



Global Farmers Market

WE ARE

CHANGING

THE RULES

Sustainability Report 2022

GEBANA GROUP

“ THERE IS NO
SUCH THING AS
A FAIR PRODUCT ...

... FAIR TRADE IS A
PROCESS. ”

Ursula Brunner
gebana

A VERY DIFFICULT YEAR WITH
CHALLENGES. WE MANAGED
TO KEEP THE PACE. BUT NOT
EVERYTHING IMPROVED.

2022 marked the end of years of growth in the organic market. While we still saw some growth in our B2C business, in trade we really had to overcome some challenges.

Despite these challenges we managed to increase the sum of premiums paid to farmers including FLO, the gebana model and others by 22 per cent, reaching a total of 1'602'204 Euros (FLO premiums paid via external partners not included). This increase is partly due to the expansion of our gebana model for a more sustainable trade. Farmers connected to the model received more than ever before.

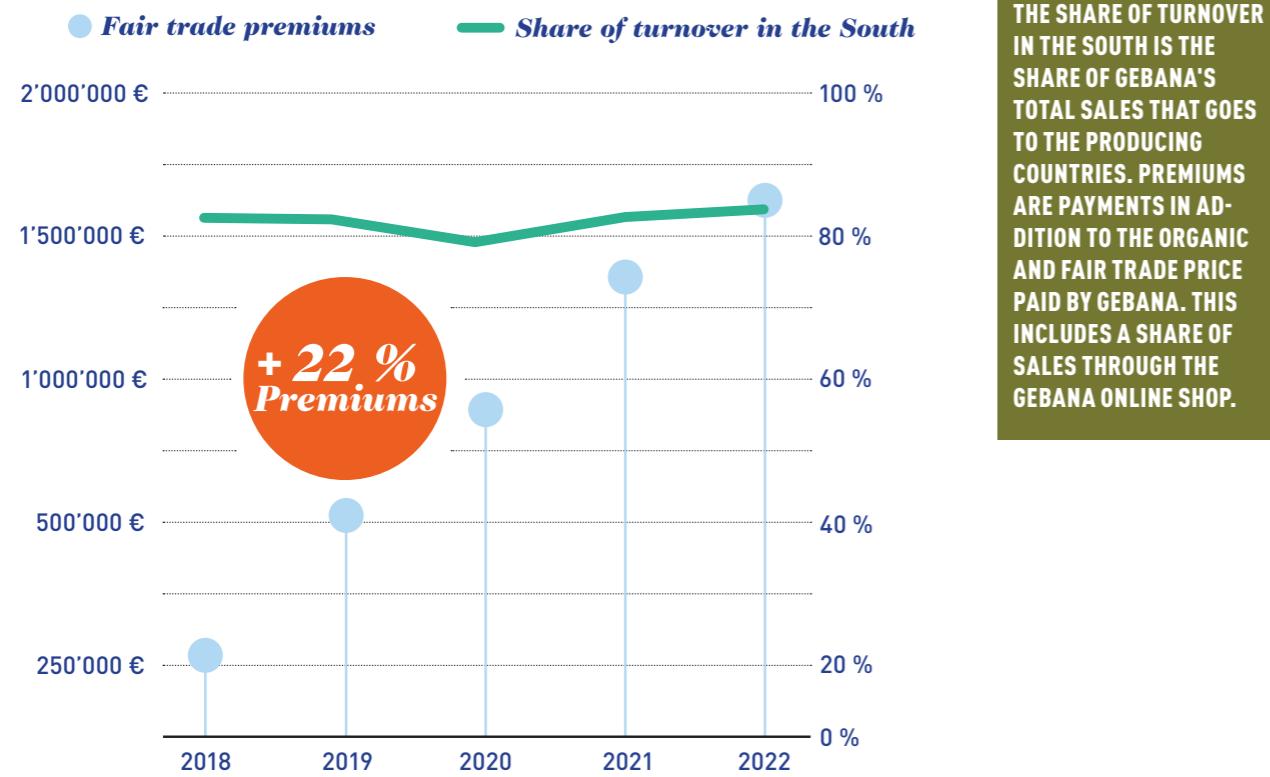
The gebana model includes a detailed analysis of sustainability gaps, allowing us to identify of several projects to address the most pressing issues. As a part of that, we directly share 10 % of the turnover generated through our online shop with the farmers.

