



Lidl Ireland

GENDER PAY GAP Report 2022



#weAre
Lidl



An Introduction

At Lidl Ireland, we are very proud of what our colleagues collectively contribute and achieve each year. We are committed to rewarding this hard work and dedication and retaining the talent we have throughout the organisation. Over the past number of years, we've faced consecutive unprecedented challenges from a pandemic to the atrocities of war in Europe, Brexit, to the cost-of-living crisis. As a member of communities in towns across the country, we are committed to continuing to create valuable employment as we expand our footprint across the country.

Our employees are the bedrock of our business, which is why recognising hard work, rewarding success, and celebrating achievements have always been core to Lidl's people strategy. We were pleased to be in a position to further recognise the commitment and dedication demonstrated by our frontline and support teams in January 2022 by announcing a **€10 million investment in pay increases** for the Lidl workforce of more than 6,000 employees across the island of Ireland with all employees benefitting from an increase from March 1st, 2022.

More recently we also committed to paying the new Living Wage rate of €13.85 as recommended by the Living Wage Technical Group. In Ireland, Lidl was the first nationwide retailer to introduce this back in 2015 and has consistently committed to paying it every year since then.

We are exceptionally proud to continue to be an employer of choice, and for the second year running we have been recognised by the Top Employers Institute as a Top Employer for 2022.

We've also heavily invested in offering industry-leading benefits to our employees such as being

the first Irish retailer to announce paid time off for employees undergoing fertility treatment and removing the mandatory retirement age, empowering our team members to decide when they want to retire. The pandemic also drastically altered the way our office-based colleagues work. The Government's work-from-home policies meant many of us had to adapt to working remotely. By introducing a remote working policy, we have shown that the business embraces flexible and agile working where this is possible.

Our pay structure is designed to be simple and transparent with pay increases based only on length of service and the role an individual holds. In line with new Irish legislation this year we report our **mean gender pay gap of 7.9%** which is the difference between the mean (average) hourly pay of men, and the mean (average) hourly pay of women we employ – **this falls to 3.1%** when calculated for our part-time employees which make up nearly 80% of our workforce as a retailer. As a comparison, in Ireland the average mean gap has been reported as 11.3% and at European level it is 14.1% according to Eurostat figures.

[/continued](#)



“
Our pay structure is designed to be simple and transparent with pay increases based only on length of service and the role an individual holds.”

Maeve McCleane
Chief People Officer
Lidl Ireland & Lidl Northern Ireland



An Introduction

Our median gender pay gap is 4.1% and this falls to 3% when calculated on our part-time employees, again which make up the majority of our workforce.

The remaining gender pay gap is attributable to a greater proportion of males than females in senior roles in the business. Over the past year we have continued to invest in increasing the representation of female colleagues, across all levels in the business – from senior leadership to customer-facing roles through the development of industry-leading benefits, leadership development programmes and more. We recognise, however, that there is still more work to do to close the gap and it is our priority to continue to keep this in focus.

At Lidl, there's no doubt about it that we are fully committed to continuing to prioritise delivering opportunities to help all colleagues thrive and fulfil their career aspirations. As we look ahead to the next reporting period, we are confident that it will reflect the strides we are making to build and retain a more diverse workforce. I confirm that the information and data provided is accurate and in line with mandatory requirements for businesses in the Republic of Ireland.

Maeve McClean

Chief People Officer

Lidl Ireland and Lidl Northern Ireland

Lidl as an Employer

Lidl Ireland employs more than 5,000 people across the Republic of Ireland. We pride ourselves on being a fair and responsible employer. We are committed to nurturing talent and ensuring there is a clear route to progression for all who want it.

Our pay structure is designed to be simple and transparent with pay increases based only on length of service and the role an individual holds. Our colleagues work hard for the business, and we think it's only right to reward them for their loyalty. We're proud to have the most competitive benefits and compensation packages in the retail industry in Ireland. In 2015, we became the first Irish supermarket to voluntarily align with the Living Wage Technical Group's recommended rates of pay and each year since then we have increased all hourly wages against the rates it annually advocates. In January 2022, we were pleased to announce our latest increase in wages, which benefitted every colleague across our business – an investment of more than €10 million by the business.

In addition to offering competitive salaries, we continue to invest in a wide range of employee benefits. For example, all employees receive a generous holiday allowance and various enhancements to a host of statutory benefits, including sick pay. Lidl Ireland is the only supermarket to offer paid maternity as well as paternity leave to all employees across the country. In addition, Lidl offers paid volunteering hours, comprehensive education and training programmes, pension contributions and paid health insurance for salaried employees.

