



EVERY PART IS A PART OF US



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Introduction

Dear Sir or Madam,

More than 100 years of experience as a family business are the foundation on which the GEDIA Automotive Group stands. Thanks to our medium-sized structures we are close to our customers and close to our own employees. 4,300 people are currently working at our eight production sites. As a development and dialogue partner GEDIA is involved in various joint ventures and research companies. Since 1955 we have been producing stamped and drawn parts for the automotive industry and are a reliable technology partner in development and production worldwide.

Our headquarters are located in North Rhine-Westphalia, in the densely wooded Sauerland, close to nature. This may well inspire us to ask questions about the protection of our natural resources, about renewable energy and about changes in our mobility behavior - and to find sustainable answers for us. The task of limiting global warming is a technological challenge, and even more so a social challenge. That is why we measure all measures for the efficiency of our processes, for the optimal quality and benefit of our products not only in terms of short-term economic success, but also in minimizing our ecological footprint. Our long-term goal is a comprehensive CO₂



neutrality of our economic activities. To achieve this, we not only have the necessary technology, but also the employees who approach this task with a great deal of creativity, but above all with the necessary expertise and professional know-how.

Thinking in terms of generations and for generations is one of the decisive characteristics, which have secured our existence and growth as a family business.

The automotive market is currently undergoing its greatest upheaval. The topics of electric mobility and alternative drive systems are becoming increasingly important internationally. Governments, business and science are formulating ambitious goals to achieve a sustainable transformation of mobility. The future development of the world economy and the increasing global political imponderables have a major influence on the purchasing behavior of automobile manufacturers and customers.

Despite all the changes, it is good that there are also permanent standards, firm guarantors in an ever faster changing world. GEDIA continues to rely on the world-open, internationally oriented and medium-sized company. The corporate culture of a family business - the GEDentity.

The success of GEDIA, our profitability and the employment of all employees are decisively influenced by our precision, care and attention to detail and the use of sustainable processes in connection with ecological solutions. For these reasons, our sustainability strategy combines all relevant economic, ecological and social aspects of our business activities. This report documents this and is a guideline for action at the same time.

We face the future sustainably.

With kind regards,

Helmut Hinkel, MBE and
Markus Schaumburg, MBA
Executive Board GEDIA Automotive Group



Sustainability Report 2018

With this first sustainability report the GEDIA Automotive Group informs its stakeholders about Corporate Social Responsibility (CSR) in the group of companies.

The report provides an overview of our strategy, goals and performance. It shows the focus and progress in GEDIA's fields of action of sustainability for the year 2018.

For reasons of better readability, we will refrain from using gender-related double titles in the following for mixed groups of people.

8

PRODUCTION SITES
WORLDWIDE

GEDIA AT ONE SIGHT

Every GEDIA part is a part of us.

Family-owned company. Medium-sized business. International Enterprise.
Above all we are people who are there for each other while working together.



Executive Board:

Helmut Hinkel, MBE
and Markus Schaumburg, MBA



Industry:

Automotive Supplier



Product Range:

Lightweight automotive technologies and chassis components



Certifications:

IATF 16949
DIN EN ISO 9001
DIN EN ISO 14001
OHSAS 18001
TISAX
AEO-Certificate

4.300

EMPLOYEES
WORLDWIDE

950

EMPLOYEES
IN ATTENDORN

640

MIO. EUROS
TURNOVER IN 2018

1910

FOUNDED IN
ATTENDORN



Report Profile

REPORTING ACCORDING TO GLOBAL REPORTING INITIATIVE (GRI)

The Sustainability Report 2018 was prepared in accordance with the guidelines of the Global Reporting Initiative (GRI), reporting option "Core", created.

We report in accordance with the guidelines on all major fields of action.

The stakeholder matrix forms the basis for the selection of key aspects and performance indicators in this report.

OUR KEY FIGURES

All data and information in this report has been prepared by the respective departments using recognized methods for 2018

financial year. The figures presented have been rounded. Environmental indicators and key personnel figures are determined decentrally at the locations and condensed centrally at the headquarters in Attendorn. These are supported by management systems. Financial key figures are collected in accordance with German commercial law.

REPORTING PERIOD AND SCOPE OF APPLICATION

The reporting period corresponds to the data and information from the 2018 fiscal year. The sustainability report covers all locations of the GEDIA Automotive Group.

This includes:

GEDIA Gebrüder Dingerkus GmbH,
Attendorn, DE
GEDIA España S.L.,
Sta. Margarida i els Monjos, ES
GEDIA Poland Sp.z.o.o.,
Nowa Sól, PL
GEDIA Hungary Kft., Tata, HU
GEDIA Automotive Systems Nanjing Co., Ltd., Nanjing, CN
GeNI de México S.A. de C.V.,
Puebla, MX



GEDIA Michigan, Inc.,
Lake Orion, US
GEDIA India Automotive Components Pvt. Ltd.,
Pune, IN

There were no significant changes in the reporting period compared to the previous year.

