

CSR Report

Sustainability Report 2019



FYNCH-HATTON®

fynch-hatton.de/nachhaltigkeit

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Our founder
and CEO Roger Brandts

Our story

High above the acacia crowns of the Kenyan steppe, the impressive herds of animals of the Serengeti are in view – a view for which Denys Finch Hatton climbs into his "Gipsy Moth" double-decker as often as possible. But before the British aristocrat was to become a well-known bush pilot, Finch Hatton had to make a far-reaching decision: try to recover a lost fortune in England or break new ground – in the unknown wilderness of Africa?



Descendant of the aristocracy, student at the famous Eton College – Denys Finch Hatton's life seemed to be moving in regulated noble circles in the early 20th century. But first cracks started to show behind the chic facade, as his ancestors gambled away a handsome fortune. The young Denys was faced with a choice: enjoy a fantastic school education and marry rich, or dare something new. In 1911, 24-year-old Denys Finch Hatton then embarked on a journey that was to shape his life.

He visited South Africa with relatives and was immediately fascinated by the content so utterly foreign to him. In the same year, his uncle left him a small fortune. Finch Hatton did not think twice and travelled to today's Kenya to buy a farm there – with no previous knowledge, but with a lot of desire for adventure. From then on, he spent most of his years in Africa. But he did not become a farmer – he left the work on site to a partner – but an enthusiastic big game hunter, safari guide, bush pilot and, the thing he is still best known for, the lover of Karen Blixen.





Our story

Out of Africa in Cape Town

It is his relationship with the Danish writer and coffee farmer Karen Blixen that inspired the film "Out of Africa". In 1985, this film was also released in the country that Denys Finch Hatton had visited in 1911 and that had changed his life: Kenya.



At this point, the young Roger Brandts, from Mönchengladbach, was currently in South Africa. Like Finch Hatton, he too was fascinated by the Dark Continent – and by the life of the British adventurer he got to know through the Hollywood film:

In the mid-80s, I had the opportunity of doing a 6-month internship in South Africa, in textile technology, to prepare for my studies. When the film "Out of Africa" came to cinemas, exactly at the time, I was immediately enamoured. Not only by this wonderful continent, but, above all, by this great man who loved the nature and wildness of Africa and allowed himself his freedom: Denys Finch Hatton. Played terrifically in the film by Robert Redford.

Roger Brandts

With these impressions in his bag, Roger Brandts travelled back to Germany. Even years later, his fascination with Africa and the life of Denys Finch Hatton did not leave him. And, so, an idea was born in 1998: an own fashion line for men with influences from South Africa – Fynch-Hatton. Honest and relaxed Fashion that Denys Finch Hatton would also like.

Africa is a great and diverse continent on all levels. On the one hand, there is the eternal sun, the infinitely vast sky, the untouched, wild nature, and the special interplay of light and colours. With people, who, despite many problems, never lose their laughter – "happy people", for whom fashion simply means "back to basics". On the other hand, there was the freedom-loving bon vivant Finch Hatton. He was an adventurer and was always looking for the unusual, was open to everything. He did what he believed in and is thus a real inspiration for the brand.

Roger Brandts



Do you want to learn even more about our history?

Scan the code or visit us at fynch-hatton.de/brand





Our corporate structure

The fashion company Fynch-Hatton was founded in Mönchengladbach in 1998 and sells high-quality men's fashion in the middle price segment. With our corporate strategy, we aim to continuously increase the brand's desirability.



FYNCH-HATTON®

Fynch-Hatton Textilhandels GmbH

Founded: 1998

Headquarters: Mönchengladbach



FYNCH-HATTON®
源自门兴 | 时尚德国树

Fynch-Hatton Retail GmbH

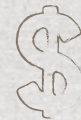
Founded: 2010

Headquarters: Mönchengladbach

Fynch-Hatton (China) Limited

Founded: 2018

Headquarters: Hongkong (China)



Turnover FY 18/19
EUR 50 m



in 55 countries
at 2,500 PoS



44 employees



Editorial notes

The sustainability report relates to the 2019 calendar year and was approved by the management of Fynch-Hatton Textilhandelsgesellschaft mbH. The editorial deadline was 6th January 2020. The report is, of course, available in German and English.

