

Together at Lidl

As an international retail company, we are aware of our **responsibility** toward **our employees, our customers, our business partners** and **society as a whole**. In keeping with our corporate principle „We comply with applicable law and internal guidelines“, **it goes without saying that we respect human rights**. In addition, we are a member of various initiatives promoting diversity as well as gender equality in the workplace, such as the Diversity Charter and the UN Women's Empowerment Principles. We promote a **fair** and **open** corporate **environment based on trust** and put people at the center of our actions. This brings us closer to our vision of being **1. choice as an employer**.

What does „Together at Lidl“ mean to us?

We advocate **equal treatment**. This means that we do not tolerate unequal treatment based on gender or gender identity, race, skin color or ethnic origin, language, religion or beliefs, political or other opinions, national or social origin, belonging to a national minority, property, birth, health status, disability, age, sexual orientation or any other status.

- We do **not accept behavior** that involves **physical or psychological violence**, particularly coercion, (sexual) harassment, bullying and hate speech.
- We practice and demand **equal treatment throughout our value chain** – from our business partners and our employees all the way to our customers.
- **We value the diversity** of our employees and promote a work environment in which every individual feels welcome and respected.

How do we foster this togetherness?

- **Transparent** and **fair corporate guidelines and processes** are implemented to foster this spirit of togetherness.
- We **raise employee awareness** of various forms of unequal treatment, bullying and sexual harassment through our corporate values and principles, our leadership principles and our Compliance Rules of Conduct.
- If unequal treatment or psychological/physical violence occurs or there is a risk in this regard, we offer both employees and third parties the opportunity to report potential violations to us through our **confidential whistleblowing channels**.
- In keeping with its **zero-tolerance policy**, Lidl investigates every report of unequal treatment or psychological/physical violence.
- In addition, the **Person of Trust** can support employees as a neutral contact person in difficult private and professional situations.

We all bear the responsibility for a fair and open corporate spirit based on trust and free from barriers.

For reasons of better readability, the masculine form is used in this publication for personal names and nouns. Corresponding terms should be understood to apply to all persons regardless of their gender. The shortened form is used for editorial reasons only and is not intended as a value judgment.

We are Lidl.

The executive board

