

Compliance Statement

Responsible, compliant and
transparent in all areas of business

Our vision

To help shape the future of our blue planet, sustainability is our motivation, water technology is our passion and partnership forms the basis of how we act.

We believe that compliance means more than just complying with regulations. At Herco, responsible behaviour is our top priority – towards our employees, our business partners and our environment.

As the first EMAS-certified water treatment company, we set standards in sustainable management, documented quality and ethical entrepreneurship.

We also understand compliance as a commitment to top quality: our systems meet the highest technical and hygienic requirements – tested, reliable and durable.



Responsibility

is part of our identity

A word from us

Dear colleagues, Dear business partners,

For almost eight decades, Herco stands for sustainable top quality – Made in Germany. Our success is based on our extensive engineering expertise in the development of durable water treatment systems and a relationship with our business partners that is characterised by integrity.

In this compliance statement, we describe our guidelines. They form the basis for acting in a legally correct, ethically responsible manner and in line with our values. Everyone within the company is responsible for complying with these rules.



Our vision clearly outlines what we stand for and is our promise to future generations: to help shape the future of our blue planet, sustainability is our motivation, water technology is our passion and partnership is the basis of our actions. This compliance statement is our shared guide and forms the basis for Herco to remain a reliable partner and a responsible company in the future.

With kind regards,

Edwin Locker Managing Director



[About us](#)

Upholding German engineering expertise for nearly 80 years

Herco has developed from a pioneering company into a sustainable enterprise. With our own manufacturing facilities and customer-oriented engineering, we create solutions in water technology and are a reliable partner.

Our corporate identity

Our water treatment systems are used in medical technology, industrial processes and pharmaceutical and food production. Herco recognised the potential of membrane technology early and specialised on reverse osmosis – an approach that continues to shape our solutions to this day. The experience gained from our development forms the basis for binding rules both within the company and in our dealings with our stakeholders. With this compliance statement, we provide guidance, link our values to clear guidelines for everyday work and make our corporate identity visible. Sustainability shapes our thinking and actions, and partnership is the basis of our cooperation.

Our values

Herco's guiding principle is based on the following corporate values, which apply to all employees.

Integrity – we always act transparently, honestly and fairly.

Responsibility – we take responsibility for the consequences of our actions.

Partnership – we cultivate respectful and reliable relationships.

Sustainability – we solve all challenges from an economic, ecological and social perspective.

Quality – we ensure top quality in all processes and results.

Innovation – we design bold and creative solutions for the future.

The following chapters provide an overview of the key areas of action in our compliance statement: 'Our environmental policy' describes how we fulfil our responsibility towards the environment. 'Our quality assurance' sets out the binding standards for products and services. 'Our employee responsibility' deals with the rights and obligations of each individual in the company, while 'Our business partner responsibility' summarises the expectations of partners, suppliers and other stakeholders.



Our environmental policy

Sustainability and environmental protection are key components of our corporate policy

We are committed to complying with all relevant environmental laws and consciously exceed legal requirements to align with our vision. Our environmental policy combines economic, ecological, and social responsibility with clear objectives throughout the entire process chain.

Environmental management system according to EMAS

To implement our environmental policy, we have been using a sophisticated environmental management system according to EMAS and ISO 14001 since 2022, which is regularly validated by external auditors. A particular focus lies on the systematic recording and evaluation of key figures – e.g. on energy and water consumption, waste volumes and emissions.

On this basis, we develop measurable targets, including an annual improvement in our environmental performance of at least 5 %. We document our progress transparently in regular environmental statements, which are validated by independent auditors.

Sustainable products and production

Shaping the future means developing products that are as sustainable as possible, save resources and have a long service life. Our product portfolio includes reverse osmosis systems with frequency-controlled pumps for water treatment, which enable energy savings of up to 50 % and water savings of up to 90 %. In addition, we ensure that environmental aspects are taken into account in all processes – from development and manufacturing to delivery. These specifications are firmly anchored in our IMS (Integrated Management System).

Employee participation

Another key component is the involvement of our employees: through environmental education and regular training, we promote initiative and a sense of responsibility in everyday work. Our corporate environmental protection is successful because our employees are actively involved in the environmental management system. Feedback and potential improvements are integrated directly into our operational processes, as long as they are feasible. In this way, everyone contributes to conserving resources and protecting the environment at work.

Relevant documents and evidence:
ISO 14001: 2015 certificate,
EMAS certificate,
Integrated Management System (IMS),
Environmental statement



Our quality assurance

Quality and safety are the immutable foundations of our actions

They determine the development, manufacture and operation of our systems as well as the protection of our employees, business partners and data. Herco Wassertechnik GmbH is committed to meeting the highest standards, minimising risks and ensuring sustainable safety and top quality through continuous improvement.

Safe products

We ensure product safety through clear design management, compliance with relevant standards and final testing in our in-house test facility. Reliable suppliers, controlled processes in purchasing and manufacturing, and consistent adherence to our environmental policy ensure the high quality of our solutions.