Wherever the male form is used for reasons of better readability, all gender identities are, of course, included.



Sustainability approach



Our approach

For Fynch-Hatton, sustainability, on the one hand, means the interplay of first-class quality, innovation and responsibility. On the other hand, however, we would also like to guarantee socially and environmentally compatible manufacturing for our products. We see both as essential requirements for customer loyalty and innovative ability and, thus, as strong factors for long-term corporate success.

At the same time, sustainability is an important aspect to enable resources to be used efficiently and to optimise processes along the value chain. It is precisely this understanding of sustainability that supports Fynch-Hatton's goal of being the most coveted fashion and lifestyle brand in the modern sportswear segment worldwide.

The Fynch-Hatton fields of action for sustainability





Stakeholder communications

(Potential) employees

Press releases, employee newsletters and informative emails, happy hour, sustainability events and dialogues, employee surveys (e.g., on employee satisfaction), collaboration with universities

Customer

Customer service (by phone or email), customer surveys, Fynch-Hatton online shop, customer newsletter and informative emails, personal discussions at the PoS, customer events and fashion shows

Business partners

Workshops, supplier days, personal meetings and discussions, round tables, stakeholder dialogues, collaboration on certain topics

Research and science

Annual report, company visits, round tables, guest lectures, research projects, collaboration on certain topics

Politics and administration

Reports on selected content, press releases, round tables, collaboration on certain topics

NGOs

Individual enquiries, personal discussions, topic-specific discussions, participation in surveys, press releases, round tables, stakeholder dialogues, membership and collaboration on specific topics

Additional stakeholders

Press releases, annual reports, direct contact (emails, meetings, telephone calls), round tables, collaboration on certain topics



Partnerships



bettercotton.org



cottonmadeinafrica.org

GermanFashion
Modeverband Deutschland e.V.

germanfashion.net













welthungerhilfe.de

SUPIMA®
WORLD'S FINEST COTTONS

supima.com

Supply chain

Our wish is to maintain a long-term relationship with all suppliers and manufacturers. This also includes exchanging ideas, maintaining regular personal contact and, above all, dealing fairly with one another.

Extraction of raw materials and processing	Manufacture	Logistics	Exploitation
 Cultivation  Processing and dyeing  Knitting and weaving	 Purchase of materials  Manufacturing and packaging  Finishing	 Transport  Storage and delivery	 Wearing and washing  Disposal and recycling
OUR CHALLENGES			
<ul style="list-style-type: none"> ▶ Transparency beyond the direct supplier structure right up to the preliminary stages in the supply chain ▶ Reduction of water and energy consumption during cultivation and processing (bleaching, dyeing) ▶ Reduced use of pesticides, fertilisers and defoliant in conventional cotton cultivation ▶ Responsible handling of chemicals (e.g., when bleaching, dyeing and tanning leather) ▶ Responsible handling of animals (leather, wool, down) 	<ul style="list-style-type: none"> ▶ Our own, complex supply chains with different challenges for all materials and components ▶ Enforcing human working conditions ▶ Responsible handling of chemicals during the finishing and in wet processes ▶ Reducing water consumption during wet processes using (e. g. garment dye, stonewash) ▶ Reducing energy consumption during manufacturing 	<ul style="list-style-type: none"> ▶ The use of more sustainable transport methods and timely goods management ▶ Resource-sparing and environmentally friendly, recyclable packaging 	<ul style="list-style-type: none"> ▶ The demand for fashionable, high-quality and sustainable products relative to what customers are willing to pay ▶ Clothing low in harmful substances (product safety) ▶ Resource-sparing textile care for end users (prolonged service life, use of detergent) ▶ Disposal and recycling habits of customers ▶ Working towards closed-loop textile recycling
OUR MANAGEMENT APPROACH			
<ul style="list-style-type: none"> ▶ Use of sustainable materials such as organic cotton ▶ Restriction on the use of chemicals thanks to company-specific standards ▶ Materials as an alternative to keeping animals (e.g. DuPont Sorona, no use of down, angora wool or furs), Fynch-Hatton only uses leather from farm animals. 	<ul style="list-style-type: none"> ▶ amfori BSCI supplier audits ▶ Restriction on the use of chemicals through in-house standards ▶ No use of exotic types of leather, fur or angora wool 	<ul style="list-style-type: none"> ▶ Use of FSC-certified transport packaging ▶ Use of ecoloop recycle shipping bags ▶ CO2 savings through environmentally friendly transport methods ▶ Optimisation of transport logistics on site (reducing trips) 	<ul style="list-style-type: none"> ▶ Durable and high-quality products ▶ Labels to denote sustainable products ▶ Care labels ▶ Low return rate of our stakeholders

