



# IMPARTIALITY POLICY

All employees of **Alfred H Knight India Private Limited (AHKIPL)** are required to strictly follow the company's Impartiality Policy. This policy ensures that all inspection and audit services are conducted with fairness, independence, and transparency. Please read and adhere to the following instructions:

- **Maintain Impartiality at all the times**
  - All employees must remain impartial throughout all the stages of inspection and audit activities.
  - Avoid any behaviour or relationship that could compromise objectivity or create a conflict of interest.
- **Comply with Impartial Monitoring**
  - Cooperate with the compliance Committee, which conducts regular audits and reviews.
  - Provide documentation or clarification promptly when requested.
- **Do not accept gifts, financial offers, or hospitality**
  - Employees are strictly prohibited from accepting any gifts, monetary benefits, or hospitality from individuals or organizations related to work assignments.
  - Modest and culturally appropriate gestures may be accepted only if:
    - They comply with local laws
    - They do not involve cash or cash equivalents
    - They are not intended to influence business decisions



- **Staff Rotation**

- Participate in staff rotation to prevent familiarity bias.
- All inspection and audit reports are based on verifiable evidence and free from personal or external influence.

- **Produce accurate and unbiased reports**

- Ensure inspection or audit reports must reflect objective findings.

- **Avoid commercial or financial influence**

- Employee must not engage in any commercial or financial relationships that could affect your inspection or audit judgment.
- Any potential conflict of interest must be immediately disclosed to management.

- **Sign and follow the AHKIPL “Code of Conduct”**

- All employees are required to read, understand, and comply with the AHKIPL Code of Conduct, which reinforces impartiality and ethical standards.

Dr. Sudhir K Gupta  
Managing Director & CEO

Ref No: AHKIPL/QD/07

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