

Sustainability at AMBERO



Introduction

Since 2003, AMBERO Consulting Gesellschaft mbH has supported national and international stakeholders in the design, implementation and evaluation of multifaceted **development action** that improves living conditions and fosters sustainability around the world: from peace promotion and transitional justice to empowerment of women, decentralisation and financial governance; from digitalisation and technical-vocational educational training to small-and medium sized enterprise promotion; from communal services to land management and spatial planning; from inclusive biodiversity conservation and natural resources management to disaster prevention and climate action.

Since 2021 AMBERO is part of the international cooperation subgroup of the **Dorsch Gruppe**, which belongs to the **RAG Stiftung** with its perpetual environmental obligations.

In view of the pressing global challenges of our times, **corporate sustainability** is crucial to both competitiveness in our business field and to public acceptance of our **entrepreneurial action**. AMBERO embraces the resulting responsibility, not only to employees and shareholders but also towards society and the planet. We meet this responsibility by systematically and progressively embedding sustainability in our **organisational culture**.

Mission statement

Sustainability is not only our core business but at the core of our corporate identity.

AMBERO is committed to a multi-dimensional and dynamic concept of sustainability that combines the company's economic success & continuity with purposeful action towards improving the living conditions and securing the ecological foundations of society. AMBERO perceives itself as an agent of change promoting sustainability and integrity, especially in the **Global South**. The projects we implement are fully aligned to the **Sustainable Development Goals (SDGs)** and the **Agenda 2030**.

In **implementing development projects**, we make use of **results-based approaches** promoting **knowledge management** and **capacity development**, **positive coordination** and **dialogue**. **Ownership and accountability** among stakeholders as well as **advocacy** and the **empowerment** of counterparts, communities, **women**, indigenous peoples and other vulnerable groups are key aspects of our engagement. Our aim is on promoting **local knowledge** and skills. We consider social & environmental impacts of projects, actively mitigate risks and integrate **do-no-harm** and **human rights-based approaches** as well as **context- and conflict-sensitive monitoring** into our projects. Furthermore, we have zero tolerance for any-form of **sexualised violence**.

Experiencing sustainability

Our actions look for efficient solutions, the cautious use of resources and corresponding consumption patterns. We prioritize avoidance and mitigation of environmental impacts, have extended the use of renewable energy and are concretising arrangements for offsetting unavoidable carbon emissions. We support flat hierarchies and the proactive involvement of employees, promote gender and cultural diversity, foster knowledge acquisition and its collective reflection, offer diversified possibilities for continuous professional development and reconciliation of family and work, including flexible, largely self-determined work organisation. Abolishing the **gender-pay-gap** and being a fair employer are priorities for AMBERO. Moreover, we are conscious of our regional anchoring in the Taunus and contribute to local sustainability efforts.

Guiding principles

We pursue sustainability in all its dimensions: from **efficiency**, **consistency** and **sufficiency**; from reducing our **carbon footprint** to social **togetherness**, **respect** and **autonomy**. We strive to act in an economically reflective manner and for **purposeful action**, securing both the long-term continuity of AMBERO as well as its contributions to the **perpetual obligations** of our overarching shareholder.

Our underlying approach

AMBERO pursues sustainability along **agile management values** like focus and openness, creativity and self-reliance, respect and courage, collaboration and reliability, and commitment towards the planet, customers and target groups of our action, to which we add joy, integrity and purposefulness as key elements of our **philosophy**.

Action

We operationalise corporate sustainability along self-organised change projects with diversified focuses and scopes. The change projects are open to all employees and supported by the management.

