

Impartiality Policy

TABSEER is a legal entity responsible for carrying out product certification procedures. TABSEER fully comprehends the importance of impartiality in the implementation of certification activities. TABSEER, therefore, ensures that all its dealings with clients, potential clients, employees and other personnel are and will remain impartial. The following principles have been set to guarantee that impartiality maintained and exhibited.

- a) TABSEER consists of an independent, authorized and impartial committee that are responsible for risk assessment of impartiality and evaluate it.
- b) TABSEER is the sole body responsible for its certification activities.
- c) TABSEER does not offer any type of consultancy services to organizations or individuals.
- d) TABSEER does not offer internal audit services to organizations or individuals.
- e) TABSEER in no way has interest (financial or otherwise) in any other company that offers certification activities, management system consultancy or internal audit services.
- f) TABSEER does not outsource audits to consultancy companies, as it would considered an inadmissible threat to TABSEER's impartiality policy.
- g) TABSEER does not have (and does not intend to establish) any relationships with other organizations that offer consultancy and internal audit services or other services that can be regarded as having an impact on the certification services provided by TABSEER.
- h) Any future collaborations between TABSEER and any other company will have to subject to a risk assessment by the Impartiality Committee before the collaboration becomes official.
- i) Any current associations with companies, organizations and individuals will regularly go through risk assessments to guarantee that the relationship does not have an effect on the impartiality of the certification process. The Impartiality Committee will be responsible for carrying out the risk assessment.
- j) TABSEER requires the individuals of its employs or contracts to document and record their employment history with other companies. TABSEER obligates employees to declare any past or present situations that may considered a conflict of interest. TABSEER uses the aforementioned collected information in identifying any potential threats to its impartiality policy, and suspends the individual's activity until they can prove that there is no conflict of interest.
- k) In the event of the existence of any past relationship between a member of TABSEER's staff or sub-contractor and another company, these members will not allowed to involve in a product certification process of this client. At the discretion of the CEO, an individual or sub-contractor can only allowed to conduct certification process where a past relationship has existed if the relationship has ended at least 2 years prior to the certification.

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- l) TABSEER takes the necessary actions to ensure that it is in no way affiliated or marketed with the activities of consultancy, and take appropriate measures should any such link be identified.
- m) TABSEER reviews all employees at least once a year to guarantee their impartiality.

CEO

Emad Essa



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