



Human Rights Impact Assessment

Wine, South Africa | Action Plan

In 2022, Lidl conducted a Human Rights Impact Assessment (HRIA) in the wine supply chain in South Africa. The HRIA report analyzes potential human rights risks in the South African wine industry. Based on the findings of the HRIA, Lidl has developed an action plan with concrete measures to address the identified risks.

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. 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, WIETA and Fairtrade, trade unions and the Sustainable Wine Roundtable) 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.

2. Implementation of responsible purchasing practices

We intensify our efforts to establish long-term business relationships with our South African suppliers, including the wineries and, where possible, at farm level.

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

3. Wages

We will examine approaches to improving wages along the wine supply chain in 2026, particularly at farm level.

Desired outcome: Identification of concrete, actionable approaches to close the living wage gap.

4. Grievance mechanism

We have been a member of the appellando alliance since 2023 and are committed to providing all workers in our supply chains, especially marginalized groups such as



migrant workers, with access to effective grievance mechanisms. We actively support the expansion to South Africa.

Desired outcome: Improve access to effective grievance mechanisms, awareness of existing grievances and compliance cases, enable appropriate remediation.

5. Empowerment

We will conduct farm-level training focusing on occupational safety/health and labor law (accommodation, contract, wages, freedom of association, recruitment fees, overtime) as well as raising awareness of other risks (forced labor, exploitation, discrimination, taking into account particularly vulnerable groups) in our wine supply chain in South Africa from 2026.

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

6. Product range

We intend to introduce a specification on social standards for our wine supply chain in South Africa for our own-brand range and also to extend the specification to other Lidl national companies and origins.

Desired outcome: Overview of relevant standards and feasibility, preparation for rollout.

7. Measure impact

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

Desired outcome: Collect and analyze supply chain data to assess progress in risk mitigation and identify the most effective measures, with the aim of optimizing future strategy and focusing investment on solutions that enable further positive impact.

We are confident that the implementation of these measures will provide important improvements to the working conditions of workers in our wine supply chain in South Africa. Constructive cooperation with other stakeholders, including civil society and social partners, will continue to play an important role in addressing challenges holistically.