



SUSTAINABILITY PROGRESS UPDATE

LIDL IRELAND



PROVIDING A SAFE AND NURTURING ENVIRONMENT FOR OUR EMPLOYEES, CONTRIBUTING POSITIVELY TO THE COMMUNITIES IN WHICH WE OPERATE, AND BEING GOOD STEWARDS OF THE ENVIRONMENT.

A WORD FROM OUR MANAGING DIRECTOR

Since entering the Irish market in 2000 Lidl has gone from strength to strength. We now have 155 stores with a 4,200 strong team serving over 1.5 million customers a week. Our market share continues to grow as more and more customers are realising the exceptional value we offer.

The Lidl model centres on simplicity, maximum efficiency and building long-term partnerships to deliver value. Through our dedicated people and exceptional quality products, at market leading prices, we seek to enhance the lives of our customers, in hundreds of communities across Ireland.

However, there is more to us than that. We strive to make a positive difference by operating responsibly and sustainably. Our customers can rest assured that we are continually working to ensure that every store they visit, the employees they meet, and the products they buy, make that difference. We have a responsibility to build a successful, sustainable future – not just for our business but for every community that we serve.

Only through the efforts of our employees and listening carefully to our stakeholders can we achieve our ambition. With that I am delighted to share some of the incredible achievements we've made and the challenges we face in this progress update.

Thank you to everyone who continues to support us in delivering on our commitments.



**WE HAVE A RESPONSIBILITY TO BUILD A SUCCESSFUL,
SUSTAINABLE FUTURE - NOT JUST FOR OUR BUSINESS BUT
FOR EVERY COMMUNITY THAT WE SERVE."**



2017

SUSTAINABILITY HIGHLIGHTS



FOOD REDISTRIBUTION PROGRAMME LAUNCHED IN ALL STORES & REGIONAL DISTRIBUTION CENTRES



329,324 MEALS
DONATED IN 2017



BORD BIA'S SUSTAINABLE DEVELOPMENT PROGRAMME

REACHED

€2m

IN FUNDS RAISED FOR



ISO 50001 ENERGY MANAGEMENT STANDARD NOW IMPLEMENTED ACROSS ALL OPERATIONS



LAUNCHED OUR SUPPLIER DEVELOPMENT PROGRAMME



RESPONSIBLE SOURCING COMMITMENTS **HIGHLIGHTS**

CERTIFIED
95%
OF OUR
COCOA



TO SUSTAINABILITY
PROGRAMMES

CERTIFIED
ALL
OF OUR
PALM OIL



TO THE RSPO
STANDARD

CERTIFIED
100%
OF OUR
BANANAS



TO SUSTAINABILITY
PROGRAMMES

SOLD 2.5m FAIRTRADE BANANAS



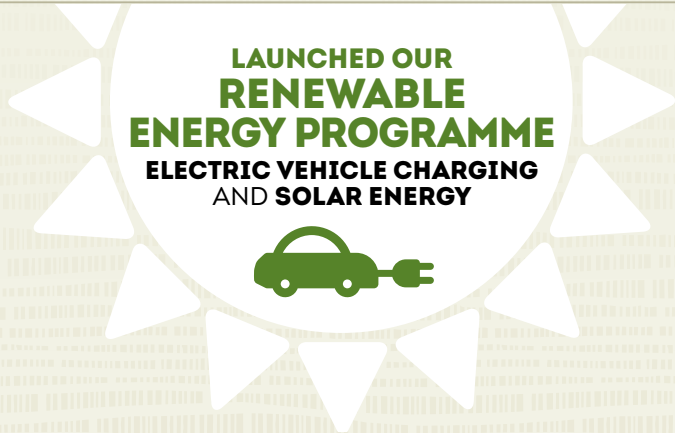
LAUNCHED
CHARITY OF THE WEEK



BECAME
GREEN RETAILER
OF THE YEAR



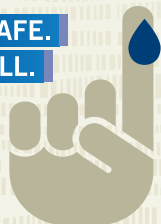
€2.5m INVESTED
TO DATE IN SUPPORT OF
WOMEN IN SPORT



SOURCED OF LOCAL **€700m**
IRISH PRODUCE
FROM 200 SUPPLIERS
« EXPORTED €230m »



WORK SAFE.
LIVE WELL.



