



Global Compact COP Herco Ltd.

Subject: Global Compact COP

General:

Period covered by your communication on Progress (COP)

From : 01/11/2013 – 30/11/2014

Statement of continued support by the Managing Director

I am pleased to confirm that Herco Ltd. reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption. In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations.

We implemented policies and procedures which are reviewed and revised annually to ensure the key areas are addressed.

- Health and Safety Policy
- Environmental Policy
- Quality Policy
- Sustainability Policy
- Anti-Bribery and Fraud Policy
- Equal Opportunity and Dignity at Work Policy



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Human Rights Principles

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights

Principle 2: make sure that they are not complicit in human rights abuses

Herco's commitment to equality and fairness in all aspects of business and employment is not new and prior to signing the Compact, we already had in place a number of policies that reflected the principles in the Global Compact in our code of conduct. To continue the protection of internationally proclaimed human rights, we have a number of policies to promote equality of opportunity regardless of race, gender or religion.

Herco has a zero tolerance for prejudice, harassment or discrimination on the basis of race, religion, gender, age, disability, sexual orientation, socio-economic background or status as a parent. Herco's target for 2014 is to ensure that each employee has the same opportunity for job specific training and personal development. As we are a growing company we can and will create equal opportunities to all our employees to grow and develop themselves.

Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour

Principle 6: the elimination of discrimination in respect of employment and occupation.

Herco's employees are paid according to our wage structure, which is higher than the average wages for similar work in companies around us and hold an employment contract in line with Polish employment law. All our employees have signed and received a copy with our code of conduct, which ensures that all people are treated with respect.



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Environmental Principles

Principle 7: Businesses should support a precautionary approach to environmental challenges

Principle 8: Undertake initiatives to promote greater environmental responsibility

Principle 9: Encourage the development and diffusion of environmentally friendly technologies

Herco's environmental policy and management systems aims to ensure any threats to pollution from its activities are identified and prevented, eliminated or effectively controlled. We comply with all local environmental rules and regulations. We are measuring our carbon footprint and effectively aiming to reduce Co2 emissions by multiple % on a yearly basis. We are also effectively optimizing our use of all natural resources, to make sure business is sustainable. We focus on the life cycle of our products and on value stream mapping.

Anti-Corruption Principles

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery

Herco operates a zero tolerance to corruption, bribery and extortion. Our Anti-bribery policy is communicated across our clients, suppliers and employees. We are audited externally in accordance with our accreditation ISO9001:2008.

Filip Scheers

Managing Director

