



## Impartiality Policy

Earthood recognizes Impartiality as a key principle and would imparting regular training and coaching to its personnel towards;

- a) Ensuring integrity at all times in its validation and verification/certification activities, and works in a credible, independent, non-discriminatory and transparent manner
- b) Acting impartially and avoid any conflict of interest that may compromise its ability to make impartial decisions
- c) Ensuring that there are no constraints that might influence its judgment or endanger its independence of judgment in relation to its validation and/or verification/certification activities, inter alia, by having sufficient human resources, either through internal or external resources, and financial resources and stability
- d) Ensuring that no conflict of interest exists between its validation and verification/certification functions and the functions of other parts of the organization
- e) Ensuring that no conflict of interest exists between its validation and/or verification/certification functions and the functions of the related bodies
- f) Ensuring that its personnel (internal and external) have no relationship that creates threats to its impartiality

A handwritten signature in purple ink, appearing to read 'Anil Singh', is written over a horizontal line.

Managing Director  
01-09-2017

### **Earthood Services Private Limited**

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