

Marika Lulay
CEO

T +49 711 62042-410 (direct)
T +49 711 62042-429 (Assistant)
F +49 711 62042-101
Marika.Lulay@gft.com

12 October 2021 | Statement of Continuous Support for the UN Global Compact

Dear readers,

GFT Technologies SE stands firmly by the Ten Principles of the United Nations Global Compact in the areas of human rights, labour, environment and anti-corruption. I am pleased to confirm our progress:

Human Rights: In response to the need for a sustainability-oriented society based on solidarity, we are committed to the responsible and ethical development and application of technologies. This is in accordance with our sustainability goal ‘Sustainability by design’. This is our contribution to SDGs 9 and 17.

We are convinced that practised diversity is an expression of equal opportunities (SDGs 5 and 10) and that this is a decisive key to our business success. GFT’s goal is creating an inclusive and diverse corporate culture and promoting equity in the workplace around the world. In summer 2021, we implemented a group-wide Diversity and Inclusion Policy. Furthermore, the due diligence of new business partners now includes a check against our policy.

Labour: As a responsible employer, GFT is committed to fair, safe and healthy working conditions (SDG 8). Our business model and our internal structures have proved to be extremely resilient. This became – especially clear in the challenging year 2020: On 15 March, two days after the WHO declared the pandemic, all of our roughly 6,000 employees were switched to remote working within 48 hours – while maintaining our high safety and quality standards. Nor was there any downtime. Our decision to introduce remote working throughout the Group at this early stage of the pandemic, also at those GFT locations not yet affected by regulatory restrictions, is a reflection of our responsibility as a company. We rigorously adhered to this strategy over the past months and played our part in protecting employees while also helping to reduce infection rates.

Our employer branding slogan ‘Ready to grow’ is an expression of the fact that the personal and professional development of our employees is a central component of our work culture – as our employees grow, so does the company (SDG 4).

Environment: In our sustainability strategy, we are committed to integrating environmental responsibility into our business activities. We compiled our first Corporate Carbon Footprint which is compliant with the requirements of the Greenhouse Gas Protocol (GHG Protocol). In spring 2021, we announced the goal of being climate neutral within our own operations by 2025 (SDG 13). With regard to our core business, we have addressed the question of how our software solutions can make a contribution to sustainable products (SDG 12) by means of technological innovation (SDG 9): GFT's 'GreenCoding' approach focuses on architectural principles of resource-oriented programming. We targeted to train 100 employees during 2021 – at the beginning of October 2021, already more than 420 employees had participated in a GreenCoding training.

Anti-Corruption: We regard integrity as a crucial prerequisite for long-term success. Our Code of Ethics & Code of Conduct is how we support SDG 16. Employees are encouraged to report violations of laws and Group policies, for which various communication channels are available. Since the end of 2020, all employees throughout the Group have access to a web-based whistleblowing tool that technically guarantees anonymous reporting including two-way-communication mechanism. We have addressed the special circumstances of the pandemic with regards to new models of invitations and adapted the internal rules and verification system.

We believe in a digital world in which the intelligent and sustainable use of IT is a key success factor. As a globally networked technology partner, we are spearheading this trend and unlocking the enormous potential of new technologies for our clients and society, with consideration for the environment.

Please find out more about our ongoing work and progress. Especially how we integrates the Global Compact and its principles into our business strategy, corporate culture and daily operations in our [Non-financial group report 2020](#) and at www.gft.com/sustainability.

Best regards



Marika Lulay
CEO of GFT Technologies SE