



## **Affirmative Action by ICS**

Affirmative Action by ICS ICS is a Conformity Assessment Body, with its core objective to safeguard life property and environment, ICS reaffirms its commitment to affirmative action by adapting the below:-

- To employ/contract/hire competent personnel without regard to race, religion, national origin and gender, in other words take affirmative action to ensure that applicants are employed, and employees are treated during employment, without regard to their race, creed, colour, gender, national origin, age, marital status, or physical disability, under privileged or any other legally protected membership including under-privileged.
- ICS intends to promote the opportunities its staff an opportunity to up-grade themselves by the provision of education, training and skill development before in taking a grade above.
- ICS shall always commit itself to follow all statutory and regulatory requirements of the country it operates in.
- ICS shall always support the women in their rights to equality. ICS shall stand against any kind of wrong abuse, moves or molestation or abuse towards women sexually.
- ICS shall always promote the young generation / interns by allowing them to be a part of Organization and impart the learning and grooming. ICS shall always welcome interns.
- ICS shall always stand towards its client interests & treat them in an impartial / unbiased and responsible manner
- ICS shall be bound by all standards of confidentiality, independence, indiscriminate in its services.
- ICS shall never work outside the boundaries of its ethical business and also expects the support from its clients for not to recommend or ask for such services.
- At ICS we believe in delivering one point services to our clientel and hence with the objective in mine we with our group companies who are in the field of Conformity assessment and Conformity verification to safeguard life property an environment, we also are into corrosion assessments and with this activity we may unknowingly get into some kind of COI however ICS ensures that all group companies although under the management flagship are steered and sphereheaded by managers and decession makers with independence and clear defined responsibility here specifically for ECD we have no shared resources and in no way imply that work done by ECD is monitored or controlled by ICS or it gets the approval of

ICS as such. Keeping the same in mind no ICS inspection services shall be under the accreditation coverage in whole for any of the corrosion domain to keep away from the COI issue.

- At ICS all employment decisions will be made on the basis of individual skills, knowledge, abilities, job performance and other appropriate qualifications and experience.
- ICS shall ensure that it offers its team a stress free, healthy, environmentally sound, safe and growing environment.
- ICS shall ensure that it provides its team opportunity to upgrade themselves in line with the changing trend in technology, management and environment.
- ICS shall ensure that, employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have filed a complaint, assisted or participated in any investigation, opposed any unlawful act or practice, or exercised any protected rights.
- ICS shall ensure that information submitted by Client or accessed by ICS personnel access shall be kept confidential, except that supervisors and managers who may access this information shall be informed regarding confidentiality and use of this information and data. We shall ensure to safeguard the use of intellectual property of our customers and business associates.
- We respect and value person each ICSIAN and understand their importance in building world class organization through team work.
- We strive to achieve Excellence in Quality, Safety, Environmental and continual improvement.
- To perform all the certification, inspection & verification activities in a highly competitive, trustable & professional manner as per ICS Certification / Inspection Manual & associate procedures while ensuring confidentiality & transparency. Not to act in any way prejudicial to the reputation or interest of the audit/ inspection organization, stakeholders, Accreditation Body., and related interested party / parties.
- ICS shall ensure it provides everyone with a Fair presentation
- Not to accept any gifts, commission or any other profit from the organization Audited and Inspected or from their representative, who have been audited / got material verified by ICS.
- Not to disclose the findings or any part of it arises out of the audit/ inspection team for which they are responsible.
- In the event of any alleged breach of this code, cooperate fully in any in any formal enquiry procedure.
- ICS shall ensure that it maintains a mutual beneficial relationship with its suppliers, contractors and business associates.
- ICS shall work with Trade & Commerce Association to improve the quality of the Products and Services through partnership / participation by conferences and seminars / workshops.

- Affirmative Action must be part of the intent of all personnel decisions at ICS. We are proud to reaffirm our commitment to those ideals.