Employee health and wellbeing is a key focus for us at Lidl, which is why we have developed a dedicated Work Safe, Live Well well-being strategy that includes support resources for employees and line managers for mental health awareness, menopause supports, miscarriage and pregnancy loss, to name a few. These are designed to equip managers with the necessary tools to identify issues and support team members appropriately. We're also proud to have an Employee Assistance Programme in place, offering a free, confidential 24-hour service that can be accessed by all colleagues across the business.



**WORK SAFE.
LIVE WELL.**



Lidl Ireland Gender Pay Gap

As a progressive, equality-driven, family retailer, Lidl Ireland released its gender pay gap voluntarily in April 2022 ahead of the Irish Government's legislation that outlines the mandatory reporting for all companies later in 2022. It should be noted that the report posted in April 2022 was calculated by an external agency based in the UK in line with how gender pay gaps are reported on in the UK as no Irish calculation methods were available at that time. The UK calculation differs to the new Irish legislation as it is calculated using basic hourly rates and does not include any overtime supplements, shift premiums, sick pay, etc.

It's important to be clear on what the terms and definitions mean. **Measuring the gender pay gap is different to measuring equal pay.** Lidl pays all males and females equally across

the company. Our pay structure is designed to be simple and transparent, with clear routes to progression for those who want them. Colleagues are rewarded with pay increases based solely on length of service and the role an individual holds.

These figures compare to the Irish national average of 11.3%, the UK national average of 15.5% and at European level it is 14.1% according to Eurostat figures. The 7.9% Lidl Ireland mean gender pay gap compares very favourably with the UK retail sector. According to a recent PwC report (Nov 2021) on Mandatory UK Gender Pay Gap Reporting, the retail sector has a mean pay gap of just under 12%, the 7th lowest gap amongst 21 sectors studied (three sectors - Investment, Banking and Building Societies showed the highest mean pay gaps, ranging from 27% to just under 32% gap).

GLOSSARY

Term: Gender pay gap report

Definition: Gender pay reporting measures the average earnings of men and women within an organisation, across all levels. The difference between men and women is then calculated.

Term: Mean figure

Definition: The difference between the average of men's and women's pay.

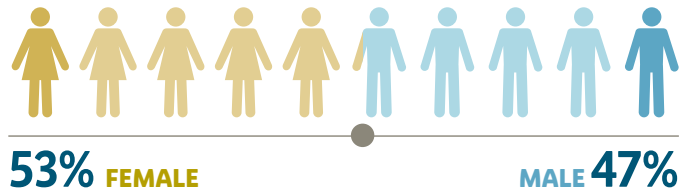
Term: Median figure

Definition: The difference between the mid points in the ranges of men's and women's pay.

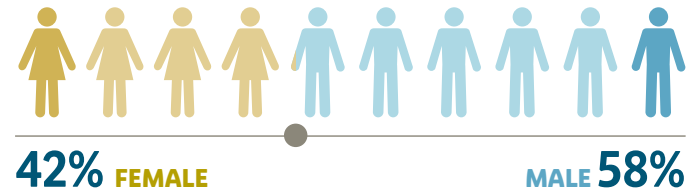


Lidl Ireland Gender Pay Gap

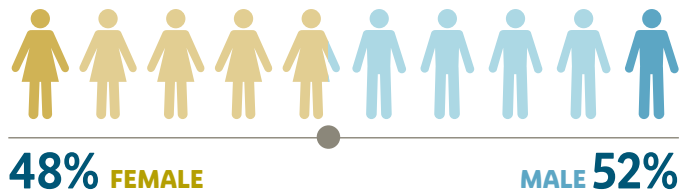
1 LOWER QUARTILE Bottom 25% highest paid



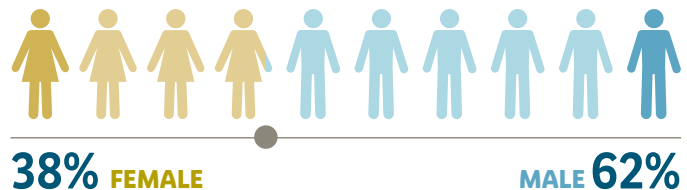
3 UPPER MIDDLE QUARTILE 51% - 75% of highest paid



2 LOWER MIDDLE QUARTILE 26% - 50% of highest paid



4 UPPER QUARTILE Top 25% highest paid



Lidl Ireland Gender Pay Gap

Reducing the Gap

We remain committed to working to reduce our gender pay gap in the years to come and have been actively working on a dedicated action plan to achieve a 0% gender pay gap through a number of initiatives.