EXTERNAL CONFIRMATION OF THE SUSTAINABILITY REPORT

For the present report there is no external verification or confirmation.



Stakeholder Dialogue

We maintain a trusting and proactive dialog with our stakeholders. We also communicate sustainability issues. Our aim is to create broad acceptance for this topic. In our stakeholder dialog, we take up suggestions, expectations and criticism accordingly. Corporate decisions are based on these.



Stakeholder

Stakeholders are individuals, groups and organizations that regularly interact with the GEDIA Automotive Group.

The GEDIA Automotive Group does not make any financial contributions to political parties. Our compliance management and our code of conduct contain binding guidelines, including regulations on donations, sponsoring, customer events, hospitality and promotional gifts. Compliance with the rules is the responsibility of the respective manager.

Our stakeholder issues and communication channels:

STAKEHOLDER	ISSUES	DIALOGUE ART
Employees	Health and Safety Carrier and Further education Work-Life-Balance Equal opportunity Co-determination Compliance	Personal Conversations Intranet Employee Surveys Newsletter Company Suggestion System Department Meetings Work Meetings Works Council
Customers	Product Quality Sustainable Technologies Compliance Human Rights	Fairs Customer Events Personal Contact Audits
Suppliers and Service Providers	Product Quality Environmental Protection Compliance Conflict Minerals	Supplier Meetings Supplier Audits Supplier Evaluations Compliance Policy
Shareholder	Corporate Governance Investments Compliance Risk Management Strategy Globalisation	Shareholders' Meeting
Banks	Corporate Governance Investments Compliance Risk Management Strategy Globalisation	Bank Day Regular Meetings
Publicity	Product Quality Environmental Protection Compliance Conflict Minerals Personnel / Anniversaries	Sustainability Report Fairs Factory Tours Social Media Press Releases Events
Science and Research	Development of new products Development of new technologies Cooperation with universities Dual Study Program	Joint Development Projects Awarding of Bachelor- and Master Theses
Media	Current development Globalisation Apprenticeship	Social-Media-Channels Press Articles
Region, City, Neighbours	Social Commitment GEDIA as an employer Location development Training Center	Sponsoring Job Fairs Events
Politics and Authorities	Location Development Shortage of skilled workers Demographic change Funding opportunities Climate protection Compliance Permits	Meetings Visits Factory Tours
Associations	Developments	Participation in committees

The four Action Fields of Sustainability

To ensure long-term business success, we consistently incorporate the issue of sustainability into our corporate responsibility. In doing so, we consider not only the necessary economic aspects, but also the ecological and social aspects. We are in direct dialog with our stakeholders to ensure that important social and environmental aspects are taken into account.

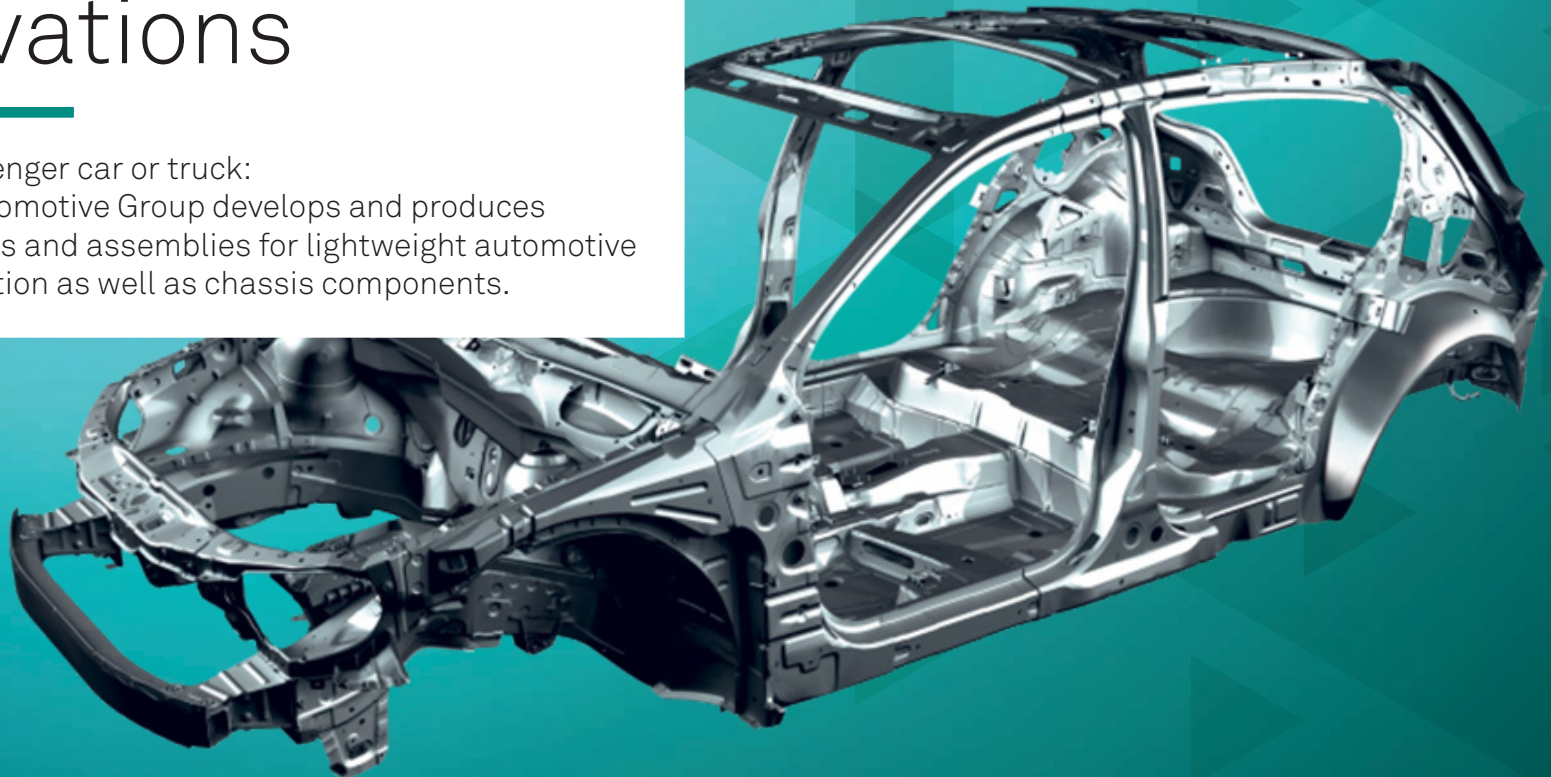
In all four areas we review our actions from the perspective of sustainability. Climate change, mobility and scarcity of resources are important drivers and influence our work. They have a high impact on the sustainable business activities of the GEDIA Automotive Group.