Meanwhile, our plans for the all-new processing plant for cashews and dried mango in Burkina Faso suffered from the political situation in Burkina Faso as well as unexpected costs. Construction is now planned for late 2023, with production set to begin in 2024.

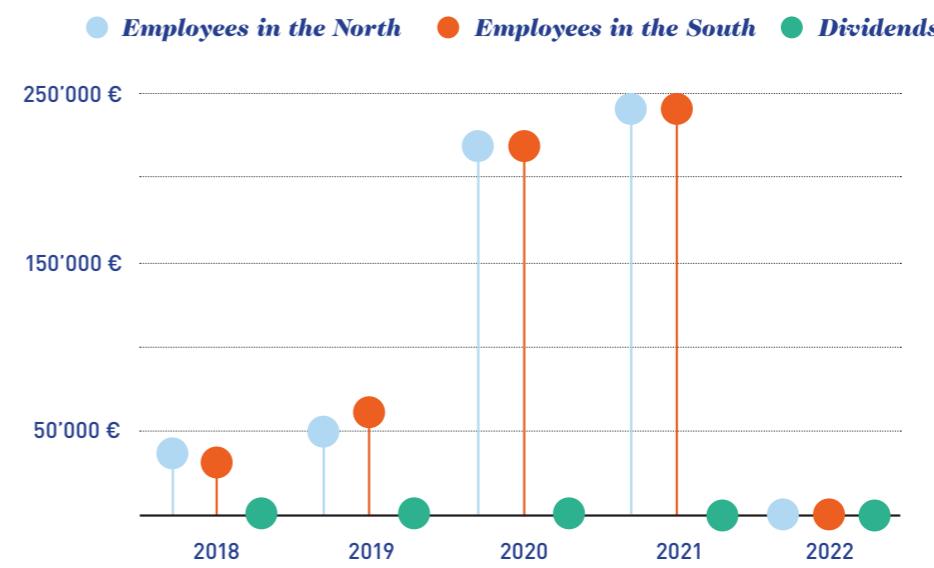
As we are celebrating the 50th anniversary of the banana women and the 25th anniversary of gebana as a company, we offer a brief insight into our history in this report on the left-hand pages. For a more comprehensive insight, take a look at our annual report. You can find it at www.gebana.com/annualreport.

Revenue Sharing and Premiums

At 84 %, the total share of our sales that remained in the South grew by 1 percentage points compared to last year. The sum of premiums including gebana model grew by 22 % and totalled 1'620'204 Euros.