2,100
DIABETES
SCREENINGS

SOURCING

ENVIRONMENT

TEAM LIDL

COMMUNITY

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SUPPLIER PROFILE

McCORMACK FARMS

have been supplying spinach, mixed leaves, rocket and herbs to Lidl since 2010. Demand for fresh, quality leaves and herbs, combined with the drive to move forward in the sector has seen McCormacks expand their business over the past number of years.



ABOUT LIDL IRELAND

Lidl is part of the Schwarz Group, the fourth largest retail group in the world. With its international head office based in Neckarsulm, Germany, Lidl operates over 10,000 retail stores in 29 countries across Europe and the United States. Since entering the market in 2000, Lidl Ireland has grown to 155 stores and three distribution centres, and directly employs approximately 4200 employees.



NUMBER OF EMPLOYEES



NUMBER OF IRISH SUPPLIERS



OUR SUSTAINABILITY STRATEGY

Our philosophy is to provide a safe and nurturing environment for our employees, to contribute positively to the communities in which we operate, and to be good stewards of the environment. Our strategy, **'A Better Tomorrow'**, comprises four core pillars, focusing on the most material topics to our business and our stakeholders, and where we can have the greatest impact. We have set out clear targets across these key pillars, in areas such as waste, emissions, energy, water, responsible sourcing of products and social sustainability.

We worked with Bord Bia, the Irish Food Board, to implement our strategy and became a member of the **Origin Green Programme**. Origin Green is a sustainable development programme, developed for the Irish food industry. To become a member of the programme, Lidl have committed to a five year sustainable development plan with numerous targets that we will report on each year.

SUSTAINABLE DEVELOPMENT GOALS

We have aligned our strategic pillars to the **United Nations' Sustainable Development Goals** (SDGs) and will be guided by them as our programme develops. The SDGs provide the global community with a common set of targets to tackle major world issues such as poverty, inequality and injustice and climate change by 2030.



UNITED NATIONS



RESPONSIBLE SOURCING



PROTECTING THE ENVIRONMENT



TEAM LIDL



LIDL COMMUNITY WORKS



SOURCING

RESPONSIBLE SOURCING

We are fully committed to ensuring that our buying power is driving positive change for producers, communities and the environment as a whole, both in Ireland and further afield. Whether it is beef bought here in Ireland, bananas bought in Dominican Republic, or cocoa from Ghana, it is important to us that our products are produced sustainably.



95%
CERTIFIED
IN 2017

COCOA



50%
CERTIFIED
BY 2020

COFFEE



100%
CERTIFIED
BY 2018

TEA*



100%
CAGE FREE
BY 2025

EGGS

OUR FOCUS AREAS

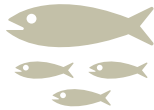
TEXTILES
GREENPEACE
DETOX BY 2020



PALM OIL
SUSTAINABLE
PALM OIL



FISH
RESPONSIBLE
SOURCING



MEAT
BORD BIA QUALITY
ASSURED



Commitments refer to own-brand products

* brand black, green and Rooibos tea



AT LIDL, WE PROVIDE TOP QUALITY AND MARKET LEADING VALUE BUT ALSO WE ENSURE OUR PRODUCTS ARE ETHICALLY SOURCED. WE ARE COMMITTED TO AMBITIOUS SUSTAINABILITY TARGETS IN A VARIETY OF PRODUCT CATEGORIES. THIS WON'T BE ACHIEVED OVERNIGHT BUT WE WANT TO SHARE OUR JOURNEY WITH YOU."

LIAM CASEY/COMMERCIAL DIRECTOR



CASE STUDY



“**KICK START WAS A FANTASTIC OPPORTUNITY FOR US. IT ALLOWED US TO PARTNER WITH ONE OF EUROPE’S LARGEST RETAILERS AND GAVE US A CHANCE TO SHOWCASE OUR PRODUCTS WITH LIDL. THE PROGRAMME WAS A GREAT WAY TO LEARN ABOUT HOW LIDL WORKS. THE WORKSHOPS WERE IDEALLY TIMED AND WERE VERY INFORMATIVE.**”

NIALL MOLONEY/POW-COW

In 2017 we launched **Kick Start**, our Supplier Development Programme supported by Bord Bia, to give small and medium Irish food and drink businesses an opportunity to showcase their products in our stores across the country. We also provided each of our Kick Start suppliers with access to a series of comprehensive seminars, led by a team of experts from Lidl and Bord Bia.

