                                                                                     | #    | 8,131  | 8,810  | 9,049  | 10,612 | 11,309 | 11,865 |
| Female                                                                                   | #    | 8,224  | 9,240  | 9,591  | 10,597 | 10,946 | 11,454 |
| <b>Part time (%)</b>                                                                     |      |        |        |        |        |        |        |
| Male                                                                                     | #    | 33.21% | 33.47% | 33.35% | 34.55% | 35.03% | 34.50% |
| Female                                                                                   | #    | 33.59% | 35.11% | 35.35% | 34.50% | 33.91% | 33.31% |

**GRI data** continued**General disclosures** continued**GRI 2-27 a. and b.**

| Disclosure                                                                                                    | Unit | FY23 | FY24 |
|---------------------------------------------------------------------------------------------------------------|------|------|------|
| <b>Total of significant instances of non-compliance with laws and regulations during the reporting period</b> | #    | 0    | 0    |
| Instances for which fines were incurred                                                                       | #    | 0    | 0    |
| Instances for which non-monetary sanctions were incurred                                                      | #    | 0    | 0    |

At Lidl GB, we follow the key corporate principle that ‘we comply with applicable law and internal guidelines’. We have a zero-tolerance approach to non-compliance. As part of this, we operate a compliance management system (CMS) that sets out requirements to support compliance by Lidl GB and mitigate the risk of non-compliance. The CMS focuses, in particular, on anti-corruption, data protection, competition law, business partners, HR, and product compliance. Its main objective is to avoid breaches of applicable law and internal guidelines, and to consistently pursue and punish any identified breaches.

At Lidl GB, we have had no significant instances of non-compliance during this reporting period.

**Economic performance**

| Disclosure | Unit | FY24    |
|------------|------|---------|
| Revenue    | £    | £11.7bn |

## GRI data continued

## Circular economy

## GRI 301-1 a.

| Disclosure                                                                                                                             | Unit   | 2019    | 2020    | 2021    | 2022    | 2023    | 2024    |
|----------------------------------------------------------------------------------------------------------------------------------------|--------|---------|---------|---------|---------|---------|---------|
| <b>Primary packaging (total)</b>                                                                                                       | Tonnes | 212,060 | 251,759 | 253,604 | 265,472 | 248,731 | 275,532 |
| Primary packaging (own-brand)                                                                                                          | Tonnes | 171,420 | 202,546 | 199,438 | 201,926 | 202,788 | 222,350 |
| <b>Secondary packaging (total)</b>                                                                                                     | Tonnes | 99,707  | 108,047 | 113,310 | 120,958 | 125,972 | 127,334 |
| Tertiary packaging (total)                                                                                                             | Tonnes | 23,206  | 15,408  | 25,666  | 26,946  | 29,241  | 25,107  |
| <b>Total weights that are used to produce and package the organization's primary products and services during the reporting period</b> | Tonnes | 334,973 | 375,214 | 392,580 | 413,376 | 403,944 | 427,972 |

## GRI 306-4, 306-5, 306-6

| Categories             | Unit   | FY23       |          |            | FY24      |          |           |
|------------------------|--------|------------|----------|------------|-----------|----------|-----------|
|                        |        | Recycled   | Disposal | Total      | Recycled  | Disposal | Total     |
| Glass                  | Tonnes | 43.31      |          | 43.31      | 60.31     |          | 60.31     |
| Paper/Cardboard/Carton | Tonnes | 127,669.3  |          | 127,669.3  | 137,419.1 |          | 137,419.1 |
| Food Waste             | Tonnes | 58,381.41  |          | 58,381.41  | 61,840.09 |          | 61,840.09 |
| Metal                  | Tonnes | 1,451.89   |          | 1,451.89   | 2,154.74  |          | 2,154.74  |
| Wood                   | Tonnes | 10,857.44  |          | 10,857.44  | 11,763.32 |          | 11,763.32 |
| Plastic                | Tonnes | 7,133.9255 |          | 7,133.9255 | 6,779.18  |          | 6,779.18  |
| General Waste*         | Tonnes |            | 17827    | 17,827     |           | 18677.29 | 18,677.29 |
| Hazardous Waste        | Tonnes | 222        |          | 222        | 296.76    |          | 296.76    |
| Other                  | Tonnes | 2,335.45   |          | 2,335.45   | 2,045.84  |          | 2,045.84  |

\* General waste is disposed of through energy recovery and all other materials are either recycled or reused.

## GRI data continued

### Food waste

#### GRI 13.9.2

| Disclosure                 | Unit   | 2020   | 2021   | 2022   | 2023   | 2024   |
|----------------------------|--------|--------|--------|--------|--------|--------|
| Total weight of food loss* | Tonnes | 41,915 | 40,243 | 40,717 | 52,822 | 52,311 |

\* This data is being restated. We are committed to continuously improving our reporting practices. Following a thorough review, we identified an error in previously reported food surplus and waste figures. As a result, we have updated these figures to ensure greater accuracy and transparency.

## 1.5 Degrees

#### GRI 302-1 c, e\*

| Source                                                  | Unit  | 2021      | 2022      | 2023       | 2024      |
|---------------------------------------------------------|-------|-----------|-----------|------------|-----------|
| <b>Total energy consumption within the organisation</b> | GJ    |           |           |            |           |
| Electricity (Scope 2)                                   | tco2e | 96,203.58 | 94,175.4  | 105,543.22 | 108163.46 |
| Gas (Scope 1)                                           | tco2e | 20,338.98 | 20,639.18 | 19,477.28  | 19501.17  |

#### GRI 302-3 a and b.

| Disclosure        | Unit  | 2023    | 2024    |
|-------------------|-------|---------|---------|
| Energy Used (MWh) | MWh   | 569,455 | 579,939 |
| Energy Intensity  | Ratio | 0.33    | 0.33    |

\* This data is sourced from the Power BI platform which Lidl Stiftung gives us access to. As this is an international tool which all Lidl markets use, it uses EU conversion factors in its calculations.



**GRI data** continued**1.5 Degrees** continued

GRI 305-1 a., b., and d.; 305-2 a., b., and d.; 305-3 a., dd.

| Disclosure                                 | Unit               | 2019 | 2020 | 2021      | 2022      | 2023       | 2024       |
|--------------------------------------------|--------------------|------|------|-----------|-----------|------------|------------|
| <b>Direct (Scope 1)</b>                    |                    |      |      |           |           |            |            |
| Natural gas                                | tCO <sub>2</sub> e |      |      | 6,412.02  | 5,306.00  | 4988.79    | 4855.76    |
| Refrigerants                               | tCO <sub>2</sub> e |      |      | 8,287.82  | 9,083.81  | 8886.65    | 9483.02    |
| Company-owned vehicles (mobile combustion) | tCO <sub>2</sub> e |      |      | 5,639.14  | 6,249.37  | 5601.84    | 5162.39    |
| Subtotal                                   | tCO <sub>2</sub> e |      |      | 20,338.98 | 20,639.18 | 19477.28   | 19501.17   |
| <b>Indirect (Scope 2)</b>                  |                    |      |      |           |           |            |            |
| Location-based emissions                   | tCO <sub>2</sub> e |      |      | 96,203.58 | 94,175.4  | 105,543.22 | 108,163.46 |
| Market-based emissions                     | tCO <sub>2</sub> e | 0    | 0    | 0         | 0         | 0          | 0          |
| <b>Subtotal</b>                            | tCO <sub>2</sub> e |      |      | 96,203.58 | 94,175.4  | 105,543.22 | 108,163.46 |

\* This data is sourced from the Power BI platform which Lidl Stiftung gives us access to. As this is an international tool which all Lidl markets use, it uses EU conversion factors in its calculations. This data has been restated due to our new platform.

## GRI data continued

## 1.5 Degrees continued

GRI 305-1 a., b., and d.; 305-2 a., b., and d.; 305-3 a., dd. continued

| Disclosure                                                             | Unit               | 2019         | 2020          | 2021          | 2022          | 2023          | 2024          |
|------------------------------------------------------------------------|--------------------|--------------|---------------|---------------|---------------|---------------|---------------|
| <b>Indirect (Scope 3)</b>                                              |                    |              |               |               |               |               |               |
| Cat. 1 – Purchased Goods and Services                                  | tCO <sub>2</sub> e | 8,795,029.37 | 10,083,173.33 | 9,525,561.32  | 10,192,115.02 | 10,670,216.95 | 11,178,796.93 |
| Cat. 2 – Capital Goods                                                 | tCO <sub>2</sub> e | 0.00         | 0             | 0.00          | 190,732.49    | 80,036.18     | 133,222.83    |
| Cat. 3 – Energy-Related Activities (T&D/WTT)                           | tCO <sub>2</sub> e | 30,574.70    | 31,679.53     | 34,133.36     | 34,755.82     | 37,121.06     | 33,922.89     |
| Cat. 4 – Upstream Transport and Distribution                           | tCO <sub>2</sub> e | 55,575.33    | 58,278.75     | 64,589.74     | 753,922.99    | 703,330.47    | 670,271.87    |
| Cat. 5 – Waste                                                         | tCO <sub>2</sub> e | 9,796.26     | 9,730.31      | 9,947.57      | 13,318.52     | 11,342.72     | 12,134.11     |
| Cat. 6 – Business Travel                                               | tCO <sub>2</sub> e | 4,019.92     | 1,742.27      | 2,205.37      | 4,528.98      | 4,018.04      | 4,408.90      |
| Cat. 7 – Employee Commuting and Homeworking                            | tCO <sub>2</sub> e | 28,957.20    | 31,248.00     | 663,111.07    | 37,298.40     | 39,114.00     | 41,462.40     |
| Cat. 11 – Use of Sold Products                                         | tCO <sub>2</sub> e | 536,010.45   | 560,644.68    | 32,990.40     | 449,282.30    | 560,687.49    | 455,140.40    |
| Cat. 12 – End-of-life treatment of sold products                       | tCO <sub>2</sub> e | 9,735.47     | 11,525.32     | 10,720.91     | 437,944.64    | 417,347.92    | 419,564.51    |
| <b>Subtotal (location-based)</b>                                       | tCO <sub>2</sub> e | 9,469,698.70 | 10,788,022.19 | 10,343,259.74 | 12,113,899.16 | 12,523,214.83 | 12,948,924.84 |
| <b>Total gross emissions market-based (tCO<sub>2</sub>e)</b>           | tCO <sub>2</sub> e |              |               |               |               |               |               |
| <b>Total gross emissions location-based (tCO<sub>2</sub>e)</b>         | tCO <sub>2</sub> e |              |               |               |               |               |               |
| <b>Summary</b>                                                         | tCO <sub>2</sub> e |              |               |               |               |               |               |
| <b>Gross direct (Scope 1) GHG emissions (tCO<sub>2</sub>e)</b>         | tCO <sub>2</sub> e |              |               | 20,338.98     | 20,639.18     | 19,477.28     | 19,501.17     |
| <b>Gross indirect (Scope 2) GHG emissions (tCO<sub>2</sub>e)</b>       | tCO <sub>2</sub> e |              |               | 96203.58      | 94,175.4      | 105,543.22    | 108,163.46    |
| <b>Gross other indirect (Scope 3) GHG emissions (tCO<sub>2</sub>e)</b> | tCO <sub>2</sub> e | 9,469,698.70 | 10,788,022.19 | 10,343,259.74 | 12,113,899.16 | 12,523,214.83 | 12,948,924.84 |

\* This data is sourced from the Power BI platform which Lidl Stiftung gives us access to. As this is an international tool which all Lidl markets use, it uses EU conversion factors in its calculations. This data has been restated due to our new platform.

