

	<b>INGRAIN GLOBAL STANDARD PRIVATE LIMITED</b>	<b>Format No.</b>	IGSPL-F-93
		<b>Rev. No.</b>	00
	<b>IMPARTIAL POLICY STATEMENT</b>	<b>Date</b>	29.03.2024

As an organization committed to fairness, transparency, and equity, we prioritize impartiality in all decision-making processes. Impartiality serves as the cornerstone of our operations, ensuring that every action we take is guided by objectivity, integrity, and respect for diverse perspectives.

**Key Principles:**

**Fairness:** We treat all individuals and groups equally, without favoritism or bias. Our decisions are based solely on relevant factors, such as merit, qualifications, and adherence to established criteria.

**Transparency:** We maintain openness and clarity in our decision-making processes, providing stakeholders with access to information and opportunities for input. Transparency fosters trust and accountability, enabling stakeholders to understand the rationale behind our decisions.

**Independence:** We uphold our autonomy and independence in decision-making, free from undue influence or conflicts of interest. Our judgments are guided by professional standards and ethical principles, ensuring that external pressures do not compromise our impartiality.

**Consistency:** We apply standards and procedures consistently across all situations, avoiding arbitrary or discriminatory practices. Consistency promotes predictability and reliability, enabling stakeholders to have confidence in the fairness of our decisions.

**Respect for Diversity:** We recognize and value the diversity of backgrounds, experiences, and perspectives within our organization and broader community. By embracing diversity, we enrich our decision-making processes and enhance our ability to address complex challenges effectively.

**Implementation:**

**Training and Education:** We provide training and resources to staff members involved in decision-making processes, equipping them with the knowledge and skills necessary to uphold impartiality.

**Oversight and Review:** We establish mechanisms for oversight and review to monitor compliance with impartiality principles and address any concerns or discrepancies that may arise.

**Stakeholder Engagement:** We actively engage with stakeholders to solicit feedback, address concerns, and promote transparency in decision-making. By involving stakeholders in the process, we enhance legitimacy and accountability.

**Continuous Improvement:** We regularly evaluate our policies and practices related to impartiality, seeking opportunities for improvement and innovation. Continuous improvement ensures that we remain responsive to evolving needs and expectations.

In summary, our commitment to impartiality reflects our dedication to fairness, integrity, and inclusivity. By upholding impartiality in our decision-making processes, we strive to build trust, promote accountability, and advance our mission of serving the common good.

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