



Document Name: Impartiality Statement
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Compiler: Mr. Tshepo Phakathi
Approved by: Mr. Tshepo Phakathi
Confidentiality: Empoweryst.



Empoweryst Impartiality Statement

Empoweryst shall identify threats to its impartiality on an ongoing basis. This shall include those threats that arise from its activities, from its related bodies, from its relationships, or from the relationships of its personnel. The management team is responsible for ensuring that threats to impartiality and conflict of interest are reviewed regularly.

Empoweryst recognizes that threats to impartiality include the following:

- Self-interest threats - threats that arise from a person or body acting in its own interest to benefit itself.
- Self-review threats - threats arising from a person reviewing the work that they have conducted themselves.
- Familiarity threats - threats that arise from a person being familiar with or trusting of another person, e.g. an examiner or certification body personnel developing a relationship with a candidate that affects the ability to reach an objective judgment
- Intimidation threats - threats that prevent a certification body or its personnel from acting objectively due to fear of a candidate or other interested party.

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- Financial threats: the source of revenue for a certification body can be a threat to impartiality.

Empoweryst shall act impartially, and its policies and procedures for certification of persons shall be fair among all its applicants, candidates and certified persons.

Empoweryst shall not restrict certification on the grounds of undue financial or other limiting conditions, such as membership of an association or group.

Empoweryst shall be responsible for the impartiality of its certification activities and shall not allow commercial, financial or other pressures to compromise impartiality.

Empoweryst staff shall not suggest or imply to imply that certification would be simpler, easier or less expensive if consultancy or training services were used.

Empoweryst shall only disclose reports and documentations with parties and authorities having jurisdiction for the purpose of reporting compliance or in cases of conflicts or non-conformances.

Empoweryst shall base all of its decisions on objective evidence obtained through an effective certification process based on objective evidence of conformity or nonconformity, and that any decisions made are not influenced by other interests or by other parties.



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Empoweryst personnel will not be influenced by financial, commercial or other pressures when conducting certification activities, and will take action to address any situation that would affect impartiality. Personnel are required to disclose any potential conflicts of interest in the Non-Disclosure Form.

Empoweryst shall not use personnel with an actual or potential conflict of interest and shall ensure that its personnel are free from commercial, financial or other pressures that might affect their judgement.

Empoweryst shall identify threats to its impartiality on an ongoing basis. This includes threats that arise from its activities, its related bodies, its relationships, or the relationships of its personnel.