



FAD - Fathers Against Discrimination a.s.b.l.
"Both Parents for All Children"
29, Boulevard Prince Henri
L-1724 Luxembourg
Luxembourg

12 March 2023, Luxembourg

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

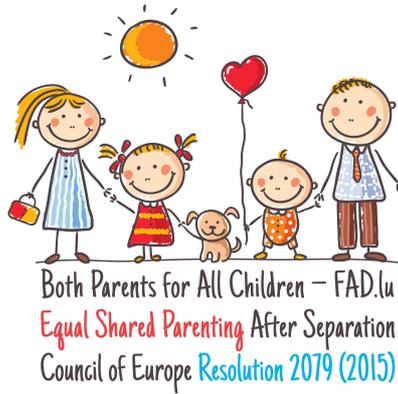
Dear Mr. SCHMITZ,

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 as a platform of dialogue to promote equal opportunities for both parents, to care for their children and to ensure their well-being. We believe a child should never be deprived of its natural human right to family life and equal access to both parents. We seek equal treatment of both parents in the Luxembourg institutions and during custody proceedings in the family courts. We support the rights of fathers and mothers to equal parenthood and successful professional careers. We address the importance of family values promoting the positive impact a full and healthy family has on the upbringing of Luxembourg children.

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).

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Is the management of Lidl Belgium & Luxembourg aware that the signs have been installed? Could you please explain the purpose of the signs? They are clearly not for pregnant women, but they are right next to parking spots for drivers with disabilities. Does Lidl suggest that being a woman or a girl falls into disabled category? Why fathers, just like the father whose photo with his child in hands was taken the very same Sunday morning as the other photos (March 12th, 2023) is being discriminated against?

LIDL's corporate approach projecting gender-bias practices even in such basic elements as parking signs are simply unacceptable in nowadays society. The society that is apparently supposed to advocate inclusivity, egalitarianism, and gender-neutrality. Please remove the signs or replace them with signs that for example represent an image of a child's stroller. If there is anyone else aside from people with physical disabilities that need extra space in a parking lot are parents or families with young children and strollers.

We remain available for any questions you may have. Thank you in advance for your reply.

Most respectfully,

Patryk P. RYBIŃSKI
President

with Luxembourg children, parents, grandparents, families, and members of FAD - Fathers Against Discrimination a.s.b.l.



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