## GRI data continued

## Labour and human rights

## GRI 401-1 a.

| Disclosure                  | Unit | 2019   | 2020   | 2021   | 2022   | 2023   | 2024   |
|-----------------------------|------|--------|--------|--------|--------|--------|--------|
| <b>Employee hiring data</b> |      |        |        |        |        |        |        |
| <b>Age</b>                  |      |        |        |        |        |        |        |
| <20 years old               | #    | 928    | 702    | 1123   | 1709   | 1496   | 1275   |
| 20–30 years old             | #    | 3,064  | 2,841  | 2,767  | 4,079  | 3,571  | 3,602  |
| 31–40 years old             | #    | 1,125  | 1,063  | 1,166  | 1,858  | 1,774  | 1,888  |
| 41–50 years old             | #    | 495    | 481    | 601    | 949    | 938    | 950    |
| >50 years old               | #    | 285    | 270    | 342    | 591    | 528    | 533    |
| <b>Gender</b>               |      |        |        |        |        |        |        |
| Male                        | #    | 3,312  | 2,939  | 3,233  | 5,248  | 4,977  | 4,912  |
| Female                      | #    | 2,585  | 2,418  | 2,766  | 3,938  | 3,330  | 3,336  |
| <b>Region</b>               |      |        |        |        |        |        |        |
| Scotland                    | #    | 501    | 512    | 460    | 799    | 767    | 771    |
| England                     | #    | 5,156  | 4,642  | 5,326  | 7,946  | 7,114  | 7,004  |
| Wales                       | #    | 240    | 203    | 213    | 441    | 426    | 473    |
| <b>Total employee hired</b> | #    | 5,897  | 5,357  | 5,999  | 9,186  | 8,307  | 8,248  |
| <b>Rate of new hires</b>    | %    | 24.09% | 20.35% | 22.11% | 29.91% | 25.73% | 23.99% |

The above is based on headcounts and reflects Lidl FY.

## GRI data continued

## Labour and human rights continued

## GRI 401-1 b.

| Disclosure                      | Unit | 2022   | 2023   | 2024   |
|---------------------------------|------|--------|--------|--------|
| <b>Employee turnover data</b>   |      |        |        |        |
| <b>Age</b>                      |      |        |        |        |
| <20 years old                   | #    | 1,479  | 1,305  | 1,073  |
| 20–30 years old                 | #    | 6,026  | 6,006  | 5,047  |
| 31–40 years old                 | #    | 2,830  | 2,952  | 2,479  |
| 41–50 years old                 | #    | 1,222  | 1,428  | 1,345  |
| >50 years old                   | #    | 886    | 874    | 847    |
| <b>Gender</b>                   |      |        |        |        |
| Male                            | #    | 7,355  | 7,707  | 6,845  |
| Female                          | #    | 5,088  | 4,858  | 3,946  |
| <b>Region</b>                   |      |        |        |        |
| Scotland                        | #    | 1,074  | 1,088  | 1,142  |
| England                         | #    | 10,757 | 10,755 | 8,989  |
| Wales                           | #    | 612    | 722    | 660    |
| <b>Total employees who left</b> | #    | 12,443 | 12,565 | 10,791 |
| <b>Turnover rate</b>            | %    | 44.01  | 40.71  | 32.18  |

The above is based on headcounts and reflects Lidl FY.



## GRI data continued

## Labour and human rights continued

## GRI 401-3 a.-e.

| Disclosure                                                                                                                                      | Unit | 2019   | 2020   | 2021   | 2022   | 2023   | 2024                                                              |
|-------------------------------------------------------------------------------------------------------------------------------------------------|------|--------|--------|--------|--------|--------|-------------------------------------------------------------------|
| <b>Total number of employees entitled to parental leave</b>                                                                                     | #    | 24,483 | 26,319 | 27,135 | 30,716 | 32,284 | 34,388                                                            |
| Male                                                                                                                                            | #    | 13,904 | 14,605 | 14,965 | 17,186 | 18,355 | 19,593                                                            |
| Female                                                                                                                                          | #    | 10,579 | 11,714 | 12,170 | 13,530 | 13,929 | 14,795                                                            |
| <b>Total number of employees that took parental leave</b>                                                                                       | #    | 926    | 1,051  | 1,183  | 1,146  | 1,353  | 1,381                                                             |
| Male                                                                                                                                            | #    | 377    | 508    | 557    | 521    | 576    | 667                                                               |
| Female                                                                                                                                          | #    | 549    | 543    | 626    | 625    | 777    | 714                                                               |
| <b>Total number of employees that returned to work in the reporting period after parental leave ended</b>                                       | #    | 863    | 986    | 1,099  | 1,065  | 1,294  | 1,363<br>(includes those who returned and are expected to return) |
| <b>Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work</b> | #    | 684    | 748    | 790    | 824    | 1,025  | 1,262<br>(includes those who are expected to return)              |
| Return to work rate (male)                                                                                                                      | %    | 82.2%  | 78.6%  | 73.2%  | 77.9%  | 79.3%  | 88.9%                                                             |
| Return to work rate (female)                                                                                                                    | %    | 77.0%  | 73.0%  | 70.5%  | 76.9%  | 79.1%  | 93.7%                                                             |

All employees are entitled to parental leave.

The following are counted into parental leave:

- Maternity, paternity, adoption, parental paid and unpaid, shared parental leave, fertility leave.

Data shows how many colleagues have started any type of parental leave in the reporting year.

2024 return to work is an estimate based on number of colleagues who have returned and assumption that those currently on parental leave will return.

## GRI data continued

## Diversity, Equity and Inclusion (DEI)

## GRI 405-1 a.

| Disclosure                            | Unit | 2019   | 2020   | 2021   | 2022   | 2023   | 2024   |
|---------------------------------------|------|--------|--------|--------|--------|--------|--------|
| <b>Diversity of governance bodies</b> |      |        |        |        |        |        |        |
| <b>Gender</b>                         |      |        |        |        |        |        |        |
| Male                                  | %    | 73.20% | 72.08% | 70.70% | 72.29% | 72.29% | 71.31% |
| Female                                | %    | 26.80% | 27.92% | 29.30% | 27.71% | 27.71% | 28.69% |
| Non-binary                            | %    | N/A    | N/A    | N/A    | N/A    | N/A    | N/A    |
| <b>Age group</b>                      |      |        |        |        |        |        |        |
| Under 30 years old                    | %    | 5.67%  | 6.60%  | 6.05%  | 4.76%  | 4.76%  | 3.69%  |
| 30–50 years old                       | %    | 84.54% | 83.76% | 82.79% | 83.12% | 82.68% | 84.43% |
| Over 50 years old                     | %    | 9.79%  | 9.64%  | 11.16% | 12.12% | 12.55% | 11.89% |

## GRI 405-1 b.

| Disclosure                    | Unit | 2019   | 2020   | 2021   | 2022   | 2023   | 2024   |
|-------------------------------|------|--------|--------|--------|--------|--------|--------|
| <b>Diversity of employees</b> |      |        |        |        |        |        |        |
| <b>Gender</b>                 |      |        |        |        |        |        |        |
| Male                          | %    | 56.66% | 55.37% | 55.03% | 55.83% | 56.74% | 56.87% |
| Female                        | %    | 43.34% | 44.63% | 44.97% | 44.17% | 43.26% | 43.13% |
| <b>Age group</b>              |      |        |        |        |        |        |        |
| Under 30 years old            | %    | 45.83% | 44.58% | 42.42% | 42.44% | 41.23% | 39.63% |
| 30–50 years old               | %    | 43.81% | 44.47% | 45.56% | 44.95% | 45.64% | 46.67% |
| Over 50 years old             | %    | 10.36% | 10.95% | 12.02% | 12.62% | 13.13% | 13.69% |

## GRI data continued

## Diversity, Equity and Inclusion (DEI) continued

## GRI 405-2 a.

| Disclosure                                       | Unit | 2023   | 2023   | 2024   | 2024   |
|--------------------------------------------------|------|--------|--------|--------|--------|
| Proportion of women and men in each pay quartile |      |        |        |        |        |
| Scotland                                         |      | Men    | Women  | Men    | Women  |
| Pay quartile 4 (Top)                             | %    | 68.27% | 31.73% | 66.75% | 33.25% |
| Pay quartile 3                                   | %    | 58.07% | 41.93% | 58.25% | 41.75% |
| Pay quartile 2                                   | %    | 51.82% | 48.18% | 49.88% | 50.13% |
| Pay quartile 1 (Bottom)                          | %    | 58.85% | 41.15% | 59.45% | 40.55% |
| England                                          |      |        |        |        |        |
| Pay quartile 4 (Top)                             | %    | 63.71% | 36.29% | 63.27% | 36.73% |
| Pay quartile 3                                   | %    | 57.40% | 42.60% | 56.36% | 43.64% |
| Pay quartile 2                                   | %    | 54.56% | 45.44% | 54.27% | 45.73% |
| Pay quartile 1 (Bottom)                          | %    | 50.82% | 49.18% | 53.25% | 46.75% |
| Wales                                            |      |        |        |        |        |
| Pay quartile 4 (Top)                             | %    | 62.31% | 37.69% | 59.25% | 40.75% |
| Pay quartile 3                                   | %    | 48.99% | 51.01% | 52.11% | 47.89% |
| Pay quartile 2                                   | %    | 57.29% | 42.71% | 55.63% | 44.37% |
| Pay quartile 1 (Bottom)                          | %    | 56.28% | 43.72% | 61.03% | 38.97% |

