Iquality

Take on the challenge!

Meet Iquality

First you,
then coding.

Hi, nice to meet you!

We are Iquality and we want to make our environment, employees and customers a little smarter every day. That is our motto. We do this by designing, developing and supporting digital solutions.

Connect with us via **info@iquality.nl**
or call tor **+31 (0)85 080 2300**

Follow us **@iquality**

Would you like to take on this challenge? Get to know Iquality!

The colleagues, the work field, the workplace... what does it look like at Iquality? Everything you want to know about our origins and working methods can be found in this magazine. It will give you a better understanding of what working at Iquality entails.

Is your starting date at Iquality already planned or do you want to know whether working at Iquality might be something for you? In both cases we wish you lots of reading pleasure. Of course, we hope you can't wait to get started after that! Do you have questions that remain unanswered in this magazine? Be sure to get in touch us.

Iquality

Contents

1994 Patrick Joosten and John van Beek started the company "Sirius Information Services" from a student's room in Eindhoven in September 1994.

A month later, Patrik van Gelder joined the company. The software product they provided at the time was for the childcare industry. A childcare center could put schedules in the program, but also other schedules and information about the children including pictures. Very progressive for that time!

How it all began...

1995

A significant water rise means that we as a company have to evacuate.

Iquality over the years

From 1994 till today. This timeline gives you a good idea of milestones and highlights that Iquality has experienced over the past years!

1999

We're renewing our brand identity.

The number of Internet users worldwide grew to 150 million in early 1999 and the world prepared for the new millennium. In 1999, Sirius Information Services changed its name to Iquality Business Solutions. This also involved the necessary visual change.

A new motto!

Our motto "Get Smarter Every Day" was introduced in 2012. This slogan came from our desire to get a little smarter every day, together with our customers.

De first pitch of the "pitch podium" takes place.

2014

2012

2015

Our partnership with Sitecore begins.

2004

The first charging station will be installed at our office to encourage electric driving.

2000

We are celebrating our first success with the "Show and Sell" application.

Check out the infomercial!
25JAAR.IQUALITY.NL

2016

The organizational structure is being overhauled and from now on working in autonomous teams will be introduced.

We are starting a nearshoring project in Ukraine (outsourcing work in another country).

2022

Hybrid working is becoming the norm, which means that you, as an employee and as a team, decide for yourself how much time you work at the office, at the customer or from home.

Now

2020

Iquality exists for 25 years!

2015

Do you want to know more?
25JAAR.IQUALITY.NL

Where are we now?

As you have read, over the years Iquality has grown into a full-fledged IT partner with two offices and more than 70 employees, including a team based in Ukraine. We are achieving results of which we are very proud, but still with a great ambition to grow further. On to the future in which we continue our mission to become a little smarter every day! Do you want to realize this growth together with us? We are more than ready.

Did you know...
Iquality recently became part of something bigger?

We are part of the "Neighborhood" Broad Horizon that consists of independent technology companies all born in the cloud! With more than 1000 experts in 8 countries (and more are still coming), we are leveraging each other's strengths and moving forward together. It opens new opportunities for all of us: the 'Neighborhood', employees, customers and partners.

TRUE   dmp Data Management Professionals   SULAVA   delegate

Cmotions   projectum   underlined Building Data Driven Customer Experience   2FOQUS DATA & ANALYTICS

ACTiVE PROFESSIONALS   GAC BUSINES SOLUTION a Broad Horizon compar   PINK   FOCUS ENTERPRISE SOLUTIONS a Broad Horizon company

BEYOND BLUE   FULLSTAQ

Iquality

Our motto

Every company has a motto. It is something that a company stands for and stands for. It has probably not escaped your notice that "First you, then coding" is our goal in our work. Nice slogan, but how is it expressed? What do you notice about it as a (future) colleague?

The slogan itself says it all: First you, then coding. We believe in the power of understanding before we act. Firstly, your well-being is our priority. We want to know how you are doing, what drives you and what you are striving for. This is what 'First you' is all about.

