

CONFLICT OF INTEREST

1. Introduction:

At IQMCINDIA CERTIFICATION PVT LTD, we are dedicated to upholding the highest standards of integrity and professionalism in all our business dealings. As such, we recognize the importance of avoiding conflicts of interest that may compromise our objectivity or impartiality. This policy outlines our commitment to identifying, disclosing, and managing conflicts of interest effectively.

2. Definition of Conflict of Interest:

A conflict of interest arises when the personal or financial interests of an individual or entity interfere with their ability to act in the best interests of IQMCINDIA CERTIFICATION PVT LTD or its clients. Such conflicts may undermine trust, compromise decision-making, and erode the credibility of our organization.

3. Financial and Commercial Interests:

IQMCINDIA CERTIFICATION PVT LTD shall refrain from engaging in any activities or transactions that may result in a conflict of interest with entities in which it holds a financial or commercial interest. This includes but is not limited to partnerships, investments, or business arrangements that could impair our independence or impartiality in providing services.

4. Conflicts between Companies or Divisions:

We acknowledge the potential for conflicts of interest to arise between different companies or divisions within IQMCINDIA CERTIFICATION PVT LTD that may be serving the same client or each other. It is our responsibility to proactively identify and address such conflicts to ensure fair and unbiased decision-making and service delivery.

5. Avoidance of Undue Influence:

Employees of IQMCINDIA CERTIFICATION PVT LTD are expected to refrain from exerting undue influence or pressure in their interactions with clients, colleagues, or other stakeholders. This includes avoiding situations where personal interests may conflict with the interests of the organization or its clients.

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6. Disclosure Obligations:

All employees, contractors, and representatives of IQMCINDIA CERTIFICATION PVT LTD are required to promptly disclose any actual or potential conflicts of interest to their supervisors or designated compliance officers. This includes relationships, financial interests, or other circumstances that could reasonably be perceived as creating a conflict.

7. Assessment and Management:

Upon disclosure of a conflict of interest, IQMCINDIA CERTIFICATION PVT LTD will assess the situation to determine the extent of the conflict and its potential impact on our business operations or client relationships. Appropriate measures will be implemented to manage, mitigate, or eliminate the conflict, including recusal from certain activities or engagements.

8. Transparency and Documentation:

We are committed to maintaining transparency in our dealings and documenting efforts to identify, assess, and manage conflicts of interest. Records of disclosures, assessments, and mitigation strategies will be retained in accordance with applicable laws and regulations.

9. Training and Awareness:

IQMCINDIA CERTIFICATION PVT LTD will provide regular training and awareness programs to educate employees about the importance of identifying and managing conflicts of interest. This includes guidance on recognizing potential conflicts and reporting procedures.

10. Confidentiality and Non-Disclosure:

Information disclosed in relation to conflicts of interest will be treated with the utmost confidentiality, consistent with our obligations to protect sensitive business information and employee privacy.

11. Compliance Monitoring:

Our organization will conduct periodic reviews and audits to monitor compliance with this policy and identify any gaps or areas for improvement. Employees are expected to cooperate fully with such reviews and comply with any resulting recommendations or corrective actions.

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12. Consequences of Non-Compliance:

Failure to adhere to this conflict-of-interest policy may result in disciplinary action, up to and including termination of employment or contract termination. Violations may also expose IQMCINDIA CERTIFICATION PVT LTD to legal or reputational risks.

13. Reporting and Whistleblowing:

Employees who become aware of any actual or potential conflicts of interest or violations of this policy are encouraged to report their concerns through the designated channels, including the whistleblower hotline or confidential reporting mechanisms.

14. Review and Revision:

This conflict-of-interest policy will be reviewed periodically and updated as necessary to reflect changes in the business environment, regulatory requirements, or best practices in conflict management.

Conclusion:

IQMCINDIA CERTIFICATION PVT LTD is committed to fostering a culture of transparency, integrity, and ethical conduct. By adhering to this policy and actively managing conflicts of interest, we uphold our commitment to delivering reliable and impartial services to our clients while safeguarding the reputation and integrity of our organization.

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