## GRI data continued

## Corporate citizenship and local development

## GRI 413-1 a.

| Disclosure                                                                                                           | Unit | 2023                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 2024 |
|----------------------------------------------------------------------------------------------------------------------|------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|
| Percentage of operations with implemented local community engagement, impact assessments and/or development programs | %    | 100                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 100  |
| Local community development programs based on local communities' needs                                               | %    | All of our operations have local community development programmes based on local communities' needs. These programmes include: our partnership with the NSPCC, Good To Give ( <a href="https://www.lidl.co.uk/c/good-to-give/s10025126">https://www.lidl.co.uk/c/good-to-give/s10025126</a> ), Feed It Back, Healthy Start support ( <a href="https://www.lidl.co.uk/c/healthy-start/s10050666">https://www.lidl.co.uk/c/healthy-start/s10050666</a> ), Lidl Foodies, Lidl Community Fund and Lidl Toy Bank. These are all based on the needs of local communities. |      |
| Formal local community grievance processes                                                                           | %    | 100                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 100  |
|                                                                                                                      |      | Lidl GB has a dedicated customer services department on hand to deal with any complaints. Customers are also able to raise any concerns or complaints in store directly to management. Serious concerns relating to fraud, bribery, theft, modern slavery within the supply chain or breaches of our policies and procedures can be raised by members of the public, employees and business partners via a confidential online reporting system.                                                                                                                    |      |



## GRI data continued

## Healthy and sustainable diets

## GRI 416-1 a.

| Disclosure                                                                                                                | Unit | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 |
|---------------------------------------------------------------------------------------------------------------------------|------|------|------|------|------|------|------|
| Percentage of significant product and service categories for which health and safety impacts are assessed for improvement | %    | 100  | 100  | 100  | 100  | 100  | 100  |

We test 100% of our own-brand food, near food and fruit and vegetables. Near food includes categories such as cosmetics and laundry but excludes goods sold in the Middle of Lidl.

## GRI 416-2 a.

| Disclosure                                                                                                                                                                        | Unit | 2020      | 2021     | 2022      | 2023      | 2024     |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|-----------|----------|-----------|-----------|----------|
| Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period |      |           |          |           |           |          |
| <b>Number of recalled Lidl own-brand items</b>                                                                                                                                    |      | <b>16</b> | <b>6</b> | <b>15</b> | <b>23</b> | <b>7</b> |
| Incidents of non-compliance with regulations resulting in a fine or penalty                                                                                                       |      | 0         | 0        | 0         | 0         | 0        |
| Incidents of non-compliance with regulations resulting in a warning                                                                                                               |      | 0         | 0        | 0         | 0         | 0        |
| Incidents of non-compliance with voluntary codes                                                                                                                                  |      | 0         | 0        | 0         | 0         | 0        |

## GRI data continued

## GRI 13.23.3

| Disclosure                                                                                                                                                     | Unit | FY23 | FY24 |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------|------|------|------|
| Report the percentage of sourced volume certified to internationally recognized standards that trace the path of products through the supply chain, by product | %    |      |      |
| Cocoa                                                                                                                                                          | %    | 100  | 100  |
| Coffee                                                                                                                                                         | %    | 96   | 97   |
| Tea                                                                                                                                                            | %    | 100  | 100  |
| Bananas                                                                                                                                                        | %    | 100  | 100  |
| Palm Oil                                                                                                                                                       | %    | 100  | 100  |
| Wood and Timber                                                                                                                                                | %    | 100  | 100  |
| Fish                                                                                                                                                           | %    | 85   | 90   |

## GRI 13.10.5

| Disclosure                                                                                            | Unit            | 2020 | 2021 | 2022 | 2023 | 2024 |
|-------------------------------------------------------------------------------------------------------|-----------------|------|------|------|------|------|
| Report the number of recalls issued for food safety reasons and the total volume of products recalled | Number of items | 15   | 3    | 15   | 21   | 5    |

## GRI content index

|                                        |                                                                                                                   |
|----------------------------------------|-------------------------------------------------------------------------------------------------------------------|
| <b>Statement of use</b>                | Lidl has reported in accordance with the GRI Standards for the period 1 March 2023 – 28 Feb 2025 (FY23 and FY24). |
| <b>GRI used:</b>                       | GRI 1: Foundation 2021                                                                                            |
| <b>Applicable GRI Sector standard:</b> | Agriculture, aquaculture and fishing                                                                              |

| GRI Standard                           | Disclosure                                                           | Location/content                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Omission   | Reason for omission                                   |
|----------------------------------------|----------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|-------------------------------------------------------|
| <b>General disclosures</b>             |                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |            |                                                       |
| <b>GRI 2: General Disclosures 2021</b> | 2-1 Organizational details                                           | <p>Name: Lidl Great Britain Limited</p> <p>Nature of ownership and legal form: Limited liability company and an indirect subsidiary of Lidl Stiftung &amp; Co. KG.</p> <p>Headquarters: Lidl House, 14 Kingston Road, Surbiton KT5 9NU</p> <p>Countries of operation: Great Britain (England, Scotland and Wales)</p>                                                                                                                                              |            |                                                       |
|                                        | 2-2 Entities included in the organization's sustainability reporting | <p>Lidl GB: Our Reports and Financial Statements are filed on public record (Companies House). There is no difference between the entity covered in our financial report and our sustainability report. The FY24 Financial Statements was audited by an independent auditor. The audit was conducted in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. The auditor for the FY24 Statements was Ernst &amp; Young LLP</p> | GRI 2-2 c. | Not applicable as there are no entities under Lidl GB |
|                                        | 2-3 Reporting period, frequency and contact point                    | <p>Lidl GB Sustainability Report FY 2023 and 2024, Back cover</p> <p>Lidl GB publishes its Reports and Financial Statements annually</p> <p>Publication date of report: 12/11/2025</p>                                                                                                                                                                                                                                                                             |            |                                                       |

## GRI content index continued

| GRI Standard                                        | Disclosure                      | Location/content                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Omission | Reason for omission |
|-----------------------------------------------------|---------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|---------------------|
| <b>GRI 2: General Disclosures 2021</b><br>continued | 2-4 Restatements of information | <p>Scope 3 climate data (2019-2022), page 63</p> <p>Food waste data, page 61</p> <p>HRIAs KPIs, page 52</p> <p>Acting Fairly performance scorecard, Free range eggs, page 55</p> <p>Meal donation KPIs, page 54</p> <p>Key suppliers Food Waste Reduction data, page 47</p>                                                                                                                                                                                                                                                                                        |          |                     |
|                                                     | 2-5 External assurance          | <p>We contact various companies and send them a brief regarding the scope of work (limited assurance of selected KPIs). We must receive a minimum of at least three offers for the assurance.</p> <p>Auditor is chosen on the basis of a various factors such as sector knowledge, experience of the proposed auditing teams, conducting their engagement in accordance with ISAE 3000 (International Standard on Assurance Engagements (UK) 3000) and a clear audit plan/schedule.</p> <p>Auditor chosen by CSR team. Board are not involved in this process.</p> |          |                     |



## GRI content index continued

| GRI Standard                                        | Disclosure                                                   | Location/content                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Omission | Reason for omission |
|-----------------------------------------------------|--------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|---------------------|
| <b>GRI 2: General Disclosures 2021</b><br>continued | 2-6 Activities, value chain and other business relationships | <p>Lidl GB Sustainability Report FY 2023 and 2024, Introduction, Our value chain, page 8.</p> <p>No significant changes for Lidl GB in terms of the sectors we are active compared with the last reporting period.</p> <p><b>Lidl Stiftung &amp; Co. KG</b><br/>The retailer Lidl, based in Neckarsulm, is part of the Schwarz Group and is one of the leading food retailers in Germany and Europe. Lidl currently operates around 12,600 stores and over 230 goods distribution and logistics centres in 31 countries. Furthermore, Lidl has employees in Asia. Overall, Lidl operates with over 382,400 employees.</p> <p>Lidl Stiftung &amp; Co. KG, which is headquartered in Neckarsulm, Germany, specifies the framework for the operational business in coordination with the national companies. As a system provider, it is responsible for the conception and design of standardised processes worldwide.</p> |          |                     |

## GRI content index continued

| GRI Standard                                        | Disclosure                        | Location/content                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Omission | Reason for omission |
|-----------------------------------------------------|-----------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|---------------------|
| <b>GRI 2: General Disclosures 2021</b><br>continued |                                   | <p><b>About the companies of Schwarz Group</b></p> <p>The companies of Schwarz Group, with business activities in 32 countries, together form one of the leading retail groups in the world. With their about 14,200 stores and 595,000 employees, the companies of Schwarz Group jointly generated total sales of 175.4 billion euros by the end of the 2024 fiscal year. As one of only a few retail groups, Schwarz Group thus covers the entire value cycle, from production and retail to recycling and digitalisation. The retail divisions Lidl and Kaufland are the Group's pillars in food retailing. Many private label products on Lidl's and Kaufland's shelves, ranging from ice cream to beverages, are produced by the companies of Schwarz Produktion. Special emphasis is placed on the use of sustainable raw materials as well as the manufacturing, use and recycling of environmentally friendly packaging. The environmental service provider PreZero pursues the vision of closed loop recycling in waste and recycling management and thus contributes to a cleaner tomorrow. Schwarz Digits as IT and digital division offers compelling products and services, which comply with Germany's strict data protection standards. Schwarz Corporate Solutions, the Group's corporate services division, provides administrative and operational services – for example with regard to controlling, finances or personnel – for all other companies of the Schwarz Group.</p> |          |                     |
|                                                     | 2-7 Employees                     | Lidl GB Sustainability Report FY 2023 and 2024, Appendix, page 57                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |          |                     |
|                                                     | 2-8 Workers who are not employees | Lidl GB Sustainability Report FY 2023 and 2024, Appendix, page 57                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |          |                     |

