

Together we change global trade in favour of family farmers, local communities and the environment.

- We form value chains from family farmers to customers.
- We produce and deliver authentic food with a maximum of social and environmental added value.
- We invest with a long-term perspective, also in difficult regions, and stay until we succeed.

Since 2016, data on sustainability is an integral part of our yearly report. This sheet provides a summary of the positive impact achieved in 2018 through our subsidiaries in Brazil, Burkina Faso and Togo as well as through our partner South Organic in Tunisia.

At **gebana Brasil**, major progress was made in two areas: Firstly, a dust filter now reduces emissions from soy processing to a minimum. Secondly, with the goal to decrease soil degradation further and increase yield at the same time, gebana Brasil is constantly working on improved combinations of crops. **gebana Burkina Faso** provided technical training to farmers focussing on best practices in order to allow them additional income and, as a consequence, boost the local economy of the whole region. **gebana Togo** could progress in the farmer training regarding alternative cultivation techniques for cocoa, with a special focus on preventive measures and organic methods for pest control. Furthermore, salaries were increased and better equipment for employees (e.g. motorcycles for farm visits) was provided. In **Tunisia**, besides increased salaries and on-going investments in water saving projects, South Organic helped to build up a new FLO cooperative.

Key Figures

	gebana Brasil	gebana Burkina Faso	gebana Togo	South Organic
Rank GDP per capita*	69	178	179	123
Rank «ease of business»**	125	148	156	88
Average number of employees	38	560	74	230
Newly created jobs	-3	126	3	
Minimum wage country	EUR 214	EUR 51	EUR 54	EUR 115
Average wage	EUR 549	EUR 99	EUR 234	EUR 420
Lowest wage / minimum wage	136 %	137 %***	106 %	135 %
Lowest wage / living wage****	146 %****	95 %****	49 %****	_*****
Additional wage components	50 % of medical insurance, dental insurance, food basket, life insurance, lunch, profit sharing gebana AG	Vouchers for medication, nursery and health clinic, accident insurance, profit sharing gebana AG	Accident insurance, medical insurance, performance bonuses, profit sharing gebana AG	Free transport for workers, organized by South Organic
Improvements in working conditions 2018	Output bonus, lunch and voucher for sports club	Improvement of lowest wages, accident insurance, health clinic and first aid	Wage improvements, better equipment (e.g. motorbikes for farm visits)	improved wages for workers
Number of farmers	110 (+18)	2757 (+491)	5633 (+2550)	203
Hectares of organic cultivation area	4800 (+100)	20 699 (+5059)	5597 (+1797)	175
Fair Trade premium	EUR 47 515	EUR 72 865	EUR 35 063	28'366
Pre-financing	EUR 450 000	EUR 175 316	EUR 318 586	EUR 148 000 paid 2-3 months before harvest
Utilisation of FLO premium	Renovation of buildings and yard, productivity gains	Collective cleaning of parcels, storage room	Purchase of seedlings, scales and motorbikes	Organic fertilizer, mesh for dates protection, social help (e.g. school books)

*Gross domestic product: rank in the list of The International Monetary Fund, April 2018

**Difficulty of conducting business: rank in World Bank Index «Ease of doing business», 2018

***The average wage of employees who were remunerated per kg, was 127% of the minimum wage, or 88% of the living wage respectively. This year it will be increased and paid on an hourly base.

****Data regarding living wages is inconsistent and diverges from source to source depending on whether calculations are made per individual or per family.

***** No living wage defined for Tunisia.