



## Human Rights Impact Assessment

### Indian Farmed Shrimp | Action Plan

The following action plan has been developed to mitigate and remediate the findings identified from Lidl GB's Human Rights Impact Assessment (HRIA) conducted in the farmed shrimp supply chain in India, in 2022. This action plan has been developed with support from a variety of industry stakeholders who Lidl worked closely with during the HRIA. Please note that this action plan will be implemented on a national level for Lidl Great Britain (Lidl GB).



#### 1. Ensure ongoing feedback and redress

Action	Timeline
<ul style="list-style-type: none"><li>All processing sites and farms included in the HRIA, to pilot a new grievance mechanism (GM) in the aquaculture sector of Andhra Pradesh. This GM will run from Summer 2023 with the opportunity to review progress and next steps in March 2024.</li><li>Evaluate effectiveness of the new GM and adjust or extend pilot according to learnings.</li><li>Support expansion of pilot through other brands and retailers.</li></ul>	2024
<ul style="list-style-type: none"><li>Engage local aquaculture NGO/s to support trainings (at farms and processing sites) on the following topics:<ul style="list-style-type: none"><li>Health &amp; safety</li><li>Minimum wage, working hours and overtime</li><li>Forced labour risks, including freedom of movement</li><li>Prohibition of discrimination and harassment</li></ul></li><li>Training to be provided for all workers to participate, including migrant and contract workers.</li></ul>	2025



#### 2. Share HRIA with the industry & establish collaborative mitigation or remediation measures

Action	Timeline
<ul style="list-style-type: none"><li>Continue 100% certification for all own brand chilled, frozen, farmed species, as well as farmed species used as an ingredient in other products.</li><li>Advocate for improved human and labour rights criteria to be embedded in relevant certification standards.</li><li>Share learnings with buying department for their understanding in future tenders.</li></ul>	Ongoing
<ul style="list-style-type: none"><li>Share HRIA with all relevant certification bodies and understand how certification bodies are addressing identified issues.</li><li>Explore collaborative opportunities to address most salient risks.</li></ul>	2024
<ul style="list-style-type: none"><li>Join SEA Alliance aquaculture working group and support development of an aquaculture risk assessment tool.</li></ul>	2024



### 3. Strengthen responsible recruitment management systems, policies and practices

Action	Timeline
<ul style="list-style-type: none"><li>Update internal Responsible Recruitment policy based on HRIA findings and industry recommendations.</li><li>Examine and trial ways to identify, prevent and remediate instances of recruitment fees in the supply chain.</li></ul>	2025



### 4. Enhance supply chain transparency and accountability

Action	Timeline
<ul style="list-style-type: none"><li>Continue annual disclosure of both wild and farmed fish and seafood through the Ocean Disclosure Project, including disclosure of fish feed suppliers and fish feed country of origin.</li></ul>	Ongoing
<ul style="list-style-type: none"><li>Collect supply chain information at the start of new contracts, including supply chain policies, farm and processing site certification and audit information.</li><li>Publish 'beyond tier one' farmed shrimp supply chain on the Lidl GB corporate website, alongside other supply chain publications.</li></ul>	2024