

# IMPARTIALITY POLICY

## Purpose

IQMCINDIA Certification Pvt Ltd is dedicated to upholding the highest standards of impartiality in all audit and certification activities. Impartiality is essential to the credibility, reliability, and integrity of our certification services. This policy affirms our commitment to ensuring all decisions are made free from bias and conflict of interest.

## Scope

This policy applies to all staff, auditors, contractors, and associated personnel involved in the auditing and certification of management systems including Quality (ISO 9001), Environmental (ISO 14001), Occupational Health & Safety (ISO 45001), and Social Compliance.

## Policy Commitments

- **Independence and Objectivity**  
IQMCINDIA ensures the independence of its audit and certification processes. Personnel are selected who are free from **conflicts of interest**, and all employees must disclose personal, financial, or professional connections that may affect their objectivity. Actions are taken to prevent undue influence from clients, auditees, or stakeholders.
- **Selection and Assignment of Audit Teams**  
Audit team members are chosen based on competence, experience, and impartiality criteria. Assignment considers any prior relationships, recent consultancy, or previous audit work that may compromise objectivity. Teams are restructured as needed to eliminate any identified conflicts of interest.
- **Adherence to Audit Procedures**  
All audits are conducted following documented procedures consistent with ISO/IEC 17021-1:2015. Deviations from procedures must be justified, documented, and approved to maintain transparency and accountability.
- **Restriction After Receiving Consultancy (Two-Year Rule)**  
Where a client has received management system consultancy from a body that has a relationship with IQMCINDIA Certification Pvt Ltd, this constitutes a significant threat to impartiality.  
**To mitigate this threat:**
  - IQMCINDIA Certification Pvt Ltd shall not certify the client's management system for a minimum period of two years following the conclusion of the consultancy engagement, in accordance with Clause 5.2.7 of ISO/IEC 17021-1:2015.
- **Monitoring and Oversight**  
IQMCINDIA applies continuous oversight to audit activities. Internal and third-party reviews are

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conducted to assess adherence to impartiality and identify risks. Audit records, decisions, and relationships are periodically evaluated to ensure unbiased conduct.

- **Training and Awareness**

Personnel undergo regular training on impartiality principles, risk identification, and proper conduct. Awareness sessions are held to update staff on changes to laws, regulations, or standards that affect impartiality.

- **Conflict of Interest and Reporting Violations**

All personnel are required to report potential conflicts of interest. Suspected violations of this policy must be reported immediately to the designated Compliance Officer or Management. IQMCINDIA provides a non-retaliatory environment to encourage transparent reporting.

- **Enforcement**

Breaches of this policy are subject to disciplinary action, including suspension, reassignment, termination of employment, or contractual relationships, depending on the severity and in accordance with applicable regulations.

- **Review and Updates**

This Impartiality Policy is reviewed annually or as required to reflect regulatory, operational, or structural changes. Updates are communicated to all relevant personnel, with appropriate training provided when necessary.

**Conclusion:**

IQMCINDIA Certification Pvt Ltd remains unwavering in its commitment to impartiality, ensuring that all certification decisions are based solely on objective evidence obtained through ethical, unbiased audits.

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### **IQMCINDIA CERTIFICATION PVT LTD**

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