## GRI content index continued

| GRI Standard                                        | Disclosure                               | Location/content                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Omission | Reason for omission |
|-----------------------------------------------------|------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|---------------------|
| <b>GRI 2: General Disclosures 2021</b><br>continued | 2-9 Governance structure and composition | <p><b>The Board</b></p> <p>The Board is ultimately responsible for company-level risk management and strategy, including those of climate risk. While the Board oversees and steers on climate-related, and wider sustainability issues, it relies on the advice of other committee groups and specialists within the business to help them define and monitor climate strategy.</p> <p>In 2025, a quarterly Board update has been introduced, sponsored by the CEO, and delivered by the Head of Sustainability and Head of Responsible Sourcing and Ethical Trade. This mechanism provides structured updates to the Board of Directors on the key overarching sustainability KPIs aligned to the business's Next Level growth strategy. The quarterly Board update ensures top-down accountability for sustainability KPIs and provides the opportunity for, allows for proactive course correction and ensures strategic alignment and direction setting on material topics. This governance approach is underpinned by monthly Board reports on departmental-level sustainability KPIs.</p> <p><b>Head of Sustainability</b></p> <p>A dedicated Head of Sustainability was hired in early 2025 to own the corporate governance and Scope 1 and 2 strategy for Lidl GB: supporting the existing Head of Responsible Sourcing and Ethical Trade and specialist teams managing Lidl GB's Scope 3 impact, and environmental and ethical priorities.</p> <p>This new Head of Sustainability role reports into the Director for Corporate Affairs and has Board-level sponsorship from the CEO.</p> |          |                     |

## GRI content index continued

| GRI Standard                                        | Disclosure | Location/content                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Omission | Reason for omission |
|-----------------------------------------------------|------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|---------------------|
| <b>GRI 2: General Disclosures 2021</b><br>continued |            | <p><b>Sustainability Steering Committee</b></p> <p>The Sustainability Steering Committee, comprising senior leads from core departments and technical, risk and financial specialists from across the business, is responsible for embedding the Company's climate strategy in the business operations, by tracking operational sustainability KPIs, and managing programme delivery. The Committee meets quarterly, is chaired by the Head of Sustainability and reports progress and updates to the Board via the quarterly Board updates.</p> <p>The Company's Board consists of seven Board Directors, six of them responsible for different areas of operations and one serving as CEO, who leads the Board of Directors as chairman and oversees all operations. There are no Independent Directors.</p> <p>The Board of Directors' responsibilities are as follows:</p> <ul style="list-style-type: none"> <li>● Chief Customer Officer</li> <li>● Chief Financial Officer</li> <li>● Chief People Officer</li> <li>● Chief Merchandising Officer</li> <li>● Chief Real Estate Officer</li> <li>● Chief Operating Officer</li> </ul> <p>The Board of Directors meets on a weekly basis to review current business updates.</p> |          |                     |



## GRI content index continued

| GRI Standard                                        | Disclosure                                                                       | Location/content                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Omission | Reason for omission |
|-----------------------------------------------------|----------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|---------------------|
| <b>GRI 2: General Disclosures 2021</b><br>continued | 2-10 Nomination and selection of the highest governance body                     | <p>Appointments of Board Directors are carried out by the international Board.</p> <p>The Company ensures the Board consists of individuals who have the necessary capability, competency skills, experience and knowledge to help the Company achieve its long-term goals. Appointments to the Board promote diversity in line with the Equalities Act 2010. There has been a strong effort to establish an appropriate balance of expertise, diversity and objectivity.</p>                                                                                                             |          |                     |
|                                                     | 2-11 Chair of the highest governance body                                        | Lidl GB Sustainability Report FY 2023 and 2024, Introduction, page 1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |          |                     |
|                                                     | 2-12 Role of the highest governance body in overseeing the management of impacts | <p>The Board of Directors are the principal decision-making body within the Company. The Board would define a principal decision as being one that is significant to any one of its key stakeholder groups. The Board recognises how important engaging stakeholders is to help inform strategy and Board decision making.</p> <p>Our Board is responsible for Company-level risk management and strategy. They annually review, update and communicate the Company's strategy.</p> <p>The Board's stakeholders include customers, colleagues, communities, suppliers and the planet.</p> |          |                     |

## GRI content index continued

| GRI Standard                                        | Disclosure                                                           | Location/content                                                                                                                                                                                                                                                                                                                                       | Omission | Reason for omission |
|-----------------------------------------------------|----------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|---------------------|
| <b>GRI 2: General Disclosures 2021</b><br>continued |                                                                      | Customers – engaged via the Company’s social media channels, website, etc. Customer feedback from these channels is used to shape future customer engagement and strategy.                                                                                                                                                                             |          |                     |
|                                                     |                                                                      | Colleagues – Company’s Ideas Lab platform for colleagues to submit suggestions to the business. Prizes can be won for ideas submitted and implemented through the business. The business also regularly conducts what is known as the VIBE survey to give staff an opportunity to provide feedback about their experience of working at Lidl GB.       |          |                     |
|                                                     |                                                                      | Communities – strong relationships with local communities via partners such as Neighbourly and the NSPCC.                                                                                                                                                                                                                                              |          |                     |
|                                                     |                                                                      | Suppliers – engages directly with the Groceries Code Adjudicator to obtain feedback on how Lidl GB complies with obligations to treat suppliers fairly under the Groceries Supply Code of Practice (GSCOP).<br><br><a href="https://www.lidl.co.uk/c/gscop-compliance-report/s10022916">https://www.lidl.co.uk/c/gscop-compliance-report/s10022916</a> |          |                     |
|                                                     | 2-13 Delegation of responsibility for managing impacts               | Lidl GB Sustainability Report FY 2023 and 2024, Introduction, page 6                                                                                                                                                                                                                                                                                   |          |                     |
|                                                     | 2-14 Role of the highest governance body in sustainability reporting | Lidl GB Sustainability Report FY 2023 and 2024, Introduction, pages 1 and 6                                                                                                                                                                                                                                                                            |          |                     |

## GRI content index continued

| GRI Standard                                        | Disclosure                                                        | Location/content                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Omission                 | Reason for omission         |
|-----------------------------------------------------|-------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|-----------------------------|
| <b>GRI 2: General Disclosures 2021</b><br>continued | 2-15 Conflicts of interest                                        | Conflicts of interest are considered during the recruitment of new Directors and are reviewed as part of an annual process.<br><br>The Board are asked to consider or report any conflicts on an ongoing basis, and potential conflicts are raised in Board meetings for approval.                                                                                                                                                                                                                                                                                                            | GRI 2-15 b.              | Confidentiality constraints |
|                                                     | 2-16 Communication of critical concerns                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | GRI 2 2-16 a. and b.     | Confidentiality constraints |
|                                                     | 2-17 Collective knowledge of the highest governance body          | While the Board oversees and steers on climate-related, and wider, sustainability issues, it relies on the advice of other Committee groups and specialists within the business to advance its knowledge in specific areas related to sustainability. The Head of Sustainability and Head of Responsible Sourcing and Ethical Trade also provide the Board with a quarterly update at which point they are provided with structured updates on overarching sustainability KPIs, as well as provided the opportunity to advance their understanding of specific sustainability-related issues. |                          |                             |
|                                                     | 2-18 Evaluation of the performance of the highest governance body |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | GRI 2 2-18 a., b. and c. | Confidentiality constraints |
|                                                     | 2-19 Remuneration policies                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | GRI 2-19 a. and b.       | Confidentiality constraints |

## GRI content index continued

| GRI Standard                                        | Disclosure                                         | Location/content                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Omission               | Reason for omission                                                                                                                                                              |
|-----------------------------------------------------|----------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>GRI 2: General Disclosures 2021</b><br>continued | 2-20 Process to determine remuneration             | We aim to ensure that our employees' pay is set at an appropriate level to attract and retain the necessary skills required to deliver a sustainable business model, and to motivate employees to ensure the ongoing success of the Company. Our salary structure is reviewed against the market, ordinarily on an annual basis and revised appropriately.<br><br>Lidl GB Sustainability Report FY 2023 and 2024, Acting fairly, Fair and competitive pay, page 32                                                                                                                                                                                                                                                                                                                                                                     | GRI 2-20 b.            | Confidentiality constraints                                                                                                                                                      |
|                                                     | 2-21 Annual total compensation ratio               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | GRI 2-21 a., b. and c. | We are unable to provide this information due to our duty of confidentiality, as its disclosure could potentially lead to identification of the salaries of individual employees |
|                                                     | 2-22 Statement on sustainable development strategy | Lidl GB Sustainability Report FY 2023 and 2024, Introduction, CEO statement, page 1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                        |                                                                                                                                                                                  |
|                                                     | 2-23 Policy commitments                            | Lidl GB Sustainability Report FY 2023 and 2024, Acting fairly, Labour and human rights: our commitment, page 34<br><br>Human rights and ethical trade: <a href="https://corporate.lidl.co.uk/sustainability/policies">https://corporate.lidl.co.uk/sustainability/policies</a><br><br>As a Company,, we are responsible for avoiding or reducing any negative impacts of our business activities on the environment and society in advance where possible. At Lidl GB, this precautionary principle from the Rio de Janeiro Declaration of the United Nations Conference on Environment and Development (UNCED) is reflected in our corporate principles as well as in the Code of Conduct for business partners (CoC) which was jointly elaborated by the companies of Schwarz Group and is an integral part of corporate governance. |                        |                                                                                                                                                                                  |



## GRI content index continued

| GRI Standard                                        | Disclosure | Location/content                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Omission | Reason for omission |
|-----------------------------------------------------|------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|---------------------|
| <b>GRI 2: General Disclosures 2021</b><br>continued |            | <p>The Code of Conduct sets out our basic principles governing cooperation with suppliers. Our Code of Conduct has been part of negotiations with our suppliers for many years, with the aim of ensuring their commitment to these principles and standards. The Code of Conduct contains clear regulations on topics, such as child and forced labour, wages and working hours, fair treatment and anti-discrimination, which are based on the following international standards:</p> <ul style="list-style-type: none"> <li>● Principles of the UN Global Compact</li> <li>● UN Guiding Principles on Business and Human Rights</li> <li>● UN Convention on the Rights of the Child</li> <li>● UN Convention on the Elimination of All Forms of Discrimination against Women</li> <li>● International Bill of Human Rights</li> <li>● OECD Guidelines for Multinational Enterprises</li> <li>● International Labour Organization (ILO) core labour standards</li> <li>● Minamata Convention</li> <li>● Stockholm Convention</li> <li>● Basel Convention</li> </ul> <p>Lidl rejects any form of violations against human and labour rights, as stipulated in the Code of Conduct. The focus in this respect is on workplace-related human rights. The aim of these rights is to protect people from adverse effects during employment. Workplace-related human rights include the ban on child and forced labour as well as discrimination, adequate remuneration, the protection of freedom of association, and occupational safety.</p> |          |                     |