BSCI Code of Conduct

The binding basis for the manufacture of our products and the implementation of our values is the Code of Conduct of the amfori Business Social Compliance Initiative, for short: the amfori BSCI. It applies to all suppliers - without exception. This code takes into account the relevant international guidelines and agreements on human rights, occupational safety and fairness in the supply chain.



The right to freedom of association and the right to collective bargaining
Our company respects the employees' right to form unions or other forms of employee associations and to conduct collective bargaining.



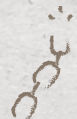
Fair remuneration
Our company respects the employees' right to fair remuneration.



Safety at work
Our company guarantees a healthy and safe working environment by evaluating risks and taking all necessary measures to eliminate these risks or mitigate them.



Special protection for adolescent workers
Our company grants special protection to all workers who are not yet of legal age.



No forced labour
Our company is in no way involved in slavery, human trafficking or involuntary work.



Ethical business practices
Our company does not tolerate any corruption, extortion, embezzlement or bribery.



No discrimination
Our company offers equal opportunities and does not discriminate against employees.



Reasonable working hours
Our company adheres to the laws regarding working hours.



No child labour
We adhere to the 8 ILO conventions, including the ban on child labour.



No precarious employment
Our company hires workers on the basis of documented employment relationships in accordance with the law.



Environmental protection
Our company takes the necessary measures to avoid environmental damage.

amfori  **BSCI**
Trade with purpose

REACH Ordinance

REACH stands for “Registration, Evaluation and Authorisation of Chemicals” and has been in force as a European regulation (EC No. 1907/2006) since 1st June 2007. It applies to all types of chemicals, regardless of whether they are found in industrial or everyday processes.

It is accompanied by the CLP regulation (regulation on the classification, labelling and packaging of substances and mixtures).

REACH teaches us what effects chemicals have and what we as a company have to consider when manufacturing our products. This allows us to take precisely these findings into account during production and do justice to the responsibility we bear towards our customers and the environment.

Personal contact and regular communication with our partners and suppliers also prevent harmful substances from being contained in our goods.

All materials, individual product components and the products themselves are checked and evaluated in accordance with legal requirements and our quality specifications.



Which substances are particularly concerning?

Scan the code or visit <https://echa.europa.eu/de/candidate-list-table> to get an overview.





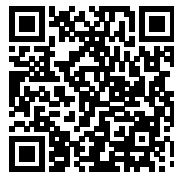
Better Cotton Initiative

The Better Cotton Standard System is a holistic approach to sustainable cotton production that covers all three pillars of sustainability: ecological, social and economic. Each of the elements - from the principles and criteria right down to the monitoring mechanisms that show the results and impact - works together to support the Better Cotton Standard System and the credibility of Better Cotton and the BCI (Better Cotton Initiative).

The system is intended to ensure the exchange of best practices and to promote the expansion of joint measures to establish Better Cotton as a sustainable mainstream product.

The sustainability standards focus on the areas of water consumption, pesticides, soil protection, product quality and social issues.

Scan the code and learn more about the Better Cotton Initiative.