We listen to what you need, give you the space to thrive and create an environment in which you can excel. We think about your vitality, your personal and professional growth and development, the design of your workplace and the balance between work and private life.

First you, then coding.

Iquality

Why?

The reason for this working method is that we attach great value to sustainable relationships. In the long term with our customers, but also with (potential) employees and freelancers. However, we can only achieve this by being open and transparent at all times, making adjustments when necessary and by paying attention to and helping each other. Together we make the customer better, each other as colleagues, but above all: you make yourself better. A win-win-win situation if you ask us!

First you,
then coding.

Iquality

Working in a way that suits you

At Iquality, you can work in a way that suits you. Do you work best from home or do you prefer to come to the office? Do you enjoy being on location with the customer or do you work from your vacation destination for a few days? Everything is possible with us. The only thing we ask of you is to coordinate with your team beforehand. Many teams agree on a fixed team day at the office. Try to find the balance that works for you and your colleagues, keeping in touch with Iquality and your team is the most important thing.


Self-managing teams

We work with self-managing and multidisciplinary teams, bringing together the disciplines of strategy, concept, design, development and support. Our teams consist of back-enders, front-enders, testers, UX'ers and DevOps engineers. We like to take responsibility for the entire Solution Lifecycle of software, apps or sites. Together with you, your colleagues and with the customer, we add more and more value - in short sprints. During the entire Solution Lifecycle, we like to work with the customer as directly as possible. Therefore, we don't hide our specialists behind a service desk or project manager. You and your colleagues are in direct contact with the team members at the customer.

Working at Iquality

Here's what to expect!

We understand that starting a new job is exciting. You don't yet know what to expect and how things "work" within an organization. We can imagine that you have many questions. That is why we would like to give you a brief insight into what working at Iquality is like!

![Iquality logo] Iquality

Working at beautiful locations

Iquality has an office in both Nijmegen and Eindhoven. Eindhoven is a city at the forefront of innovation. So it's no surprise that Iquality is also based here. Our office is located in the Lichttoren. The seven-sided building is a national monument and a familiar landmark for every visitor to the city.
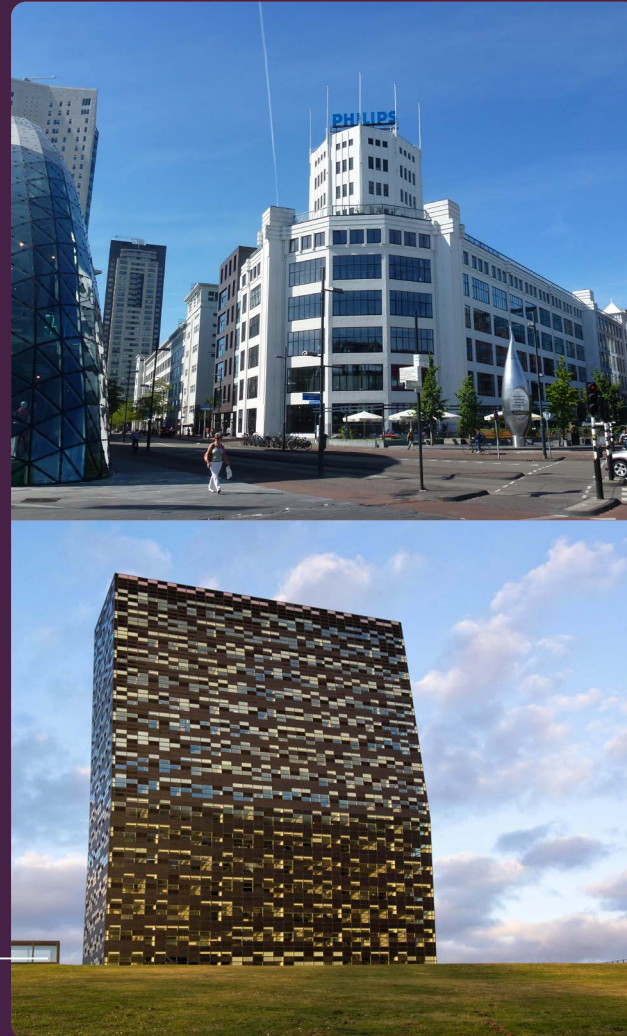
Did you know...

