

Lidl Ireland

WORKING TOWARDS
A BETTER
TOMORROW

SUSTAINABILITY@LIDL





WE BELIEVE IN SUSTAINABILITY

This booklet summarises our sustainability report for Lidl Ireland (financial year 1st March 2018 - 28th February 2019) highlighting our strategic goals, activities and projects that have significant economic, social and environmental impact.

➤ Full report available on www.lidl.ie/csr

Corporate Social Responsibility in Lidl means:



Acting responsibly



Striving for positive environmental stewardship



Leading by example



Making a positive impact in communities



Supporting and engaging with all of our stakeholders



OUR "A BETTER TOMORROW" SUSTAINABILITY STRATEGY HARNESSSES OUR MISSION, ENSURES FUTURE VALUE CREATION AND DRIVES OUR RESPONSIBILITIES TO SOCIETY.

J.P. Scally, Managing Director Lidl Ireland and Northern Ireland

Our Vision

Our vision is to make life better by providing quality food at market-leading value, ensuring customer satisfaction is at the heart of everything we do.

Our Values

Everything we do is underpinned by our values:



OUR VISION AND VALUES



LIDL IRELAND AT A GLANCE

Entered the
Irish market in
2000


162 stores
in Ireland

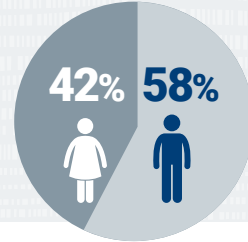
 **3** Distribution
Centres

Newbridge | Mullingar | Cork


225 local suppliers
in Ireland



Employing **4,325** people in Ireland



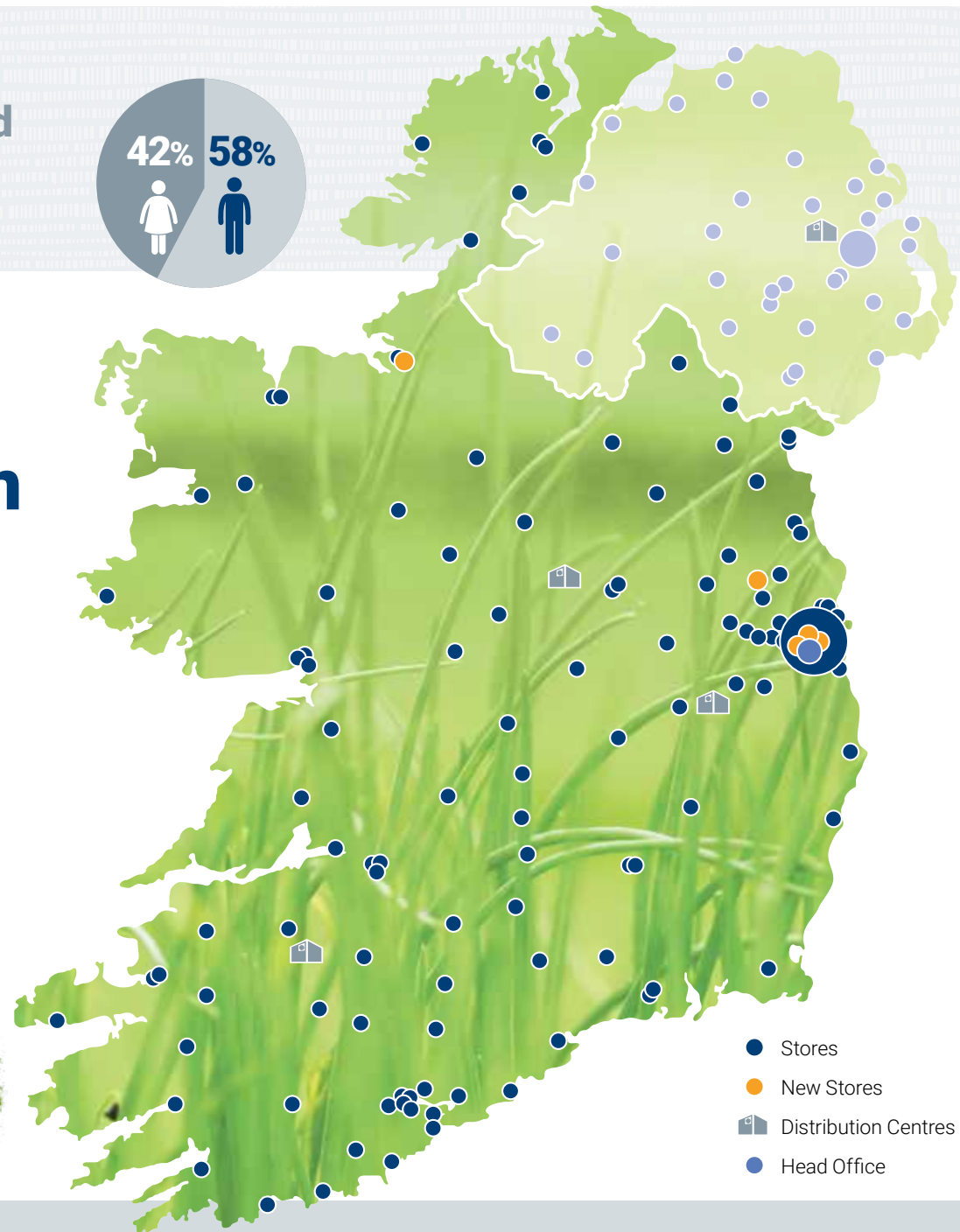
 **11.4%**
market share
in Ireland

 **1.5** million
customers every week


90% own-brand | **10%** branded
of our permanently
listed products


over
€140m

invested in capital and
expansion programme
in Ireland

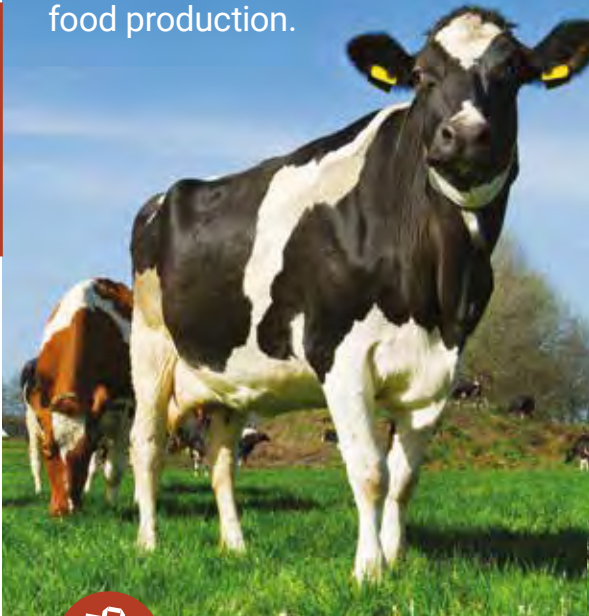


RESPONSIBLE SOURCING



We are members of Origin Green, a voluntary programme led by Bord Bia, working towards the common goal of sustainable food production.

Highlight



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.

100%  **of our fruit and vegetables**
are certified to Bord Bia Quality Assurance or GLOBALG.A.P.

100%
palm oil
certified
to RSPO palm oil



100%
bananas certified
to Fairtrade, Rainforest Alliance
and/or Organic





Did You Know?

