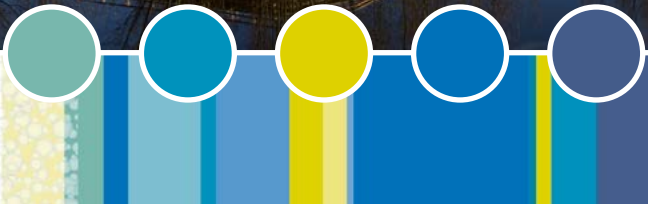




vision and values

- what we stand for -

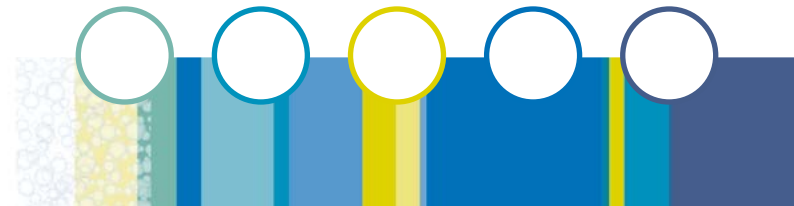


our identity

We are a facilitating intermediary for trendsetting know-how development in the field of sustainable water treatment technology.

our vision

We create a unique environment and strategic cooperation for our partners in order to develop profitable and sustainable state of the art water treatment technology for the world.



our values

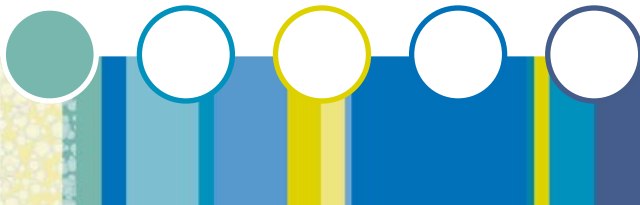
- innovation
- partnership
- joy
- cooperation
- reliability



innovation

searching actively for and the development of trendsetting technological innovations which are applicable to society

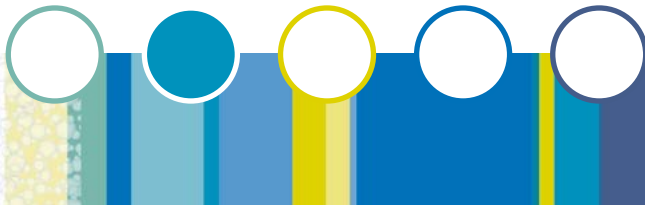
- We think in opportunities, not in problems
- We protect our know how with patents before we publish
- We aim at development of new technologies instead of improving existing technologies
- We aim to translate results of lab experiments as soon as possible into pilots and demo's
- We are supportive to new ideas and stimulate each other to think and act "out of the box"
- We pro-actively look for multidisciplinary collaboration and solutions
- Our activities are aimed at breakthroughs and exceeding set objectives
- We share our mistakes and successes and learn from them
- We strive for sustainable technological solutions according to the Brundtland definition
- We are aware of international developments and research in our field



partnership

focusing on inspiring relationships with our partners in order to create an effective network

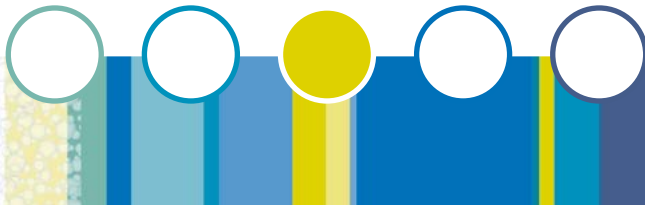
- We invite companies and scientific chairs to join and extend the cooperation in Wetsus
- We make our partners feel welcome and appreciated
- We maintain personal contact with our partners on a regular basis
- We always keep our partners up to date on the project results and other relevant information
- We provide feedback to our partners about the quality of the cooperation
- We take the improvement of the profitability of our partners into consideration in our strategy and align, if possible, the business interests of our partners



joy

creating a pleasant working atmosphere in which colleagues can grow professionally and personally

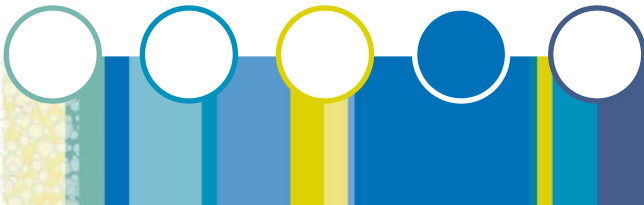
- We share our credits with each other and allow each others to be successful
- We create a socially safe environment and create space for other opinions
- We stimulate each other to maximal personal development
- We celebrate successes and express appreciation to each other
- We create social and fun moments
- We recognize the special needs of every employee and support each other in these needs



cooperation

supporting and respecting each other in an open and safe environment

- We actively inform each other with the personal responsibility to receive and collect information
- When we disagree, we give each other direct feedback within 48 hours
- We help and support each other in situations of work overload and absence
- We respect each other and take each other into consideration in everything we do at work
- We obey safety instructions, help others to do so and regard safety on the working floor as a personal responsibility to our colleagues
- We can count on each other's good intentions



reliability

our ability to keep promises and providing declared standards

- We keep our promises and if we can not do so, we propose an alternative to the other party as soon as possible
- We make sure everyone knows what to expect from us
- We take our responsibility without pointing at others
- We actively assess the confidentiality of information and keep confidential information to ourselves



Wetsus, European centre of excellence for sustainable water technology is a facilitating intermediary for trend-setting know-how development. Wetsus creates a unique environment and strategic cooperation for development of profitable and sustainable state of the art water treatment technology. The inspiring and multidisciplinary collaboration between companies and research institutes in Wetsus results in innovations that contribute significantly to the solution of the global water problems.

February 2018