51°
49'28

Our office in Nijmegen is located on the Novio Tech Campus? This location is a pleasure to work in if you do like a nice view. For example, our office is located in 52Nijmegen. This building is 86 meters high! Iquality can be found on the 10th of the no less than 18 floors. There is a special 10-degree bend in the building. The name 52Nijmegen is a reference to the 52nd parallel. Although the exact location is 51°49'28 north latitude, it still got this reference.

Work hard, play hard!

Your colleagues. You often see them more during the week than your own partner, family or friends. It is therefore not for nothing that we find a good atmosphere in the workplace very important. Hard work and great results go hand-in-hand with relaxation and taking time for each other. So we regularly organize fun team outings. Think of a nice afternoon drink, an extensive winter barbecue or even a weekend away together to Scheveningen or Frankfurt.

Iquality

This is what Merel's day looks like!

Merel
Online Marketeer

An early riser

"My workday starts as soon as I get on my bike. Once I arrive on the 10th floor of 52Nijmegen, I start up my laptop. I look at what's on the schedule and what played on our online channels last evening and night. Usually, I'm the first one present of our team. My colleagues are slowly coming in one by one. Of course, this doesn't happen without a moment where we catch up on things like the weekend. When everyone is present, we start our day together with a stand-up. Here we talk about what we did the day before, what we are going to do on that particular day and we share successes.

The work day of...

Curious how a working day at Iquality goes? Check out Merel and Sjoerd's story!

Highlights in my work week? Those are the moments when I'm sparring with colleagues about new ideas and working on them. Think of interviewing a colleague for a new case on the website or writing content for our channels. But they are definitely also the moments when we are together as colleagues. During a walk in the Goffertpark, at each other's desks or with the Friday afternoon drinks.

Having fun with colleagues

Iquality

99

"When someone has learned something new, we share it through a pitch."

Merel IJpelaar, Online marketeer Iquality

Learning something new every day

Working at Iquality continues to challenge me because there is plenty of room for self-development. For example, there are opportunities to follow various training courses and gain new knowledge that can then be applied. Our central motto "Get Smarter Every Day" naturally fits in perfectly with this. It is nice to see that everyone is actively working on this. When someone has learned something new, we share it with each other via a pitch. So as an online marketer, in addition to my own field, I also learn a lot about what my colleagues are working on, which in turn helps me be even more successful with marketing."

Pitch Podium - Iquality

get smarter every day

This is what Sjoerd's day looks like

Sjoerd
Senior Backend developer & Security Champion

Sociability is paramount

"I always start my workday with a cup of coffee after which I quietly check in and catch up with my colleagues. Before we start the projects, we usually talk about the current race and soccer results. So the highlight of my day is when I win 3-0 over my colleagues during a game of ping-pong. It's a nice way for us to switch off for a while. That was unfortunately not possible during the corona period and I missed that the most. But: the corona period has also brought great things and new ideas. Together with a colleague I delivered a beer package to all our team members to toast with a special beer during an online drink. Nowadays, we even do that in the form of a quiz, where the specialty beers still take center stage!

A sprint exhange day

This year, I have been working at Iquality for 15 years. Every two weeks, at the end of a sprint (project), there is a 'sprint change day'. This day is mainly filled with meetings. Like other days, we always start with a stand-up. This is a time when we get together with the team and discuss what has been on our minds and what we are working on. Then, in a 'technical discovery session', we spar about what still needs to be done and researched.

Looking back and forward

After lunch, we give a demo (aka review session) where we show all stakeholders what was delivered in the past sprint and actively solicit feedback. It often yields new insights. We then conclude with a retrospective: a moment to look back at the past sprint. A nice moment to discuss issues we have run into. When these two weeks are concluded, we also look ahead to the next two weeks. We decide together as a team how we will approach this. Let's go, get going!"