Sharing Profit

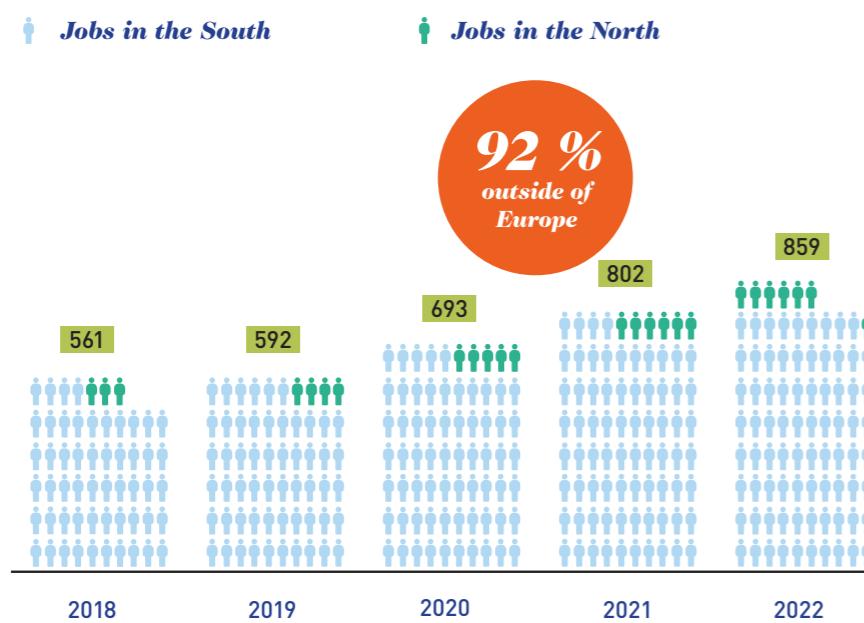


We share our profits with all employees

Worldwide, almost 800 gebana employees work every day to make global trade fairer and more sustainable. They make a significant contribution to the success of the gebana system, so they receive a third of the profits. Half goes to the employees in the North, and half to those in the global South.

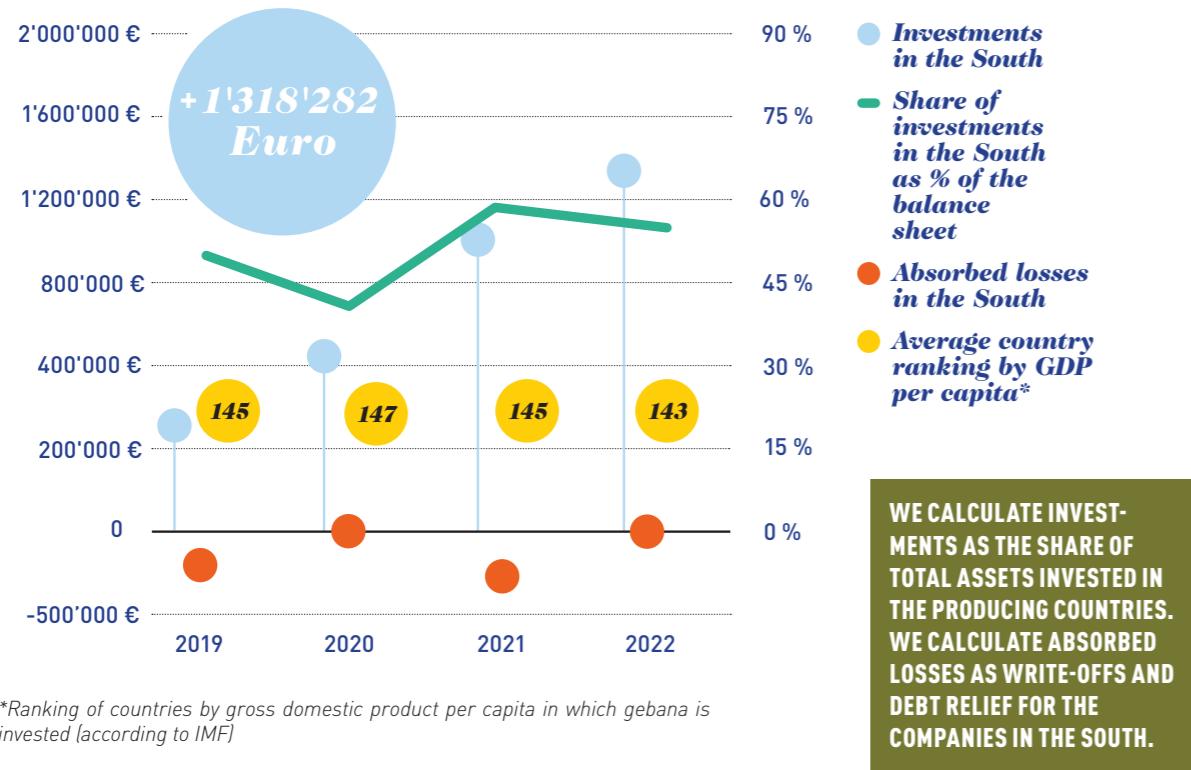
However since we did not make a profit in 2022, there was no profit sharing.

