

For each other.

We look after each other and treat each other with respect, both in the workplace and socially, thus creating a fun and safe environment in which everyone can be themselves and develop.

For society.

We take our responsibility and fulfil our role in society, thereby contributing to reliability in the financial supply chain and the fight against fraud and corruption.



We conduct ourselves professionally, which entails: we are skilled, meticulous and objective, thereby putting quality at the heart of our services.

For clients.

We comply with the laws and regulations that are applicable to our profession. We therefore act with integrity, honesty and sincerity. By doing so, we will merit the trust placed in us and contribute to permanence in the future of our profession.

For the profession.

For each other.

- We trust each other and value everyone's contribution.
- We engage with one another respectfully, with dignity, honesty and courtesy, leaving everyone in their dignity.
- We are proud of the diversity among our (potential) colleagues and see this as a strength that we should cherish and expand.
- We contribute to a safe environment where there is no discrimination, bullying, sexual harassment or retaliation.
- We preserve work-life balance and help others to do so.
- We recruit candidates who identify with our core values and who have the right knowledge and experience. When selecting, we are unbiased.
- We give honest feedback and set realistic expectations together.

For society.

- We realise that we have a public function and represent Qconcepts both online and offline and both in work and personal life.
- We take our responsibility in combating fraud.
- We respect the fundamental rights of people animals.
- We act in a socially responsible manner. This includes responsible travel and transport, reducing waste and emissions wherever possible, and the efficient use of energy.

For clients.

- We are well aware that quality is the basis of our reputation.
- We build long-term relationships by immersing ourselves in their activities, challenges and sectors.
- We honour our commitments, act honestly, report and bill transparently.
- We treat our clients' facilities and information responsibly, use them only for authorised purposes and respect the confidentiality of the information we receive.
- We shall only accept assignments that fit our professionalism, risk appetite and morals, and are from clients with a commitment to sustainability.
- Whenever we identify illegal or unethical practices, we report them.
- We examine dilemmas from multiple angles, objectively weighing up the interests of clients and other stakeholders.
- We seek feedback from our customers and use it to improve our services.

For the profession.

- We comply with applicable laws, rules, regulations and professional standards. We act in the spirit of them.
- We are open to external supervisors and appreciate their feedback.
- In our assurance services, we are independent and provide objective advice. If we identify risks, we take appropriate measures and do not shy away from difficult decisions.
- We do not allow ourselves to be corrupted. This signifies that we only accept assignments and gifts that fit within our professional regulations and avoid situations where conflicts of interest may arise.
- We do not trade with inside information or in our own interest.

Speak up.

The Code of Conduct is the promise we make to each other and feel personally responsible for complying with it. If we experience behavior that is not in line with it, we address this with the appropriate people.

For Q'ers:

- Team captain
- Trust Officer
- Partner Integrity & Independence
- Risk Management Partner
- Compliance Officer

For clients:

- External accountant
- Complaints procedure
- Whistleblower policy

