OUR VALUES IN PRACTICE

Ethical Governance and *Integrity*

- *Doing business the right way*

Integrity is built through accountable leadership and credible escalation. **Integrity. Transparency. Accountability. Trust.** Anti corruption discipline, conflict of interest control, and trusted reporting matter most when concerns are handled consistently, investigated properly, and closed with evidence.



INTEGRITY	TRANSPARENCY	ACCOUNTABILITY	TRUST

Integrity is not what a company says about itself. It is what holds when a decision is difficult and no one is watching.

QUANTUM SYSTEMS MANAGEMENT PVT. LTD.
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01 WHAT THIS VALUE MEANS TO US

Integrity you can see in decisions

For us, ethical governance and integrity are proven in behaviour, not declared in a statement. They begin with leadership accountability, decisions made fairly and openly, and a firm line against bribery, corruption, and undue influence.

They mean conflicts of interest disclosed and managed, reporting channels people trust, and concerns reviewed without bias and free from retaliation. Above all they mean closure with evidence, so that integrity is visible in how decisions are made, reviewed, and corrected.

02 WHY IT MATTERS IN RESPONSIBLE BUSINESS

Trust is the real asset

Confidence that compounds

Clients, regulators, and partners extend trust to organisations that decide consistently and own their mistakes. Strong governance reduces risk, protects reputation, and earns the confidence that good relationships are built on.

Credibility as an advisor

As an ESG and management systems advisor, our own integrity is part of the service. Governance that is documented and lived gives our guidance weight and stands up to the same scrutiny we help others prepare for.

GOVERNANCE FRAMEWORK

Decide › Disclose › Escalate › Review › Close

Doing business the right way

Integrity shows in the decision no one applauds, the conflict that is disclosed, and the concern that is closed properly even when it would be easier to look away.

03 HOW WE EMBED THIS IN PRACTICE

What this looks like in everyday work

Clear conduct expectations
What we expect of behaviour is set out plainly, so the standard is known before a decision is made.

Ethical decision making
Decisions are weighed on merit and principle, and can be explained, not just defended after the fact.

Anti corruption discipline
Bribery and corruption have no place, and gifts, influence, and undue advantage are controlled, not assumed.

Conflict of interest control
Interests that could cloud a decision are disclosed and managed openly, before they affect judgment.

Trusted reporting channels
Concerns can be raised through routes that are known, accessible, and genuinely acted upon.

Fair investigation
Concerns are reviewed fairly and without bias, with those involved treated with respect throughout.

Non retaliation
No one is penalised for raising a concern in good faith, because silence is the real risk to integrity.

Evidence based closure
Issues are corrected and closed with evidence, so accountability is shown rather than simply stated.

04 WHAT WE EXPECT OF ONE ANOTHER

Shared responsibility across our network

Our employees
Act with honesty, disclose conflicts, follow conduct standards, and raise concerns early through the right channels.

Managers and leadership
Set the tone, decide with integrity, resource oversight properly, and own the ethical culture they create.

Our business partners
Uphold the same standards of integrity and anti corruption in their own conduct and in work shared with us.

Clients and suppliers
Engage with us on honest, transparent terms, free of undue influence or expectation of improper advantage.

05 GOVERNANCE AND ACCOUNTABILITY

Integrity becomes credible only when it is supported. We hold ourselves to leadership review, defined responsibilities, clear reporting routes, fair investigation, conflict of interest control, evidence based corrective action, documentation, firm non retaliation, and continuous improvement. Where we fall short, we correct it.

06 | OUR CLOSING COMMITMENT

Quantum Systems is committed to doing business the right way. We will lead with accountability, decide with honesty, manage conflicts openly, and close concerns with evidence, so that integrity is seen in our decisions and not only in our words.

Quantum Systems Management Pvt. Ltd.