Products and Innovations

Whether passenger car or truck:
The GEDIA Automotive Group develops and produces structural parts and assemblies for lightweight automotive body construction as well as chassis components.





Knowledge is a powerful Engine

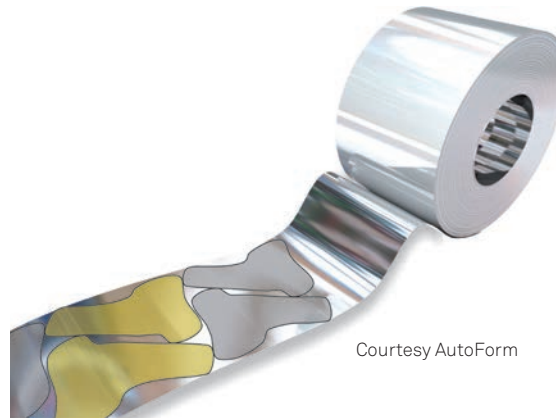
Our experience in the production of stamped and drawn parts is based on a long tradition. GEDIA stands for customized component development.

The manufacturability of our products is already tested in the early development phase. Afterwards the component is implemented in our own prototype production. Appreciated are our efficient manufacturing processes. Our solutions for complex systems are increasingly in demand. GEDIA manufactures floor assemblies, body and crash as well as chassis components. Without the people who have a hand on the product

and an ear to the customer in production and service every day, our success would certainly not be possible.

STEEL AND ALUMINUM

The GEDIA products consist mainly of steel and aluminum. Therefore, they are produced from climate-friendly materials. Steel is a durable material and has been in circulation for decades. Steel is 100 percent reusable. Worldwide about 500 million tons of steel are recycled every year, saving about one billion tons of raw material. The increased use of aluminum is also helping us to new ways, the additional Opening up possibilities in lightweight construction and reducing CO₂ emissions.



Courtesy AutoForm



PROCESS MANAGEMENT

Our processes are designed for sustainability, from component development to tool design and the finished component. In order to improve the overall process management in production, regular value stream analyses are carried out to identify and eliminate non-value-adding processes.

Already in the planning stage, we ensure resource-saving utilization of the raw materials steel and aluminum with optimal nesting of the blanks. The CAD programs used maximize the degree of material utilization. By means of early, process-oriented simulations already in the offer preparation phase, we largely avoid



unnecessary tryout loops before pre-series production. In our award-winning toolmaking department, we consistently use the findings from product development for tool design.

REDUCE COMPONENT WEIGHTS

Global goals, such as the reduction of CO₂ emissions and fuel savings, have brought our solutions in the field of lightweight components increasingly into focus. GEDIA has developed very high potentials in cold forming at an early stage.

By using high-strength steels, component weights have been consistently reduced.

Today we are able to process steel grades with tensile strengths of up to 1,300 MPa. A further CO₂ reduction is possible by using hot forming technology. Hot stamping is the key technology to enable a significant reduction in the weight

of vehicle components while maximizing component strength.

