

Impartiality and Non-Discrimination Policy

The overall impartiality policy of the Company:

CERT ID personnel are aware about the importance of fulfilment of Impartiality policy through certification activities to eliminate the conflict of interest. All personnel (employee & Subcontractors) signed agreements with the compromise of impartiality policy. Situations that global standard has considered apply as impartiality commitment

- CERT ID is required to be impartial in carrying out activities related to product certification and management systems. CERT ID INDIA PRIVATE LIMITED understands the importance of impartiality in the performance of our certification activities in relation to product and management systems, and we handle conflicts of interests and ensure objectivity in carrying out certification activities.
- When a relationship constitutes an unacceptable threat to impartiality, certification must not be performed.
- CERT ID may not offer or advise on product or management systems.
- CERT ID may not offer or conduct internal audit with the certified customers. CERT ID INDIA PRIVATE LIMITED must not certify a management system that we have conducted internal audit within 2 years after the internal audit has been completed.
- CERT ID has established a procedure for evaluating the measures set up by CERT ID INDIA PRIVATE LIMITED to respond to threats to our impartiality caused by actions taken by other persons, bodies or companies.
- CERT ID ensures that our staff, both internally and externally, including committees that may influence certification activities, must act impartially and must not let commercial, economic or other form of pressure cause doubts about impartiality.
- CERT ID requires that both internal and external personnel draw attention to matters that they are aware of may constitute a conflict of interest for themselves or for CERT ID INDIA PRIVATE LIMITED shall use this information as an input to identify threats to impartiality as a result of activities undertaken by this staff or the companies that employ them and may not use this staff, either externally or internally, unless can explain that there is no conflict of interest.
- The policy & procedure set by CERT ID is impartial to its operators and treats all operators equally.
- All the complaints received by CERT ID shall be resolved without partiality to any individual.

Non-Discrimination Policy:

- CERT ID is committed to a policy of equal opportunity and does not discriminate any person based on race, age, color, sex, national origin, or religion, member or non-member. Any person who believes they have been discriminated against is strongly encouraged to report this concern promptly to the Governance Committee.