Make the preparations

We'll make sure your accounts are ready, all the necessary hardware and software is installed, the access passes are ready and all your colleagues are aware of your arrival. Of course we will keep you well informed until then, so you know where you stand. This is especially nice when your start date is still a little while away.

Your first day on the job

Yes! The time has come. You have signed your contract and will be starting at Iquality. What a great prospect that is! Before you actually get started, we'll get to work to ensure that you get off to a flawless start.

Presentation about Iquality

On your first day, you will be welcomed by Patrik (Manager Operations) and/or Joyce (HR Manager). We start with a nice cup of coffee or tea and make a tour around your colleagues to shake hands. After this, it's time for the onboarding. We use a presentation to provide you with further information about Iquality. What exactly do we do? Who are our customers? Who is on your team? How do we deal with working from home? These sheets will also be sent to you afterwards so that you can review the information at any time.

Start-up and lunch

At the end of the presentation, you'll be told what the rest of the day will hold for you. Together we'll fill out a few more forms and you'll receive your laptop. By the time you're logged into the various work accounts, it's probably time for lunch. The lunch options at our office are endless. Will you join us for a walk through the Goffertpark, take a seat in the company cafeteria or stay in the office and have lunch at our lunch table? The choice is yours!

Meeting colleagues and customers

After lunch, you are handed over to your team. They welcome you with open arms. Together you conduct introductory interviews and are introduced to some clients. This is also what the rest of the first week looks like in outline. Ready for the weekend already? You're forgiven after such an impression-packed week. We'll make sure you get plenty of time to get used to everything and hope you'll soon feel at home with us. From day one you will be a full member of our team!
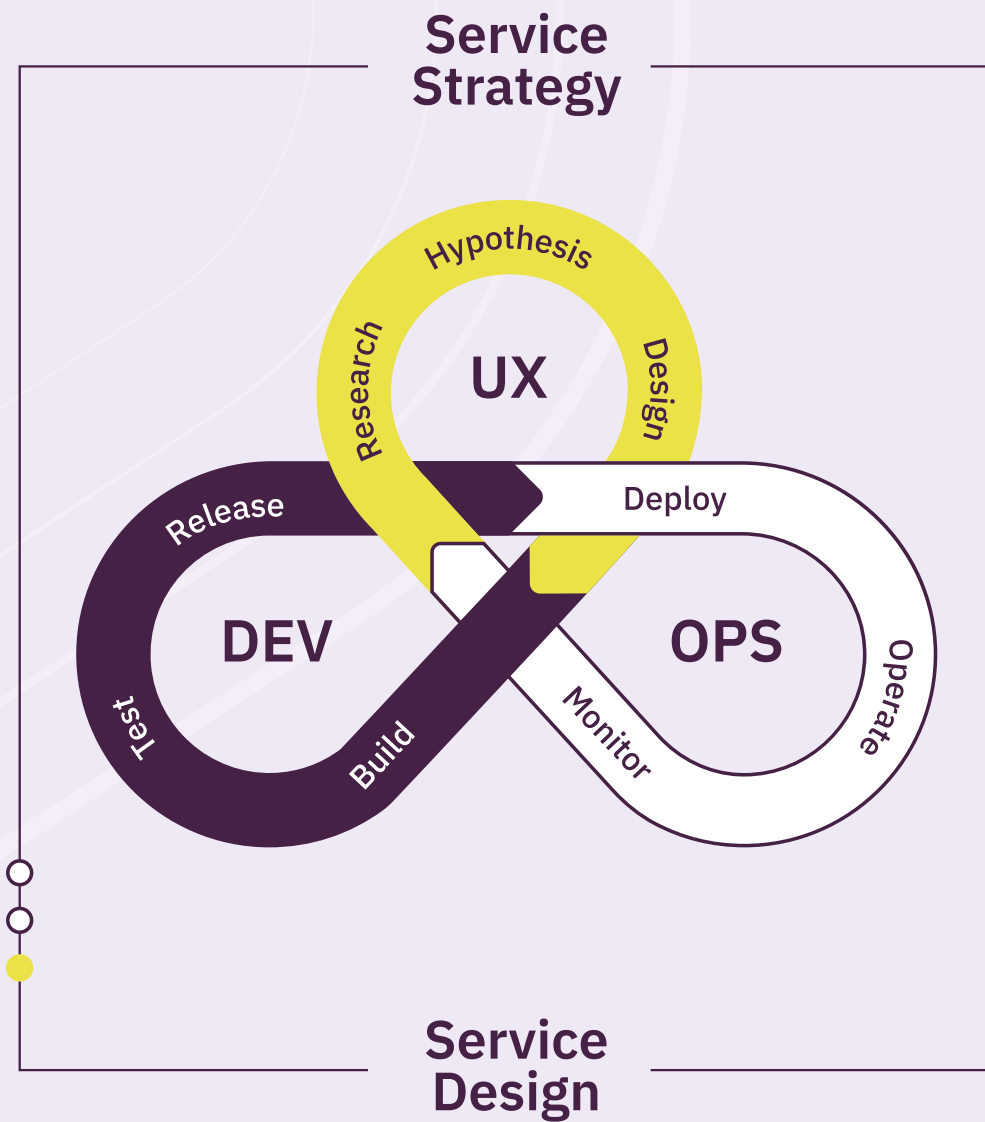
✕ Iquality