Jobs gebana Group



Investments and Risks in the South

54 % of our assets work in the South. In 2022, we invested more than 1.3 million euros in the south, primarily in Burkina Faso.



SUPPLIERS

GEBANA SUPPLIERS FOCUS THEIR EFFORTS ON IMPROVING WORKERS' WAGES AND FARMERS' YIELDS.

In 2022, gebana Brasil did provide technical assistance and certification to the groups of farmers and farms and families it serves and invested further in the development of new technologies and appropriate management for organic farming. gebana Brazil organised 13 training events for 122 farmers, 98 technical professionals, as well as 170 undergraduate and postgraduate students.

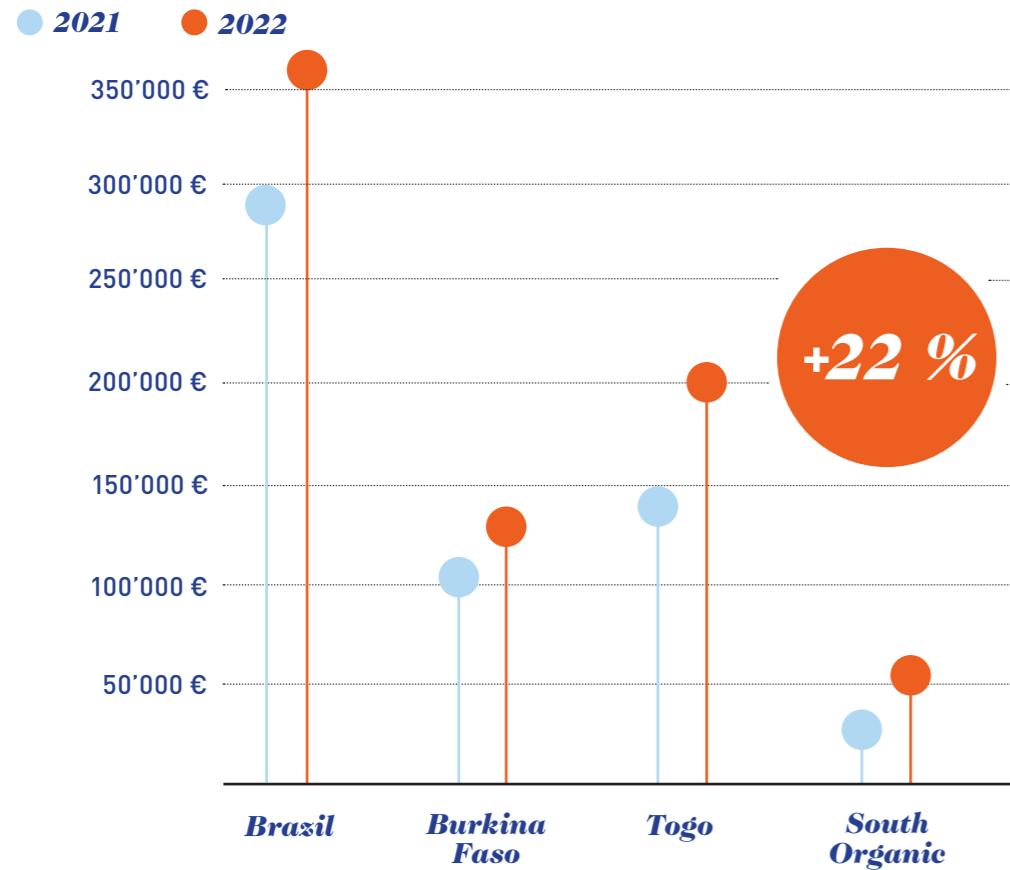
gebana Burkina Faso accompanied approx. 500 additional organic farmers on their way to organic certification and now works with over 4000 organic certified mango and cashew smallholders. Between Nov 2022 and Feb 2023, we were able to pay 315'000 Euros directly to 3469 farmers, 100% paid out by mobile transaction, hence fully traceable. This internal premium is on top of the FLO Fairtrade premium.