Leadership Academy

All Lidl employees who receive a high rating in their annual talent review are offered a place in the Leadership Academy. These programmes are bespoke to the level the employee is at and in their peer group they complete training modules and in some cases a group project. This programme is customised to focus on the individual employee's areas of development. As part of this programme, modules such as performance management, crisis management and transformational leadership are covered. A new module that we are developing as part of this programme will be based around developing diverse and inclusive teams, with a focus on gender balance.

Women in Leadership Mentoring Programme

Since 2016, Lidl Ireland has invested in upskilling a number of senior leaders with an executive coaching qualification. As part of Lidl's gender pay gap action plan, Lidl are currently working on dedicated investment in upskilling all their female executive leaders in an effort to ensure adequately trained mentors are available for employees looking for this support. A full mentoring

programme will follow this training that is set to be launched in the coming months.

Compassionate Leave Policy

In 2021, Lidl Ireland became the first nationwide company to introduce compassionate leave for parents affected by early pregnancy loss or miscarriage in partnership with the Miscarriage Association of Ireland. The policy reflects the inclusion of three days at full pay to employees who have experienced or been affected by early pregnancy loss and miscarriage. This extends to all employees, regardless of gender, including those with a surrogate mother. The inclusion of early pregnancy loss and miscarriage support in Lidl's renewed Compassionate Leave Policy recognises that early pregnancy loss and miscarriage is a bereavement, and one not isolated to women or heterosexual couples.

Menopause Supports

Lidl's menopause support resources are designed to ensure women suffering with menopausal symptoms can feel empowered to ask for adjustments to ease such symptoms without embarrassment, can carry out their daily role in a safe working environment whether in store, the warehouse or in the office, and can [/continued](#)

As part of Lidl's gender pay gap action plan, we are currently working on dedicated investment in upskilling all our female executive leaders.



Lidl Ireland Gender Pay Gap

have open discussions with colleagues and line managers so that they feel part of an inclusive work culture. Specific supports include a generous sick leave policy and medical and expert support. If the employee is interested in speaking to a medical menopause specialist, we have partnered with the Menopause Hub who provide virtual 1:1 menopause consultations.

Lupilu Family Programme

Our **Lupilu Family Leave Programme** is designed to ensure that employees with families or those looking to start a family can achieve their potential whilst balancing the demands of taking time out of work to care for their children. It's about going above and beyond legal entitlements, to ensure a range of support is on offer to support parents in Lidl. This programme encompasses maternity leave, paternity leave, new parents leave, parental leave, fostering leave, carers leave and fertility leave. Unlike other retailers we pride ourselves on offering the same benefits to all our colleagues across the business regardless of position or level. Our **Lupilu Buddy Programme** helps employees who have recently become new parents successfully transition back to work after the birth or adoption of a child. The aim of the Lupilu buddies is to provide an opportunity for all employees to meet with other parents (the buddies). The buddies should be a source of support and guidance for those who are about to or recently have become parents.

Fertility Leave

In April 2022, Lidl Ireland became one of the first major retailers across the island of Ireland to update its paid leave policy and fertility support programme to reflect the inclusion of two days at full pay, per cycle, for employees undergoing egg freezing and IVF. The new policy extends to all our 5,000 employees across our stores, regional distribution centres and offices across Ireland. Unlike standard policies in place nationally, Lidl's new policy will have no limit to the number of IVF cycles employees can avail of this policy for, and it will be offered to all employees regardless of length of service.

Hiring Practices

All hiring managers receive dignity at work and interview training with a focus on unconscious bias as standard to ensure Lidl's hiring practices remain fair and transparent. Our commitment to advertising all non-specialist role vacancies internally before publishing them externally is also enabling internal development and allowing females to successfully progress through the business and move into more senior roles. We also have dedicated initiatives to target specific areas of the business such as a 'Women in Logistics' referral scheme which launched in 2022 to encourage more females to join our regional distribution teams.



Lidl Ireland Gender Pay Gap

Ways of Working

We have ways of working in place to support our employees. An example of this is our commitment to more flexible working practices for our office-based colleagues, including a mobile working policy.

For our store and warehouse-based colleagues, we have also introduced a variety of part-time contracts. This enables colleagues to retain a management position whilst working part-time hours to better support their work-life balance.

Appraisals and Progression

As part of our appraisal process, we conduct 'talent forums', a calibration and bench-marking process to ensure a fair and transparent performance review. Subsequent decisions related to promotions and progression are determined on completion of the talent forum process.

