

Governance and leadership responsibilities policy statement

Ultimate responsibility for the firm's system of quality management has been accepted by the principal. We have an overriding commitment to quality. Operational responsibility has been assigned to an appropriately experienced and qualified person, specified in the document 'Assignment of operational responsibility'.

The quality of our work, the satisfaction and enjoyment we experience from completing the work, and the profitability derived are correlated to the level of efficiency and effectiveness reached.

The firm recognises the importance of quality in performing all client assignments. The mandatory status of APES 320 *Quality Management for Firms that provide Non-Assurance Services* is acknowledged and the firm now affirms the intention to operate the practice in a climate of quality, complying with APES 320:

- All team members are expected to maintain a high level of quality in all assigned tasks
- Team members' annual performance reviews will include an appraisal of their demonstrated commitment to quality
- Partner's remuneration reviews will include an appraisal of their demonstrated commitment to quality
- Training is recognised as the key component to ensuring quality is maintained
- Team members are encouraged to attend training relevant to their roles
- The firm devotes sufficient resources for the development, documentation and support of its quality management policies and procedures.
- Quality will not be compromised by commercial considerations on assignments
- Adopted procedures will be consistently followed on all engagements

We have documented a set of policies and procedures that reflect what the practice does. The requirements of APES 320, and other mandatory standards relevant to services offered by the practice, are adequately addressed by these procedures. There is a built-in system of controls and checks.

We recognise that if these controls are not built into the way the firm performs its work then it is unlikely they would be consistently performed.

The principal is committed to the documented policies and procedures, and review them at least annually to ensure they are current.