



Global Farmers' Market

SUSTAINABILITY REPORT 2019

Since 2016, data on sustainability is an integral part of our yearly report. This sheet provides a summary of the impacts and improvements achieved in 2019 through our subsidiaries in Brazil, Burkina Faso and Togo as well as through our partner South Organic in Tunisia.

gebana Burkina Faso continued with the farmer trainings, where 3500 farmers were trained on best farming practice and organic cultivation techniques. Amongst were three farmer groups that gebana supported and trained to become FLO Fairtrade certified. gebana Burkina Faso also put a major focus on working conditions at factory level this past year. This included wage increases for 600 seasonal workers, increased non-salary benefits and insurance coverage for the workers as well as improvement of work safety. As part of this process, gebana Burkina Faso signed up for effective participation in the largest la-

bour union in Burkina Faso – Confédération générale du travail du Burkina.

gebana Togo could formalize and legally employ the daily workers, after having supported them in establishing the papers for social security declaration.

gebana Brazil led several research projects on organic farming together with local universities. The company's role model and research done for organic production remains vital for the protection of the local environment and rivers from heavy contamination by conventional agriculture.

In Tunisia, our main supplier **South Organic** has provided ongoing training and support to 200 date farmers, supplied them with compost, dates nets and organic treatments and trained them on water management.

| | gebana Brasil | gebana Burkina Faso | gebana Togo | South Organic |
|--|---|---|--|---|
| Rank GDP per capita* | 77 | 178 | 181 | 130 |
| Rank «ease of business»** | 124 | 151 | 97 | 87 |
| Average number of employees | 47 | 471 (669 during season) | 44 (65 during season) | 205 |
| Minimum wage country | EUR 221 | EUR 51 | EUR 53 | EUR 134 |
| Average wage at company | EUR 529 | EUR 103 | EUR 230 | EUR 196 |
| 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 2019 | Flu vaccination campaign; gymnastics classes; financial assistance for specializations. | Trainings in first aid and fire safety, increase in salary of seasonal workers, increase in permanent contracts | increasing wages, social security declaration, support workers in establishing papers for social security declaration | Working conditions, safety, salaries |
| Number of directly linked farmers (included under own certificate) | 41 | 2801 | 4761 | 203 |
| Total Fair Trade premium 2019 paid to farmers | EUR 24 570 | EUR 58 091 | EUR 22 675 | EUR 41 613 |
| Utilization of FLO premium | Trainings, improving the association, purchase of equipment, goods and construction materials | Payment of certification fees, partly used for cleaning fields, school equipment and health costs of members | Planting materials, ICS activities, purchase of organic pesticides, administration costs | Organic fertilizer, mesh for dates protection, helping farmers with pollination work |
| Pre-financing to farmers/cooperatives*** | Short term: EUR 598 362 Long Term: EUR 66 485 | Short term: EUR 774 441 Long Term: EUR 317 094 | Short term: 0 Long Term: EUR 87 511 | EUR 150 000 |
| Farmer Training | 125 farmers trained on diversification and organic technologies; oraganic research and training programmes with local universities. | 3500 farmers trained on best farming practice and organic cultivation techniques, inc tree nurseries and organic fertilizer production; training and support for the creation of 3 new FLO cooperatives | 5040 Farmers trained in good agricultural practices, rejuvenation of cocoa trees and shade tree planting. Organizational support to cooperatives inc access to microfinance, | 200 date farmers trained on best practice, covering cultivation methods, organic treatments and water management, |

*Gross domestic product: rank in the list of The International Monetary Fund, October 2019

**Difficulty of conducting business: rank in World Bank Index «Ease of doing business», 2019

***Short term: <1 month; Long term: >1 month

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