

IMPARTIALITY STATEMENT

“**Impartiality**” relates to independence, objectivity, absence of conflict of interest, lack of prejudice and being unbiased.

- TLVT understands the importance of impartiality and objectivity when carrying out its activities so that no single interest predominates and is committed to the principles of impartiality, whether actual or perceived.
- The company shall implement procedures to prevent, identify and resolve conflicts of interest including self-interest threats, self-review threats, familiarity threats and intimidation threats prior to the acceptance of any B-BBEE engagement.
- No services shall be provided to a measured entity which could compromise confidentiality, objectivity or impartiality.
- The company shall not provide B-BBEE verification to an enterprise that has received B-BBEE consulting services from any employee of TLVT. A minimum period of two years shall elapse following the last date B-BBEE consulting services from any person in the employ of TLVT before such an entity may be considered for verification.
- TLVT shall not state or imply that BEE verification would be simpler, faster or less expensive if a specified consultancy body is used, nor should any consultancy body or linked organisation imply that it would be simpler, faster or less expensive should TLVT be used.

TLVT recognises that in order to safeguard the interests of its clients, government, and other parties that rely on information it provides, all its activities must be conducted without any risk to impartiality caused by TLVT or its related parties.

Additionally, we undertake that any employees disclose any relationship (direct or by immediate family members), or activity that could generate potential conflicts of interest.

It is further our policy not to enter into any agreement (e.g. equity and/or debt instrument) with a measured entity that will jeopardize the impartiality of TLVT.

All applications for evaluation are individually assessed to determine whether the engagement poses a threat to impartiality, prior to a decision being made to accept or reject an application for evaluation.

The following internal, external and service relationships are considered by TLVT as a threat to impartiality:

- Internal Relationships – where the activities of related bodies affect the objectivity, impartiality and capability of another Departments (e.g. Verification Department) or its staff members, or *vice versa*.

- External Relationships:
 - Where TLVT, its employees or immediate family members of its employees have a direct or material indirect financial interest or ownership of equity in the measured entity.
 - Where TLVT, its employees or immediate family members of its employees have entered into a debt-creating agreement between TLVT and the measured entity to be verified, where such an agreement encumbers or is perceived to encumber TLVT or person(s) in the execution of its/his/her discretion and objectivity towards the B-BBEE assessment of the client.
 - Where an employee of TLVT is a director of the measured entity.
 - Where an employee of TLVT has been employed by the measured entity at any time during the 2 year period immediately preceding the proposed B-BBEE assessment of the client.
 - Where relatives of TLVT's employees are employed by the measured entity.

- Service Relationships:
 - Where familiarity threats arise due to employees being too familiar or trusting towards the client and not seeking adequate and sufficient verification evidence.
 - Where intimidation threats arise when an employee of TLVT is being coerced to give a better score or an advantage to the measured entity. Such threats may include a threat such as getting another verification agency or withdrawing from the project.
 - Where the client wishes to engage TLVT to provide consulting services as well as verification services.