

# INTEGRITY POLICY

IQMCINDIA Certification Private Limited is dedicated to maintaining unwavering integrity throughout all facets of our social compliance audit endeavours. Integrity serves as the cornerstone of our operations, guiding our conduct with an unwavering commitment to transparency, impartiality, and ethical behaviour. This Integrity Policy delineates our steadfast adherence to ethical standards and outlines the protocols to be observed by all personnel involved in social compliance audits.

## 1. Ethical Conduct:

All personnel associated with IQMCINDIA Certification Pvt Ltd, including employees, contractors, and consultants, are expected to uphold the highest standards of ethical conduct. This entails abiding by ethical principles and professional norms while adhering rigorously to pertinent laws and regulations.

## 2. Independence and Impartiality:

The integrity of our social compliance audits hinges upon the maintenance of independence and impartiality. Individuals engaged in audit activities must eschew conflicts of interest and abstain from any actions that could compromise their impartial judgment.

## 3. Professionalism:

We espouse professionalism in all interactions with clients, auditees, and stakeholders throughout the audit process. This encompasses the demonstration of respect, courtesy, and responsiveness, as well as the exercise of discretion and confidentiality in handling sensitive information.

## 4. Transparency:

Transparency is a core tenet of our audit procedures, findings, and reporting mechanisms. Clients and auditees are furnished with comprehensive and accurate information regarding the scope, methodology, and outcomes of the audit, thereby facilitating informed decision-making and fostering accountability.

## 5. Compliance with Standards:

IQMCINDIA Certification Pvt Ltd adheres rigorously to internationally recognized standards and guidelines governing social compliance audits, as promulgated by entities such as the International Labour Organization (ILO) and the Ethical Trading Initiative (ETI). Our audit methodologies are meticulously designed to align with these standards, ensuring the efficacy and credibility of our assessments.

## 6. Continuous Improvement:

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We are committed to perpetual enhancements in the quality and efficacy of our social compliance audits. Through ongoing monitoring, evaluation, and feedback mechanisms, employees are encouraged to identify areas for improvement and contribute actively to initiatives aimed at augmenting the integrity and efficacy of our audit services.

### 7. Reporting Violations:

Any suspected breaches of this Integrity Policy must be promptly reported to the designated compliance officer or management. Employees are encouraged to voice concerns or report instances of misconduct without apprehension of reprisal, as [Company Name] is resolutely committed to addressing such issues expediently and implementing appropriate corrective measures.

### 8. Enforcement:

Violations of this Integrity Policy may result in disciplinary measures, up to and including termination of employment or contract dissolution, contingent upon the severity of the infraction and applicable legal provisions. [Company Name] places paramount importance on upholding the integrity of its operations and will undertake requisite measures to enforce compliance with this policy.

### 9. Review and Updates:

This Integrity Policy undergoes periodic reviews to ensure its efficacy and relevance in light of evolving business dynamics, regulatory frameworks, and industry standards. Updates may be instituted as necessitated by changing exigencies, with employees being duly informed of any revisions and furnished with requisite training to ensure compliance.

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# **IQMCINDIA CERTIFICATION PVT LTD**

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