## GRI content index continued

| GRI Standard                                        | Disclosure                        | Location/content                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Omission | Reason for omission |
|-----------------------------------------------------|-----------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|---------------------|
| <b>GRI 2: General Disclosures 2021</b><br>continued | 2-24 Embedding policy commitments | <p>We continuously work to integrate our corporate due diligence principles in Company-wide processes. We work towards partnership-based and legally compliant behaviour with our suppliers and demand compliance with human rights and environmental standards. The Code of Conduct for Business Partners describes our fundamental principles for cooperation with suppliers. We have been using this Code of Conduct in negotiations with our suppliers for many years to oblige them to comply with these principles and standards. We also work towards obliging our direct suppliers to appropriately address the regulations of our Code of Conduct for Business Partners along the supply chain and to enforce them against their own contractual partners through suitable contractual regulations. The actions of Lidl and its employees are guided by the following principle: 'We comply with applicable law and internal guidelines.' This central corporate principle is binding for all Lidl employees. Lidl attaches great importance to compliance with laws and regulations and sees it as its social responsibility to act with integrity. Lidl and its management are therefore expressly committed to complying with and safeguarding this corporate principle.</p> |          |                     |

## GRI content index continued

| GRI Standard                                        | Disclosure                                   | Location/content                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Omission | Reason for omission |
|-----------------------------------------------------|----------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|---------------------|
| <b>GRI 2: General Disclosures 2021</b><br>continued | 2-25 Processes to remediate negative impacts | <p>At Lidl GB, we follow the key corporate principle that 'We comply with applicable law and internal guidelines.' As a responsible Company, it is of the greatest importance to us to be able to identify and counteract potential misconduct as early as possible. We have a confidential online reporting system, where members of the public, employees and business partners are able to raise serious concerns relating to fraud, bribery, theft, modern slavery within the supply chain or breaches of our policies and procedures. Reports can also be made via email or post to the Compliance team as well as via our partner law firm. More information can be found here:</p> <p><a href="https://www.lidl.co.uk/c/whistleblowing-and-compliance/s10022896">https://www.lidl.co.uk/c/whistleblowing-and-compliance/s10022896</a></p> <p>Modern Slavery Statement page 20 and 21: <a href="https://corporate.lidl.co.uk/sustainability/human-rights/modern-slavery">https://corporate.lidl.co.uk/sustainability/human-rights/modern-slavery</a></p> |          |                     |

## GRI content index continued

| GRI Standard                                        | Disclosure                                              | Location/content                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Omission | Reason for omission |
|-----------------------------------------------------|---------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|---------------------|
| <b>GRI 2: General Disclosures 2021</b><br>continued | 2-25 Processes to remediate negative impacts continued  | <p>Lidl GB has also implemented a compliance management system (CMS) that contains binding requirements. These specify certain requirements and elements with which we want to ensure an appropriate level of compliance. The main objective of the CMS is to avoid violations of applicable law and internal guidelines and to consistently pursue and punish any identified violations ('zero tolerance principle'). The CMS focuses on the areas of anti-corruption/anti-fraud, data protection, antitrust law, business partners as well as HR and product compliance.</p> <p>In order to fulfill our financial responsibility, we have also focused on tax and accounting compliance. This helps to ensure that Lidl GB meets its tax and other financial obligations.</p> <p>Compliance measures include, in particular, issuing and communicating regulations (e.g. on the handling of benefits and data protection rules), conducting training courses and investigating and following up on all substantial internal and external indications of possible compliance-relevant legal violations. The implementation of the CMS requires the support of all employees and managers as well as an appropriate compliance organisation. The departments responsible for compliance regularly review the CMS for appropriateness, effectiveness and potential for improvement.</p> |          |                     |
|                                                     | 2-26 Mechanisms for seeking advice and raising concerns | <a href="https://www.lidl.co.uk/c/whistleblowing-and-compliance/s10022896">https://www.lidl.co.uk/c/whistleblowing-and-compliance/s10022896</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |          |                     |
|                                                     | 2-27 Compliance with laws and regulations               | Lidl GB Sustainability Report FY 2023 and 2024, GRI data tables, Appendix, page 59                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |          |                     |

## GRI content index continued

| GRI Standard                                        | Disclosure                               | Location/content                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Omission | Reason for omission                                |
|-----------------------------------------------------|------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|----------------------------------------------------|
| <b>GRI 2: General Disclosures 2021</b><br>continued | 2-28 Membership associations             | Lidl GB Sustainability Report FY 2023 and 2024, Engaging in dialogue, Working groups and partnerships, page 44<br><br>Lidl GB sees itself as an active partner in social-political discussions. This is why monitoring legislation, talking to political stakeholders, and working with associations to shape public opinion in the sector is an integral part of our work. Our ultimate aim is to be able to transfer legal requirements into operational practice as quickly and smoothly as possible and to work with suppliers to identify future topics early on.                                                                                                      |          |                                                    |
|                                                     | 2-29 Approach to stakeholder engagement  | Lidl GB Sustainability Report FY 2023 and 2024, Engaging in dialogue, Driving sustainability from the inside-out, page 42<br><br>The continuous exchange of information with our internal and external stakeholder groups – such as customers, NGOs, political authorities, suppliers, financial stakeholders and other business partners, as well as employees or the media – is a material part of Lidl GB's sustainability management. We are convinced that the exchange with various stakeholders from politics and society contributes to the plurality of opinions and can enable the development of practical solutions for the most urgent challenges of our time. |          |                                                    |
|                                                     | 2-30 Collective bargaining agreements    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |          | Not applicable – Lidl does not have a trade union. |
| <b>Material topics</b>                              |                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |          |                                                    |
| <b>GRI 3: Material topics 2021</b>                  | 3-1 Process to determine material topics | Lidl GB Sustainability Report FY 2023 and 2024, Introduction, Materiality, page 6                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |          |                                                    |
|                                                     | 3-2 List of material topics              | Lidl GB Sustainability Report FY 2023 and 2024, Introduction, Materiality, page 6                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |          |                                                    |



## GRI content index continued

| GRI Standard                       | Disclosure                                                                                                                                      | Location/content                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Omission             | Reason for omission                                                                                                                                                   |
|------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Biodiversity</b>                |                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                      |                                                                                                                                                                       |
| <b>GRI 3: Material topics 2021</b> | 3-3 Management of material topics                                                                                                               | Lidl GB Sustainability Report FY 2023 and 2024, Respecting biodiversity, page 26                                                                                                                                                                                                                                                                                                                                                                                                                          |                      |                                                                                                                                                                       |
| <b>GRI 304: Biodiversity 2016</b>  | 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | GRI 304-1            | Information unavailable                                                                                                                                               |
|                                    | 304-2 Significant impacts of activities, products and services on biodiversity                                                                  | Pesticides Policy <a href="https://corporate.lidl.co.uk/sustainability/policies">https://corporate.lidl.co.uk/sustainability/policies</a><br><br>Lidl GB Sustainability Report FY 2023 and 2024, Respecting biodiversity, Biodiversity: the world depends on it, page 27                                                                                                                                                                                                                                  |                      |                                                                                                                                                                       |
|                                    | 304-3 Habitats protected or restored                                                                                                            | As part of our raw materials strategy, we have established reliable certification systems in our risk supply chains that contribute to the protection and renaturation of ecosystems and habitats. These include, for example, FSC with regard to wood and paper, the Rainforest Alliance with respect to deforestation and the MSC Standard with regard to fishing.<br><br>Lidl GB Sustainability Report FY 2023 and 2024, Conserving resources, Food production: the world's thirstiest sector, page 19 | GRI 304-3 a., c., d. | Information unavailable                                                                                                                                               |
|                                    | 304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | GRI 304-4            | Information unavailable. Lidl does not currently collect data on IUCN Red List species and national conservation list species with habitats in areas affected by Lidl |

## GRI content index continued

| GRI Standard                                    | Disclosure                                                                           | Location/content                                                                                                                                               | Omission  | Reason for omission                                                                                                                                      |
|-------------------------------------------------|--------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|----------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Economic performance</b>                     |                                                                                      |                                                                                                                                                                |           |                                                                                                                                                          |
| <b>GRI 201: Economic Performance 2016</b>       | 201-1 Direct economic value generated and distributed                                | Appendix, GRI data, Economic Performance, page 59<br><br>Lidl Great Britain Limited Report and Financial Statements 28 February 2025                           |           |                                                                                                                                                          |
|                                                 | 201-2 Financial implications and other risks and opportunities due to climate change | Lidl Great Britain Limited Report and Financial Statements 29 February 2024<br><br>Lidl Great Britain Limited Report and Financial Statements 28 February 2025 |           |                                                                                                                                                          |
| <b>GRI 204: Procurement Practices 2016</b>      | 204-1 Proportion of spending on local suppliers                                      |                                                                                                                                                                | GRI 204-1 | Confidentiality constraints                                                                                                                              |
| <b>Anti-competitive behaviour</b>               |                                                                                      |                                                                                                                                                                |           |                                                                                                                                                          |
| <b>GRI 3: Material Topics 2021</b>              | 3-3 Management of material topics                                                    |                                                                                                                                                                |           |                                                                                                                                                          |
| <b>GRI 206: Anti-competitive Behaviour 2016</b> | 206-1 Legal actions for anti-competitive behavior, anti-trust and monopoly practices |                                                                                                                                                                |           | Confidentiality constraints – No legal matters of material significance for the net assets, financial position and results of operations can be reported |
| <b>Circular economy</b>                         |                                                                                      |                                                                                                                                                                |           |                                                                                                                                                          |
| <b>GRI 3: Material Topics 2021</b>              | 3-3 Management of material topics                                                    | Lidl GB Sustainability Report FY 2023 and 2024, Conserving resources, page 18                                                                                  |           |                                                                                                                                                          |
| <b>GRI 301: Materials 2016</b>                  | 301-1 Materials used by weight or volume                                             | Lidl GB Sustainability Report FY 2023 and 2024, Appendix, page 60                                                                                              |           |                                                                                                                                                          |
|                                                 | 301-2 Recycled input materials used                                                  |                                                                                                                                                                |           | Information unavailable                                                                                                                                  |
|                                                 | 301-3 Reclaimed products and their packaging materials                               |                                                                                                                                                                |           | Information unavailable                                                                                                                                  |

