

# OUR COMPANY'S ATTENTION TO HUMAN RIGHTS

## GFA CONSULTING GROUP DIRECTIVE

GFA Consulting Group is a globally operating company in the field of international development cooperation. Within the scope of our services we support our donors and project partners worldwide in the implementation of sustainable development goals. In 2017, we developed our first internal strategy of sustainability together with our employees and, as a signatory to the UN Global Compact, we support the implementation of the Ten Principles of Sustainability in the areas of human rights, work standards, environmental protection, and anti-corruption since 2018.

### GFA'S HUMAN RIGHTS DIRECTIVE

GFA's diligent adherence to human rights derives from our vision of sustainable and inclusive development in our partner countries, and the company's core values. We undertake to respect and observe human rights in all our business activities.

In the course of our project work we provide advice to help people better understand their rights and enable them to demand these from third parties and the state. Through the promotion of participatory decision-making processes and political participation, our projects contribute to people-oriented politics and the compliance with human rights. In addition, regional human rights systems will be strengthened as institutions that enable citizens to penalise violation of human rights.

The executive management of GFA is responsible for the implementation of this human rights directive as well as ensuring a high awareness of human rights among its staff at its project sites across the world. All GFA members of staff<sup>1</sup> are requested to observe the goals of this directive in their fields of work.

### GFA'S OBJECTIVE

Human rights are enshrined in the Basic Law of the Federal Republic of Germany as well as the International Convention on Human Rights. GFA does not tolerate any violation of human rights and, introduced a binding framework, in form of its *Code of Conduct*, which applies to all members of staff in Germany and abroad.

We operate in countries with varying degrees of fragile statehood and sometimes considerable deficits in the implementation of human rights. It is, therefore, highly important for GFA to protect all its staff, both at home and abroad, from any human rights violations, to raise their legal consciousness in this respect, and to ensure that they are not complicit in human rights violations.



### IMPLEMENTATION GOALS

- ▶ Raise our staff's awareness of and attention to human rights violations as well as to modern forms of exploitation, forced labour and child labour in the context of their projects.
- ▶ Identify the risks of human rights violations as well as modern forms of exploitation, forced labour and child labour, and to support effective strategies and measures of remedial action within the scope of the project.
- ▶ Reduce or prevent human rights violations by means of our consulting and business activities by exposing them wherever they occur and actively supporting possibilities for remedial action.
- ▶ General publication and application of the donor's complaint mechanism; establishment of an internal complaint mechanism.
- ▶ Occupational safety and health protection for our employees, at home and abroad.

\* Gender clause: Throughout this directive only the male personal pronoun is used in order to enhance the readability of the text and thus facilitate the understanding of its meaning. Wherever a person is designated by the masculine pronoun, the designation equally refers to persons of any other gender.

## OPERATIONAL CONTACT AND EXTERNAL POINT OF CONTACT

### OPERATIONAL CONTACT

#### **Susanne Eggers**

Phone: +49 (0)40 60306 105

E-mail: susanne.eggert@gfa-group.de

Ms Eggers is the company's representative for data protection, occupational safety and health management and can be contacted directly by phone or e-mail.

### EXTERNAL POINT OF CONTACT

#### **Niklas Leverenz**

Phone: +49 (0) 40 88886860

E-mail: niklas@leverenz.net

Mr Leverenz is an independent solicitor, who has worked with GFA for 20 years and can be contacted by phone or e-mail.

Both contact persons can also be contacted via mailbox (in the quiet room in the basement of the main building at Eulenkrustr. 82, see photo).

Both points of contact are bound to secrecy. They treat any personal information shared with them confidentially and protect the anonymity wishes expressed by the parties involved.

Members of staff concerned may also contact the **works council**:

Phone: +49 (0) 40 60306 107

E-mail: betriebsrat@gfa-group.de



## SCOPE OF APPLICATION

This policy applies to all members of staff of GFA Consulting Group GmbH as well as all experts employed by GFA, in Germany or abroad.