POW-COW FROZEN YOGURT

The Pow-Cow frozen yogurt from 2017’s Kick Start programme proved so popular that we now stock the product permanently in Lidl stores nationwide. Pow-Cow, made from a natural greek-style strained yogurt, is high in naturally occurring protein, low in fat, low in sugar, vegetarian-friendly, and is gluten free.



DID YOU KNOW?

OUR FRUIT AND VEGETABLE GROWERS ADHERE TO EXTREMELY STRICT PESTICIDE USAGE.



SCALING UP IMPACT

We are proud to have been the first retailer in Ireland to offer a range of products sold under the **Fairtrade Cocoa Programme** standard. This enables small scale cocoa farmers to benefit by selling more of their cocoa on Fairtrade terms. Farmers earn a fair price for their cocoa and receive a Fairtrade Premium to support democratically agreed local community programmes.



OUR SOURCING GOALS

CERTIFICATION GOAL:

By 2020 35% of our own-brand products will be certified to sustainability programmes.

TOPIC: *As a large grocery retailer we have many categories of products and their respective issues to manage; an effective way for us to ensure sustainability across each of those categories is to adopt established and credible certifications schemes.*

STATUS:

15% ACHIEVED



PALM OIL

GOAL: 100% certified to RSPO standard (fully segregated).

TOPIC: *The cultivation of palm oil can lead to mass deforestation with detrimental effects on biodiversity, increasing CO2 emissions, and has a devastating impact on protected species.*

STATUS:

100% CERTIFIED PALM OIL IN ALL FOOD PRODUCTS



ORGANIC

GOAL: Year on year development of range.

TOPIC: *Organic standards rely on farming practices designed to minimise the impact on the environment, ensuring the agricultural system operates as naturally as possible.*

STATUS:

130 ORGANIC PRODUCTS OFFERED IN OUR FOOD AND TEXTILE RANGE IN 2017



TEXTILES

GOAL: To meet Greenpeace Detox Commitment by eliminating the emission of all hazardous chemicals from our clothing and footwear products by 2020.

TOPIC: *Environmental impacts, health and wellbeing.*

STATUS:

IN PROGRESS



LOCAL PRODUCE

GOAL A: 50% of Irish suppliers to be members of Bord Bia's Origin Green sustainable development programme by 2020.

TOPIC: *Engagement of supply chain in sustainability*

STATUS:

37% MEMBERS



LOCAL PRODUCE

GOAL B: By 2020 to export €300m of Irish produce to Lidl stores internationally, promoting the quality and sustainability credentials of those suppliers.

TOPIC: *Supporting local Irish producers and sustainability in the supply chain.*

STATUS:

€230m EXPORTS

Commitments refer to own-brand products.

€100m

€200m



17.5.18 COCOA GOAL CHANGED FROM 95% TO 100%



COCOA

GOAL: 100% certification by 2018.
TOPIC: Labour Practices, Sustainable living wage, Environmental, Health & Safety

STATUS:
CA 95% COMPLETE



COFFEE

GOAL: 50% certified by 2020.
TOPIC: Labour Practices, Sustainable living wage, Environmental, Health & Safety.

STATUS:
ON TRACK



TEA

GOAL: 100% certified by 2018.
TOPIC: Labour Practices, Sustainable living wage, Environmental, Health & Safety.

STATUS:
ON TRACK



FRESH BEEF & LAMB

GOAL: 100% Farms certified and carbon footprinted via Bord Bia Quality Assurance Scheme.
TOPIC: Animal Welfare, Quality, Environment, Carbon Emissions for Meat, Biodiversity.

STATUS:
COMPLETE



EGGS

GOAL: 100% of our whole eggs and egg ingredients from cage-free hens by 2025.
TOPIC: Quality, Animal Welfare.

STATUS:
ON TRACK



OF IRISH PRODUCE, SOURCED FROM OUR SUPPLIERS ACROSS IRELAND

A FEW OF OUR SUPPLIERS

WE WORK CLOSELY WITH OUR DEDICATED LOCAL SUPPLIERS TO PROVIDE OUR CUSTOMERS WITH THE BEST QUALITY PRODUCE. MANY OF OUR SUPPLIERS HAVE BEEN WORKING WITH US SINCE WE OPENED OUR DOORS BACK IN 2000.



KEOHANE'S SEAFOOD, a family run business based in Bantry, Co. Cork. We have been sourcing top quality fish and seafood from Keohane's since 2012 allowing them to grow and develop their business. Keohane's provide us with an extensive range of products with sustainability certifications.



