

1.a. Are you keeping a list of factories that have closed in your supply chain since March 2020, (including those that you stopped sourcing from during the pandemic) **No, since to our knowledge, none of the factories that we source from have closed down. Furthermore, Lidl has not cancelled any orders from its factories.**

b. Is your company willing to share a list of closed factories, including names and addresses? (Please share list here or as an attachment)

c. Are you willing to provide BHRRC with updated lists in the future? **Y/N**

Purchasing practices

2. a. Have you implemented a policy specifying that your sourcing team must not ask for price reductions or discounts relative to comparable items from last season? **Yes. We are in continuous dialogue with our Purchasers through regular meetings to avoid any negative impact on our supply chain actors.**

b. If yes, can you share this policy with BHRRC?

***Responsible Purchasing during Covid-19 Supplier Correspondence
Excerpt - JF Agenda on 11 Mai 2020***

c. If no, have you implemented any pandemic- related policy designed to ensure your sourcing staff do not pressure suppliers on price or production times and can you share this policy? **Y/N**

Worker wage and severance payments

3.a Have you received reports of non-payment of full salaries for workers in your supply chain? **Yes.**

b. Is your company actively involved in resolving each of these payment disputes? **Yes.**

4.a. When garment workers lose their jobs, are you monitoring if they are receiving all outstanding wages and legally mandated severance payments? **Yes.**

b. Is your company actively involved in ensuring workers are paid outstanding wages, severance, and benefits? **Yes.**

Discriminatory dismissals and human rights violations

5.a Have you implemented a pandemic-related policy with your suppliers to ensure vulnerable demographics of workers are not being disproportionately targeted for layoffs (e.g. union members & leaders, pregnant women, migrant workers)? **Yes. The fundamentals of non-discriminatory principles are embedded in our code of conduct and is part of our due diligence process. Furthermore, we focus on strengthening women in our supply chain by signing the UN Women's Empowerment Principles (WEPs). Please see our *Lidl Code of Conduct* and *Lidl Unternehmerische Sorgfaltspflicht* for more details.**

b. Are you tracking lay-offs and suspensions by demographic? **Yes. We are tracking lay-offs and suspensions by demographic with a focus on union members and pregnant employees. We pay close attention to current developments, e.g. In Myanmar, where there are increasing cases of union members being laid off. To strengthen workers' rights in Myanmar, we recently participated in an open letter to the government.**

c. If Y can you provide a list of the categories being monitored?

Union members, pregnant employees

d. If N, what steps are you taking to ensure discriminatory dismissals are not being carried out?

6.a Are there one or more factories supplying your company where advocates have alleged workers have been criminally charged or imprisoned in violation of their human rights (freedom of expression, freedom of assembly & association, collective bargaining etc.)?

Yes. Currently we have an ongoing processing of a complaint at [factory name shared confidentially]. We are working on a solution together with the Partnership for Sustainable Textiles and other participating brands. The current status is that we are waiting for the feedback from civil society to further coordinate our approach and close the case with a positive result.

b. In all such cases, have all workers been released from custody with all charges dropped? **Y/N**

Questions included in previous questionnaire, please provide current responses:

7. a. What were your payment times prior to the pandemic (in days)?

b. Have you extended these payment times for the current pandemic period? **No**

c. What are the maximum number of days from invoice date within which you pay your suppliers currently (e.g. 30, 60, 90, 180 days)?

8. Have you committed to pay in full for all in-production and completed orders? **Yes. See document *Responsible Purchasing during Covid-19 Supplier Correspondence***

9. Have you requested a discount for any orders? **No**

10. Are you supporting suppliers with access to local finance with a letter of credit or through other means? **NO, not as standard practice -however, where suppliers face hardships, our business partners aim to support them through a range of means including help**