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## Supporting Our Colleagues

### OUR GOAL IS SIMPLE, TO BECOME THE EMPLOYER OF CHOICE IN OUR SECTOR

**We know our business success is down to the dedication of the more than 29,500 employees across the UK who work in our stores, warehouses and offices. Our streamlined discounter model means every individual's contribution is vital, and we value the enthusiasm that our colleagues bring to work, day in, day out.**

#### First supermarket to adopt the living wage

In 2015, we became the first supermarket to adopt the living wage rate recommended by the Living Wage Foundation. This led to a 20% increase in job applications at Lidl.

We followed this up by becoming the first British supermarket to announce that we would adopt a higher living wage in 2016 and 2017, benefiting 5,500 employees who represent one quarter of our workforce.

#### Training and Development

We want to become the most attractive employer in the retail industry. We will do this by continuing to invest in attracting the best talent, developing and training all our employees as well as supporting their progression within the business.

Our wide range of training and development opportunities reflects our diverse workforce. Whether it's through emerging talent opportunities for graduates and undergraduate placements, our Store Manager development programmes or our international job rotations, we offer numerous possibilities to help employees develop their career with us.

## **Equal opportunities and Gender Pay Gap**

As an international chain and equal opportunities employer, we value the skills and ideas of employees from diverse cultural and ethnic backgrounds. Our policy is to provide a working environment in which all our employees can realise their potential free from harassment and discrimination.

We seek to ensure that no one receives less favourable treatment because of gender, gender reassignment, pregnancy, marital/civil status, sexual orientation, race, colour, nationality, ethnic origin, age, religious beliefs or disability. All employees, prospective employees, suppliers and visitors are to be treated with respect, too.

[Please review our Gender Pay Gap report for further information](#)

## **Empowering our colleagues to act responsibly**

We provide colleagues with training on the topic of sustainability, particularly the key topics and issues relating to their roles. This empowers our employees to make the right decisions as part of their day-to-day responsibilities.

We believe that through this collective approach to responsible decision-making we can bring about significant change.

Find out more about our sustainability objectives [here](#).

## **Buying in a responsible way**

Our commitment to ensuring all employees are trained in sustainability topics is particularly important within our buying department, where we source products from around the world every single day.

Through responsible purchasing practices we are able to mitigate adverse impacts and enhance positive impacts.

All buyers are given bespoke training on the key topics and issues relating to their product categories, as well as the relevant tools needed to deliver the commitments. This includes:

- Induction into responsible sourcing when joining the buying department
- A Responsible Sourcing Handbook that covers material social and environmental issues and relevance for their categories
- Training on specific topics such as human rights issues, plastic and packaging and raw material goals ahead of annual range reviews
- Mandatory training sessions conducted by in-house specialists on arising topics
- The inclusion of responsible sourcing requirements within tender documents and specifications

**Find out more via the below links:**

[Our Policies](#)

[Supplier Code of Conduct](#)

[Sustainability](#)

## **Our News**



### **LIDL UK ANNOUNCES GRASSROOTS DAIRY PARTNERSHIP WITH MÜLLER**

[London, UK, 03.01.2019 12:00:00](#)

## **LIDL DONATES THOUSANDS OF CHRISTMAS DINNERS TO HELP LOCAL CHARITIES TACKLE LONELINESS**

[London, UK, 29.11.2018 12:00:00](#)

## **NSPCC AND LIDL UK ANNOUNCE NEW £3 MILLION PARTNERSHIP TO KEEP CHILDREN SAFE FROM ABUSE**

[London, UK, 19.04.2018 08:00:00](#)

## **LIDL UK BACKS BRITISH FARMING**

[London, UK, 21.03.2017 09:00:00](#)



**[Click here to review our commitments](#)**

### Information

- [Data Protection](#)
- [Legal](#)
- [Cookie Declaration](#)
- [Compliance](#)
- [Whistleblowing](#)
- [Modern Slavery Statement](#)
- [The Schwarz Group Sustainability Report, 2018/19](#)
  
- [Lidl.co.uk](#)
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