



Code of Conduct

Preamble

The *Global Solutions Initiative Foundation gemeinnützige GmbH* (GSI), a non-profit, limited-liability company, is developing a new global narrative that focuses on human, social and ecological prosperity in the context of politics and economics. To this end, the organisation supports initiatives and provides research-based and expert policy advice to tackle pressing global economic, social and environmental challenges that are addressed in particular in the context of the G20 (the group of the twenty most advanced industrialized and emerging economies, "G20") and the T20 (an association of think tanks of the G20 countries, "T20") as well as the G7 (the group of the seven is an informal grouping of 7 of the world's advanced economies and the European Union, "G7") and the T7 (an association of think tanks of the G7 countries, "T7") and provide the basis for consultations of the G20/T20, G7/T7 and other international forums.

Strict compliance with statutory regulations is our highest priority and one of our core values.

This Code of Conduct outlines the core principles to which the GSI and all its bodies and employees are committed.

Scope of this Code of Conduct

This Code of Conduct applies to all salaried employees, managers, the executive team, and shareholders. It defines essential rules of conduct and procedures that must be followed within the GSI. The purpose of this Code of Conduct is to support all employees in acting according to the principles of the GSI and thus ensure the best possible implementation of its projects.

Our Core Principles

We abide by the law

The GSI conducts all its activities in strict accordance with applicable laws. The German legal system provides the framework within which our non-profit, public-benefit work is carried out. Acting in accordance with the law also includes the performance of and adherence to contracts.

Non-profit status

The GSI is a non-profit, limited-liability company (GmbH) under civil law. It serves exclusively and directly public-benefit purposes within the meaning of the section "Tax-privileged purposes" of the Fiscal Code of Germany. In doing so, it operates in a neutral, non-partisan manner.



We are committed to our articles of association

According to its articles of association, the purpose of the organisation is the advancement of science and research, the advancement of adult education and vocational training, the advancement of internationalism and of tolerance in all areas of culture and of the concept of international understanding. To this end, the GSI is developing a new global narrative that focuses on human, social and ecological prosperity in the context of politics and economics. The GSI supports initiatives and provides research-based and expert policy advice to tackle pressing global economic, social and environmental challenges that are addressed in particular in the context of the and the T20 (an association of think tanks of the G20 countries "T20") as well as the G7 (the group of the seven most important industrialised nations "G7") and the T7 (an association of think tanks of the G7 countries "T7") and provide the basis for consultations of the G20/T20, G7/T7 and other international forums. The resulting insights are fed into the public debate and to policymakers. By involving young stakeholders from politics, civil society, business and research, the Initiative also serves to educate and train people in tackling global problems. Scientific independence is guaranteed in all research projects initiated by the Foundation.

We publicise our work

We make our work and its results accessible to the public. This includes the results of projects, workshop series and our own events such as the Global Solutions Summit. To make the results of its work accessible to the public at large, the organisation also engages in publishing activities.

We make our work transparent

The GSI practices transparent communication as an expression of its social responsibility. We provide the general public with substantial information about the content of our activities. We do this by means of online channels and publications as well as events, personal dialogue, and the media. This approach is an integral part of our non-profit work.

We use our money sensibly and appropriately

The GSI uses its financial resources sensibly to fulfil the purposes outlined in its articles of association. All employees always ensure that the company's funds are used appropriately. In doing so, the GSI is committed to the principles of economy and efficiency.

We avoid conflicts of interest

If anyone working for GSI is offered gifts or other benefits in the course of their work, they must inform their supervisor immediately in order to have the offer checked for its legality. This does not apply in the case of appropriate occasion-related gifts. Any conflict between personal interests and company interests must be disclosed without delay.

We treat each other with openness and tolerance

At the GSI, all employees have the right to be treated respectfully and to work in an environment characterised by mutual trust. Respect and tolerance are key elements of our corporate culture. Discrimination has no place at GSI. The dignity of each individual will be respected at all times. All interactions take place in a spirit of mutual respect, with particular appreciation for cultural differences and customs.



All employees, managers and the executive board are committed to the German General Act on Equal Treatment (AGG). Above all, employees will treat the sexual dignity and self-determination of every employee with mutual respect and tolerance. Therefore, sexual assault of any kind in a work environment will not be tolerated; in case of any violations, the management will take appropriate action.

Our Interaction with Partners and Third Parties

We choose partners who share the principles of the GSI

The principles of the GSI also apply to our cooperation with partners: For this reason, we purposely work with partners who share and respect the principles of the GSI. This applies in particular to our orientation towards the common good. The GSI is not a platform for self-promotion or commercial advertising.

We foster cross-sector cooperation

The GSI is convinced that solutions to common global problems can only be found if all parts of society cooperate. For that reason, the GSI consistently involves research, politics, civil society, and business in its projects.

We treat everyone with respect and courtesy

When dealing with business partners and third parties, care must be taken to ensure that the law is fully complied with and that all legal and contractual obligations of the GSI are fulfilled on time. Respectful behaviour is essential not only among ourselves, but also when communicating with third parties.

We always work with external providers on a contractual basis

Any services to be rendered or obligations to be performed by the GSI must always be laid down in a contract. Project-related contracts of the GSI that are significant for the company or result in financial commitments must be agreed with the management or an authorised statutory officer ("*Prokurist*") before they are forwarded to the contracting party. Whenever a contract is concluded, it is vital to ensure that external providers are not incorporated into GSI's operations, that they are not bound by instructions under labour law and that freelancers essentially have a free hand in how they organise their work.

We protect information and data to the best of our ability

All employees are obliged to maintain confidentiality vis-à-vis third parties regarding business or in-house matters of a confidential nature. All statutory provisions on data protection must be complied with. Information and data will be suitably protected at all times while they are stored at the GSI. This applies from the time of their creation/capture to the time of their deletion/disposal. The employees of the GSI are tasked with contributing to the best of their ability to the protection of all data.



Our responsibility towards people and the environment

We use resources sparingly

The GSI considers environmentally conscious behaviour to protect flora, fauna, and the climate as an expression of its corporate responsibility. All employees are therefore called upon to act in an environmentally conscious manner in their professional activities. This includes the efficient use of tools, equipment, and energy in the workplace. When travelling on business, make sure that preference is given to energy-saving means of transport such as trains.

We foster an open feedback culture

Conflicts must be dealt with openly and fairly to allow for cooperation on a basis of mutual trust at the GSI. Problems and differences can only be identified and addressed at an early stage if openness is encouraged and practised. All employees are therefore called upon to address conflicts at an early stage and to find solutions together. Problem-solving is an essential part of the GSI's non-profit work and is therefore of immense importance in all internal work processes.

Contacts for the Code of Conduct

Anyone who feels discriminated or otherwise aggrieved by supervisors or employees has the right to lodge a complaint at any time. This must not result in any disadvantages for the employees. The complaint can be lodged with the complainant's supervisor, the HR department or the GSI Compliance Officer.

Dennis J. Snower
Partner & President

Markus Engels
Partner & Secretary General

Christian Kastrop
Partner & CEO

Agnes Eschment
Managing Director

Susanne Stauffer
Managing Director

Anna Breling
CFO