We published our Health and Nutrition Policy and will **reduce the added sugar content by 20%** and **reduce the salt content** of own-brand products by the end of 2020.



80%
of our
wild caught
chilled and
frozen fish
certified
to MSC standard

95%
tea certified
to Fairtrade,
Rainforest
Alliance, UTZ
and/or Organic

100%
cocoa certified
to Fairtrade, Rainforest
Alliance, UTZ and/or Organic

LIDL KICKSTART
SUPPLIER DEVELOPMENT PROGRAMME

Year 2 of
our Supplier
Development
Programme

100% fresh pork, chicken,
beef and lamb certified
to Bord Bia Quality Assurance Scheme

60%
coffee certified
to Fairtrade, Rainforest
Alliance, UTZ and/or
Organic



ENVIRONMENT PROTECTING THE



€2 million investment in solar energy across the island of Ireland



Carbon footprint

Working proactively with suppliers and industry partners, we are reducing our environmental impact through continuously improving our resource efficiency. From how we transport goods, invest in energy efficiency and renewables to reducing waste and plastic packaging, all working together to decrease our climate impact.

Highlights include:



Switched to 100% green electricity



LED Lighting project saved 6,454,635 kWh



E-chargers roll-out announced for all new stores



Solar Photovoltaic Panels (PV) added to store specifications

80% reduction* in carbon footprint already achieved.

*market-based methodology



Achieved zero waste to landfill

0 waste

Waste

Our organic waste is anaerobically digested creating energy.

We donate over **50,000 meals** from surplus food to local charities every month.



Highlight

Now with our in-store recycling bins we can help the customer save on their waste bill and reduce our collective environmental impact.

Plastics

- ✓ Removed **microbeads** from all cosmetics and household products
- ✓ Removed **unrecyclable black plastic** from many categories

Made strong commitments:



20% plastic packaging reduction by 2022



50% of own brand packaging will be made with recycled materials by 2025

100%

of our own brand packaging will be widely recyclable by 2025



TEAM LIDL



It is important to us that our diverse and talented team members are proud of what we achieve together in Lidl.