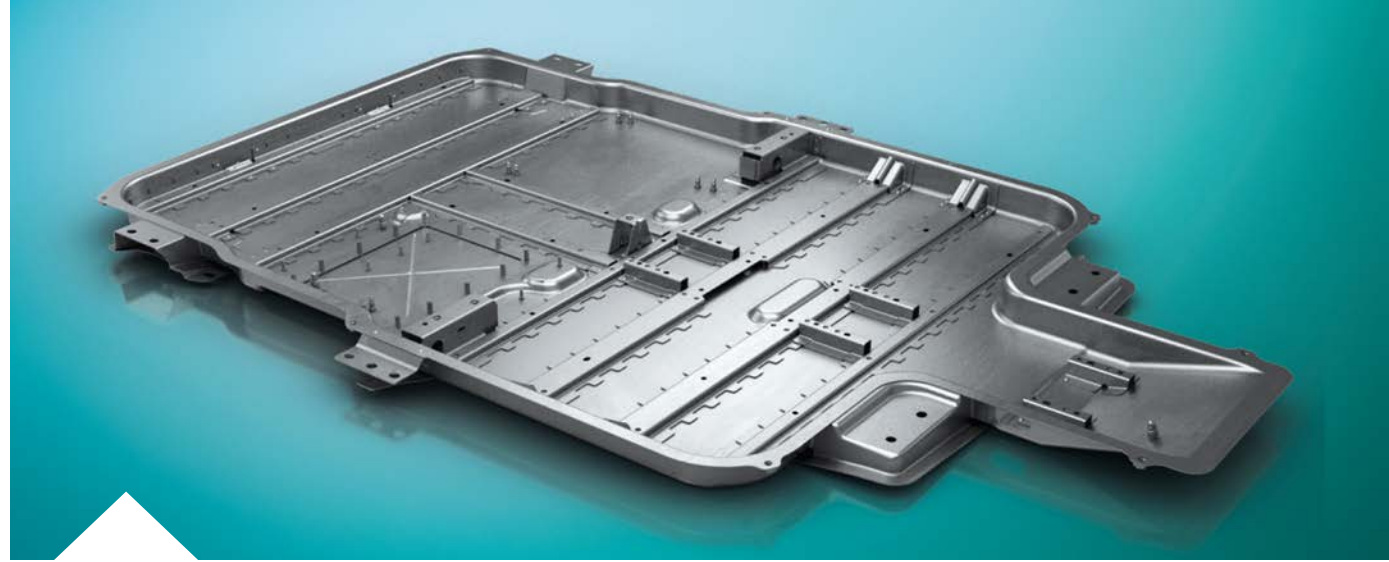
GEDIA TemperBox® TECHNOLOGY

In the field of hot forming, GEDIA has developed the TemperBox®, an innovative process for partial press hardening of car body parts. The GEDIA TemperBox® represents an industrially safe alternative to other processes available on the market.

This technology enables us to combine high strength and high forming capacity in one component with millimeter precision. As a result, the components can be optimally designed to protect the

occupants at the lowest possible weight. Lighter vehicles save fuel and CO₂.

In addition, this special press hardening process can reduce the sheet thickness of the components, and the combination of hot-formed steel with aluminum becomes possible.





E-MOBILITY

GEDIA also has years of experience in the field of e-mobility and offers innovative solutions. Since 2013 GEDIA supplies complex aluminum structures for electric models of various car manufacturers. During the development of these components, a minimum component weight was achieved with a maximum crash safety in order to keep the mass of the vehicle as low as possible and achieve maximum range. GEDIA has been active in the development and production of enclosures for high-voltage storage systems for many years. The high demands on tightness and crash safety are essential features in our product development and realization. GEDIA holds several patents in this field.

JOINING TECHNOLOGY

In joining technology, we reduce our consumables through closed cooling systems permanently. We use the latest sensor technology for this purpose. We use state-of-the-art, energy-efficient welding equipment with high efficiency to meet the requirements of maximum sustainability. Our robot systems are programmed offline to significantly reduce project planning and downtime. For the production of various components in one system space-saving standard cells are used at all locations. That saves resources, time and creates flexibility. In addition, these cells are intelligently interlinked to relieve our skilled workers worldwide.

Our assembly workstations are also initially created virtually. All influencing variables are taken into account, from component size and weight to accessibility to the joining areas and the work content



of the employees.

In this way, jobs are created with the best conditions, low loads and with optimum use of the available resources of material, energy and space.

GEDIA increasingly focuses on the reuse of plant modules or entire production plants over two to three life cycles. This enables a sustainable production of varied and complex component groups. At all plants, attention is paid to the avoidance of disposable operating materials, and operating materials such as coolants and lubricants are reprocessed for reuse. Fumes produced by the plants are collected by means of filter systems, thus purifying the air and protecting our employees.