Proud members of the Origin Green sustainable development programme, **MCCARTHY'S STRAWBERRY FARM** supply us their delicious strawberries from their farm in Sallins, Co. Kildare. The farm, run by Gary McCarthy was set up by his father Albert in the mid 1970s. McCarthy's is a Bord Bia Quality Assured farm.



LIFFEY MEATS have supplied our Bord Bia Quality assured beef from Ballyjamesduff in Co. Cavan since 2005. They are now supplying to many stores across our international Lidl network where sustainable grass fed beef commands a premium.

ENVIRONMENT

CARBON FOOTPRINT

In 2017 we conducted the first carbon footprint analysis of our operations in conjunction with Carbon Trust. This entailed an analysis of our Scope 1 and 2 emissions*, with a 2016 baseline.

By accurately assessing and analysing where we are most impactful as a business, we can create an effective climate change strategy to reduce our environmental footprint. Transparency is important to us, as such we are publishing our carbon emissions and will continue to update our stakeholders on our progress and challenges.

	TOTAL SCOPE 1 & SCOPE 2 EMISSIONS TONNES CO ₂ e* (CARBON EQUIVALENT)	60,111 tCO₂e*
	INTENSITY EMISSIONS	237 kgCO₂e PER METRE SQUARED

MOVING FORWARD

WE ARE NOW CONTINUING OUR WORK BY ANALYSING OUR SCOPE 3 EMISSIONS, WHICH ARE ALL INDIRECT EMISSIONS THAT OCCUR IN THE VALUE CHAIN. IN 2018 WE WILL IDENTIFY HOTSPOTS AND AMBITIOUS TARGETS FOR IMPROVEMENT.

* Scope 1 emissions are direct emissions from owned or controlled sources.
Scope 2 emissions are indirect emissions from the generation of purchased energy.



OUR GOALS AND KPIS

SAVING ENERGY, REDUCING EMISSIONS

2018 Calculate the carbon footprint of our operations and supply chain, publish emissions and set reduction targets through our climate strategy. STATUS: **ON TRACK**

2018 Install 14 Electric Chargers in stores and distribution centres. STATUS: **50% ACHIEVED**

2017 Roll out ISO 50001 Energy Management Standard to all operations. STATUS: **ACHIEVED**

2017 Renewable energy trials. STATUS: **ACHIEVED**



ENERGY MANAGEMENT



In 2017 we achieved ISO 50001 energy management certification across all of our operations; stores, regional distribution centres and head office. The standard provides us with a comprehensive approach to smart energy use and we aim to continuously improve our energy performance. We've implemented an effective energy management plan with ISO 50001, which will enable us to conserve resources and tackle climate change.

OUR CONCEPT STORES

Our new concept stores are built with sustainability in mind, employing a range of strategies to reduce environmental impact. These include:

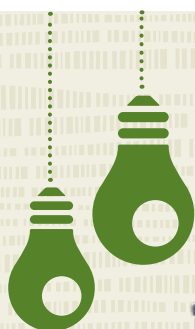
- High-performance glass fronted façade to maximise natural daylight entering the building
- Sensor controlled exterior sun blinds to reduce unwanted heat from the sun
- Waste heat recovery ventilation systems and LED lighting
- High insulation with external cladding
- Lighting sensors to conserve energy where it is not required.



ONE EXAMPLE OF AN ENERGY EFFICIENCY PROJECT THAT COMMENCED THIS YEAR IS THE RETROFIT OF **LED LIGHT BULBS**

ACROSS ALL STORES AND REGIONAL DISTRIBUTION CENTRES.

50% DECREASE IN ENERGY CONSUMPTION OF LIGHTING, WHILE ALSO DECREASING OUR CARBON FOOTPRINT.



SOLAR TRIAL IN GOREY

THIS YEAR WE SUCCESSFULLY TRIALLED RENEWABLE SOLAR ENERGY IN OUR GOREY STORE, REDUCING THE CARBON FOOTPRINT OF THE STORE, SAVING ON ENERGY COSTS AND GENERATING ENOUGH ELECTRICITY TO POWER 16 HOMES FOR A YEAR.