Cotton made in Africa

Together, we can achieve more. For this reason, Fynch-Hatton became a partner of the Aid by Trade Foundation at the end of 2019 and demands Cotton made in Africa (CmiA)-certified cotton for its production. CmiA, an initiative of the Aid by Trade Foundation (AbTF), is one of the world's leading standards for sustainably produced cotton. CmiA's goal is to generate licensing income by activating market forces, which is then reinvested in Africa, thus enabling cotton farmers in Africa to improve living and working conditions and promoting the protection of our environment. The initiative takes a holistic approach to sustainability. This means: CmiA supports small farmers and is committed to humane employment, gender equality and respect for children's rights. CmiA stands for the protection of soil, water, biodiversity, the environment and climate. It rules out any genetically modified organisms, and reduces the negative effects of crop protection. CmiA facilitates access to high-quality resources, increases productivity and fibre quality, and is committed to improving living conditions.

To ensure the implementation of these goals and the processing of the certified raw material worldwide, the non-profit foundation cooperates with an extensive network in the African cotton-growing countries, numerous partners worldwide along the textile value chain, as well as government and non-governmental organisations – such as Welthungerhilfe, the World Wide Fund for Nature (WWF) or the Naturschutzbund Deutschland e.V. (NABU).

In 2019, Cotton made in Africa worked with approximately one million smallholders in 11 African countries. They benefited from training in sustainable cotton cultivation and successfully implemented the sustainability criteria of the Cotton made in Africa standards. In total, they produced around 100,000 tonnes of sustainable cotton in accordance with the CmiA standard.





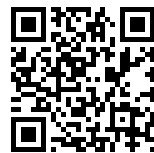
The collections

Fynch-Hatton offers men a wide range of casual, sporty and laid-back products – all with a stylish look. Thanks to our range of polo shirts, shirts and jumpers to jackets, trousers and accessories, the customer can pretty much fully deck himself out with our goods.

For our products, we mainly use natural fibres from sustainable production, such as Supima cotton. At the same time, we pay great attention to long durability and a perfect price-performance ratio. Our goal is not only to establish an environmentally and socially acceptable product on the market, and thus to make a positive impact on the environment. We also want to offer attractive fashion that everyone can afford. Without sacrificing quality or style.

The exclusive use of premium quality items, our attention to detail and a deliberate combination of style and function give our collections their own character and that certain something. After all, we want our customers to be able to enjoy their very own personal look in every situation.

Because that's what we want to achieve and express with our fashion: Fynch-Hatton is not just fashion, Fynch-Hatton is an experience.



Discover our latest collection at fynch-hatton.de





Durability

Thanks to our many years of experience in the textile industry, we always know what is best for our products and how we can achieve the highest possible quality.

We place a particular focus on creating through sustainability.

The longevity of our products is a key criterion for the development and production of our fashion. We satisfy our high material requirements through the exclusive use of first-class yarns. This is borne out by multiple awards with the SUPIMA certification. SUPIMA is significantly more resilient than conventional cotton and guarantees that the goods will retain their shape even after a disproportionate number of washes and will retain their brilliant colour over the long term. In addition, the extra-long-staple fibres ensure a luxurious and particularly soft feel. We also achieve this high quality through regular evaluations and improvement measures in our core product segments. Since we consider the development of new ideas and solutions to be important, we monitor current and future areas of textile application worldwide, or allow ourselves to be inspired by new trends.

Our production process places precision as well as professionalism at the fore.

Every Fynch-Hatton jumper is knitted into shape and then linked and trimmed by hand. In other words: no part is cut or sewn by machine. You can see the result: a perfect fit and highly durable seams. For our shirts, on the other hand, we pad cuffs and collars by using extra-soft and high-quality inserts. This guarantees increased comfort and improved rub resistance at the corners and edges. And in order to prevent the buttons from becoming detached on our premium shirts, we sew in an additional security thread, the so-called "Button Shank". But we don't stop there. A high-quality triangular piece, the "gusset", prevents the upper material from tearing.

