



## TEAM SAFETY CONSULTANTS-MANAGEMENT OF IMPARTIALITY

Impartiality is the actual and perceived presence of objectivity. Objectivity means that conflicts of interest do not exist or are resolved so as not to adversely influence the activities of TSC

The Team Safety Consultants top management places utmost importance on the integrity and impartiality in carrying out the certification process of its applicants, candidates and certified persons. The certification process is based on objective evidence obtained through a fair, valid and reliable assessment free from bias.

Certification shall not be restricted on the grounds of undue financial or other limiting condition, such as membership of an association or group. TSC shall not use procedures to unfairly impede or inhibit access by applicants and candidates.

TSC recognizes the following as potential threats to impartiality-self interest threats, subjectivity threats, familiarity threats, intimidation threats and financial threats.

On an on-going basis TSC shall analyze, document and eliminate the potential conflict of interest arising from its certification activities, its related bodies, its relationship, or from the relationships of its personnel. TSC aim is to have a balanced involvement of all interested parties and stakeholders.

All personnel shall sign a confidentiality, impartiality and Conflict of interest agreement by which they commit themselves to comply with the TSC rules.

Safeguard impartiality committee is established to ensure that confidentiality, Conflict of interest and impartiality are not compromised.

With regards to examinations and examiners, TSC shall undertake measures to ensure that the confidentiality and impartiality of the examinations are not compromised.

During my absence Managing Director has responsibility to maintain the top management commitment to impartiality activities in our organization.

The selected recertification activities shall be adequate to ensure that there is impartial assessment to confirm the continuing competence and timely manner.

Management review shall plan include information related to safeguarding impartiality and demonstrating that all TSC process are independent, to ensure that confidentiality, information security and impartiality are not compromised.

Signed by the Chairma

for \_\_\_\_\_  
Saleh Nuseirat

This document is and shall remain the property of Team Safety Consultants. The document may only be used for the purpose for which it was intended. Unauthorized use or reproduction of this document is prohibited.