gebana Togo continued its work with the producers regarding dynamic agroforestry, general diversification, and rejuvenation of cocoa plots. The field agents of gebana Togo held several hundred trainings, for both soy and cocoa farmers. The gebana internal premium was paid out in spring 2023 – 1,378 cocoa producers received a total of 63'490 Euros. Thanks to some of our wholesale partners who pay slightly higher prices for the cocoa, we increased the total amount by 55 per cent compared to last year.

For South Organic, our main supplier for dates, the past season was challenging due to mite attacks in the palm yards, caused by climate change and drought. South Organic took over the organic treatments for the farmers and in some cases of cross-contamination they purchased the dates even when they had to downgrade them to conventional.

Research and Consulting Expenses

In 2022, we invested more in working with family farmers and developing better farming practices than ever before. Total investments grew by 22 per cent.



Projects South

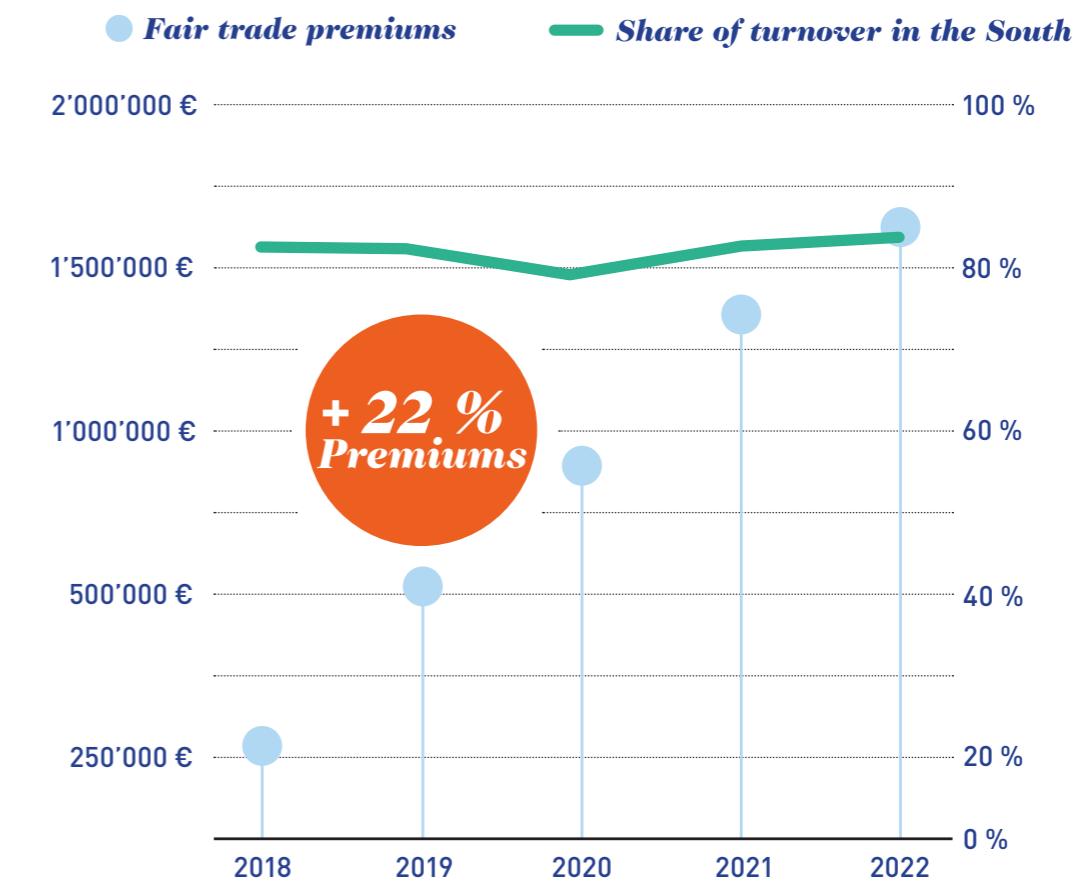
In 2022, a major and ongoing focus of our projects in the South was building capacities and gaining further experience in the dynamic agroforestry approach. We supported farmers in establishing several agroforestry plots in both Togo and Burkina Faso – we'll reach a total of 280 plots by the end of this year.