Combined with how particularly easy these fabrics are to care for, we provide all the prerequisites for a long-lasting and first-class product range.

*The philosophy behind it:
„Detailed quality and workmanship”.*

Transport & packaging

The choice of packaging plays a particularly important role in logistics processes. In the same way, correct handling of the packaging is an important part of a resource-saving and sustainable mindset and mode of implementation.


This also includes the continuous improvement, adjustment and testing of all processes in the fields of transportation and logistics, whether at the producer or in the company's own logistics centre.

Plastic packaging, in particular, is increasingly polluting our oceans and remains in the environment for hundreds of years. Since 2000 alone, the consumption of it has increased by 74 percent. According to the sustainability report by the Grüner Punkt (Green Dot), in Germany alone, 220.5 kilograms of plastic waste accrue every year – per capita.

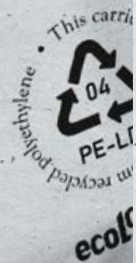
But the practical and financial advantages of plastic packaging can, of course, never justify this enormous damage to people and nature.

That is why we have already been integrating biodegradable packaging for a long time and use predominantly FSC-certified packaging. Because even if packaging is essential to protect products during transport and thus avoid returns, it can be optimised. This is the only way we can all reduce plastic consumption and limit CO2 emissions.

By the way: we only provide water to our employees in glass bottles.



FYNCH-HATTON®
PREMIUM
CASUAL
MENSWEAR
EST. 1998



Minimum 80%
post-consumer recycled (PCR)
plastic, fully recyclable

Africa goes Retail

In order to be able to face the increasing challenges in the market, fashion retail, too, needs individual umbrella brand concepts and emotive sales areas. As a partner company, we offer our dealers a unique solution that contributes towards emotionality, with a selfie character, and sustainability. In homage to the adventurer Denys Finch-Hatton, from the Hollywood classic "Out of Africa", the Fynch-Hatton brand reflects the beauty of the African continent and the longing for unlimited freedom at the core of its brand.

But we don't stop there. Because the carriers of our products will also convey the unique history of the Fynch-Hatton brand in the form of three animals typical of Africa – the rhino, the elephant and the giraffe.

In keeping with this, Fynch-Hatton has been supporting Welthungerhilfe as a "Partner for Africa" for several years. We are involved in drinking water projects that benefit the rural population and take responsibility for projects that help to preserve the native ways and customs in Africa. But one project is particularly important to us: Fynch-Hatton campaigns against poaching! In southern Africa, countless rhinos are still being shot by poachers in order to sell their precious horns for a high price. We want to, and will, help with this!

By presenting our pop-up animals at the PoS, we want to encourage retailers to also contribute to our project. This voluntary donation is transparent and can be viewed by anyone on the Welthungerhilfe website.



Fynch-Hatton enacts this core of the brand through a variety of unique and modular pop-up initiatives and large-scale incorporation of emotionality. Under the project name "Africa goes Retail", we will be the first fashion company to produce our future pop-up areas from 100% recycled paper.



 betterplace.org

 **AGA**
Aktionsgemeinschaft
Artenschutz

Partner for Africa

As a "Partner for Africa", we realised a new project in Kenya's Kajiado County, near Nairobi, in 2019: with 25,000 euros, we were able to reactivate or renovate two existing wells and thus enable the rural population to regain their much-needed access to drinking water.

In doing so, Fynch-Hatton permanently and sustainably helped simplify the lives of many families.

If you want to learn more about this exciting project, or even want to support us with a small donation, you can visit our landing page at fynchhatton.de/whh



A photograph of two men sitting on a stone ledge in front of a stone building with windows. The man on the left is wearing a dark blue turtleneck and dark blue pants with white sneakers. The man on the right is wearing a black turtleneck and grey pants with black sneakers. The text "Our products" is overlaid in the center of the image.