Approachable and personal contact

Part of this is in the way we work with our clients every day. For us, relationships are long-term. At Iquality, we want to learn from each other, inspire each other and challenge each other. Together, we form one team and build the best possible solution. This means no customer contact via a team lead or product owner, but simply directly with each other.

What do we do, how do we do it and why?

You've now read a lot about the origins of Iquality and how we work with each other, but it's also good to know why we do what we do. There are a thousand and one agencies dedicated to designing and developing software, apps or sites. So what makes us as Iquality unique? What makes us special?

Service Strategy

Hypothesis

Research

UX

Design

Release

Deploy

DEV

OPS

Test

Build

Monitor

Operate

Service Design

Approach

But our approach also makes us different. Iquality supports our customers' business in three areas: User Experience (UX), Development(DEV) and Operations (OPS). This can be done separately but also in a constant cycle. We call this the UX-DEV-OPS loop. This means that our solutions are never finished and we are always working on further development!

UX-DEV-OPS loop

Every team at Iquality consists of different disciplines. This will ultimately only benefit you, your team and the product. Everyone has an influence on the development of the product and plenty of scope to apply ideas from their own discipline. This means that we do not work with a waterfall method (this means: the next phase starts when the previous phase has been completed), but in short sprints from which we work towards a single goal.
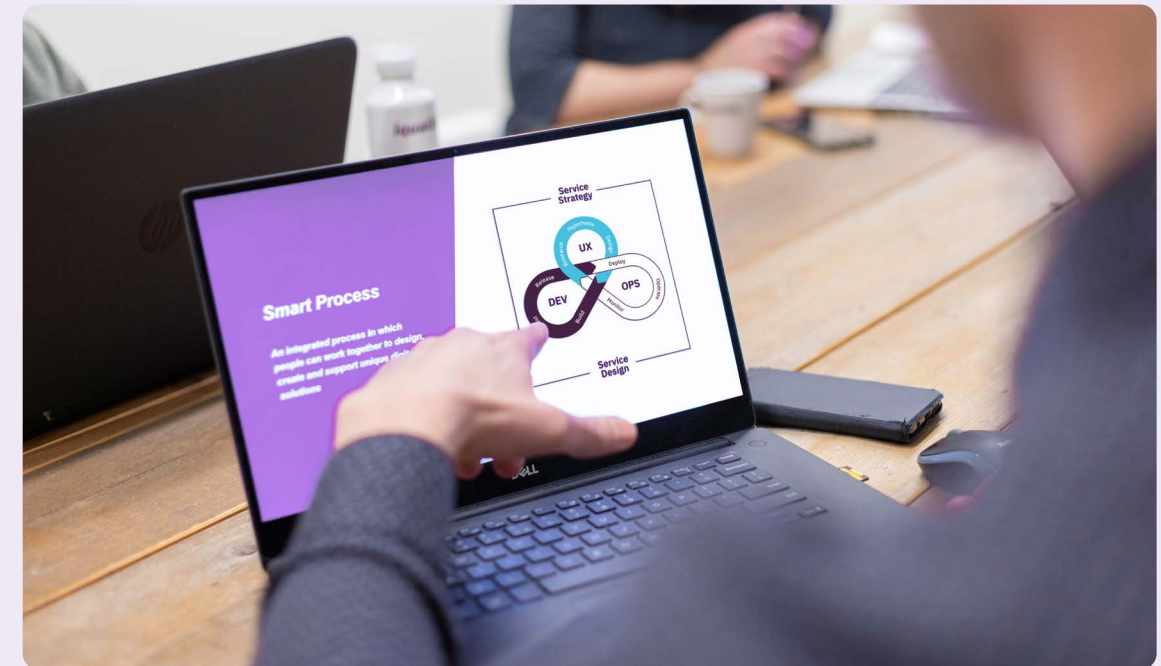
Want to know more about what we do in practice?