## GRI content index continued

| GRI Standard                             | Disclosure                                                   | Location/content                                                                                                                                                                                                                                         | Omission                 | Reason for omission                                                                                           |
|------------------------------------------|--------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|---------------------------------------------------------------------------------------------------------------|
| <b>GRI 306: Waste 2020</b>               | 306-1 Waste generation and significant waste-related impacts | Lidl GB Sustainability Report FY 2023 and 2024, Conserving resources, page 18                                                                                                                                                                            |                          |                                                                                                               |
|                                          | 306-2 Management of significant waste-related impacts        | Lidl GB Sustainability Report FY 2023 and 2024, Conserving resources, page 18                                                                                                                                                                            |                          |                                                                                                               |
|                                          | 306-3 Waste generated                                        |                                                                                                                                                                                                                                                          | GRI 306-3                | Information unavailable                                                                                       |
|                                          | 306-4 Waste diverted from disposal                           | Lidl GB Sustainability Report FY 2023 and 2024, Appendix, page 60                                                                                                                                                                                        |                          |                                                                                                               |
|                                          | 306-5 Waste directed to disposal                             | Lidl GB Sustainability Report FY 2023 and 2024, Appendix, page 60                                                                                                                                                                                        |                          |                                                                                                               |
| <b>Fresh water</b>                       |                                                              |                                                                                                                                                                                                                                                          |                          |                                                                                                               |
| <b>GRI 3: Material Topics 2021</b>       | 3-3 Management of material topics                            | <a href="https://corporate.lidl.co.uk/sustainability/save-water2">https://corporate.lidl.co.uk/sustainability/save-water2</a><br><a href="https://corporate.lidl.co.uk/sustainability/policies">https://corporate.lidl.co.uk/sustainability/policies</a> |                          |                                                                                                               |
| <b>GRI 303: Water and Effluents 2018</b> | 303-1 Interactions with water as a shared resource           | <a href="https://corporate.lidl.co.uk/sustainability/policies">https://corporate.lidl.co.uk/sustainability/policies</a><br>Lidl GB Sustainability Report FY 2023 and 2024, Conserving resources, Food production: the world's thirstiest sector, page 19 |                          |                                                                                                               |
|                                          | 303-2 Management of water discharge-related impacts          |                                                                                                                                                                                                                                                          | GRI 303-2                | Not applicable                                                                                                |
|                                          | 303-3 Water withdrawal                                       |                                                                                                                                                                                                                                                          | GRI 303-3                | Information unavailable                                                                                       |
|                                          | 303-4 Water discharge                                        |                                                                                                                                                                                                                                                          | GRI 303-4                | Information unavailable                                                                                       |
|                                          | 303-5 Water consumption                                      |                                                                                                                                                                                                                                                          | GRI 303-5 a., b., c., d. | Information unavailable. Lidl GB does not currently collect water data beyond water consumption in our stores |

## GRI content index continued

| GRI Standard                       | Disclosure                                                                           | Location/content                                                            | Omission             | Reason for omission         |
|------------------------------------|--------------------------------------------------------------------------------------|-----------------------------------------------------------------------------|----------------------|-----------------------------|
| <b>1.5 Degrees</b>                 |                                                                                      |                                                                             |                      |                             |
| <b>GRI 3: Material Topics 2021</b> | 3-3 Management of material topics                                                    | Lidl GB Sustainability Report FY 2023 and 2024, Protecting climate, page 12 |                      |                             |
| <b>GRI 302: Energy 2016</b>        | 302-1 Energy consumption within the organization                                     | Lidl GB Sustainability Report FY 2023 and 2024, Appendix, page 61           | GRI 302-1 a., b., d. | Information unavailable     |
|                                    | 302-2 Energy consumption outside of the organization                                 |                                                                             | GRI 302-2            | Information unavailable     |
|                                    | 302-3 Energy intensity                                                               | Lidl GB Sustainability Report FY 2023 and 2024, Appendix, page 61           | GRI 302-3 c and d    | Confidentiality constraints |
|                                    | 302-4 Reduction of energy consumption                                                |                                                                             | GRI 302-4            | Data not available          |
|                                    | 302-5 Reductions in energy requirements of products and services                     |                                                                             | GRI 302-5            | Data not available          |
| <b>GRI 305: Emissions 2016</b>     | 305-1 Direct (Scope 1) GHG emissions                                                 | Lidl GB Sustainability Report FY 2023 and 2024, Appendix, page 62           | GRI 305-1 c.         | Information unavailable     |
|                                    | 305-2 Energy indirect (Scope 2) GHG emissions                                        | Lidl GB Sustainability Report FY 2023 and 2024, Appendix, page 62           |                      |                             |
|                                    | 305-3 Other indirect (Scope 3) GHG emissions                                         | Lidl GB Sustainability Report FY 2023 and 2024, Appendix, page 62           |                      |                             |
|                                    | 305-4 GHG emissions intensity                                                        |                                                                             | GRI 305-4            | Information unavailable     |
|                                    | 305-5 Reduction of GHG emissions                                                     |                                                                             | GRI 305-5            | Data not available          |
|                                    | 305-6 Emissions of ozone-depleting substances (ODS)                                  |                                                                             | GRI 305-6            | Data not available          |
|                                    | 305-7 Nitrogen oxides (nox), sulfur oxides (sox) and other significant air emissions |                                                                             | GRI 305-7            | Data not available          |

## GRI content index continued

| GRI Standard                                           | Disclosure                                                                                               | Location/content                                                                                             | Omission  | Reason for omission                                                                 |
|--------------------------------------------------------|----------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------|-----------|-------------------------------------------------------------------------------------|
| <b>Sustainable sourcing</b>                            |                                                                                                          |                                                                                                              |           |                                                                                     |
| <b>GRI 3: Material Topics 2021</b>                     | 3-3 Management of material topics                                                                        | Lidl GB Sustainability Report FY 2023 and 2024, Conserving resources, page 18                                |           |                                                                                     |
| <b>GRI 308: Supplier Environmental Assessment 2016</b> | 308-1 New suppliers that were screened using environmental criteria                                      |                                                                                                              | GRI 308-1 | Information not available/incomplete. The data for this disclosure is not available |
|                                                        | 308-2 Negative environmental impacts in the supply chain and actions taken                               | Lidl GB Sustainability Report FY 2023 and 2024, Conserving resources, page 18                                |           |                                                                                     |
| <b>Labour and human rights</b>                         |                                                                                                          |                                                                                                              |           |                                                                                     |
| <b>GRI 3: Material Topics 2021</b>                     | 3-3 Management of material topics                                                                        | Lidl GB Sustainability Report FY 2023 and 2024, Acting fairly, page 31                                       |           |                                                                                     |
| <b>GRI 401: Employment 2016</b>                        | 401-1 New employee hires and employee turnover                                                           | Lidl GB Sustainability Report FY 2023 and 2024, Appendix, page 64                                            |           |                                                                                     |
|                                                        | 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | All temporary and part-time employees of Lidl GB receive the same benefits that full-time employees receive. |           |                                                                                     |
|                                                        | 401-3 Parental leave                                                                                     | Lidl GB Sustainability Report FY 2023 and 2024, Appendix, page 66                                            |           |                                                                                     |



## GRI content index continued

| GRI Standard                                                          | Disclosure                                                                                                           | Location/content                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Omission | Reason for omission                    |
|-----------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|----------------------------------------|
| <b>GRI 407: Freedom of Association and Collective Bargaining 2016</b> | 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | <p>Our Code of Conduct for Business Partners outlines that business partners must guarantee their employees freedom of association and the right to engage in collective bargaining. Employees have the right to hold meetings in accordance with applicable laws and to establish or join unions and representative bodies. Employees also have the right to engage in collective bargaining, and the statutory right to strike, to resolve workplace and wage issues.</p> <p>Under no circumstances may the exercise of such rights be met with threats of reprisal.</p> <p>We expect legally compliant behaviour from our suppliers and service providers, in particular compliance with human rights and environmental standards.</p> <p>For many years, we have included our Code of Conduct in negotiations with our suppliers to obligate them to comply with its principles and standards. We also work to ensure that our direct suppliers address the provisions of our Code of Conduct appropriately throughout the supply chain and enforce them with their own contractual partners through suitable contractual provisions.</p> <p>The Code of Conduct can be found here:<br/> <a href="https://corporate.lidl.co.uk/sustainability/policies">https://corporate.lidl.co.uk/sustainability/policies</a> </p> |          | 407-1 a. omitted as data not available |

## GRI content index continued

| GRI Standard                                    | Disclosure                                                                                     | Location/content                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Omission             | Reason for omission |
|-------------------------------------------------|------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|---------------------|
| <b>GRI 408: Child Labor 2016</b>                | 408-1 Operations and suppliers at significant risk for incidents of child labor                | Supply Chain Human Rights Policy<br>Supply Chain Human Rights Progress Report<br><a href="https://corporate.lidl.co.uk/sustainability/human-rights">https://corporate.lidl.co.uk/sustainability/human-rights</a>                                                                                                                                                                                                                                                                                                                                             | 408-1 a.<br>408-1 b. | Data not available  |
| <b>GRI 409: Forced or Compulsory Labor 2016</b> | 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor | Supply Chain Human Rights Policy<br>Supply Chain Human Rights Progress Report<br><a href="https://corporate.lidl.co.uk/sustainability/human-rights">https://corporate.lidl.co.uk/sustainability/human-rights</a><br><br>2024 Risk Assessment results which analysed the human rights risk for a variety of raw materials present in our supply chains can be found in the Supply Chain Human Rights Progress Report 2024 ( <a href="https://corporate.lidl.co.uk/sustainability/human-rights">https://corporate.lidl.co.uk/sustainability/human-rights</a> ) | 409-1 a.             | Data not available  |