SUSTAINABILITY IN LOGISTICS

Processes can only lead to very good results if they are thought through to the end. Our efforts in meeting the challenge of achieving the best possible sustainability in our production therefore extend far beyond the actual production. Along the entire value-added chain, processes in the area of logistics are also constantly optimized with respect to their environmental compatibility and resource efficiency.

EFFICIENT PACKAGING MANAGEMENT

The care taken in logistics would not be very efficient if one did not also deal with the question of safe and sustainable packaging. We create an early simulation of our



packaging on the basis of CAD data. This enables us to plan the optimal and space-saving use of the required transport containers and their geometries reliably in advance. The result is a reduction of transport trips and a better utilization of the loading areas on trucks. We have developed the software used to simulate the packaging or the ideal packing method called "Packassistent" in cooperation with the Fraunhofer Institute Dortmund.

GEDIA uses reusable packaging to a large extent.

For example, the intermediate layers of cardboard were replaced by recyclable plastic layers. The multiple use significantly reduces waste materials and the waste volume. In order to ensure continuous optimization, we conduct targeted packaging audits to reduce the packaging material.



NETWORKED TRANSPORT SOLUTIONS

Our logistics are well thought out and are managed with foresight. Due to our central planning, the entire commissioning of transports is in one hand.

This way we maintain a precise overview of the entire logistics. Freight space is optimally used, for example by additional loading, bundling or combination of transports. The basis for networking is an intranet app, through which upcoming transports are reported directly to the transport logistics department. The CO2 emissions saved by our intelligent logistics are measurable. These have been reduced by a good 100 tons in 2018. GEDIA uses intermodal transport solutions and, for example, efficiently links truck and rail transport in the intercompany business.

EMISSION-FREE FORKLIFT FLEET

E-mobility plays an important role in the company, especially in questions of emission avoidance. GEDIA has therefore relied on the high performance of modern electro mobility for a long time in its forklift fleet. All industrial trucks in the inventory, including low lift trucks, have been converted to electric drive for years. Energy-efficient lithium-ion batteries are being used to a large extent already.





Responsibility for Employees

GEDIA is an attractive, internationally positioned employer with qualified specialists and managers at all eight locations.



Every Part is a Part of us

Each and every part counts at GEDIA:

Each part - because we develop and produce innovative structural components together with almost all automotive manufacturers.

And every part - because this wouldn't be possible without our 4.300 motivated and qualified employees.

We value a living corporate culture that is characterized by mutual respect and support. We actively promote the competence, creativity and performance of our



employees and thereby continuously increase their motivation and sense of responsibility. The international growth of the GEDIA group has a positive impact on all employees in the company. GEDIA develops through common values and strong identities. International perspectives open up additional options for development and career in the company. This provides security and motivation for the employees.

Headcount GEDIA Group

GEDIA GROUP	Ø 2018 HEADCOUNT
Direct employees	3.492*
Toolmaking	149
Administrative Employees	659
Total	4.300

* incl. temporary employees



Success Factor Employees

In the past 2018 financial year, an average of 4,300 people were employed in the GEDIA Automotive Group. The success of the company is above all the success of its employees. Training and qualification, further education and promotion are therefore of great importance to us.

Our employee surveys show that the corporate culture and working atmosphere are perceived even more positively by our employees than in the previous year.

"We conclude that the changes introduced in the areas of working hours, communication, transparency as well as leadership feedback and leadership training are perceived positively by the employees."

Heiko Baumgart, Group Director Human Resources



"As a result, they contribute to increasing employee motivation and promote employee loyalty."