Check out our website!

Iquality.nl

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We are...
(Core values)

Curious

Responsible

Committed

Humble

Curious
Pioneers of digital possibilities.

Driven by curiosity and our constant pursuit of growth and improvement we embrace new technologies and methodologies to challenge technological boundaries.

Responsible
Digital stewardship for a better world.

We recognize and assume our responsibility in the digitising age, striving to make a positive impact on society by promoting sustainability and actively contributing to the 17 sustainable development goals (SDGs), while conducting business in an ethical and responsible manner.

Committed
Dedicated to excellence.

Our dedication to quality resonates at every stage of a solution's lifecycle. We are determined to deliver the highest quality services and solutions, maintaining an uncompromising approach to quality management to create sustainable, reliable and effective solutions.
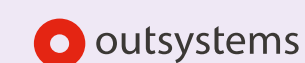
Humble
Together we create impact.

Success for us is the result of a collective effort. The best solutions come from teamwork and mutual respect, that is why we are allies for each other, for partners and our clients – we create bonds built on trust and mutual respect.

![Iquality logo]

Partnerships & techniques

Together you are stronger. We really believe that. That is why we work intensively with various partner companies. Input from outside creates new insights and together we give substance to our motto "First you, then coding". Not only our partners, also the techniques we work with ensure our results.

We are proud partners of:

Microsoft   SITECORE   outsystems

contentful   NLdigital   storyblok

HealthValley NETHERLANDS   THUNDER HEAD   DATO CMS

The technologies we work with:

Languages
> C#
> Javascript
> TypeScript

Libraries
> React
> NextJS
> Vue

Runtimes
> .NET
> Node

Tools
> Figma
> Azure DevOps
> OutSystems

Techniques
> Scrum
> SOLID / DRY

Cloud related
> Azure
> Kubernetes

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Cases we are proud of!

Iquality makes its customers grow. We do this through both our UX-DEV-OPS working method and the way we deal with our customers. Intensive collaboration, direct contact and a great deal of attention to long-term relationships. We are convinced that this way of working is the best way to achieve the best results. On the basis of a number of cases we will show you how we are proud to do that!

Freo
PSD2 directive takes ease of use to next level

In an era where interest rates are increasingly close to each other, it is the service of a loan provider that makes the difference. Thus, as a specialist in online lending, Freo is always looking for ways to improve its service.

PSD2 is a European directive introduced in 2018 to make online payments easier, safer and faster. Responding to this is a great opportunity to take the convenience of a loan application to the next level. Actually using PSD2 to collect financial data unfortunately does not work as easily as a single click of a button. The links we have built provide the consent flow, but they also ensure that the necessary data is retrieved from the bank and then becomes accessible to Freo. Iquality has also realised a number of digital solutions for Freo: the My Freo environment and app, simplifying the process of applying for a loan and making repayments using iDeal.