CHARGING POINTS

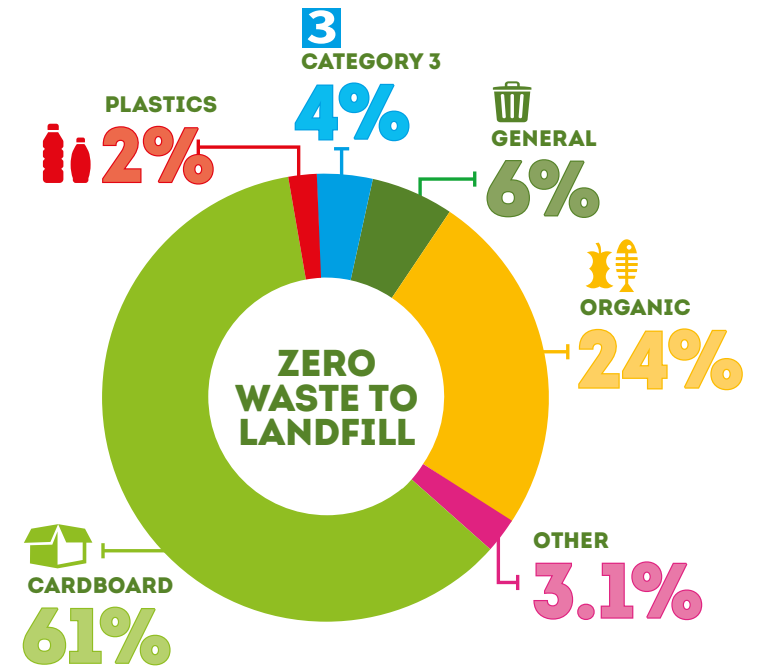
TO DATE WE HAVE INSTALLED 4 FREE ELECTRIC VEHICLE CHARGING POINTS IN STORE CAR PARKS, WITH MORE TO COME. WE ALSO PROVIDE OUR OFFICE-BASED COLLEAGUES WITH ELECTRIC CARPOOLING VEHICLES FOR BUSINESS TRIPS.

WASTE MANAGEMENT

Our teams have been developing innovative ways of managing our waste streams to ensure we recycle more and reduce our general waste. As well as recycling more, we have set ourselves ambitious targets of decreasing our overall waste numbers - this target will continue to challenge us as our organisation grows. This year we achieved **Zero Waste to Landfill** for the first time and are working hard to maintain this. We also developed a food surplus redistribution programme, Lidl Feed It Back, and our waste management programme won numerous prestigious awards in 2017.

2020 GOALS AND KPIs

REDUCE GENERAL WASTE BY 10%	ON TRACK
ZERO WASTE TO LANDFILL	ACHIEVED
REDISTRIBUTE 1 MILLION MEALS IN SURPLUS FOOD	ON TRACK



The majority of our waste is cardboard, which is reused for paper and packaging. Our plastic is recycled, and organic waste is turned into renewable energy through a process called anaerobic digestion.



HUGH McAFEE AND TEAM.

Business Recycling Champion, Pakman Awards 2017.



BATTERIES FOR BARRETSTOWN

This year Lidl and the European Recycling Platform (ERP) Ireland launched a new three-year initiative, 'Batteries for Barretstown,' aimed at increasing awareness of battery recycling and raising much-needed funds for the children's charity, Barretstown.



PLASTIC

The issue of ocean plastic came to the fore in 2017 and presents many challenges for our business. While plastic is a reliable material, there are many problems caused by plastic, most notably litter and ocean plastics. It is predicted that at current rates, by 2050 there will be more plastic than fish in the ocean. However it is also important to note that plastic packaging serves important functions, such as the protection of goods from spoilage during transport and communicating product information to customers.

ACTION

We are working with suppliers and industry partners regarding plastic reductions and the recyclability of plastics for our products. In early 2018 we pledged to a 20% reduction in plastic packaging by 2022 and 100% of own-brand packaging will be widely recyclable, reusable, refillable or renewable by 2025. In response to growing consumer demand for loose fruit and vegetables Lidl are trialling the introduction of 11 additional loose options, which will bring their overall loose lines to approximately 25% of the range. Lidl will continue to test and trial the removal and adaptation of packaging, and any impact on food waste. Despite these measures, we are aware there is a lot more work to be done in this area and will keep our stakeholders updated of our developments.

LOOKING FORWARD

2022 20% REDUCTION IN PLASTIC PACKAGING

100% OF OWN-BRAND PACKAGING WILL BE WIDELY RECYCLABLE, REUSABLE OR RENEWABLE

2025



IT IS PREDICTED THAT AT CURRENT RATES, BY 2050 THERE WILL BE MORE PLASTIC THAN FISH IN THE OCEAN.