Workplace safety

Occupational safety and health protection are our top priorities. We create safe workplaces, provide suitable work equipment and ensure that personal protective equipment is used consistently. Every employee is obliged to report hazards immediately and to take responsibility for safe operations. Our goal is to prevent accidents, protect health and promote awareness of safety in everyday working life.

Information and corporate security

Information and corporate security are equally important. These are based on the GDPR (General Data Protection Regulation), our IT and data protection guidelines, and the company-wide implementation of the data protection declaration. In addition, we ensure the responsible use of new technologies, in particular artificial intelligence, and adhere to the requirements of the European AI Act.

Improved quality through training

We provide regular training courses to share our knowledge on quality, safety and sustainability with both our employees and our customers. An integrated management system in accordance with ISO 9001, ISO 13485, EMAS and the EC MDR certificate, as well as regular internal reviews, external audits and inspections, ensure the continuous development of our processes. Thus, we guarantee quality, safety and reliability – today and in the future.

Relevant documents and evidence:
Integrated Management System (IMS),
Test instructions / Final test reports,
ISO 9001:2015 certificate,
ISO 13485:2021 certificate,
EC MDR certificate



Our employee responsibility

As an employer, we embrace **social responsibility**

We create the conditions for a safe and healthy working environment, comply with all relevant occupational health and safety standards, and promote equality, equal opportunities and diversity. Discrimination or harassment in any form is not tolerated at Herco. This is based on legal requirements, in particular the General Equal Treatment Act (AGG in German), as well as the standards described in the IMS on the subject of employee and quality management.

Partnership and fairness

shape our corporate culture We offer our employees salaries that are in line with industry standards, local social benefits, and the greatest possible freedom in their work. Further training, education, and family-friendly models provide additional support for personal and professional development.

In addition, our whistleblower system offers a protected way to report confirmed or suspected misconduct or malpractice. It applies to all employees – including temporary staff – as well as customers and suppliers. Every report is investigated and contributes to the continuous improvement of our processes.

Employee responsibility

Our employees make a decisive contribution to the success of Herco Wassertechnik GmbH. They are responsible for treating each other with respect, acting independently, ensuring a safe working environment and communicating with the outside world in a consistent and appropriate manner. Responsible interaction with business partners is also a matter of course.

We pay particular attention to the obligation of confidentiality and the protection of sensitive information. Safety instructions and regular training courses, e.g. on the subject of dealing with AI and data protection, ensure that these principles are firmly anchored in everyday working life.

Relevant documents and evidence:
Herco manual in IMS,
AGG, Safety instructions,
Information on data security / IT guidelines,
GDPR compliance



Our business partner responsibility

A good partnership is the basis of our actions and success

For Herco, responsible, long-term and fair cooperation with our business partners is just as important as the quality of our products.

A reliable partner

Herco has been manufacturing at its site in Freiberg am Neckar for decades. This has enabled us to build up a long-term network of local suppliers, ensuring short transport routes. Trust, transparency and sustainability form the basis of our business relationships. Compliance with all relevant laws and standards is a key requirement. These include, in particular, competition and antitrust law, anti-money laundering regulations, anti-corruption regulations and international trade and export control law.

Requirements for our business partners

We expect our partners to meet the same high standards that we set for ourselves. That is why we expect our business partners to commit to sustainable practices, respect human rights and ensure that their supply chains compliance with the law. Our processes in purchasing, supplier selection, production management and order processing are clearly defined and anchored in the IMS. Only reliable partners who meet our high requirements for quality, safety and environmental and social standards are considered.

Specifically, we expect our partners to clearly reject corruption, bribery and unfair competition. Through regular checks – for example, against international sanctions lists – we ensure compliance with legal requirements in international trade and export. We also actively promote environmental awareness among all parties involved and see this as an integral part of our cooperation.

Relevant documents and evidence:
Requirements from the IMS regarding:
order processing,
purchasing management,
supplier management,
environmental protection

The compliance statement of Herco Wassertechnik GmbH

illustrates our self-image as a medium-sized company with clear values and binding guidelines. It creates transparency for employees, business partners and the public, thereby securing the basis for sustainable success.

Our environmental policy

binds us to save natural resources, comply with legal requirements and continuously improve – documented by EMAS and ISO 14001 certifications. In quality assurance, we focus on the highest standards, risk management and innovation, supported by ISO 9001, ISO 13485 and MDR certificates.

Employee responsibility

ensures occupational health and safety, guarantees equal treatment and further development, and supplements these with clear data protection regulations and a reliable whistleblower system.

We are committed to integrity, fairness and sustainable supply chains in our dealings with business partners – documented in the IMS and through transparent processes.

With these principles,

we provide a reliable framework that goes beyond the legal requirements. The declaration is an expression of our commitment to integrity, responsibility and sustainability through added value. It also highlights that we fulfil our standards of quality and credibility every day.

Do you have any questions regarding our compliance statement?

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