

THE GFA CODE OF CONDUCT

GFA Consulting Group (GFA) derives its code of conduct from the company's vision, mission, and core values. GFA's most critical asset is its professional credibility and the international recognition it enjoys as a dependable partner for its clients.

GFA stands for a distinctly customer-oriented approach, supplying services and products with the highest ethical standards and professional integrity. This is how the company inspires confidence and trust in all of its partners. Numerous clients have entrusted GFA to catalyze change that initiates improvements in quality of life and leads to sustainable solutions at the individual, organizational and system level.

The GFA Code of Conduct is guided by the principles outlined below.

▶ Equal standards

GFA provides management services to private and donor-financed projects under terms and condition that comply with the internationally accepted ethical standards of corporate governance and competitive practices, such as the FIDIC Code of Ethics and the United Nations' Global Compact Principles.

▶ Equal rights

GFA does not tolerate discrimination or stigmatization on any grounds; including gender, skin color, and religion, nationality, and HIV status. Instead, GFA engages with its clients, partners and beneficiaries on the basis of mutual respect, and insists upon equal rights and equal treatment in all corporate activities.

▶ Legal compliance

GFA respects and conforms to the rule of law in all of its activities and meets its contractual obligations both in Germany and in any country in which it provides services.

▶ Transparency

GFA makes sure that its actions and motives are clear and comprehensible and engages in fair and transparent partnerships with its business partners, experts, beneficiaries and other stakeholders.

▶ Cooperation and partnership

GFA works together with our business partners, project partners and target groups in a fair and reliable manner based on mutual trust. This also applies to our behaviour towards our colleagues, which is founded on mutual respect and the rejection of bullying. Constructive conflict management is an important part of our work.

▶ Active and passive corruption

GFA does not offer or accept remuneration of any kind that seeks to unduly influence tender, procurement, employment, management, or other decision making processes in our consulting services. Furthermore GFA is a corporate member of Transparency International Deutsches Chapter e.V. and supports the fight against corruption of Transparency International.

▶ Confidentiality

GFA treats all information related to business activities and the review of compliance with this Code of Conduct with strict confidentiality.

This obligation also applies after the termination of a contract of employment. It does not apply to information that is in the public domain or which in terms of significance does not require secrecy.