



Qont Ethics, Code of Conduct & Business Conduct Policy

Overview

This policy applies to all employees, contractors, and partners of Qont across all regions. It defines the standards of ethical and professional behavior expected from everyone representing the company. Qont operates with honesty, respect, and integrity, and every individual must uphold these values in their daily work and client interactions.

Compliance and Integrity

All employees must comply with applicable laws, regulations, and internal policies. Ethical conduct is required in all decisions, including situations where no clear rule exists or where local standards differ. Integrity must guide every action taken in the course of business.

Conflicts of Interest

Employees must avoid any conflict between personal interests and company responsibilities. Decisions made on behalf of Qont must remain impartial and in the best interests of clients and the company. Any potential conflict must be disclosed to management or through official reporting channels.

Confidentiality and Data Protection

All confidential information, including client data, internal materials, and proprietary systems, must be protected. Sharing or disclosing such information without authorization is prohibited. Employees must handle all data with care and respect, maintaining privacy and security at all times.

Respect and Fairness

Qont maintains a zero-tolerance policy toward discrimination, harassment, or unethical conduct. Everyone is expected to treat colleagues, clients, and partners with fairness and dignity. The workplace should remain safe, professional, and inclusive for all.

Professional Conduct

Employees must act professionally and responsibly when representing Qont. All communication, internal or external, must be accurate, respectful, and aligned with company standards. Misrepresentation, bias, or disrespectful behavior is not acceptable.

Ethical Business Practices

Business decisions must prioritize clients, integrity, and compliance. Employees must not engage in bribery, corruption, favoritism, or any activity that could damage Qont's reputation. Every interaction should reflect transparency and responsibility.

Reporting and Accountability

Employees are required to report any suspected misconduct, unethical behavior, or policy violations. Reports must be made through Qont's official compliance or reporting channels. All reports are handled confidentially, and retaliation against individuals who raise concerns is strictly prohibited.

Accuracy and Recordkeeping

All documentation and communication must be honest and accurate. Falsifying, omitting, or misrepresenting information is prohibited. Employees are responsible for maintaining integrity in all records and correspondence.

Use of Company Resources

Qont's systems, technology, and assets must be used only for authorized business purposes. Misuse, unauthorized access, or exploitation of company resources for personal gain is not allowed. Employees must act responsibly with all tools and information provided to them.

Digital Conduct

Ethical standards apply equally in digital environments. Employees must use communication tools, social media, and technology responsibly, ensuring that online behavior reflects Qont's professionalism and values.

Leadership Responsibilities

Leaders and managers have an added duty to model ethical behavior and ensure compliance within their teams. They must provide guidance, address concerns promptly, and foster a culture of integrity and openness.

Disciplinary Action

Any violation of this policy may result in disciplinary action, up to and including termination of employment or legal action. All cases are reviewed carefully and handled with fairness and discretion.

Policy Updates

Qont reviews and updates this policy periodically to ensure ongoing relevance and compliance. Employees are responsible for staying informed about the latest version as part of their continued employment.

Commitment to Integrity

Qont's success depends on integrity, professionalism, and accountability from every person who represents the company. Upholding these standards protects Qont's reputation and ensures continued trust from clients, partners, and the public.

Quick Links

[Careers Portal](#) [Legal Center](#) [1800 998 711](#) [Website](#)