

Sustainability Snapshot 2026

Herbst Group (Pty) Ltd

Clarify. Empower. Elevate.

March 2026

Herbst Group (Pty) Ltd

2017/352945/07

Midstream, Gauteng, South Africa

herbstgroup.io/trust

Who We Are

Herbst Group is a pharmaceutical management consultancy headquartered in Midstream, Gauteng. We provide embedded execution partnerships to pharmaceutical and healthcare companies across Southern Africa.

Our Team

5 direct employees (BCEA contracted) and 4 exclusive specialist contractors, including our co-founding CTO (since July 2023) and COO (since October 2023). All 9 team members participate equally in our sustainability governance.

Company Facts

Founded	2017 (CIPC 2017/352945/07)
Operations	February 2023
Revenue	R20M–R50M
Sector	NACE 70.22
Employees	5 direct (BCEA)
Team	9 total (incl. contractors)

Our Approach

We measure what matters. As a micro-enterprise professional services firm, our environmental footprint is primarily cloud infrastructure and business travel. We don't manufacture, store, or distribute physical products.

Four Pillars

1. Protect information

Client data is our most valuable asset. ISO 27001 in progress. Zero breaches in 8 years.

2. Invest in people

100% training completion. Mental health days. Contractor inclusion in all governance.

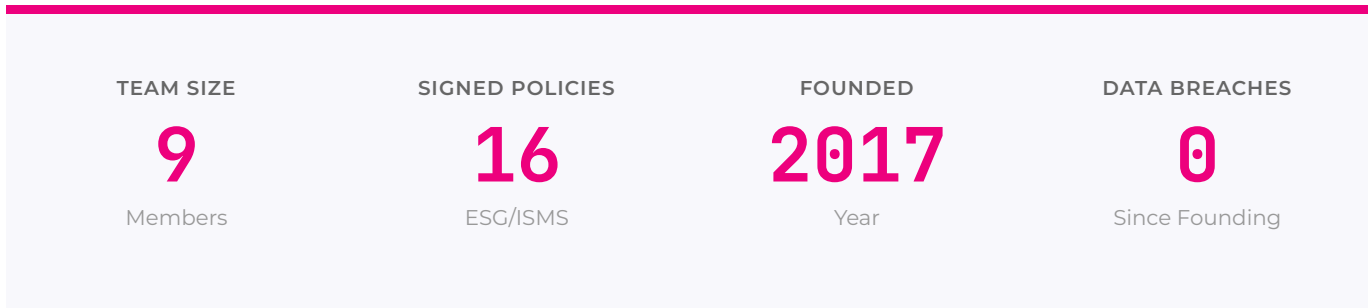
3. Measure honestly

Environmental baseline with GHG Protocol methodology. 20 tCO2e emissions reduction credits retired.

4. Govern formally

16 signed ESG/ISMS policies. DocuSign for all approvals. 5-channel distribution.

Performance Snapshot



Our Environmental Footprint

20 tCO₂e Emissions Reduction Credits Retired

Credible Carbon Emissions Reduction Certificate via Sun Exchange solar project (2022 vintage), South Africa. Registry: RRE_ZLVYE9YA. Offsets exceed our estimated ~15 tCO₂e annual Scope 3 business travel emissions (per POL-ENV-001 baseline, DEFRA 2025 factors).

Key Metrics

CLOUD RENEWABLE	E-WASTE RECYCLED	PAPER PURCHASED	EMISSIONS RETIRED
75%	20kg	0	20
Providers (6 of 8)	Certified Destroyed	Reams (Digital-First)	tCO ₂ e (Credible Carbon)

Cloud Providers & Energy Mix

Carbon Negative: Microsoft 365, GitHub (Microsoft renewable energy commitment)

90%+ Renewable: Vercel/AWS (90%+ renewable), Anthropic (AWS-backed, 90%+ renewable)

Offset Action: 20 tCO₂e retired via Credible Carbon (Sun Exchange solar, South Africa). Exceeds estimated Scope 3 travel emissions.

Equipment & E-Waste Management

43 devices tracked across team. All 11 MacBooks employ 100% FileVault encryption. End-of-life e-waste certified destruction via Desco Electronic Recyclers (ISO 9001, ISO 14001, OHSAS 18001). Destruction Certificate: P20260225051141-1 (25 February 2026).

Digital-First Operations

Electronic signatures (DocuSign) for all policies. Cloud storage via Vercel Blob, GitHub, 1Password, OneDrive. Zero paper reams purchased. Sustainability through architecture, not compromise.

