

## SOCIAL COMMITMENT WITHIN GFA

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 the GFA sustainability strategy, which was adopted in January 2018, as one of the five central fields of action for strengthening social and ecological sustainability. The aim is to consistently align the measures with the overarching corporate purpose and to achieve a sustainable impact on the basis of verifiable indicators. This has positive side effects in terms of employee identification with the company, loyalty and motivation, the attractiveness of the company for new employees, and the perception of GFA by customers and at the Hamburg-Volksdorf site.

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** was launched in 2009. With the initiative, GFA supports small non-profit projects, proposed by employees, with up to EUR 5,000 per year. A total of EUR 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](http://www.gfa-group.de/gfa-bridges)

Our GFA BRIDGES team updates the funding guidelines, which are available in four languages, every year and distributes them to all employees in Germany and in our projects worldwide in May. The team also posts the guidelines on the bulletin board of the internal GFA portal. In September, a five-member committee made up of representatives from various departments and functional levels decides on the applications received.

We send brief descriptions of the activities with our Christmas cards to our international employees and customers around the world.

**Examples:** Aid for war victims in Ukraine in 2022 with over EUR 40,000, earthquake relief for families in Syria in 2023 with over EUR 12,000 and an emergency aid project for children in Gaza in 2024 with a total of over EUR 23,000.

As part of these emergency relief efforts, fundraising campaigns are organized among employees, which are very well received and supplement the GFA BRIDES budget.

## 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.

**Bee colonies** live and work on the roof terrace of the Hamburg-Volksdorf office. Five colleagues take care of the bees. GFA initially financed the equipment for the volunteer beekeepers and provided the space. Regular hive visits and expert discussions are organized for interested colleagues. Since December 2019, honey is sold to employees once a year.

The **"Sprachtandem"** (Language Tandem) initiative has taken advantage of the diversity of nationalities, cultures and languages at GFA. Tandem is



a method of language learning based on mutual language exchange between tandem partners, ideally with each partner being a native speaker or an expert in the language the other wishes to learn.

A large group of **runners** has now come together to form **"Dat löppt"**, which regularly participates in running events as the GFA team.

The **bike group** organizes at least one event a year where employees can have their bikes checked and repaired by a professional team.

Colleagues have organized a **"clothes swap"** or **"clothes circle"** in the GFA lounge several times: anyone can bring well-maintained clothes to offer at this swap flea market.

For many years, GFA has hosted changing exhibitions by Hamburg artists, including paintings and photographs by GFA staff.



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