



Impartiality Policy Statement

GGC declares that it will comply with the requirements of and ensure impartiality within all its certification activities for all the personnel related to the activities.

This enables **GGC** to maintain the professionalism and integrity of the audit and certification process.

The confidentiality, objectivity and impartiality of the certification activities by and on behalf of **GGC** shall not be affected by the activities of the certified clients.

To ensure this impartiality policy is maintained, the following shall be implemented and complied with,

- **GGC** certificates are only issued after review by an independent authorised and competent member of the management team (who has not been involved in the audit) to ensure that no interest shall predominate.
- **GGC** does not offer (and has never offered) management system consultancy or any other form of consultancy or internal audit services to its certified clients.
- **GGC** does not own or have any interest (financial or otherwise) in any other company that offers certification or management system consultancy services.
- **GGC** does not have (and will not form) any relationships with companies who offer consultancy or other services that can be construed as having an impact on the certification services provided by **GGC**.
- **GGC** personnel or otherwise contracted to **GGC** are required to document and record their current and past relationships with all companies. Any situation past or present which may present a potential conflict of interest is required to be declared. **GGC** will use the information to identify any threats to impartiality and will not use that individual in any capacity unless they can demonstrate that there is no conflict of interest.
- **GGC** will not allocate a member of staff or sub-contractor to a management system audit where any past relationship has existed. Individuals are prohibited from participating in the audit of any organization to which they have given assistance, by consultancy or training or where they have any financial or commercial interest for a minimum period of 2 years prior to the date of application of the organization for registration.
- **GGC** evaluates potential risks to its impartiality on an on-going basis using a number of mechanisms including internal audit, management review and consultation with appropriate interested parties. Where any such risks are identified, **GGC** shall put appropriate measures in place to eliminate or minimise them.



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- **GGC** does not and will not offer any commission, ('finders fees' other inducements) to any individual or company in respect of referrals of clients.
- **GGC** will ensure that it is not linked or marketed in any way which links it with the activities of a management system consultancy and will take appropriate action should any such link be identified.
- **GGC** personnel or subcontractors that involved in the certification process are not and will not be put under any pressure and will not be influenced in any way to come to a particular conclusion regarding the result of an audit.
- **GGC** personnel or subcontractors shall not suggest or imply to imply that certification would be simpler, easier or less expensive if consultancy or training services were used. In addition, subcontract staff cannot offer consultancy or training services to **GGC** clients that they have been assigned to audit, during or after the assigned task has been completed.
- **GGC** shall take disciplinary actions for non-adhering to impartiality policy in consultation with the Impartiality Committee.
- **GGC** recognize that the source of revenue for a certification body is the client paying for certification, and that this is a potential threat to impartiality. Therefore, **GGC** is a self-financed independent organization, with a number of controls to ensure that impartiality is retained.
- **GGC** ensure that the certification decisions are based on objective evidence of conformity or nonconformity, and that any decisions made are not influenced by other interests or by other parties. Certification decisions are made and signed for, by a competent and authorised certification personnel who was not responsible for the audit and was not a member of the audit team.

GGC top management and its employees are committed to ensure for the effective implementation of this policy.