

GLS Bank is the umbrella under which  
GLS Gemeinschaftsbank eG, GLS Beteiligungs AG and  
the foundation GLS Treuhand e.V. cooperate.  
Our common mission statement lays out the ideas  
and fundamental principles that guide and  
stimulate our daily work.

# *Mission Statement*



## **Our Core Values**

The fundamental principle guiding our work is respect for life and concern for a peaceful coexistence of all cultures that are rooted in individual freedom and responsibility. We take human beings seriously in their totality as body, soul and spirit.

Our actions are geared towards maintaining and enhancing the prospects and life chances of our own and future generations. We see ecology as the holistic concept of a life-fostering unity of nature and civilisation development.

## **The People We Work With**

We address people who pursue ecological, social or cultural goals and who want to actively and creatively help shape our society. With these people, we work on developing new forms of banking that are guided by solidarity and responsibility for the world around us.

We work with people and organisations that, like us, are socially committed and assume responsibility for themselves and others, regardless of origin and worldview. We welcome everybody who shares our goal of a fairer, more just society and who sees collaboration in networks as a means to achieving that goal.

Our strength lies in partnerships that put people at the centre, and we build solid relationships with our customers, members and other stakeholders that are based on creativity, reliability and commitment.

## **Our Methods and Tools**

We use money as a social tool that allows us to combine professional financial services with topics of the day.

In cooperation with our customers, we support and create sustainable social development through conscious and purpose-oriented money management, highlighting in the process the different properties of purchase, loan and gift money.

By publishing regular reports on our lending, investments and donations, we bring about transparency in the banking business, thus giving our investors the opportunity to keep track of the social effects of their investment decisions.

We seek a dialogue with our customers that is not limited to the quality of our service, our friendliness, quickness of response, availability or professional expertise. We are also explicitly interested in a dialogue on the social relevance of our financing projects.

## **Working with Us**

If you join GLS Bank, you are committing to a distinctive work environment.

We carry our professional, personal, social and entrepreneurial skills into our work and are committed to constantly developing them further.

We have an open, honest work environment and are dedicated to respectful dialogue within a framework of well-thought-out organisational hierarchies.

Our leadership philosophy is based on a holistic view of human beings. On the basis of trust in our common ideals, people are timely involved in processes that concern them, and decisions are communicated in a transparent manner.

## Success

We put sense before gain in all our enterprises. Our managerial goal is the long-term stability of our business and its ongoing development. We seek to further the social impact of a transparent, purpose-oriented banking business through qualitative and quantitative growth.

Our business processes are clearly structured, intelligible to all stakeholders and organized with a view to resource protection and effectiveness. We constantly work on their further development and optimization in a collaborative process designed to create space that allows our customers to use their money in a different way.

*Mont Cenis (Herne), March 5, 2004.*