

# Empowering (sustainable) growth.

For 70 years and counting, GBQ has empowered our people, our communities, and our clients' businesses. With our eyes on the future, we know that it's not enough to simply do well in business; that's why we do good, too. A leading purpose-driven tax, accounting and consulting firm, we have a significant role to play in addressing environmental, social and economic matters. From how we conduct business to how we impact our communities and achieve environmental sustainability, you'll see we don't just set the bar; we raise it. As our love for numbers grows, so too does our commitment to empowering growth.

## Empowering our people.

Together, our efforts contribute to the culture that sets GBQ apart. Our team of more than 200 associates reflects the diverse backgrounds and perspectives of those we serve. Empowering growth is what we do. Our people make us who we are.



### wGBQ

Enhances the recruitment, retention and advancement of women within the firm.



### Diversity, Equity & Inclusion

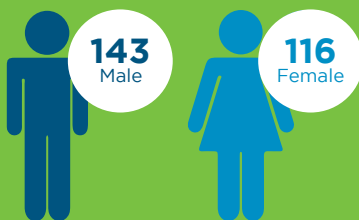
Works to accelerate diversity and inclusion to foster an inclusive culture and empower a sense of belonging.



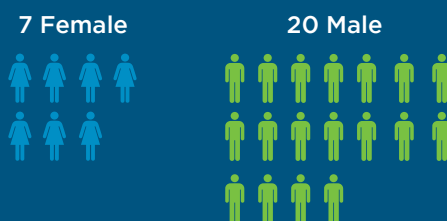
### Career Development

Our partnership with Spirall promotes a unique approach to developing and investing in our associates.

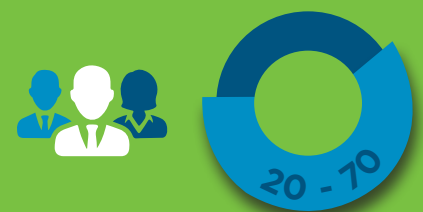
## Total Employees



## Total Members



## Age



CINCINNATI BUSINESS COURIER



**Responsible**  
**Personable** Innovative  
Highly-Motivated **Savvy**  
Attentive **Sociable**  
**Passionate**

COLUMBUS BUSINESS FIRST



## Compliance & Ethics

In everything we do, we demonstrate our commitment to empowering growth through sound business practices. Our governance structures, policies and processes promote a culture of accountability and ethical conduct while supporting our commitment to addressing global challenges through our core business.

We take empowering growth seriously, and we've set bold goals to hold ourselves accountable and uphold GBQ's integrity through how we operate.



### Compliance Policies

- Triennial ethics training
- Annual independence checks
- Acceptance & Retention Committee (ARC) for all new clients
- Professional liability training



### Ethical Responsibility

- GBQ has been recognized for our integrity and ethical practices by being selected as the only two-time recipient of the Better Business Bureau of Central Ohio's most prestigious honor.
- GBQ is also a proud recipient of the International Torch Awards for Ethics



### Culture of Accountability

- Illustrate top management accountability via seven principles
- Expectations of integrity, confidentiality, and responsibility to GBQ and the community
- Regularly solicit feedback via internal and external satisfaction surveys

## Empowering our community.

As evidenced by our internal community initiatives and nonprofit board work, we believe in the importance of giving back to the community, fostering relationships, and striving to provide an environment that encourages making a difference in the lives of others.

Annually, the firm and our associates contribute an average of



**1,200 HOURS**

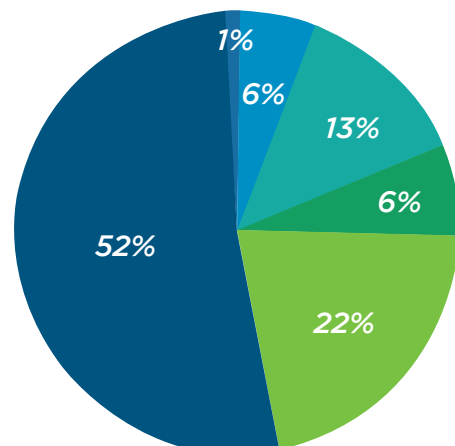
and



**\$100,000**

to area nonprofit organizations.

## 2022 Charitable Giving



Arts & Culture

Education

Human Services

Civic

Health

Other



#### **Besa Partner**

- A nonprofit that connects GBQ associates to community service and powers our internal sponsorship and contribution efforts.

#### **Committed to Community**

- Associates are provided the opportunity to participate in group service projects organized by GBQ.

#### **Volunteer Time Off**

- VTO hours are allocated to associates annually to further encourage and promote their personal philanthropic efforts.

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## **Empowering our environment.**

As every individual takes responsibility for reducing the environmental impact of our business activities, together, we're empowering a future-ready company with engaged, innovative employees, and a healthier planet.



#### **Reduce & Reuse**

- Receptacles in public areas to collect recyclable materials
- Document shredding and recycling bins at every desk
- Promote paperless initiatives and use of recycled materials
- Replace disposable items with reusable alternatives
- Refurbish or recycle hardware and accessories



#### **Conservation**

While our hybrid work environment reduces our carbon footprint, additional office conservation efforts include:

- Water filtration systems to replace bottled water
- Automatic lighting and energy-efficient bulbs
- HVAC shut-offs and utilization of power-saving settings
- Motion-sensor, low-flow faucets