Heiko Baumgart, Group Director Human Resources

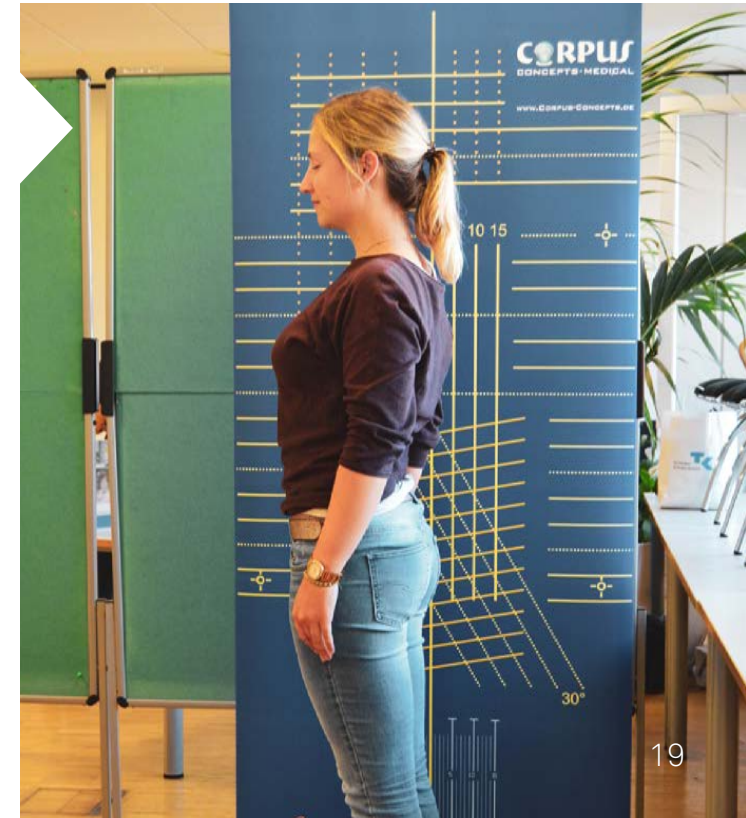


Health in Focus

In 2018, GEDIA health management had two main focuses. On the one hand, as part of the annual health days, different medical examinations were offered. For example, the employees had the opportunity to have a vitality check, a posture or mobility analysis carried out. On the other hand, a lipid test and lectures as well as quick tests on the subject of colon cancer were part of the program. Fixed values in the company health management are our annual blood donation campaign and the flu vaccination. Regular fruit days, on which fruit



is distributed to employees, round off our special offer.





Because Family counts

Our goal is to actively use the company's organizational options to facilitate the compatibility of family and career. This includes flexible working hours for the temporary care of relatives in need of care.

To increase the compatibility of family and career, we offer a variety of working time models, full-time or part-time. Employees, managers and Human Resources approach each other and together seek family-friendly and operationally acceptable solutions.

In addition, we created in 2018 the possibility to work in home office temporarily.



Employees can do this on up to two days a month. Through the use of a home office workstation we enable employees to organize their work more individually and promote the compatibility of family and career additionally. We expect increasing employee satisfaction and motivation. This will have a positive effect on work efficiency and quality.





Basic for good Work

In 2018 there were 73 apprentices in eleven different professions at the GEDIA Group. Eleven were apprentices in the commercial, 59 in the industrial/technical and three in the logistics sector. We also train eleven students who study at various international universities.

In order to promote the international qualifications of trainees and students, we annually send three to four trainees/students to our international locations or, as part of state-funded measures, to participating foreign companies.



The stay abroad requires independent action and promotes our trainees on a linguistic, intercultural and professional level.

In 2018 the training workshop, the future "Training Center of Technology", was opened. Starting in 2020, employees from the locations in India, China and Mexico will be trained in the training workshop in basic technical skills - based on the

German training framework plans - both practically and theoretically.





Training ensures Success

The quality of leadership is an essential factor for the success of the company. In 2018, the second part of the third management level went through the management feedback as a consistent continuation of the program introduced in 2014.

All international managers attend regular management seminars that are based on our values and principles. In total, we offered over 2,000 measures for the internal



and external qualification and training of our employees in the past year - all with the aim of increasing the technical and social skills of our employees.

The international and foreign language skills of the employees are continuously developed in in-house training courses.





Invest in Talents

The talent management program implemented at the German headquarters in 2015 was expanded to include the European locations in 2018. From 2019 the international talents, selected in an extensive and standardized process, are being qualified. The program is based on the experience of the first talent management program. In this 24-month development program, the talents receive a consistent, practice- and theory-oriented qualification and get prepared for a later specialist or management career. The program consists of five modules: individual coaching and training, group training, mentoring, department evenings



and project work. In addition to the variety of training courses on the subject of “specialists and managers”, soft skills such as the ability to work in a team, the ability to compromise, the ability to assert yourself and the ability to criticize are dealt with in team coaching.

There are also crash courses in the areas of labor law, corporate controlling, income statement and balance sheets. In addition, the processing of demanding operational projects serves to qualify the GEDIA Group's junior staff for project management functions.





Experience together

A wide variety of events are held for employees and their relatives at the global locations of the GEDIA Group, such as family days, Christmas parties, open days and others. This strengthens the bond between all employee families and GEDIA.



Day of Deaths ("Día de Muertos") in Puebla, Mexico



Family day in Attendorn, Germany



A photograph of a person's hands planting a young tree sapling into the ground. The person is wearing a plaid shirt and dark pants. The background is a soft-focus outdoor scene with trees and sunlight. Overlaid on the right side of the image is a white line-art drawing of a tree, which appears to be growing from the soil. On the left side, there are several overlapping teal and orange geometric shapes, including triangles and polygons, creating a modern, abstract design.

Environment and Quality

How we produce is a question of our entrepreneurial attitude. We produce in harmony with our environment. Resource conservation, fair behavior towards our business partners and effective recycling at all of our locations determine our actions.



Awareness of what we do

EMISSIONS

In 2018, all emissions (electricity and gas) of the GEDIA Automotive Group were 43,015 tons of CO₂. This means that emissions have increased by 4% compared to the previous year. In relation to sales, however, emissions fell by 9%.

