GRC+

Code of Conduct

CLASSIFICATION	VERSION	IN EFFECT FROM
PUBLIC	1.4	3 March 2025

LATEST VERSION
grc.plus/conduct

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Document Control

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Contents

1	Honesty with clients	4
2	Independence and objectivity	4
3	Confidentiality	4
4	Bribery, gifts and hospitality	4
5	Respect at work	5
6	Information and data	5
7	Laws and sanctions	5
8	Raising a concern	5
9	Breaches	5

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GRC+ helps organisations show that they are in control and act with integrity. That only works if we do the same. This code sets the standards for everyone who works for GRC PLUS B.V. and its group companies, including employees, directors, associates and interns, and for subcontractors when they work on our behalf.

1 Honesty with clients

- We give our real opinion, including findings a client would rather not read. We do not soften a conclusion to keep a contract.
- We only claim qualifications, certifications and experience we actually have.
- We quote before we work, and we bill what we agreed.

2 Independence and objectivity

- We do not take commission, referral fees or resale margins from vendors whose products we assess or recommend.
- We do not audit or assess work we designed or ran ourselves.
- Possible conflicts are declared and handled under our conflict of interest policy.

3 Confidentiality

- Client information is used only for the engagement it was given for, and shared only with people who need it.
- We do not use client names, data or findings in marketing without written permission.
- Confidentiality continues after an engagement or a job ends.

4 Bribery, gifts and hospitality

We do not offer, pay, ask for or accept bribes, in any form. Gifts and hospitality must be modest, occasional and never linked to a decision. The requirements are in our gifts and hospitality policy.

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5 Respect at work

We treat colleagues, clients and partners with respect. We do not accept harassment, discrimination or bullying, and we hire and promote on merit as set out in our equal opportunities policy.

6 Information and data

We follow our own information security requirements and the privacy law we advise on: strong authentication, managed devices, least access, and reporting incidents straight away.

7 Laws and sanctions

We comply with the law in every country we work in, including competition law and sanctions and export requirements. We do not work for persons or organisations on EU, UN, UK or US sanctions lists.

8 Raising a concern

If you see something that breaks this code, say so. You can talk to your manager or to management, or use the channels in our speak-up policy, including anonymously. Nobody will be disadvantaged for raising a concern in good faith.

9 Breaches

Breaches of this code are taken seriously. Depending on what happened, the outcome can be a conversation, a formal warning, the end of a contract or employment, or a report to the authorities.

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