

AQC B.V. – Code of Conduct

At AQC B.V., we are committed to operating with integrity, respect, and professionalism. This Code of Conduct outlines the principles and standards expected of all employees, management, contractors, and business partners in the course of our operations.

1. Integrity and Compliance

We uphold honesty and transparency in all our business activities. We comply with all applicable Dutch and EU laws and regulations and expect our partners to do the same. Corruption, bribery, and unethical behaviour are strictly prohibited.

2. Respect in the Workplace

We foster a safe, inclusive, and respectful work environment. Discrimination, harassment, or any form of disrespectful behaviour based on gender, age, race, religion, sexual orientation, or any other personal characteristic will not be tolerated.

3. Sustainability and Responsibility

AQC B.V. is committed to sustainability and responsible business practices. We strive to minimize our environmental impact and support initiatives that contribute positively to society and the environment.

4. Confidentiality and Data Protection

We protect the confidentiality of business information and respect the privacy of individuals. Personal and business data is handled in accordance with GDPR and other relevant data protection regulations.

5. Health and Safety

We ensure a healthy and safe working environment for all our employees and visitors. Safety procedures must be followed at all times, and risks must be reported and addressed promptly.

6. Conflict of Interest

Employees must avoid situations where personal interests conflict, or appear to conflict, with the interests of AQC B.V. All potential conflicts must be disclosed immediately.

7. Accountability

All employees are expected to take responsibility for their actions. Violations of this Code may result in disciplinary measures, including termination of employment or business relationships.

By working with or for AQC B.V., you agree to uphold the values and principles set forth in this Code of Conduct. Together, we build a company founded on trust, professionalism, and integrity.