Our products



Product development

Our approach is to concentrate our resources on those solutions that we can ourselves control and influence. On the basis of various patterns, trends, customer opinions and experiences, we are constantly creating new product lines with independent details. This results in collections full of passion, creativity and a love of nature.

Of course, we always make sure that all materials meet our strict guidelines and restrictions on the use of chemicals. Regular tests guarantee our internal standards in terms of safety and quality, and always lead us to new technologies and innovative materials. By means of various methods and iterations for specifying the individual products, we gain the information that we need to improve the development of new collections.

We establish transparent supply chains and fair production and, in the process, align everything with social and ecological standards as well as our own high quality standards.

Our guiding principles include an economical way of working; market-oriented thinking, and long-lasting product strategies. Always taking future-oriented ecological, economic and social solutions into account.

During product development, we work according to the principle "from the abstract and qualitative to the concrete and quantitative". However, since we, like many experts, believe that one can do more for the environment, in addition to these two strategies, we also pursue the sufficiency strategy.

This requires one to only produce the quantities that are actually consumed. We achieve this by, for example, producing just a few sample pieces, for finding out whether the product meets our customers' requirements. We thus later only produce the pieces that are accepted by our customers, and avoid disposable products.





Product development

In order to be able to present unique collections again and again, we develop our products very carefully. Specifically, this means that we scrutinise and revise the results attained until we are 100% satisfied.

We usually get the input for current styles and new possibilities, and an overview of them, months in advance. We also visit important trade fairs, enquire with our main suppliers about aspects of quality, and, after a trend analysis, consider which of our ideas we want to implement.

Based on this, we then design our rough plans and order the first fabric, knitting and colour samples, from which a collage and colour chart are at first created. However, we are happy to revise these when given new ideas and suggestions for improvement. Equipped with these impressions, we travel to our suppliers and discuss with our producers the implementation, initial design and future developments of planned products and samples. Once the right patterns have been combined, important details such as the logo, collar, etc., need to be determined for each product.

We then develop CADs, involving our suppliers, making sure that each product is covered by a colour sample. These CADs are used to create the styling and the detailed design of the individual products. This also includes the colour and material design of the logo, button strips, buttons, collar, etc.

Now it is time to develop complete first products from the ideas discussed and based on our existing plans. Our experiences and wishes often play a greater role here than current market and trend analyses.

Finally, the products are ordered as prototypes, measured and, if necessary, further improved. We then make further cuts and selections, and decide on the final products for purchasing. At the end of the process, we donate all sample parts of non-produced items.



Materials

SUPIMA®
WORLD'S FINEST COTTONS



SUPIMA

Supima® is the trademarked name for fibres made from 100% American Pima cotton. This type of cotton is only grown in Texas and California. Less than 1% of the total Pima harvest can be called Supima®. The individual fibres are 35% longer and about 45% stronger than those of conventional types of cotton.

The advantage: Fynch-Hatton clothing remains pleasantly soft and breathable, even after repeated washes.

ORGANIC COTTON

In contrast to conventional cotton, the synthetic pesticides and artificial fertilisers are not when growing organic cotton. Its cultivation is carried out according to the guidelines of organic farming. Adherence to these is ideally controlled by independent bodies, who in turn award certifications. As a consumer, you should therefore let yourself be guided by these reputable certifications and seals.

DUPONT SORONA

The Sorona fibre contains 37 %by weight plant-based raw materials that re-grow each year, i.e., corn or corn starch. A life cycle assessment of Sorona shows that its production requires 30% less energy and releases 63% fewer greenhouse gases than the production of polyamide 6. Compared to polyamide 6.6, Sorona even uses 40% less energy and reduces greenhouse gas emissions by 56%.





Animal welfare

We are proud supporters of animal welfare. That's why we attach great importance to being a 100% fur-free brand.

Feathers and down

We consistently avoid the use of feathers and down in the development and features of our products.

Endangered species

The use of materials obtained from endangered species that are on the lists of the International Union for the Conservation of Nature (IUCN, World Conservation Union) or the International Trade in Endangered Species (CITES, Convention on Trade in Endangered Species) is not permitted in the manufacture of Fynch-Hatton products.

