

FAD - Fathers Against Discrimination asbl
"Both Parents for All Children"
29, Boulevard Prince Henri
L-1724 Luxembourg
Luxembourg

12 March 2023, Luxembourg

Lidl Belgium & Luxemburg GmbH
Regional Director
Thomas SCHMITZ
Guldensporenpark 90 blok J
Merelbeke, Flanders 9820
Belgium

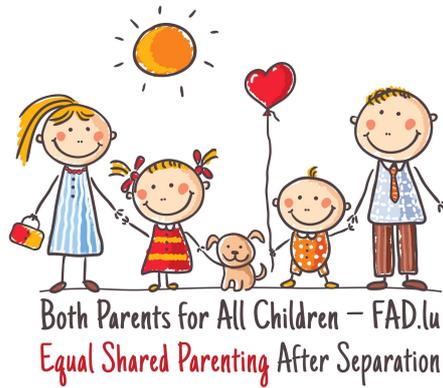
Dear Mr. SCHMITZ,

My name is Patryk P. RYBIŃSKI, and I am the President of FAD – Fathers Against Discrimination asbl "Both Parents for All Children", a non-profit organization based in Luxembourg.

Our association has been created to become a platform of dialogue to promote gender equality of opportunity for both parents, to look after children's rights and to assure their well-being. As an association we believe a child should never be deprived of its natural human right to family life and equal access to both parents. We are also convinced that no one has the right to decide which of the parents' love has more value to a child.

Considering the above we seek equal treatment of both parents in the Luxembourg institutions as well as during custody hearings in Luxembourg Family Courts. We support the rights of fathers and mothers to equal parenthood and successful professional career. We address the importance of family values promoting the positive impact a full and healthy family has on the upbringing of Luxembourg children.

1



We have been approached by a Luxembourg resident, a mother of two adult sons, grandmother, and a wife, who visited newly opened LIDL store on 7 rue d’Arlon, L-8399 Koerich, Luxembourg. The Luxembourgish lady reported to us something what she described as “one of the most bizarre sights she has seen in her over 50 years long life”. She took photos and send them to us (pictures attached to this correspondence).

It would be interesting to learn if the management of LIDL Belgium & Luxembourg is aware of the existence of the parking signs and whether the headquarters had to provide approval before the signs were installed? The signs clearly do not say they are reserved for pregnant women. We would like to receive explanation from what exactly does the sign mean to LIDL?

Should the residents of Luxembourg understand that LIDL advocates gender inequality insinuating that mothers with daughters are the only parents that shop in LIDL? Why fathers, just like the father whose photo with his child in hand was taken the very same Sunday morning inside the very LIDL in Koerich on March 12th, 2023, are being discriminated against? Why? Would it make a difference if the father was wearing a dress or skirt and had a daughter instead of a son? Would that make him eligible for the privileged parking spot next to the main entrance of the store?

LIDL’s gender-bias corporate approach projecting discriminatory practices even in such basic elements as parking signs are simply unacceptable in nowadays society, which apparently should be inclusive, egalitarian and gender-neutral.

The matter will be raised with appropriate institutions in Luxembourg and exposed publicly in social media such as LinkedIn, Facebook, Instagram, FAD™ Website as well as other media channels. In the meantime, we kindly would like to ask for a reply to our inquiries. We remain available for any questions you may have. Thank you in advance for your reply.

Kind regards,

Patryk P. RYBIŃSKI
President
& Association Members with Luxembourg Children, Parents and Grandparents