Want to learn more about this case?
Continue reading on our website!

Read the case

Vitens
Automated application portal

Every day Vitens extracts, purifies and delivers 1 billion liters of drinking water right to the water meter at Vitens customers' homes.

How does a community or contractor get the materials to actually have water flowing from the tap? That all happens within the new request portal that we realized for Vitens. At first, orders were placed within an Excel sheet. That had to change according to Vitens. We developed a request portal where municipalities and contractors can place an order flawlessly and quickly, completely digitally.

Want to learn more about this case?
Continue reading on our website!

Read the case

LeasePlan Bank
Fast and secure customer onboarding

LeasePlan Bank is building an online banking experience that surpasses the status quo of banks with physical locations. Their new approach to banking must balance user needs, regulations and technical capabilities.

LeasePlan Bank turned to Onfido for their best-in-class online document verification. They came to Iquality for our extensive expertise in technology, UX and implementation within LeasePlan Bank's architecture. Through this collaboration, we revolutionized the onboarding process for their customers, taking into account both user experience and compliance. We also developed a website, customer portal and app of which we are administrators ourselves. It's a fine, long-term, but above all innovative collaboration in which we get a lot of room to work with new techniques.

Want to learn more about this case?
Continue reading on our website!

Read the case

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Damen Shipyards

New platform for websites

Damen Shipyards Group operates worldwide in the field of maritime solutions through design and construction, conversion and repair of ships and ship components.

Digital transformation is an ongoing process where it is important that teams can work efficiently on the development of digital products. To this end, we have set up development and operations processes and built the entire platform within the Microsoft Azure Cloud environment. This also makes Damen's digital platform technically ready for the future and enables us to offer new functionalities quickly and regularly. This allows Damen Shipyards to maintain its digital lead.

Want to learn more about this case?
Continue reading on our website!

Read the case

Want to read more about our client projects?
Discover all the cases on our website!

Iquality.nl

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This is how we make a difference!

Corporate Social Responsibility is in our DNA. Within Iquality, we are actively involved in this on a daily basis. We find it incredibly important. We try to give our colleagues a positive feeling about their working day and encourage them to live more consciously.

We do this by:

- Fresh fruit at our offices every week;
- Waste is kept separate;
- Equipment is recycled;
- We buy only Fairtrade products;
- Our desks can be worked at sitting, standing or cycling;
- Little use of paper in the office;

- Investment in a comfortable (home) workplace;
- Flexible working hours;
- No long hours culture;
- Volunteer opportunities;
- Encourage colleagues to come to the office by (electric) bike.

It's probably clear to you that we at Iquality see this as one of the core missions of being a good employer. We think it's important as an organisation to be aware of the impact we can make with technology. But also how we can make a positive contribution to people, society and the environment. This is why our CSR team meets monthly to discuss progress, achieved goals and new ideas. To demonstrate what we as a company are contributing to, we use five Sustainable Development Goals (SDGs) of the United Nations as a starting point.

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Goal 5:
Gender equality

The IT industry is still often labeled as a "man's world". As a representative of the IT industry, we feel the need to pay attention to the male-female ratio within Iquality. For example, when recruiting new colleagues, we not only use male-coded words but also female-coded words. Also, we use photos to show our female colleagues as well. This is how we tackle inequality at an early stage.

Goal 4:
Quality education

Transferring knowledge to the next generation, that's the goal. Twice a year we organize programming workshops at an elementary school in the area. With these workshops we want to make programming more visible to this young group.
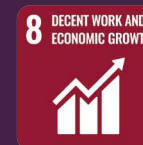
In addition, we want to stimulate the creativity, cooperation and problemsolving skills of children.

