



Human Rights Impact Assessment

Orangejuice, Brazil | Actionplan

In 2024, Lidl conducted a Human Rights Impact Assessment (HRIA) in the Brazilian Orange Juice supply chain. In this research, we analyzed the potential human rights impacts within the Brazilian orange juice supply chain. After the conclusion of the HRIA, we evaluated the findings and developed concrete next steps with the aim of addressing the risks identified. 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 results 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 Lidl Stiftung's supply chain, under the leadership of the Quality and Sustainability department and the Purchasing department.

1. Engage in dialog

From July 2025, we will consult relevant stakeholders (i.e. supply chain members, certification bodies) on the results of the HRIA with the opportunity to cooperate on measures and feedback on the action plan and consult with them to address identified fields of action. On this, Lidl will consult with both Rainforest Alliance and Fairtrade on the identified risks from the HRIA with the aim of identifying potential avenues for addressing these collaboratively and putting sustainable solutions into practice.

Desired outcome: Raising stakeholder awareness of the results, development of an implementation strategy for the risks identified in the HRIA.

2. Training on farm level

Starting in 2026, we will work with an external partner to conduct training on the risks identified. Specifically, we will look into the option of providing extra training on site on the topic of harassment and abuse and push for more effective grievance mechanisms, as these were both salient topics within the HRIA and its recommendations.

Desired outcome: Reducing identified risks, empowering workers.

3. Driving collaborative action by becoming a member of SIFAV (Sustainability Initiative Fruits & Vegetables)

We recognize that many of the identified risks within the HRIA cannot be addressed by Lidl alone and that collaboration within the sector is crucial to address systemic issues within the orange sector and beyond. Therefore, we will commit to constructive cooperation with other stakeholders, including other retailers, to drive collaborative



action. Concretely, Lidl will join a sector-wide initiative, namely SIFAV (Sustainability Initiative Fruits & Vegetables), via which we can address both social and environmental challenges in the orange juice supply chain and beyond more holistically.

Desired outcome: Leverage collective expertise to implement joint strategies and drive measurable improvements, knowledge sharing.

4. Measuring impact

In the medium-term, until 2030, we will conduct a follow-up assessment in the supply chain to observe the impact of measures taken.

Desired outcome: Gather and analyze supply chain data to evaluate progress in risk mitigation and identify the most effective measures taken in order to optimize the subsequent strategy and focus investments on solutions that will enable further positive impact.

We are confident that the implementation of these measures will provide important improvements to the living and working conditions of local workers throughout the Brazilian orange juice sector. From 2026 onwards, we will report on the experiences and progress made through our human rights progress report.