COMMUNITY

FOOD WASTE

According to the United Nation’s Food and Agricultural Organisation approximately one in three calories produced is wasted, at a time when we need to reduce our energy, water usage and carbon emissions. If food waste were a nation, it would be the 3rd biggest emitter of Greenhouse Gas (GHG) emissions after the United States and China. In Ireland **one in eight** families live in food poverty when so much food is wasted.

FEED IT BACK

To play our part in tackling food waste this year, we launched a national food redistribution programme, Lidl ‘**Feed It Back**’. Working in conjunction with FoodCloud, a social enterprise, we connected each of our stores and regional distribution centres to local charities to redistribute surplus food to reduce food waste and help feed people in need. Half of all donations made are fresh fruit and vegetables, meaning the meals made by charity and community groups for those in need across Ireland are healthy and nutritious.



We joined the **RETAIL ACTION GROUP FOR FOOD WASTE** set up by the department of Communications, Climate Action and the Environment this year. As part of the group we pledged to build awareness and understanding of food waste and issues as well as promote innovative food waste preventative solutions. Members have also committed to a common methodology to report on food waste data in the sector.



THANKS TO LIDL AND FOODCLOUD, SLIGO LEND A HAND IS NOW POSITIONED TO ENABLE SERVICE USERS TO AFFORD MORE LUXURY ITEMS FROM THEIR SHOPPING LIST DUE TO SAVINGS THAT WOULD OTHERWISE HAVE BEEN SPENT ON FOOD. WE WOULD LIKE TO TAKE THIS OPPORTUNITY TO THANK LIDL SLIGO TEAM FOR THEIR KINDNESS AND HELP IN STORE.”

SLIGO LEND A HAND



SVP IS A VOLUNTARY ORGANISATION, WORKING WITH POOR & DISADVANTAGED PEOPLE. ON BEHALF OF SVP BALLINA’S STAFF AND VOLUNTEERS WE WOULD LIKE TO SAY A HUGE THANKS TO STAFF IN LIDL BALLINA FOR THEIR CONTINUED SUPPORT AND CONTRIBUTION TO OUR ORGANISATION. THE FOODS DONATED ARE OF THE HIGHEST QUALITY, ALLOWING US TO ADD NUTRITIOUS FOOD TO THE HAMPERS WE DISTRIBUTE DAILY TO OUR SERVICE USERS, WHILE KEEPING OUR COSTS DOWN AND ENSURING NO GOOD FOOD GOES TO WASTE.”

ST. VINCENT DE PAUL, BALLINA



IN 2017 ALONE...



155 STORES
CONNECTED TO
263 CHARITIES



329,324
MEALS DONATED



€449,080
SAVED FOR CHARITIES



415,713
TONNES OF
EMISSIONS SAVED



€2,000,000 FUNDRAISED SINCE 2013

The objective of our **Lidl Community Works** programme is to be a good neighbour by positively contributing to the communities in which we live and work. In 2017 we continued to work closely with our charity partner Barretstown, reaching a fundraising milestone of €2 million. Barretstown is a medically endorsed, residential camp for children and their families, affected by cancer and serious illnesses. After a successful five year partnership with Barretstown we decided in 2018 to turn our fundraising efforts towards a new cause and welcome a new charity partner. We want to extend our gratitude to our dedicated team of 110 'Barretstown Buddies' who were the driving force behind our success.

OVER
460 EVENTS
ACROSS THE COUNTRY

110
BARRETSTOWN
BUDDIES

THE TROLLEY
DASH RAISED
€260,720

14,900
VOLUNTEERING
HOURS

TROLLEY DASH

OUR CHRISTMAS FUNDRAISING INITIATIVE OFFERED LIDL CUSTOMERS, WHO WON AN IN-STORE RAFFLE, THE CHANCE TO "DASH" AROUND THE STORE FOR 2 MINUTES GRABBING AS MANY GOODIES AS POSSIBLE JUST IN TIME FOR CHRISTMAS. **€260,720** WAS RAISED FOR BARRETSTOWN THIS CHRISTMAS.



TWISTED FOR BARRETSTOWN

IS A 5KM FUNDRAISING ADVENTURE RUN THAT TOOK PLACE IN MAYHEM, CO. TIPPERARY, ORGANISED BY A NUMBER OF OUR DEDICATED SALES OPERATIONS MANAGERS. IN 2017 THE EVENT RAISED AN AMAZING **€34,841.60**. TO DATE THE ANNUAL EVENT HAS RAISED OVER €91,000 FOR BARRETSTOWN.