Goal 8:
Fair work and economic growth

We believe it is crucial not to judge each other based on your place on the social ladder. This means that we provide customization and ask ourselves whether we are actually offering suitable opportunities to everyone, rather than blindly offering the same opportunities. This is why we want to give at least two people with a distance to the labor market a chance within Iquality each year.

Iquality

10 REDUCED INEQUALITIES

Goal 10:

Reduce inequalities

Even within digital solutions, it is unfortunately possible to exclude users. At Iquality, we always ensure that no one is excluded, regardless of the skills of the user. After all, if this is not taken into account when developing websites, applications, technologies and tools, it creates barriers for users.

13 CLIMATE ACTION

Goal 13:

Climate action

Our carbon footprint? We're right on top of that. In 2022, for example, we worked with the StukjeNatuur Foundation to create the beginning of the Iquality forest. We aim to do business in a climate-neutral way. By planting over 1,000 trees, we are offsetting our emissions. We are proud of that!
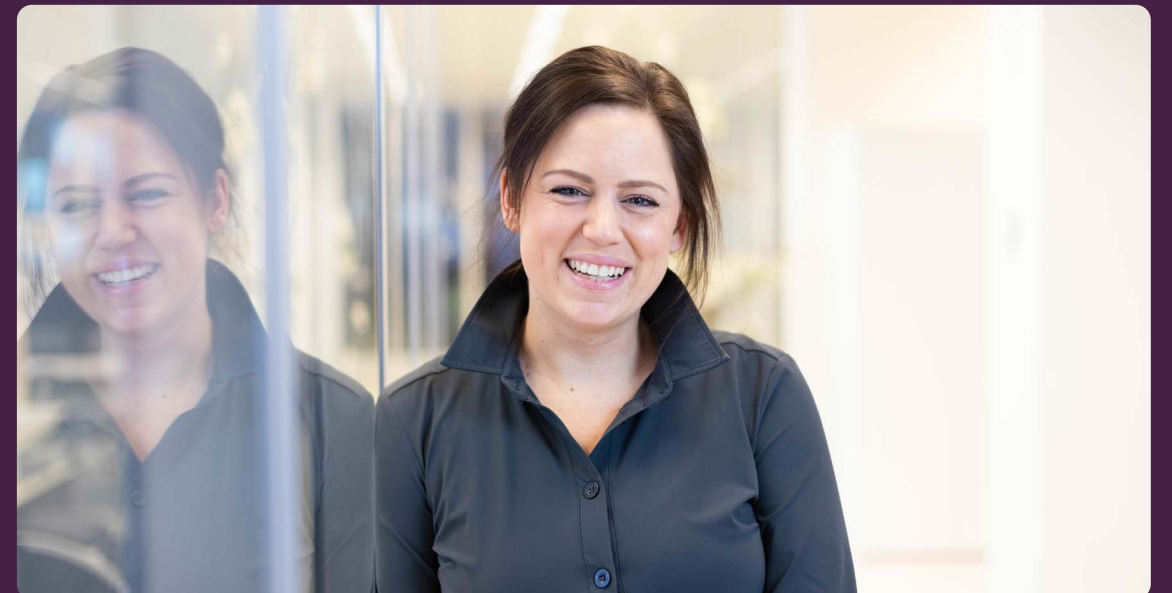
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Will we see you soon?

Of course, we hope you can't wait to get started with us..

This is what makes working at Iquality so much fun!

> A flat organization without hierarchy.

> Hybrid working: from home or from the office.

> The health of employees is number one.

> A company with social ambitions.

> Become smarter every day through various training courses and activities.

> The best afternoon drinks and team outings.

> And... working for the coolest companies and cases!

Sounds like a super job, right? Do you feel like starting at Iquality? We'd love to hear that! We wish you the best of luck and see you soon at our office for your first working day. Everyone is ready to welcome you and show you around, so that will be fine!

Not ready to start yet, but curious about Iquality as an employer??

We'd love to tell you more. Will we see you soon?

Get in touch with Joyce!

Joyce.disveld@iquality.nl

Get in touch with us at **info@iquality.nl** or call to **+31 (0)85 080 2300**

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