

Lidl GB

Supply Chain Policy for the Responsible Use of Labour Providers

Department: CSR – Responsible Sourcing

Audience: All Lidl GB direct suppliers for Lidl own-label products.



1 Scope

This policy applies to Lidl GB (“Lidl”) suppliers in situations where they use workers that are supplied by labour providers. The first-tier supplier to Lidl is responsible for the application of this policy to their own labour providers and to all the labour providers used by their suppliers, i.e. Lidl’s second, third, fourth tier etc. suppliers.

2 Background

Suppliers engage labour providers to source and/or supply workers to enable them to react quickly to additional orders or shortfalls, workforce and production variations and seasonal fluctuations. However, where there are poor recruitment, supply and management practices, workers can be left vulnerable to unsafe and unacceptable employment conditions.

Labour providers may typically engage and supply a higher proportion of migrant workers than those directly employed by suppliers. In global supply chains, migrant labour is increasingly prevalent where local labour availability is declining and migrant workers seek better opportunities to provide for their families and futures.

Lidl is committed to ensuring that the rights of workers who produce the products we buy and sell are protected and that they benefit from good labour standards, whether they are employed directly by our suppliers, or indirectly by labour providers. We need your support and commitment to help us ensure that labour exploitation, modern slavery and human trafficking have no place in our supply chains.

3 Policy

Where suppliers make use of labour providers, Lidl requires that they shall apply their own appropriate due diligence to ascertain the conditions of employment of workers, and shall endeavour to ensure that, in respect of those working on their premises: the labour provider is complying with the standards set out in the Lidl Supplier Code of Conduct, the International Labour Organization (ILO) convention C181, and any relevant domestic legislation.

In the United Kingdom, suppliers operating in sectors regulated by the Gangmasters and Labour Abuse Authority (GLAA) must ensure that their labour provider(s) hold a valid GLAA licence. It is a criminal offence to use an unlicensed labour provider in GLAA regulated sectors.

Suppliers can download a number of free guidance documents relating to responsible recruitment good practice from [The Responsible Recruitment Toolkit](#), including a template policy for the responsible use of labour providers. Lidl expects suppliers to work with their labour provider(s) towards best practice in the areas outlined in the policy including:

- Labour provider business structure and systems
- Sourcing and onboarding of contingent workers
- Supply and use of contingent workers

4 Monitoring and Compliance

Lidl reserves the right to audit compliance against this policy at any time. Suppliers must ensure that their Sedex Self-assessment questionnaire (SAQ) is updated at least every 6 months to ensure we are receiving the most accurate information on labour provider due diligence.