



## Human Rights Impact Assessment

### Cut flowers, Kenya & Ethiopia | Action Plan

In 2024, Lidl conducted a Human Rights Impact Assessment in the cut flower supply chain in Kenya and Ethiopia together with the external service provider LRQA. Since completing the HRIA, Lidl has been working intensively on the results and has developed an action plan to address the identified risk areas.

This action plan focuses on our own activities, as Lidl is aware of its responsibility to proactively minimize the negative impacts identified by the HRIA and to use its influence for positive change. However, we recognize that many of the risks identified cannot be addressed by Lidl alone and understand that collaboration within the sector will be critical to address the systemic issues. We have already discussed the findings of the HRIA with our purchasing department, relevant internal departments and suppliers involved.

Lidl will work with its suppliers and other stakeholders to implement the following measures within the Lidl Foundation supply chain, led by the Quality and Sustainability and Merchandise Purchasing departments.

#### **1. Increasing supply chain transparency**

We will increase transparency in our flower & plant supply chains for the supply chains of Lidl International and all Lidl national companies in the coming years.

Desired outcome: In-depth knowledge of supply chain structures and origins.

#### **2. Engage in dialog**

From July 2025, we will consult relevant stakeholders on the results of the HRIA with the opportunity to cooperate on measures and feedback on the action plan and consult with them (e.g. suppliers, Fairtrade, trade unions) to address the identified fields of action.

Desired outcome: Raising stakeholder awareness of the results, developing an implementation strategy to mitigate the risks identified in the HRIA.

#### **3. Addressing gender-based violence and harassment ("GBVH")**

We will implement a measure from 2026 with the aim of reducing risks of GBVH and promoting educational and professional opportunities with special consideration for girls and women.

Desired outcome: Promotion of gender equality, including fairer employment opportunities.

#### **4. Implementation of responsible purchasing practices**

We intensify our efforts for long-term business relationships in our supply chain.



Desired outcome: Promotion of stability and planning security in cooperation with the aim of having a positive impact on working conditions.

#### **5. Further development of standards and specifications**

From 2025, we will work with Fairtrade to further develop the standards for cut flowers and address risks in our supply chains. By the end of 2027, we will revise our requirements for suppliers with a particular focus on gender-based violence in the supply chain.

Desired outcome: Appropriate addressing of relevant risks through standards, partnership with Fairtrade, clarification of internal guidelines, including on gender-based violence, to mitigate risks.

#### **6. Establishment of grievance mechanisms**

From July 2025, together with Fairtrade, we will review the requirements for grievance mechanisms on farms with regard to the UN Guiding Principles effectiveness criteria for grievance mechanisms (accessibility, transparency, independence, protection against retaliation, effectiveness) and initiate measures on the farms from 2026 to strengthen and improve existing grievance mechanisms.

Desired outcome: Improve and strengthen existing grievance mechanisms to improve working conditions on farms and increase trust in the mechanisms. Empower workers to use grievance mechanisms.

#### **7. Empowerment at farm level**

From 2026, we will conduct training at farm level with a focus on the greatest risks from the HRIA, taking into account particularly vulnerable groups, and empower them to understand their rights and obligations and to use the grievance mechanisms.

Desired outcome: Reduction of identified risks, empowerment of workers.

#### **8. Wages**

In 2026, we will examine approaches to improving wages along the cut flower supply chain, particularly at farm level.

Desired outcome: Analysis of the wage situation, identification of effective approaches to increase wages to a living wage.

#### **9. Measuring impact**

In the medium term, by 2030, we will carry out a further assessment in the supply chain to check the effectiveness of the measures taken.



Desired outcome: Collect and analyze supply chain data to assess progress on risk mitigation and identify the most effective measures to optimize future strategy and focus investment on solutions that enable further positive impact.