	2017	2018
Generated emissions in t CO ₂ electricity	39.238	40.822
Generated emissions in t CO ₂ gas	2.340	2.193
Total emissions in t CO ₂	41.578	43.015
Generated emissions in t per EUR 1 mio. turnover	72	67

ELECTRICITY CONSUMPTION

The absolute electricity consumption of the GEDIA Automotive Group increased by 4% in 2018 compared to 2017. This is caused by the increased sales. If you look at the electricity consumption per EUR 1 million in sales, the ratio shows that the electricity consumption has decreased by 3%.

	2017	2018
Electricity consumption kWh	66.580.799	69.189.594
Electricity consumption in kWh per EUR 1 mio. turnover	114.794	108.109

SAFE SUBSTANCES

We refrain from using dangerous and environmentally hazardous substances in our manufacturing processes and products. According to the European REACH regulation (Registration, Evaluation, Authorization and Restriction of Chemicals), certain chromium6+ containing substances are subject to authorization.

The GEDIA Automotive Group does not use these. In addition, we pass the REACH requirements on to our suppliers via our general purchasing conditions.

CONFLICT MINERALS

The extraction of conflict minerals from the Democratic Republic of Congo and neighboring countries is environmentally and socially unacceptable and is a violation of human rights. The raw materials include tantalum, tungsten, gold and tin. These minerals occur in very small quantities in raw materials and components.

Our suppliers are obliged to disclose the origin of the minerals used or procure them only from certified mines and master alloy manufacturers (Compliant Smelter List).





GEDIA is committed to act according to the Wall Street Reform and Consumer Protection Act, H.R. 4173, and to obtain through responsible purchasing behavior only semi-finished products that contain these raw materials from conflict-free areas. To this end, the GEDIA Automotive Group asks its relevant suppliers to indicate the origin of the minerals. Our general purchasing conditions require information on the origin of the minerals.

In addition, our code of conduct for suppliers calls for no child labor. The protection of children is one of the main anchors of international human rights.

We are committed to these fundamental rights and categorically reject any form of child labor.

ENERGY AUDIT

On the basis of the European Energy Efficiency Directive 2012/27/EU, an energy audit was carried out for the first time in 2015 by independent institutes in the majority of the European plants.

Measures were derived from the audit results and implemented step by step, among other things the continuous replacement of hall lighting by LED lamps.

ENVIRONMENTAL PROTECTION IN PRODUCTION

Climate change and the scarcity of resources are global challenges of our time that are also relevant for our company. The development and manufacture of automotive parts should be as energy-efficient as possible, with few emissions and raw materials.

We understand environmental protection as a corporate responsibility for our products and production. Our locations are certified according to ISO 14001:2015.

WATER AND SEWAGE

Water is a natural and an important resource for society and industry that we want to protect and use efficiently in the manufacture of our products. Our global locations are not in regions where water is a scarce resource. We use drinking water for production processes, in sanitary facilities and canteens. The share for sanitary facilities is around 90%.





Water consumption increased by 2.5% in 2018. Here, too, the main reason was the significantly higher output compared to the previous year, combined with new hires. For every EUR 1 million in sales, water consumption has decreased by 8%.

	2017	2018
Water in m³	38.354	39.346
per EUR 1 Mio. turnover	66	61

As part of the ISO 14001 certification, water consumption is regularly checked across the group. Employees are encouraged to use water sparingly. None of the GEDIA Automotive Group plants are located in a nature reserve. The plants are all located in designated commercial areas. Most of the factories are close to the customer, which saves emissions and costs for complex transport.

ENVIRONMENTAL PROTECTION IN NEW BUILDINGS

Environmental protection and energy efficiency have priority in new buildings. Heat recovery is to be implemented for the first time as part of the new construction of a production hall at the Attendorn location. The aim is to recover the waste heat from thermoforming furnaces and compressors.

The aim is to use the recovered heat for heating the production hall and offices and to provide for drinking water heating. This is how the heat generated in the hot forming process is used for the preparation of hot water for the sanitary area, for the radiant ceiling panels of the hall heating, the underfloor heating and the radiators in the administration. Construction of the production hall started in 2018 and the commissioning of the production hall and the waste heat recovery will take place at the end of 2019. The federal government is subsidizing the project

at the Attendorn location with almost 2 million euros from the environmental innovation program.

Gefördert durch:



Gefördert durch:



The use of waste heat contributes to the fact that considerably less energy is required for heating the building. This reduces the company's primary energy consumption and at the same time saves building maintenance costs. Waste heat is also used at our location in Poland.



WASTE MANAGEMENT

GEDIA operates sustainable waste management for the safe recycling and disposal of operational waste. Waste avoidance and recycling of waste are our priority. We want to keep material consumption and disposal volumes as low as possible. Our waste is transported and recycled or disposed of by specialist companies.

We introduced international reporting for the reporting period. According to this, the total amount of waste generated was 3,073 tons. Measured against the total amount of waste, we have a recycling rate in the GEDIA Automotive Group of more than 98%.