Supporting Female Talent

In addition to our dedicated learning and development programmes, in 2021 we launched our 'Diversity and Inclusion' roadmap which is designed to develop initiatives to help support and celebrate diversity at Lidl. One key area has also been to attract, retain and support the progression of female talent. Following on from this report, we have established a D&I forum to discuss how Lidl can move forward to become a more inclusive organisation.

Over the past year 'Inclusive Leadership' workshops were created for all senior leaders across the business to attend (including the Board of Directors). These workshops focused on the importance of removing unconscious bias in leadership and highlighted the benefits of being an inclusive leader. To date, hundreds of colleagues have received this training and all remaining colleagues across Ireland will undertake an e-learning module as part of the rollout this year.

We will continue to find new ways to promote better gender parity across all levels and we're committed to maintaining a transparent approach to this process and will continue to share our progress, as we work to close the gap, with both employees and the public.



Employee Profiles



Kim Kerins
Sales Operations Director

Kim Kerins joined Lidl Ireland in 2016 as a Sales Operations Manager responsible for overseeing 5 stores in the Munster region. Originally from Cork city, Kim is mum to Rory (2) and Katie (1). Speaking about her career journey with Lidl, Kim says "Working with Lidl has allowed me to excel in my career whilst also maintaining a positive work-life balance and prioritise my most important job – being a mum to my two kids. I've worked really hard to get to where I am and have always felt empowered to achieve my career goals at Lidl whilst balancing my family life. Most recently I was promoted to a member of the Senior Leadership team in the role of Sales Operations Director while I was on maternity leave with Katie – it's great to see the initiatives that Lidl has in place to help support new mums settle back into the workplace after taking leave."



Fiona Fagan
Marketing Director

Fiona Fagan joined Lidl in 2019 as Senior Media Manager. Fiona was quickly selected to take part in Lidl's high performance Leadership Academy undertaking executive development modules and taking a key role in a business development project. Fiona was promoted to Marketing Director in September 2021 and oversees Lidl's award-winning Brand Development, Advertising, Media, Insights, Digital and Design teams.



Bernadette Gilligan
Customer Assistant & Till Responsible Person in Lidl Ennis

Bernadette joined Lidl in October 2003 and has been with the company for almost 20 years. Speaking about Lidl's new removal of a mandatory retirement age she says "I've worked with so many people across different nationalities and managers, who have been very approachable and understanding over the years. I'm 65 in April next year and am so pleased that Lidl have made this announcement on retirement. I think it's important that we have the choice to work and it's brilliant that we're getting that option. Not everyone wants to retire at 65, and if you're in good health, continuing to work keeps your mind ticking and working towards a goal. Other companies will say you're 65, goodbye, but at Lidl you're not a number on a clocking machine, it shows that the company has your interests at heart."



Appendix

2022 Gender Pay Gap Information Act 2021 Reporting Requirements

(Snapshot date 30th June 2022)

MEAN HOURLY gender pay gap (ALL)		7.9%
MEAN HOURLY gender pay gap (PART-TIME)		3.1%
MEAN HOURLY gender pay gap (TEMPORARY CONTRACT)		-0.1%
MEDIAN HOURLY gender pay gap (ALL)		4.1%
MEDIAN HOURLY gender pay gap (PART-TIME)		3.0%
MEDIAN HOURLY gender pay gap (TEMPORARY CONTRACT)		-1.8%
MEAN HOURLY BONUS gender pay gap (ALL) <i>The current bonus gap is equivalent to an average annual monetary difference of €100. Bonuses are awarded for length of service and our employee referral scheme.</i>		8.3%
MEDIAN HOURLY BONUS gender pay gap (ALL) <i>The current bonus gap is equivalent to an average annual monetary difference of €60. Bonuses are awarded for length of service and our employee referral scheme.</i>		10.7%
Percentage of employees per gender to RECEIVE A BONUS	FEMALE 4.0%	MALE 5.7%
Percentage of employees per gender to RECEIVE BENEFIT-IN-KIND	FEMALE 25.8%	MALE 26.9%
Percentage of employees within LOWER REMUNERATION QUARTILE	FEMALE 53%	MALE 47%
Percentage of employees within LOWER MIDDLE REMUNERATION QUARTILE	FEMALE 48%	MALE 52%
Percentage of employees within UPPER MIDDLE REMUNERATION QUARTILE	FEMALE 42%	MALE 58%
Percentage of employees within UPPER REMUNERATION QUARTILE	FEMALE 38%	MALE 62%