## GRI content index continued

| GRI Standard       | Disclosure                                                                                                                                                                                                                                                                           | Location/content                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Omission | Reason for omission |
|--------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|---------------------|
| <b>GRI 13.20.1</b> | Policies or commitments regarding recruitment of workers, approach to worker compensation, and approach to actions taken to determine and address situations where work undertaken within the supply chain does not take place within appropriate institutional and legal frameworks | <p>Lidl GB is an equal opportunities employer, and our recruitment policy aims to ensure all our recruitment is fair, transparent and inclusive. All employment agencies used to recruit workers are subject to the Business Partner Code of Conduct. All Lidl GB contracts are in English.</p> <p>There are several ways in which potential non-compliance with recruitment policies can be identified. Firstly, reporting on our application tracking is used to flag process anomalies. Recruitment teams are provided with monthly reports, an escalation process is in place and further training and guidance is provided where required.</p> <p>For all our face-to-face interviews, we require a 'four eye' principle to be followed, ensuring that there are always two people present at face-to-face interviews. HR colleagues also 'spot check' interviews and provide coaching and feedback where necessary. Regional HR teams complete a self-audit which highlights areas requiring improvement that are then addressed nationally and locally. For our external agency partners for the supply of temporary staff, Lidl GB has the right to audit them at any point.</p> <p>Our Equal Opportunities statement can be found on our website: <a href="https://careers.lidl.co.uk/equal-opportunities-at-lidl">https://careers.lidl.co.uk/equal-opportunities-at-lidl</a></p> <p>Our Modern Slavery Statement FY23/24 can be found on our careers website: <a href="https://corporate.lidl.co.uk/sustainability/human-rights/modern-slavery">https://corporate.lidl.co.uk/sustainability/human-rights/modern-slavery</a></p> <p>Our Business Partner Code of Conduct of the Companies of Schwarz Group can be found on our website: <a href="https://corporate.lidl.co.uk/sustainability/policies">https://corporate.lidl.co.uk/sustainability/policies</a></p> |          |                     |

## GRI content index continued

| GRI Standard                                         | Disclosure                                                                                    | Location/content                                                          | Omission              | Reason for omission                                                                                                   |
|------------------------------------------------------|-----------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------|-----------------------------------------------------------------------------------------------------------------------|
| <b>GRI 402: Labor/Management Relations 2016</b>      | 02-1 Minimum notice periods regarding operational changes                                     |                                                                           | 402-1 a.              | Lidl GB ensures adequate notice is given to all employees regarding any changes and adheres to all legal requirements |
| <b>Occupational health and safety</b>                |                                                                                               |                                                                           |                       |                                                                                                                       |
| <b>GRI 3: Material Topics 2021</b>                   | 3-3 Management of material topics                                                             | Lidl GB Sustainability Report FY 2023 and 2024, Promoting health, page 28 |                       |                                                                                                                       |
| <b>Diversity, equity and inclusion (DEI)</b>         |                                                                                               |                                                                           |                       |                                                                                                                       |
| <b>GRI 3: Material Topics 2021</b>                   | 3-3 Management of material topics                                                             | Lidl GB Sustainability Report FY 2023 and 2024, Acting fairly, page 31    |                       |                                                                                                                       |
| <b>GRI 405: Diversity and Equal Opportunity 2016</b> | 05-1 Diversity of governance bodies and employees                                             | Lidl GB Sustainability Report FY 2023 and 2024, Appendix, pages 67 and 68 |                       |                                                                                                                       |
|                                                      | 405-2 Ratio of basic salary and remuneration of women to men                                  | Lidl GB Sustainability Report FY 2023 and 2024, Appendix, page 68         |                       |                                                                                                                       |
| <b>GRI 406: Non-discrimination 2016</b>              | 406-1 Incidents of discrimination and corrective actions taken                                |                                                                           | 406-1 a.<br>406-1 b.  | Confidentiality constraints                                                                                           |
| <b>Corporate citizenship and local development</b>   |                                                                                               |                                                                           |                       |                                                                                                                       |
| <b>GRI 3: Material Topics 2021</b>                   | 3-3 Management of material topics                                                             | Lidl GB Sustainability Report FY 2023 and 2024, Acting fairly, page 31    |                       |                                                                                                                       |
| <b>GRI 413: Local Communities 2016</b>               | 413-1 Operations with local community engagement, impact assessments and development programs | Local communities data                                                    | GRI 413-1 a. (ii-vii) | Information unavailable                                                                                               |
|                                                      | 413-2 Operations with significant actual and potential negative impacts on local communities  |                                                                           |                       |                                                                                                                       |

## GRI content index continued

| GRI Standard                                    | Disclosure                                                                                                                                    | Location/content                                                                                                | Omission    | Reason for omission                                                                                                                                             |
|-------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|-------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Supplier social assessment</b>               |                                                                                                                                               |                                                                                                                 |             |                                                                                                                                                                 |
| <b>GRI 3: Material Topics 2021</b>              | 3-3 Management of material topics                                                                                                             | Lidl GB Sustainability Report FY 2023 and 2024, Acting fairly, page 31                                          |             |                                                                                                                                                                 |
| <b>GRI 414: Supplier Social Assessment 2016</b> | 414-1 New suppliers that were screened using social criteria                                                                                  |                                                                                                                 | GRI 414-1   | Information not available/incomplete. At Lidl GB, we do not collect data on the number or proportion of suppliers that have been screened using social criteria |
|                                                 | 414-2 Negative social impacts in the supply chain and actions taken                                                                           | Lidl GB Sustainability Report FY 2023 and 2024, Acting fairly, Labour and human rights: our commitment, page 34 |             |                                                                                                                                                                 |
| <b>Healthy and sustainable diets</b>            |                                                                                                                                               |                                                                                                                 |             |                                                                                                                                                                 |
| <b>GRI 3: Material Topics 2021</b>              | 3-3 Management of material topics                                                                                                             | Lidl GB Sustainability Report FY 2023 and 2024, Promoting health, page 28                                       |             |                                                                                                                                                                 |
| <b>GRI 416: Customer Health and Safety 2016</b> | 416-1 Assessment of the health and safety impacts of product and service categories                                                           | Lidl GB Sustainability Report FY 2023 and 2024, Appendix, page 70                                               |             |                                                                                                                                                                 |
|                                                 | 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services                                           | Lidl GB Sustainability Report FY 2023 and 2024, Appendix, page 70                                               |             |                                                                                                                                                                 |
| <b>GRI 13.10.4</b>                              | Report the percentage of production volume from sites certified to internationally recognized food safety standards, and list these standards |                                                                                                                 | GRI 13.10.4 | Data unavailable                                                                                                                                                |
| <b>GRI 13.10.5</b>                              | Report the number of recalls issued for food safety reasons and the total volume of products recalled                                         | Lidl GB Sustainability Report FY 2023 and 2024, Appendix, page 71                                               |             |                                                                                                                                                                 |



## GRI content index continued

| GRI Standard                          | Disclosure                                                                                                                                                                                        | Location/content                                                                                                                                                                                                                                           | Omission    | Reason for omission                                                                                                                                                                                                                       |
|---------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Customer privacy</b>               |                                                                                                                                                                                                   |                                                                                                                                                                                                                                                            |             |                                                                                                                                                                                                                                           |
| <b>GRI 3: Material Topics 2021</b>    | 3-3 Management of material topics                                                                                                                                                                 |                                                                                                                                                                                                                                                            |             |                                                                                                                                                                                                                                           |
| <b>GRI 418: Customer Privacy 2016</b> | 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data                                                                                                |                                                                                                                                                                                                                                                            |             | Confidentiality constraints                                                                                                                                                                                                               |
| <b>Food waste</b>                     |                                                                                                                                                                                                   |                                                                                                                                                                                                                                                            |             |                                                                                                                                                                                                                                           |
| <b>GRI 3: Material Topics 2021</b>    | 3-3 Management of material topics                                                                                                                                                                 | Lidl GB Sustainability Report FY 2023 and 2024, Conserving resources, page 18                                                                                                                                                                              |             |                                                                                                                                                                                                                                           |
| <b>GRI 13.9.1</b>                     | Policies or commitments to address food loss in the supply chain                                                                                                                                  | Lidl GB Sustainability Report FY 2023 and 2024, Conserving resources, page 18                                                                                                                                                                              |             |                                                                                                                                                                                                                                           |
| <b>GRI 13.9.2</b>                     | Report the total weight of food loss in metric tons and the food loss percentage, by the organization's main products or product category, and describe the methodology used for this calculation |                                                                                                                                                                                                                                                            | GRI 13.9.2  | Omitted as information restricted due to confidentiality and competitive reasons. Information is reported directly to, and assessed by, WRAP as part of our commitment to The UK Food and Drink Pact (formerly Courtauld Commitment 2030) |
| <b>Animal welfare</b>                 |                                                                                                                                                                                                   |                                                                                                                                                                                                                                                            |             |                                                                                                                                                                                                                                           |
| <b>GRI 3: Material Topics 2021</b>    | 3-3 Management of material topics                                                                                                                                                                 | <a href="https://corporate.lidl.co.uk/sustainability/animal-welfare">https://corporate.lidl.co.uk/sustainability/animal-welfare</a><br>Lidl GB Sustainability Report FY 2023 and 2024, Acting fairly, page 31                                              |             |                                                                                                                                                                                                                                           |
| <b>GRI 13.11.1</b>                    | Policies, approach and commitments regarding animal products and animal welfare                                                                                                                   | <a href="https://corporate.lidl.co.uk/sustainability/animal-welfare">https://corporate.lidl.co.uk/sustainability/animal-welfare</a><br>Lidl GB Sustainability Report FY 2023 and 2024, Acting fairly, Animal welfare: checked, measured, improved, page 39 |             |                                                                                                                                                                                                                                           |
| <b>GRI 13.11.2</b>                    | Report the percentage of production volume from sites of the organization certified to third-party animal health and welfare standards, and list these standards                                  |                                                                                                                                                                                                                                                            | GRI 13.11.2 | Information unavailable. 100% of British animal-sourced proteins are certified to third-party standards                                                                                                                                   |