Cashmere

Cashmere, which is used in Fynch-Hatton products, is only allowed when it comes from manufacturers who keep animals under humane and proper conditions.

Fur

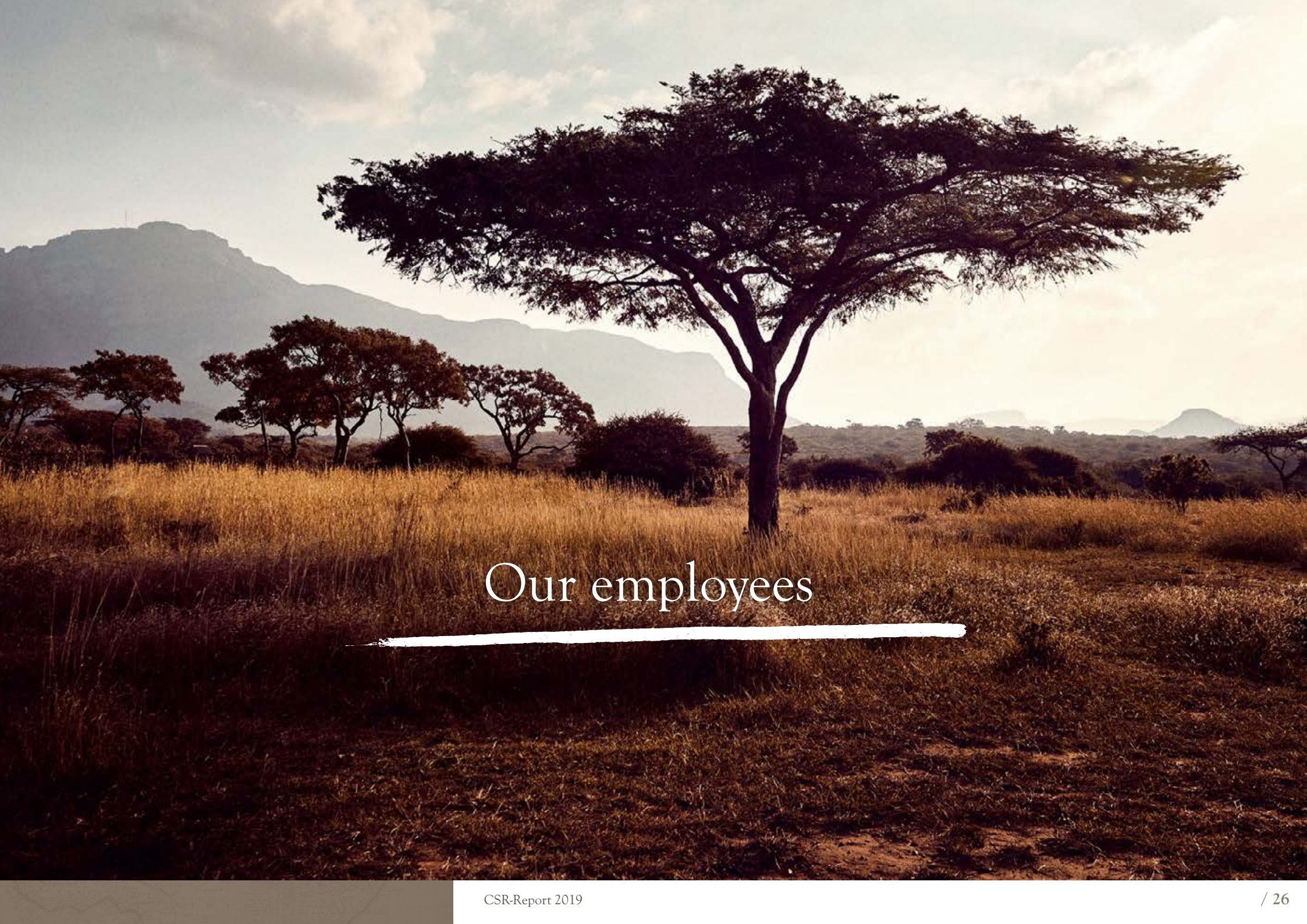
Real fur is not permitted in Fynch-Hatton products. The only exceptions are fur products (hair on leather) from cows, pigs, goats and sheep, provided that these are by-products of the meat industry and come from producers who comply with proper animal welfare.

