



Non-Discrimination and Equality Policy

This policy aims to eliminate discrimination and promote equality in the workplace and among customers.

Employees

This Company is committed to equal opportunities, diversity and inclusion. It aims to ensure that no job applicant or employee receives less favourable treatment on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, sex, sexual orientation, race, religion or belief (known as the nine protected characteristics).

The Company endeavours to recruit from the widest pool of suitably qualified candidates possible. It aims to ensure all employees, whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. The Company aims to utilise the talents and resources of all employees to maximise the efficiency of the business.

Customers

Interface NRM shall make its services accessible to all applicants whose activities fall within the scope of its operations.

Access to the certification process shall not be conditional upon the size of the client or membership of any association or group, nor shall certification be conditional upon the number of certifications already issued. There shall not be undue financial or other conditions.

Interface NRM reserves the right to decline to accept an application or maintain a contract for certification from a client when fundamental or demonstrated reasons exist, such as the client participating in illegal activities, having a history of repeated non-compliances with certification/product requirements, or similar client-related issues.

Interface NRM shall confine its requirements, evaluation, review, decision and surveillance to those matters specifically related to the scope of certification.

Tim Barker
Managing Director
12th January 2026