#SERIOUSUPPORT

In 2016 we announced a three year sponsorship deal with the Ladies Gaelic Football Association (LGFA). We have pledged to support women in sport and want to encourage all women to get involved and stay involved.

The **Serious Starts Here** campaign was launched to mark the 2nd year of our Ladies Gaelic Football partnership which focused on investing at local level and in the community. As part of the commitment, we conducted research into young girls' involvement in sport and its impact on them. A first of its kind in Ireland, this study offers fresh insights into something that we at Lidl feel really passionate about. Our research revealed that playing team sports helps women build a strong set of life skills, like better mental well-being, dealing with pressure, and self-confidence. Unfortunately, half of girls drop out of their sports by the beginning of secondary school. Our research shows how important it is for women to stay in sport and that's why we've invested €2.5 million into Ladies Gaelic Football to date.



2017 HIGHLIGHTS

 **550**
GIRLS ATTEND
SKILLS EVENTS

VOUCHER DONATIONS
TO OVER
150
LOCAL CLUBS 

RAISED AWARENESS
46,286 
ATTENDANCE AT
THE TG4 LGFA
ALL IRELAND FINALS



OUR RESEARCH REVEALED THAT PLAYING TEAM SPORTS HELPS WOMEN BUILD A STRONG SET OF LIFE SKILLS, LIKE BETTER MENTAL WELL-BEING, DEALING WITH PRESSURE, AND SELF-CONFIDENCE."



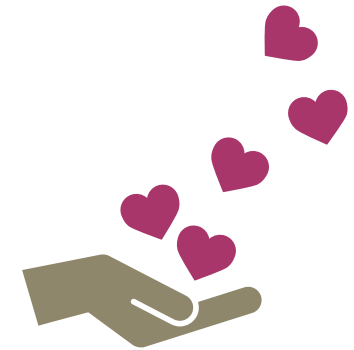
CHARITY OF THE WEEK

Charity of the Week sees us donate €1000 in Lidl vouchers every week for a whole year to local charities and groups across Ireland and Northern Ireland. Worthy causes are selected by store teams in recognition of the excellent work undertaken by these charities and groups in their local communities.

**€52,000 SUPPORT:
€1,000 EVERY WEEK IN 2017!**

Some of the groups we supported in 2017 include:

- Laura Lynn Children's Hospice, Leopardstown
- Blakestown & Mountain View Youth Initiative
- Limerick Suicide Watch • Back Lane Hostel
- Bru Columbanus Cork • Galway Hospice
- Wexford Marine Watch • Ainmhithe Animal Rescue
- Men's Sheds, Clonmel • St. Joseph's Foundation
- Down Syndrome Ireland, Kildare • Good Morning Donegal
- MS Ireland Northwest Division



CHARITY OF THE WEEK

COMMUNITY GOALS

1 INCREASE OUR FUNDRAISING FOR CHARITY PARTNERS BY 12% BY 2020

STATUS:
ON TRACK



2 VOLUNTEERING 10% OF EMPLOYEES ACCESSING VOLUNTEER DAY BY 2020

STATUS:
BEHIND TARGET



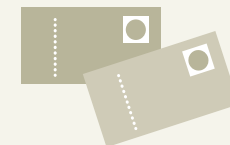
3 SPONSORSHIP OF WOMEN IN SPORT MAINTAIN SPONSORSHIP LEVEL AND INCREASE AWARENESS OF LGFA

STATUS:
ON TRACK



4 COMMUNITY VOUCHER FUND €90,000 YEARLY FUND TO BE PROVIDED TO LOCAL COMMUNITY GROUPS ACROSS IRELAND & NORTHERN IRELAND

STATUS:
ON TRACK









AUTISM AWARE EVENINGS

In Ireland more than one in 100 people are affected by autism. Grocery shopping can be stressful for people with autism.

To play our part in helping people and families who struggle with the weekly run, we organised autism-aware “quiet evenings”. The trials we conducted in three stores in Ireland, supported by Autism Ireland, were successful and we are delighted to introduce the initiative into all our stores in 2018.

Autism Aware Evenings will take place every Tuesday from 6-8pm, offering a calmer environment as well as priority queueing and extra assistance if needed.

