



## Impartiality Policy

Interface NRM Ltd regards impartiality as critical to our professional integrity and reputation in carrying out our certification, validation and verification activities. In particular, the management places emphasis on competence, the management of conflict of interest, confidentiality and the objectivity and professional ethics of certification, verification and validation activities.

Interface NRM Ltd's Directors are fully aware that our source of revenue is our clients paying for certification, validation or verification and this is a potential threat to impartiality. As such we have put in place mechanisms to ensure that commercial, financial or other pressures in no way compromise impartiality. These mechanisms, detailed below, ensure that all of our personnel (internal and external) and committees involved in certification, validation or verification activities act impartially.

As such, the Management of Interface NRM Ltd is committed to:

- Ensuring that Interface, its staff and any entities under our organisational control do not offer or provide management systems consultancy, or consultancy within the scope of accreditation to our clients, and we do not offer or provide internal audits to our certified clients.
- Fully resourcing and supporting our impartiality committee.
- Ensuring the impartiality of operations through the regular reporting to our Impartiality Committee.
- Ensuring that all personnel involved in the certification, validation or verification process disclose in writing to Interface all possible and actual conflicts of interest and disclose any actual or potential conflict of interest prior to involvement in the certification, validation or verification process.
- Safeguard the organisation against financial and/or other pressures that might influence decisions.
- Ensure, through appropriate procedures, assessment of competencies and continual professional development that certification, validation or verification activities are conducted by competent personnel.



Through internal audits, non-conformity reporting and management reviews, actions will be taken to identify, control, mitigate, correct and prevent any activities that threaten impartiality.

The management of Interface NRM Ltd commits itself to strict implementation of our Impartiality Policy.

A handwritten signature in black ink, appearing to read "Tim Barker".

Tim Barker  
Managing Director

12<sup>th</sup> January 2026