## GRI content index continued

| GRI Standard                                | Disclosure                                                                                                                                                                                         | Location/content                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Omission | Reason for omission |
|---------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|---------------------|
| <b>Fair remuneration</b>                    |                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |          |                     |
| <b>GRI 13.21.1</b>                          | Commitments related to providing a living income or paying a living wage                                                                                                                           | Lidl GB Sustainability Report FY 2023 and 2024, Acting fairly, Fair and competitive pay, page 32                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |          |                     |
| <b>Stakeholder dialogue and cooperation</b> |                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |          |                     |
| <b>GRI 3: Material Topics 2021</b>          | 3-3 Management of material topics                                                                                                                                                                  | Lidl GB Sustainability Report FY 2023 and 2024, Engaging in dialogue, page 41                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |          |                     |
| <b>Responsible products</b>                 |                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |          |                     |
| <b>GRI 13.23.1</b>                          | Describe the rationale and methodology for tracing the source, origin or production conditions of the products sourced by the organization (such as raw materials and production inputs purchased) | <p>As part of our journey towards greater transparency, we have committed to publishing tier one information on our food and non-food supply chains on an annual basis. This includes disclosing information on the name, address and country of origin of all of our own-label suppliers.</p> <p>Within our food supply chain this includes our suppliers of meat and poultry, baked goods, coffee, tea and confectionery. It also includes suppliers of our cosmetic and household ranges. Within the non-food range our supplier list includes textiles and shoe suppliers, as well as hardware suppliers of products such as games, sports equipment and garden furniture.</p> <p>Supplier lists can be downloaded via the following link:</p> <p><a href="https://corporate.lidl.co.uk/sustainability/human-rights/transparency">https://corporate.lidl.co.uk/sustainability/human-rights/transparency</a></p> |          |                     |

## GRI content index continued

| GRI Standard       | Disclosure                                                                                                                                                                                                                                   | Location/content                                                                                                                                                                                                                                                                                                                                                                                                                    | Omission | Reason for omission |
|--------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|---------------------|
| <b>GRI 13.23.2</b> | Describe the level of traceability in place for each product sourced, for example, whether the product can be traced to the national, regional or local level, or a specific point of origin (e.g., farms, hatcheries, and feed mill levels) | We recognise the need to achieve greater transparency beyond our tier one supply chain, in our upstream supply base. In order to do this we work closely with our direct suppliers and NGO partners to gain greater visibility of the issues and challenges faced.<br><br><a href="https://corporate.lidl.co.uk/sustainability/human-rights/transparency">https://corporate.lidl.co.uk/sustainability/human-rights/transparency</a> |          |                     |
| <b>GRI 13.23.3</b> | Report the percentage of sourced volume certified to internationally recognized standards that trace the path of products through the supply chain, by product and list these standards                                                      | Lidl GB Sustainability Report FY 2023 and 2024, Appendix, page 71                                                                                                                                                                                                                                                                                                                                                                   |          |                     |
| <b>GRI 13.23.4</b> | Improvement projects to get suppliers certified to internationally recognized standards that trace the path of products through the supply chain to ensure that all sourced volume is certified                                              | Please see the Supply Chain Human Rights Progress Report 2024 ( <a href="https://corporate.lidl.co.uk/sustainability/human-rights">https://corporate.lidl.co.uk/sustainability/human-rights</a> ) for information on Way To Go.                                                                                                                                                                                                     |          |                     |

## Independent Limited Assurance Report to the Directors of Lidl Great Britain Limited on selected Subject Matter Information for the year ended 28 February 2025

This report is made in accordance with the terms of our Engagement Letter for the purpose of reporting to the

Directors of Lidl Great Britain Limited ('the Entity') in connection with the Subject Matter Information disclosed in the Sustainability Report FY23/24 ('the Sustainability Information') and for no other purpose.

This report was prepared solely for the benefit of the Directors of the Entity and no responsibility or liability is accepted towards any other person in respect of the use of the Report or for any reliance on information contained in the Report by any other person or entity. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Directors of the Entity for our work, for this report, or for the conclusions we have formed.

### Limited Assurance Conclusion

We have conducted a limited assurance engagement on the Subject Matter Information described in the *Subject Matter Information and Reporting Criteria* section below.

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the accompanying Sustainability Information is not prepared, in all material respects, in accordance with the Reporting Criteria.

### Basis for Conclusion

We conducted our limited assurance engagement in accordance with the International Standard on Assurance Engagements (UK) 3000 (July 2020)

("ISAE (UK) 3000"), "Assurance Engagements other than Audits or Reviews of Historical Financial Information", issued by the Financial Reporting Council.

The procedures in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Our responsibilities under this standard are further described in the Practitioner's Responsibilities section of our report.

We are independent of the Company in accordance with the Code of Ethics of the Institute of Chartered Accountants England and Wales (ICAEW) together with the International Code of Ethics for Professional Accountants (including International Independence Standards) (IESBA Code) issued by the International Ethics Standards Board for Accountants. We have fulfilled our other ethical responsibilities in accordance with the requirements of the ICAEW Code of Ethics and the IESBA Code.

Our firm applies International Standard on Quality Management (UK) 1, Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements (ISQM (UK) 1), and, accordingly, maintains a comprehensive system of quality management, including documented policies and

procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

### Subject Matter Information and Reporting Criteria

We have conducted a limited assurance engagement on the Subject Matter Information provided by the Entity for the period ended 28 February 2025. This Subject Matter Information, comprises of the following KPIs, as disclosed in the Sustainability Report FY23/24 and indicated with a '+' symbol:

- No. Of HRIAs underway or completed
- Percentage of cage free (shell eggs)
- £ invested into British food and farming since 2020
- Percentage increase in sales of healthy and healthier products
- Percentage increase in fruit and vegetable sales

The Subject Matter Information has been prepared in accordance with the Entity's Methodologies ("the Reporting Criteria"), some of which are available online, that outline the Reporting Criteria against which the Subject Matter Information has been measured.

### Other Information

Management of the Entity is responsible for the other information. The other information comprises the remaining information in the Sustainability Report FY23/24, but does not include the Subject Matter Information and our assurance report thereon.

Our conclusion on the Subject Matter Information does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our assurance engagement on the Subject Matter Information, our responsibility is to read the other information identified above and, in doing so, consider whether the other information is materially inconsistent with the Subject Matter Information or our knowledge obtained in the assurance engagement, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we report that fact. We have nothing to report in this regard.

### Summary of the Work Performed

The procedures in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

A limited assurance engagement involves performing procedures to obtain evidence about the Subject Matter Information. The nature, timing and extent of procedures selected depend on professional judgment, including the identification of disclosures where material misstatements are likely to arise, whether due to fraud or error, in the Subject Matter Information.

## Independent Limited Assurance Report to the Directors of Lidl Great Britain Limited on selected Subject Matter Information for the year ended 28 February 2025 continued

The procedures we performed were based on our professional judgment and included enquiries, observation of processes performed, inspection of documents, analytical procedures, evaluating the appropriateness of quantification methods, and agreeing or reconciling with underlying records as appropriate. In conducting our limited assurance engagement we:

1. Evaluated the appropriateness of the Reporting Criteria used.
2. Inquired with the relevant staff (data owners for each KPI) to understand the internal processes, IT systems and controls for collecting, reporting, and consolidating information relating to each Subject Matter Information area.
3. Reviewed of the arithmetical accuracy of data, including recalculations of percentages and figures used in the Subject Matter Information, and corroborated the underlying data to supporting documentation as appropriate.
4. Tested data by selecting a sample across all areas of the Subject Matter Information, other than 'No. of HRIAs underway or completed' and 'Percentage increase of fruit and veg sales', verifying accuracy and completeness against supporting source documentation.
5. Assessed whether the data was collected and reported in accordance with the Reporting Criteria.
6. Reviewed the relevant extracts of the Entity's Sustainability Report 23/24 to confirm that the presentation of data and supporting narrative is consistent with our findings.

### Management's Responsibilities for the Subject Matter Information

Management is responsible for:

- The preparation and fair presentation of the Subject Matter Information in accordance with the Reporting Criteria.
- Designing, implementing and maintaining internal control relevant to the preparation of the Subject Matter

Information to enable the preparation of such information that is free from material misstatement, whether due to fraud or error.

Those charged with governance are responsible for overseeing the Entity's sustainability reporting process.

### Inherent Limitations in Preparing the Subject Matter Information

Due to the self-defined Reporting Criteria and the nature of the Subject Matter Information, and in the absence of consistent external standards, entities may adopt different, yet valid, methodologies. These differences can lead to variations between entities and may also affect year-on-year comparability within the same organisation as methodologies evolve over time.

### Practitioner's Responsibilities

Our responsibility is to express a limited assurance conclusion on whether anything has come to our attention to cause us to believe that the Subject Matter Information has not been prepared, in all material respects, in accordance with the Reporting Criteria.

Our objectives are to plan and perform the assurance engagement to obtain limited assurance about whether the Subject Matter Information is free from material misstatement, whether due to fraud or error, and to issue a limited assurance report that includes our conclusion. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence decisions of users taken on the basis of the Subject Matter Information.

As part of a limited assurance engagement in accordance with ISAE (UK) 3000, we exercise professional judgment and maintain professional skepticism throughout the engagement. We also:

- Perform risk procedures, including obtaining an understanding of internal control relevant to the engagement, to identify the disclosures where material misstatements are likely to arise, whether due to fraud or error, but not for the purpose of providing a conclusion on the effectiveness of the Entity's internal control.
- Design and perform procedures responsive to disclosures in the Subject Matter Information where material misstatements are likely to arise. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

While we acknowledge that this report will be published on the Entity's website, the maintenance and integrity of that website is the responsibility of the Directors. Our procedures do not involve consideration of the maintenance and integrity of that website and, accordingly, we accept no responsibility for any changes that may have occurred to this report and the Sustainability Report, since they were initially presented on the website.

### Inherent Limitations in an Assurance Engagement

Inherent limitations exist in all assurance engagements due to the selective enquiry of the information being examined. Therefore fraud, error or non-compliance may occur and not be detected by the assurance procedures performed. Additionally, non-financial information, such as that reported in the selected subject matter, is subject to more inherent limitations than financial information, given the nature and methods used for determining, calculating, and sampling or estimating such information.

*Forvis Mazars LLP*

**Forvis Mazars LLP**  
30 Old Bailey  
London  
EC4M 7AU

04 November 2025

**luminous**

Consultancy, design and production  
[www.luminous.co.uk](http://www.luminous.co.uk)





### Over to you

We'd love to know what you think about this report. If you have any feedback or questions on what you've read, please get in touch:



**csr@lidl.co.uk**



Or use our Customer Service contact form  
(<https://customer-service.lidl.co.uk/SelfServiceUK/s/contactsupport>)

