

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 cacao, 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.