

# 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, ethnic origin, language, religion or beliefs, political or other opinions, national or social origin, belonging to a national minority, wealth, 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, our HR Services team 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.

We are Lidl.

**The Board of Directors**