Our **#WeAreLidl** people strategy brings to life our philosophy that our colleagues are part of part of one team - as they support us, we support them. **Work Safe. Live Well.** is our holistic nationwide wellbeing programme, focused on three core concepts:

Be Well > Be Fit > Be Mindful



We are committed to our people:

- ✓ Leading Pension Scheme
- ♥+ Leading Healthcare Scheme
- 🤝 Free Employee Assistance Program (EAP)
- ➔ Sabbatical Leave and Paid Volunteer Day
- 👶 Maternity and Paternity Top-Up
- 👜 Minimum 20 days annual leave





Matched the new
Living Wage rate for
all employees



Launched our fully funded
degree programme for
colleagues



Management training
in Mental Health
awareness



12 placements through
our Ready to Work
programme

COMMUNITY

We are working hard towards achieving a successful, sustainable future, not just for our business but for all the communities we serve.

AUTISM AWARE STORE



Autism Aware Quiet Evenings

reduced lighting, no music or announcements, lower till scan sounds, priority queuing, additional assistance every Tuesday evening from 6-8pm.

JIGSAW

Young people's health in mind

Jigsaw

The National Centre for Youth Mental Health - we have pledged to raise **€1 million** and build awareness of the importance of **OneGoodAdult** in a young person's life.

Over **€500,000**
raised to date



WORKS



Programme sponsor to 20x20 movement, increasing visibility and awareness for women in sport.

1.4 million meals donated to hundreds of local charities through our all-Ireland partnership with FoodCloud.



Bespoke volunteer programme, Lidl Helping Hands, available to all colleagues nationwide.


€4 million invested


155 schools have received jerseys and equipment


1,389 participants in Lidl Future Stars events


20,000 increase at TG4 All-Ireland Championship Finals



The UN SDGs are the world's collective call to action to address some of the most pressing global issues. We've selected nine SDGs where we can deliver the most meaningful impact across our A Better Tomorrow sustainability strategy.

OUR GLOBAL CONTRIBUTION



SDG 1 No Poverty

Lidl is a pioneer of Fairtrade certification which is designed to empower people so they can lift themselves out of poverty. In our own team, we are a champion of the Living Wage. We also contribute to worthy causes across the island of Ireland through our donation fund.



SDG 10 Reduced Inequalities

We address social sustainability through education possibilities for our employees, ensuring human rights standards are met throughout our supply chain and maintaining a whistleblower hotline to report information confidentially.

United Nations SUSTAINABLE DEVELOPMENT GOALS



SDG 2 Zero Hunger

In partnership with FoodCloud, we are supporting charities to run their essential services by donating our surplus food. More than half of all our donations made are fresh fruit and vegetables, supporting the better health and nutrition for the over 300 local charities connected to our stores across Ireland.



SDG 12 Responsible Consumption & Production

We are committed to working with our suppliers in reducing packaging and ensuring zero waste to landfill in our efforts towards the circular economy.



SDG 3 Good Health and Well-being

We are the largest seller of fresh fruit in Ireland. Our market leading prices make healthy food more accessible. We consistently promote healthy meals for our customers and have committed to reducing salt and sugar content in our product range. Through our charity partner Jigsaw we are working to improve the mental health and well-being of young people across Ireland.



SDG 13 Climate Action

We have reduced our Scope 1 & 2 carbon footprint by 80% in recent years (market-based). We prioritised understanding our carbon footprint across our value chain in 2018. The results of this work will help us build resilience into our supply chain and across our business.



SDG 7 Affordable and Clean Energy

We are certified to ISO 50001 Energy Management System across all our operations helping us to continually improve energy performance along with sourcing 100% green electricity and adding solar panels to all suitable new stores.



SDG 14 Life below Water

To maintain long-term fish stocks, we have developed comprehensive buying policies to support the principles of sustainable fishing and farming methods. We're committed to making sure that, no matter how our fish and seafood is sourced, whether farmed or caught wild, it comes from the most sustainable and well-managed fisheries and farms.



SDG 8 Decent Work and Economic Growth

Committed to raising the economic capabilities of our food suppliers by offering a fair wage through certifications such as Fairtrade.



SDG 15 Life on Land

The goal asks businesses to go beyond mere compliance of responsible sourcing. One example of this is Lidl's approach to pesticides, which ensures that our suppliers' fruit and vegetable residue levels may not contain more than one third of the maximum level permitted by law.



If you have any feedback, please contact us by email: CSR@lidl.ie

To find out more about our **A Better Tomorrow** Sustainability Strategy please visit: www.lidl.ie/CSR

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