In Togo, we distributed 18'000 plants to increase biodiversity and to improve soil quality, plant health as well as resilience of farmers. Distributed species included maize, beans, citrus, banana, and many more. Besides ongoing training of farmers in good agricultural practices, we continued to further develop our digital farmer database tool.

One of our projects focused on studying good and environmentally sound technologies for the cashew factory in Burkina Faso. We are grateful that we can count on third-party co-funding for some of these projects, namely from some of our valued B2B partners, and in other cases from development organizations.

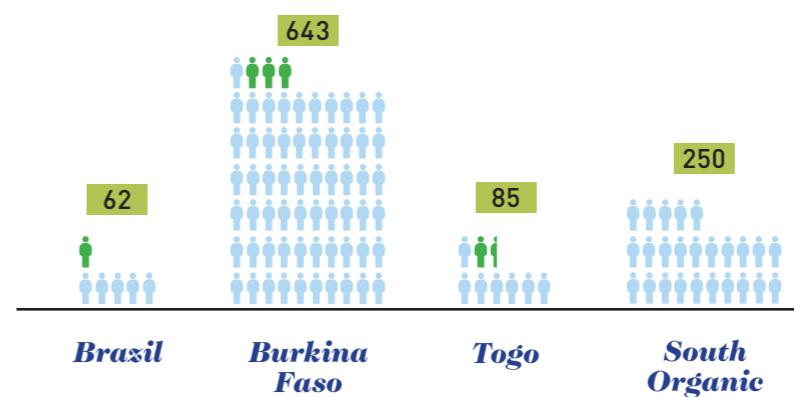
Family Farmers and Farm Size

In West Africa, we are working directly with more and more farming families. In 2022, more families joined, especially in Togo.