-  **LIGHTING REDUCED TO 50%**
-  **REDUCED NOISE FROM TILL SCANS**
-  **NO IN-STORE ANNOUNCEMENTS**
-  **NO MUSIC**
-  **ADDITIONAL ASSISTANCE/ PRIORITY QUEUEING UPON REQUEST**
-  **ASSISTANCE DOGS ALWAYS WELCOME**

AUTISM
AWARE STORE 



TEAM LIDL

OUR PEOPLE STRATEGY

Our people strategy brings to life our philosophy that our colleagues are the key to our success. We focus on developing sustainable relationships by engaging leaders, prioritising employee wellbeing and implementing consistent and transparent two-way communication.

WORK SAFE. LIVE WELL. is our employee wellbeing programme. It focuses on physical safety, health and wellbeing and offering our colleagues an impressive employee benefits package. This year's Work Safe. Live Well. benefits roadshow visited numerous locations across the country offering all Lidl employees, as well as family, friends and customers, the opportunity to undergo free diabetes screening in conjunction with Diabetes Ireland.



BENEFITS: Outstanding benefits are a key part of the programme including an attractive pension, healthcare scheme, maternity and paternity top up, employee assistance programme, anniversary payments, tax savers, sabbatical leave, and the recently introduced paid volunteer day.



INCREASED LIVING WAGE

WE WERE THE FIRST MAJOR RETAILER IN IRELAND TO INTRODUCE THE LIVING WAGE TO EACH OF OUR TEAM MEMBERS IN 2015 AND COMMITTED TO THE INCREASED LEVEL IN 2017. THE LIVING WAGE IS AN INDEPENDENTLY ASSESSED AND MEASURED RATE OF INCOME CONSIDERED NECESSARY TO MEET BASIC NEEDS WHICH IS NOT ALWAYS COVERED BY THE NATIONAL MINIMUM WAGE.



NUMBER OF EMPLOYEES
4,200

2,100
DIABETES SCREENINGS

LAUNCH OF
SAFETY FORUMS

OVER
150
TRAINING COURSES



HUMAN RIGHTS

At Lidl, we operate with a fundamental respect for the rights of the people we interact with; whether they be our own direct employees, contract workers, or people employed throughout our supply chains. We have aligned our business policies with internationally recognised labour standards, increased the transparency of our supply chains, and taken a proactive due diligence approach to protecting the human rights of all people that we impact. We are firmly opposed to forced labour and all forms of labour exploitation.

We have been working for many years to minimise the risk of human rights violations.



17.5.18 WHISTLEBLOWING AND CODE OF CONDUCT TEXT UPDATED



AT LIDL, WE OPERATE WITH A FUNDAMENTAL RESPECT FOR THE RIGHTS OF ALL THE PEOPLE WE INTERACT WITH.

WHISTLEBLOWING POLICY

Integrity and transparency are fundamental to ensure the continued confidence of customers, business partners and employees in Lidl. We would therefore like you to tell us of any breaches in compliance that affect our business through our confidential whistleblowing channels.

These channels offer employees, suppliers and the public at large ways to report concerns of potential violations of law or Lidl policies, to ensure that any possible misconduct is reported in a timely manner, thoroughly investigated and a sustainable solution is devised. www.lidl.ie/en/whistleblowing.htm

CODE OF CONDUCT

The Lidl Code of Conduct governs fundamental principles and rules to ensure minimum social standards are enjoyed by everyone that Lidl either directly or indirectly does business with. This is of central importance to Lidl and forms the basis of how we act as a company and how we expect our business partners to act.

Every direct or indirect business partner of Lidl must therefore be familiar with the Lidl Code of Contact and are bound by way of contract to adhering to these provisions on a worldwide basis. The Lidl Code of Conduct is based on international principles and generally accepted standards to ensure human dignity, human rights and complying with relevant legislation.

For more details see www.lidl.ie/en/code-of-conduct.htm

SOCIAL AUDITING STRATEGY

In order to monitor performance against the Code we have built risk-based **Social Audit** programmes across our supply chains. These are founded on either the SEDEX platform or BSCI and require high-risk suppliers to conduct independent social audits. Suppliers are expected to develop and implement corrective action plans against any areas of non-compliance. At a group level, Lidl has been a member of the BSCI for over ten years, where our non-food suppliers in externally classified risk countries, such as Bangladesh and China, regularly undergo a BSCI audit. Progress against these action plans are monitored by ethical trading specialists within the business.

LIDL IRELAND
SUSTAINABILITY PROGRESS

17.5.18
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