Around 97% of the group-wide waste generation was accounted for by steel and aluminum scrap, which mainly arises from punching processes in production and is completely sold. The increase in the volume of waste can be explained

by the expansion of production at the locations.

Waste management is an important part of our certified environmental management system according to ISO 14001:2015. At the GEDIA locations, there were no soil pollution from dangerous or environmentally hazardous substances in the reporting period.



A group of diverse, smiling children are the background of the page. A white text box is overlaid on the left side. A faint white line-art illustration of a city skyline is positioned above the text box. The entire page is decorated with a pattern of overlapping green and blue triangles.

Social Commitment

As an international company, we assume responsibility for our employees and our environment as well as social responsibility. This has a long tradition at GEDIA and is firmly anchored in the corporate culture.



Helping is a Part of our Culture

"We are aware of our social responsibility for sustainable corporate development in compliance with legal and ethical requirements."

(Corporate Principle No. 4)

This responsibility is very important to both the shareholders and the entire workforce. GEDIA therefore supports non-profit projects and charitable causes worldwide.

Here are just a few examples:



ACTION DAY WORK - YOUR DAY FOR AFRICA

"Education feeds people".

The "Your Day for Africa" campaign by "Aktion Tagwerk" is committed to putting this idea into practice. Only education enables children, young people and single mothers to lead a self-determined life. In the campaign "Your day for Africa" schoolchildren work for a day in companies to donate the money they have earned to educational projects in seven African countries.

In this way, children and young people can actively support their peers in Africa.

GEDIA stands behind this idea and takes part in this campaign every year.





RECOGNIZED PUBLIC RELATIONS: GEDIA BECOMES A NEWSPAPER SPONSER

With the idea of keeping the younger generations up to date with the latest information and paying attention to quality journalism, GEDIA has been sponsoring selected newspapers and news magazines on a daily basis since March 2018. There they are available for free use in participating schools. Regional schools such as the Rivius-Gymnasium and the St. Ursula Realschule in the Hanseatic city of Attendorf are supported this way.



MAKING SIGNS FOR DUAL TRAINING: PROJECT "FUTURE WORKSHOP TRAINING"

More and more students prefer to study immediately after leaving school and prefer this career to an apprenticeship. However, practical knowledge often falls by the wayside. The "Future Workshop Training" project makes the relevance of training for business highlighted and discussed. The project supports students as well as teachers and parents. It promotes dual training.

SPORT AND NATURE: "REBENTAESPARDENYES" RACE

The annual Rebentaespardenyes race offers our Spanish colleagues the opportunity to show their sportsmanship and do something good for their health. As the main sponsor of the race, GEDIA Spain invites GEDIA employees and their families to prove their skills in the race for free. A good 400 runners take to the track and enjoy the sporting event together. The non-profit sports organization in Penedès wants to use the run to promote mountain sports in the region and to bring nature and local culture closer to the athletes.





A HEART FOR CHILDREN: GEDIA SUPPORTS CHILDREN'S HOME IN HUNGARY AND MEXICO

New school books, stationery and learning equipment are needed in the children's home at our Hungarian location in Tata every new school year. GEDIA Hungary finances these materials. In order to continue to support the bond with the institution, the GEDIA members collect gifts for the children in the home every winter and distribute them at Christmas. Our Mexican company GeNI also supports orphans on site. In order to enable healthy nutrition, clothing and hygiene for orphans, GeNI de México donates both money and aid items to children in need. The action should also motivate the employees to support the orphanage and the children living there.



SUCCESSFUL RECYCLING: USING WASTE FOR A GOOD PURPOSE

Every quarter, the employees of GeNI de México hand over, among other things, collected plastic bottles to officially approved recycling companies. In return, the company receives food such as beans, sugar and rice and oil, for distribution to the needy. In addition to the good cause, the environmental campaign also serves to make employees aware of the issues of waste separation and recycling.



ACTION AGAINST ANIMAL ABUSE IN COLLABORATION WITH THE AID ORGANIZATION CROQUETÓN

Nowhere in Latin America are there more abandoned animals on the streets than in Mexico. More than 500,000 street dogs were counted in Puebla alone in 2014. This makes it one of the areas with the most street dogs. As a support, GeNI de México donates dog food to various reception stations in the region every three months. This is organized through the aid organization Croquetón. With this, GeNI wants to draw attention to responsible behavior towards animals both internally and externally, to call for the adoption of street dogs and to support the sterilization program.



PARTICIPATION IN THE MAMB INITIATIVE: REFORESTATION OF MEXICAN FORESTS

People have a high responsibility towards the environment and for its sustainable protection. Wherever the environment is being destroyed, we are called upon to rebuild it. By participating in the MAMB (Moving Academy of Medicine and Bio-medicine) initiative, GeNI de México supports the reforestation of Mexican forests. In addition, plans for the continued conservation of the forests are forged under this initiative in order to maximize the ecological, social and economic benefits for the nature project. With this commitment, GeNI de México would like to emphasize responsibility for our environment and sustainability.



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