

Ethical Conduct Protection Policy

quest
employment

Doc. Ref:

QF-POL-COM - 3017

Version:

V2.0

Page 1 of 1

At Quest Employment, we are committed to doing the right thing in all aspects of our business. This requires everyone working for or through Quest to demonstrate an unwavering commitment to high ethical standards. It is fundamental that employees, workers, Agency Workers, contractors and others engaged by Quest each share responsibility for our conduct and contribute to our success.

Our culture is built on four key values. These shape our behaviour towards customers, clients, candidates, colleagues and one another, and together they drive our organisation forward.

INTEGRITY

We expect the highest standards of individual and corporate integrity from ourselves and each other. We do the right thing because it is the right thing to do. It is the responsibility of everyone working for or through Quest to safeguard organisational assets and foster an environment of trust with co-workers, customers, communities and suppliers. We should always comply with Quest policies, meet legal requirements, and support a culture of transparency in which reporting obligations are met.

EXCELLENCE

We continually challenge ourselves to improve our products, services and processes. We strive to understand our customers' businesses and help them achieve their goals. We serve our customers by anticipating and responding to their needs. We are committed to diversity, fair treatment, mutual respect and trust. We aim to deliver our services with zero harm to people and the environment.

TEAMWORK

We foster an environment that encourages innovation, creativity and results through collaboration. We support leadership that teaches, inspires and promotes participation and development. We encourage open and effective communication with workers and stakeholders, working together to keep each other safe and well. We believe that none of us is as capable or effective as all of us together.

ACCOUNTABILITY

We honour the commitments we make and take personal responsibility for our actions and results. Our actions must match our words, and we expect responsibility from ourselves and others in everything we do. We operate on the basis that continuous improvement is an integral part of our culture.

Regardless of position within the organisation, we share accountability for:

- conducting business with integrity, protecting our reputation and supporting our position in the market
- fostering an inclusive culture in which people feel respected and are able to reach their potential
- providing a healthy and safe working environment and complying with applicable environmental laws and regulations

This document is effective from:

23rd March 2026

This document is approved by:

Jim Bluck, Chief Commercial Officer



For questions or queries about this document, contact: Jim.Bluck@questemployment.co.uk