

Mr. Ignazio Paternò
Chief Executive Officer
Lidl Stiftung & Co. KG

Mr. Gregor Kosi
Chief Executive Officer
Lidl Slovenia

Nyon, March 13, 2020

Dear Mr. Paternò,
Dear Mr. Kosi,

My name is Mathias Bolton and I am the head of the Commerce Sector for UNI Global Union. UNI Global Union represents more than 20 million workers in more than 150 countries, primarily employed in the service sector.

UNI Commerce represents Lidl workers, through our affiliated trade unions in Germany, France, Spain, Italy, the United Kingdom, Netherlands and Belgium and many others. UNI Commerce is also a signatory to the Accord on Fire and Building Safety in Bangladesh, of which Lidl is a signatory company.

We have been informed by Slovenian Retail Workers' Union (SDTS) that Lidl Slovenia has initiated the procedure of terminating employment contract of Tjaša Kozole -the President of LIDL Slovenia Union which is affiliated with SDTS- as confirmed by Lidl Slovenia management through the communication sent to media on 3 March, 2020. We have also been informed that it was not the single case, but many other union members have been facing intimidation and pressure by superiors in relation to their union membership and activities.

Tjaša Kozole has been working for Lidl Slovenia for ten years, she has been performing important tasks at Lidl Slovenia as a business unit manager and she has repeatedly received high scores in her performance assessment. However, she was removed to a remote store - which requires a 90-minute drive to commute to work- and she received several warnings after she had started a union for Lidl workers and engaged in trade union activity.

In that context, the argument that possible termination of her contract is justified *on "serious negligence and breach of contractual and other obligations in ensuring minimum hygiene standards and food safety"* is far from convincing. Considering the fact that many other union members have also been challenged for their union affiliation; we regret to note that trade union rights and freedoms are not properly respected.

In that respect, UNI Commerce supports sister Tjaša Kozole, a single mom who is trying to provide a decent life not only for herself and her child but for all Slovenian Lidl workers and stands in solidarity with Lidl Slovenia Union and SDTS.

Let us kindly remind that, at a global level, Lidl has committed to take its responsibility as an employer seriously and declared to *“offer stability through secure jobs, individual development opportunities and attractive, fair pay”*. Undoubtedly, this commitment can be honored through full respect to trade union rights.

In that regards, we request that you revise and reverse the decision to dismiss Tjaša Kozole and take all necessary actions to ensure Lidl workers in Slovenia can freely exercise their right to organize.

We hope that this issue will be solved through dialogue. While looking forward to hearing from you about any updates or perspective you can offer on this situation; we are ready to contribute in resolution of this dispute.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Mathias Bolton', with a long horizontal stroke extending to the right.

Mathias Bolton
Head of Department
UNI Commerce