Our People

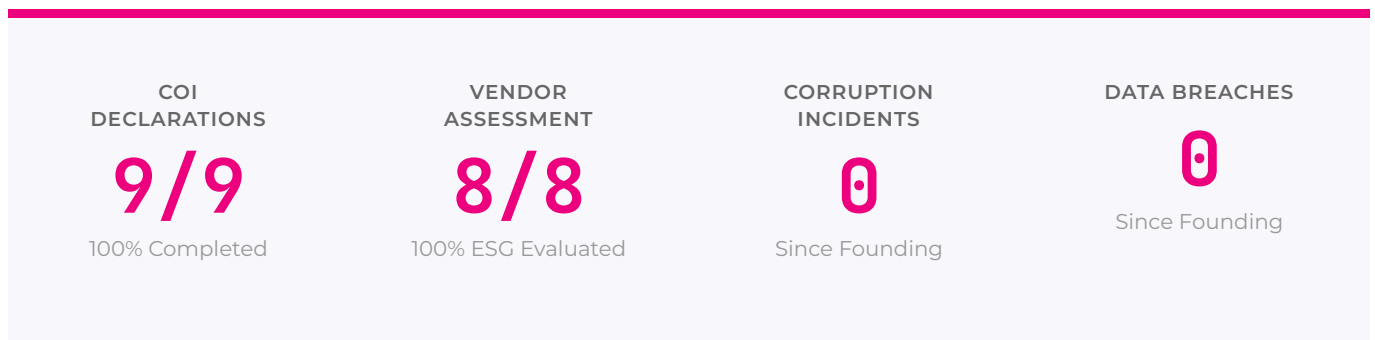
Working Conditions

- BCEA compliance for all 5 direct employees
- Minimum wage: R30.23/hour
- 21 consecutive days annual leave (BCEA Section 20)
- 3 mental health days (no certification required)
- Formal grievance procedure (3 channels, 3-day acknowledgement, 30-day resolution)
- Zero employment disputes since 2017

Training & Development

- 2 mandatory training sessions YTD (AI Classification 9 Feb, ESG Compliance 25 Feb)
- 100% attendance: Session 1: 8/8, Session 2: 9/9 (5 BCEA employees + 4 contractors)
- 8 mandatory training topics in Employee Handbook (ISO 27001, POPIA, Ethics, etc.)
- Quarterly training roadmap planned for 2026
- Learning accessible to contractors (full participant rights)

Declarations & Assessment



Key Measures

- **Conflict of Interest:** Gifts above R500 require registration. Gifts above R1,000 require CEO approval. Cash gifts prohibited. Annual COI cycle for all 9 team members. Pharma-specific categories.
- **POPIA IO:** Registered with Information Officer (Cert 2026-001668). Wimpie du Toit, CTO, serves as IO. Zero DSAR requests received.
- **Anti-Retaliation:** Protected Disclosures Act 26 of 2000. Formal whistleblowing procedure operationalised February 2026.
- **DEI:** 12 protected characteristics recognised (SA Constitution). Zero discrimination complaints since 2017. Zero retaliation incidents.

Protecting What Matters

Security Posture Summary

CONTROL	STATUS	DETAIL
Data Breaches	✓	0 since 2017 (8 years incident-free)
DSAR Response	✓	30 days maximum (SA POPIA standard). 0 requests received.
Breach Notification	✓	72 hours to regulator, 1 hour internal escalation
FileVault Encryption	✓	100% of MacBooks (11 devices)
MFA	✓	All accounts (email, GitHub, Turso, 1Password, DocuSign)
Email Security	✓	PowerDMARC: 100% score. DMARC, SPF, DKIM aligned.
Vendor DPA	✓	8 of 8 key vendors (100% signed Data Processing Agreements)

ISO 27001:2022 Certification in Progress

Platform: Vanta for continuous audit monitoring. **Policies:** 6 ISMS policies published and signed (Statement of Applicability, Access Control, Acceptable Use, Change Management, HR Security, Employee Code of Conduct). **Stage 1 Audit:** October 2026.

Current Certifications

<p>ACHIEVED</p> <p>Emissions Reduction</p> <p>20 tCO₂e Retired Registry: RRE_ZLVYE9YA Credible Carbon</p>	<p>IN PROGRESS</p> <p>ISO 27001:2022</p> <p>Stage 1 Audit October 2026 Vanta Platform</p>	<p>REGISTERED</p> <p>POPIA IO</p> <p>Information Officer Certificate 2026-001668 Wimpie du Toit, CTO</p>
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2027 Sustainability Targets

- 10% absolute carbon reduction (from 15 tCO₂e baseline)
- 100% cloud renewable energy (currently 75%)
- 4 training sessions per year (quarterly cadence)
- ISO 27001:2022 certified (Stage 1 complete, certification expected H1 2027)
- Annual employee wellbeing survey
- 100% supplier ESG assessment completion

We believe that for a micro-enterprise, the most impactful sustainability actions are: protecting information responsibly, treating our people well, and being honest about our environmental footprint. We measure. We report. We improve.

— Dieter Herbst, CEO

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Registration: 2017/352945/07 | Midstream, Gauteng, South Africa

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