Jobs per Supplier

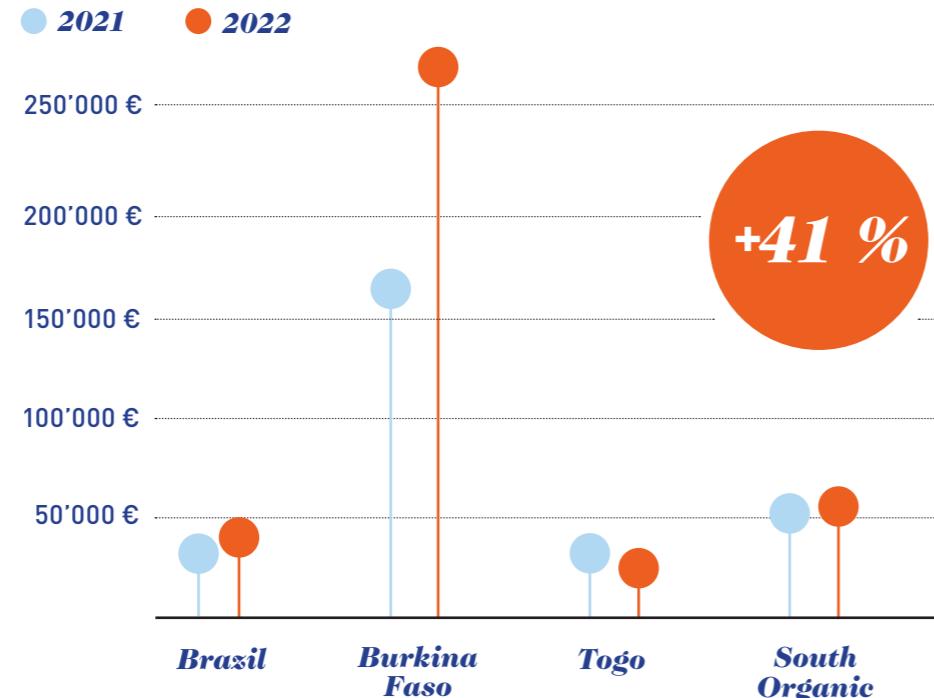
10 employees 1 New jobs



WE CALCULATE THE NUMBER OF JOBS AS AN ANNUAL AVERAGE.

Premiums per Supplier

2022 premiums paid by our most important suppliers totalled 395'832 Euros, an increase of 41% compared to last year.



The FLO and FFL premiums paid by **gebana Brasil** totalled 39'193 Euros and were used mainly for administrative maintenance of the association.

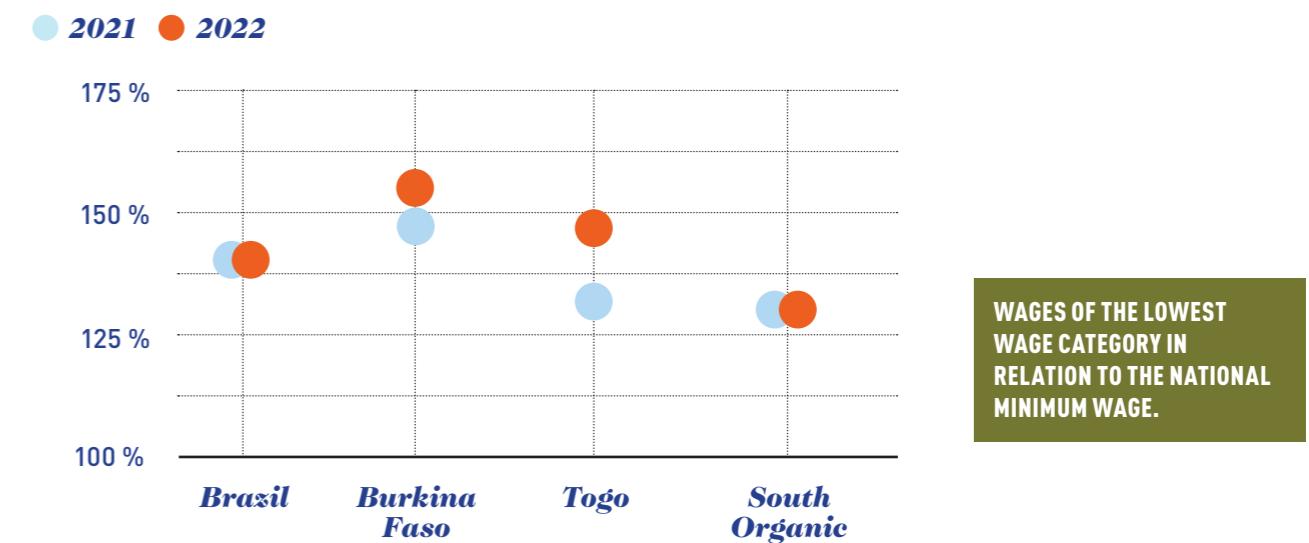
In **Burkina Faso**, FLO premiums reached 274'444 Euros and financed construction of multiple warehouses, electronical equipment for the coopartives administration, and maintenance costs. Additionally, 3469 producer families received EUR 315'000 as part of the gebana model.

