

	Imperial Bio Solutions Pvt. Ltd.	Doc no.	IBSPL-CD-SOP-27
		Issue no.	01
	Non-Discriminatory Conditions	Issue date	15.03.2022
		Revision no.	02
		Revision date	01-06-2024

Purpose: Preventing any form of the discriminatory within the organization or in relation with their clients, applicants and associates.

Scope: All activities of the organization.

Responsibility: CERTIFICATION HEAD

Procedure:

1 The policies and procedures of IBSPL under which it operates, including administration, are non-discriminatory i.e. No discrimination is allowed on the basis of nationality, race, gender, identity, religious beliefs, class or political opinions and relation and associations any member of the IBSPL. IBSPL does not impede or inhibit access by applicants due to any form of discrimination as described above.

2 IBSPL services are accessible to all its applicants whose activities fall within the scope of its operations.

3 Access to the certification process is not conditional upon the size of the client or membership of any association or group, nor certification is conditional upon the number of certifications already issued. No undue financial or other conditions are applied by IBSPL due to discrimination.

However, IBSPL can 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.

4 IBSPL confines its requirements, evaluation, review, decision and surveillance (if any) to those matters specifically related to the scope of certification.

5. In case, IBSPL receives any communication related to discrimination at any level within the organization or in relation to its clients, applicants and associates, it shall be recorded, investigated and acted upon without undue delay. If investigation result suggest serious nature of discrimination, proper root cause analysis will be performed and corrective action will be implemented based on that.

Records:

1. Discrimination report form

APPROVALS:

PREPARED BY	APPROVED BY
QUALITY MANAGER	CERTIFICATION HEAD