It is the policy of **IsoComply Limited** to provide our services in an environment that promotes confidence, integrity and customer satisfaction whilst maintaining the highest levels of impartiality, free from the risks of conflicting interests. To ensure that impartiality is maintained at all levels of our operations and can be demonstrated, the following principals have been established and communicated to all of our employees or individuals otherwise contracted to the company:

* We shall identify, analyse and document the possibilities for conflict of interests arising from the provision of our services, including records of actions taken to mitigate any risks.
* We shall not offer or provide management system consultancy, training services or provide the undertaking of internal audits to any of our certification clients. We have established a dedicated ‘Impartiality Committee’ to assist in the governance of impartiality, the sole purpose of this committee is to safeguard our requirements of impartiality.
* All employees and subcontractors shall act impartially and shall not allow commercial, financial or other pressures to compromise impartiality or integrity.
* Management System Certification may only be issued following a formal review by an independent, competent and authorised member of the management team to ensure impartiality, we shall not outsource our certification decision process or use any management system consultancy to undertake our auditing.
* All individuals employed or subcontractors to the company are required to document and record their past and current relationships with all companies to determine the level of risk in regards to threat to impartiality, all employees will be reviewed at least annually to ensure they remain impartial.
* We will not allocate a member of staff or sub-contractor to a management system audit where any past relationship has existed. Exceptionally and at the discretion of the Chief Executive an individual or sub-contractor may be allocated to a management system audit where a past relationship has existed but there has been no relationship for a minimum of 2 years. In this event a risk assessment shall be produced and will be reviewed by the Committee for Impartiality.
* We shall ensure that we are not linked or marketed in any way which may associate us with the activities of a management system consultancy and will take appropriate action should any such link be identified.

Andrew Slawson

**Chief Executive**