In **Togo**, FLO Premiums with a total of 28'800 Euros went to planting materials and small equipment, plant nurseries and covered some of the administrative costs of the cooperatives. Additionally, 1,378 cocoa producers received a total of EUR 63,490 as part of the gebana model.

The premiums in **Tunisia** totalled 53'395 Euros and went to the cooperative Elghar Ettayeb Hazoua.

Wages and Working Conditions

In 2022, wages of the lowest wage category at gebana Togo and gebana Burkina Faso increased again.



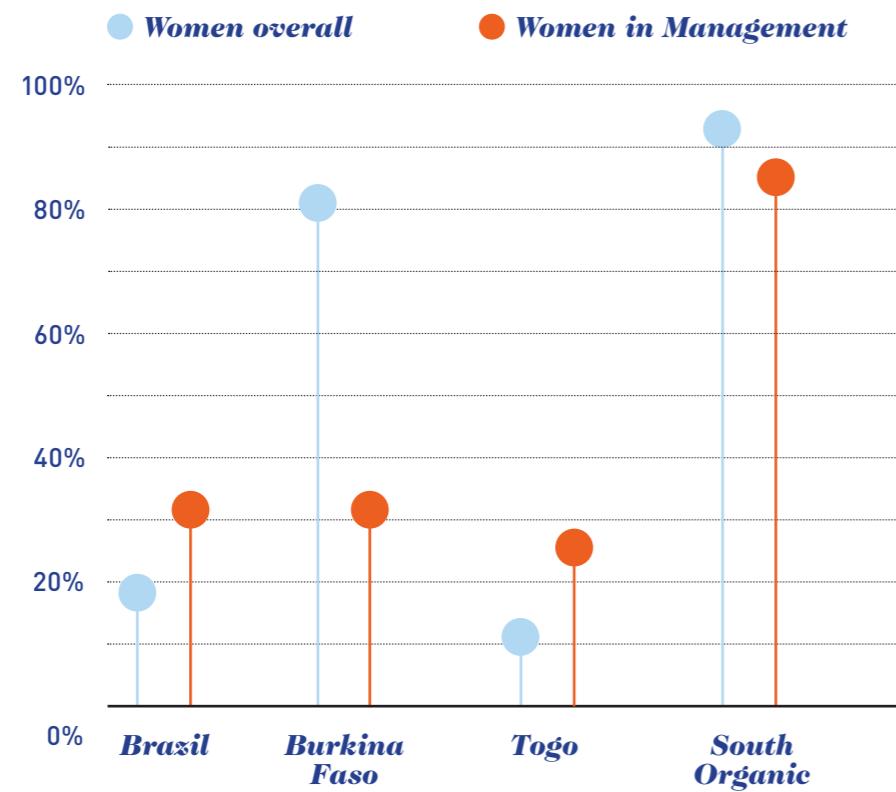
In **Brazil**, the governmental minimum wage increased, and gebana Brazil raised their wages accordingly, so as to keep the same surplus over the minimum wage that is paid to the workers in the lowest salary category. Also several internal trainings were organized in relation to personal safety and the safety of the product offered.

At **gebana Burkina Faso** a focus was set on the training of employees this year regarding the work conditions and career opportunities. There have been around ten internal promotions, including five women. Furthermore working hours have been regulated, and several training in health, safety and hygiene in the workplace had been realized. Concretely, 84 employees were trained on work safety. gebana Burkina Faso has a formalised workers' committees, including the workers' health and safety committee (CSST) the Confédération Générale du Travail du Burkina (CGTB) staff representatives.

In **Togo**, we improved on the working conditions and increases the number of permanent employed persons, so that the vast majority of workers is now permanently engaged and only a handful seasonal workers remain.

Jobs by Gender

Worldwide, there are significantly more women working for gebana than men. Still, in most cases they are underrepresented in management.





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