

EQUALITAS SYSTEMCERT PVT. LTD.

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IMPARTIALITY POLICY

EQUALITAS Directors, staff and others involved in the certification process understand the importance of risks associated to impartiality. EQUALITAS will identify and assess risks in all relationships which may result in a conflict of interest or pose a threat to impartiality.

Threats to impartiality include, but are not limited to, the following:

- a) **Self-interest threats:** threats that arise from a person or body acting in their own interest. A concern related to certification, as a threat to impartiality, is financial self-interest.
- b) **Self-review threats:** threats that arise from a person or enterprise reviewing the work done by them. For example evaluating the compliance of a Client for whom certification body may have provided Consultancy, Training or a staff member or director reviewing his own work in an appeal or Complaint procedure; provided management systems consultancy would be a self-review threat.
- c) **Familiarity (or trust) threats:** threats that arise from a person or body being too familiar with or trusting towards another person instead of seeking and evaluating objective evidence on which to base the verification conclusion or decision.
- d) **Intimidation threats:** threats that arise from a person or enterprise having a perception or experience of being coerced openly or secretly, such as a threat to be replaced or reported to a supervisor if he does not do what the person who is coercing him/her wants.
- e) **Financial threats:** the source of revenue for a certification body can be a threat to impartiality
- f) **Subjectivity threats:** threats that arise when personal bias overrules objective evidence

EQUALITAS aims to inspire confidence in its certification to its clients and the public at large by:

- Being impartial.
- Employing competent personnel,
- Being responsive to complaints,
- Being open,
- Providing access to relevant information gathered,
- Fairness,
- Transparency of processes, and
- Maintaining confidentiality.
- Establishing an independent committee for safeguarding impartiality (Management Impartiality Committee).

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