

Social commitment of GFA and its employees

GFA's overall mission is to foster the creation, protection, and distribution of wealth, as well as to promote social justice, the protection of natural resources, and the fight against poverty around the world. To this end, GFA implements development projects for public sector clients. The social commitment of the company, and of its employees, is thus deeply anchored in the company's core business and corporate values. In addition to the project work, GFA has also been supporting voluntary activities of its employees in local projects and at its location in Hamburg-Volksdorf for many years.

This social commitment is systematically embedded in GFA's sustainability strategy, adopted in January 2018, and is one of the five key areas of action aimed at strengthening social and environmental sustainability. The goal is to align the measures towards sustainability consistently and in line with the overall corporate goal based on verifiable indicators, and to communicate these internally and externally. This results in positive side effects in terms of employees identifying with the company, their loyalty and motivation, the attractiveness of the company for new employees, as well as the perception of GFA among customers and at the location in Hamburg-Volksdorf.

Each of the measures is supervised by an employee of GFA, who is also the contact person. A communication platform in the GFA Portal enables interested employees to exchange ideas and coordinate on the various measures.

The following review shows the extensive range of social projects supported by GFA and its employees:

Social projects abroad

GFA-Bridges

GFA BRIDGES was launched in 2009. With the initiative, GFA supports small non-profit projects of employees with up to €5,000 per year. A total of €20,000

is available annually and can be used for different projects, e.g. short-term multiplier trainings, specific self-help initiatives, or financing of consumables for

clearly defined activities. A description of the projects that have been supported so far can be found at

www.gfa-group.de/gfa-bridges



The funding guidelines are updated annually and communicated to all projects in June. They are also posted on the bulletin board in the internal GFA Portal. In September, a five-member committee consisting of representatives from various departments and functional levels decides on the applications received. In 2017, five projects out of 21 applications were selected for funding. Short descriptions of the projects are sent along with Christmas cards to our employees abroad and to customers all over the world.

During emergencies, meaningful proposals for action can also be submitted outside the application period and be supported by GFA BRIDGES (e.g. flooding in Kyrgyzstan, earthquake in Nepal).

Donation campaigns by employees

Employees have repeatedly initiated their own donation campaigns for various projects and activities, in which numerous colleagues have participated privately. One such case is when they raised school fees for a girl in Afghanistan, while in another case they donated sports clothes and footballs to a football team in Burkina Faso.



Cotton Expert House Africa

GFA makes a special social contribution through its involvement in the non-profit organization Cotton Expert House Africa gGmbH (CHA). It founded CHA in 2016 in cooperation with the Aid by Trade Foundation. GFA and its employees make targeted use of their experience and expertise to promote ecological and pesticide-free cotton farming in Africa. GFA provides its own employees to manage CHA and also offers on-site consultation. The profits raised by the gGmbH are used exclusively for the charitable purposes of CHA. www.cotton-house-africa.org



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Social projects in Hamburg-Volksdorf

Refugee assistance

In 2016, the reception of refugees in Germany triggered a social debate and placed the fight against the causes of migration as a development policy goal in a new context. In the fall of 2016, employees submitted proposals to support specific projects for refugees in Hamburg, and a majority of them voted in favor of a donation to raise funds for teaching of German. The amount donated by the staff was doubled by GFA and transferred to the Hamburg-based initiative.

GFA also established a "flight and migration" task force to actively address the issue in its core business. The task force has put together a brochure on the range of services it provides in this area. It also analyzes new clients and financing arrangements and promotes information exchange between different departments of GFA. In the meantime, GFA is already implementing several projects in the field of "flight and migration".

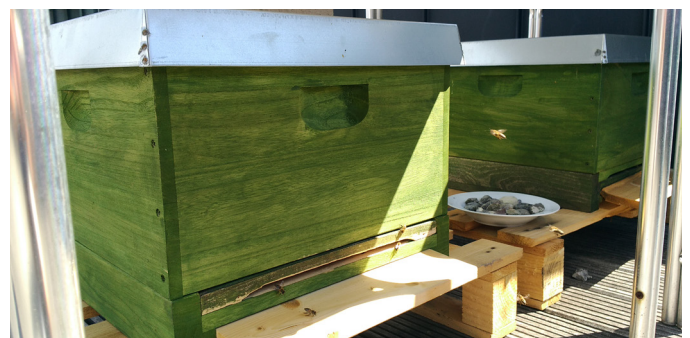
Initiatives within GFA

In the company kitchenettes, GFA provides employees exclusively fair-trade tea and coffee for free. In addition, one of its employees places fair-trade GEPA products for sale in the foyer of the GFA building in Volksdorf once a week. These are often in high demand and generated profits flow into charitable projects abroad.

Following an initiative of two employees, two bee colonies have found a new home on GFA's rooftop terrace. GFA financed the two hobbyist beekeepers, who work together with the local beekeepers' association (Imkerverein Hamburg-Walddörfer e.V.) and also help maintain beehives in other locations. They also cooperated with a beekeeper from Blume 2000 to host a popular introductory technical event for interested colleagues.



Also worth mentioning are the changing exhibitions of Hamburg artists that have been hosted on GFA premises for many years, including pictures and photographs of GFA employees.



Contact

Christian Caspar

+49 (0) 40 603 06 718, christian.caspar@gfa-group.de

Lukas Kudlimay

+49 (0) 40 603 06 165, lukas.kudlimay@gfa-group.de