Leather and hides

Any leather used and hides that are processed must be a by-product of the meat industry and come from producers who value animal welfare. Leather or hides must not come from animals that are still alive or from stillborn animals. Fynch-Hatton products also prohibit the use of hides from animals caught in the wild and exotic animals.

Wool

Wool must come from manufacturers who comply with proper animal welfare. Merino wool that is processed in Fynch-Hatton products is not permitted to come from farmers who partake in so-called mulesing.



Our employees



Diversity

Our employees are central for us. They are the "engine" of Fynch-Hatton. Our collaboration is characterised by mutual trust, freedom of action, independence and respect. Everyone is committed and motivated to the economic success of the company and actively contributes to the achievement of the company's goals.

Every employee has a permanent position or a field of responsibility requiring specific skills.

Within this framework, he can and should act independently and make decisions. A creative scope for action, regular team meetings and intensive collaboration, be it within or across departments, make everyday work more interesting and varied.

Equality between women and men, as well as of foreign employees, is a matter of course at Fynch-Hatton. Since we pay great heed to the well-being of our employees, we take professional and personal needs into account in equal measure. In concrete terms, this means that both part-time and full-time employees benefit from our flexible working time system and a balanced worklife balance.

The high number of long-term employees underlines the strong sense of identification with the company.

We also want to inspire and foster qualified employees who are committed to our company, and retain them over the long term. The appreciation of employees is an important prerequisite for motivation, commitment, dedication and a sense of responsibility. We therefore offer everyone the opportunity to participate constructively in business processes and in developing new ways of working and new offers.

Respect, loyalty, passion, innovation, quality and the acknowledgement of equal opportunities are the benchmarks for our actions. Given the diversity of our employees, this naturally includes a non-discriminatory working environment.

Modern working conditions, a transparent and fair remuneration system, and occupational safety are key aspects for us, which are observed and adhered to by everyone.



2019
44 employees

2018
33 employees

21/23
Proportion that are female/male

8
Department Head

5
Students/interns

37 years
Average age

Workplace

With our modern new building, we are optimising the workstations and working conditions of our employees. But even as early on as when buying the office equipment and materials, we paid increased attention to environmentally friendly criteria. For example, the entire delivery was carried out exclusively by local companies to ensure short delivery routes.

Of course, the smallest possible amounts of harmful substances in the furniture and equipment was just as important to us, thus also making their later disposal more environmentally friendly.

In addition, we raise awareness among our employees of how to deal responsibly with all resources and materials in everyday office life. Every employee is taught even the smallest of energy-saving measures, such as switching on the stand-by mode on the PC during their lunch break, or making use of the dimming feature of their screens.

We are currently equipping all rooms with presence sensors to control the lights, so that the ceiling lamps are only switched on when people enter the room or move. Because we think that if nobody is working in a place, there is no need for the light to be on.

In order to even save electricity with our printers, we work with multifunction devices that combine printing, copying and fax functions.





List of abbreviations

AbTF	Aid by Trade Foundation
BCI	Better Cotton Initiative
BMGF	Bill and Melinda Gates Foundation
BMZ	Bundesministerium für Wirtschaftliche (Federal Ministry for Economic Affairs) Cooperation and development
CHA	Cotton Expert House Africa
CmiA	Cotton made in Africa
CSR	Corporate Social Responsibility
COMPACI	Competitive African Cotton Initiative
DEG	Deutsche Investitions- und Entwicklungsgesellschaft (German Investment and Development Association)
FSC	Forest Stewardship Council
GIZ	Gesellschaft für Internationale Zusammenarbeit (Society for International Cooperation)

Legal notice

Publisher

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