

# WORLD BIOHAZTEC PTE. LTD.

Title: <b>Impartiality Policy</b>	Form Identification:	WBHT-BRMA-POL-01-R00
	Form Effective Date:	26/04/2025



World BioHazTec (WBHT) is the recognized legal entity in charge of all activities pertaining to bio-risk management auditing. WBHT Management and employees understand how crucial it is to preserve objectivity during the auditing process. We are dedicated to making sure that throughout our activities, all outside parties – including potential clients, are treated justly and equally.

WBHT recognizes that the source of revenue for an AO (Auditing Organization) is its client paying for auditing services, and that this is a potential to impartiality. Therefore, WBHT is a self-financed independent organization, with a number of controls to ensure that impartiality is retained. To obtain and maintain confidence, it is essential that our auditing decisions be based on objective evidence of conformity or nonconformity obtained by the company, and that its decisions are not influenced by other interests or by other parties. WBHT recognizes that threats to impartiality include the following:

- Self-interest: Threats that arise from a person or body acting in their own interest.
- Self-review: Threats that arise from a person or body reviewing the work done by themselves.
- Familiarity (or trust): Threats that arise from a person or body being too familiar with or trusting of another person instead of seeking audit evidence.
- Intimidation: Threats that arise from a person or body having a perception of being coerced openly or secretly, such as a threat to be replaced or reported to a supervisor.

Since impartiality builds credibility and confidence among stakeholders, it is essential to the auditing of effective management systems. WBHT is dedicated to upholding the highest standards of impartiality in all of our operations in order to support this principle. In order to guarantee that impartiality is not only maintained but also clearly included into our procedures, the following guidelines have been developed.

- WBHT is not allowed to audit the facility if:
  - The company or a member of the audit team has **provided maintenance services** to the facility **within 24 months** preceding the auditing date; and
  - The company or a member of the audit team has **provided design, construction or commissioning services within 24 months** preceding the auditing date.
- WBHT can **only audit a facility for 2 consecutive years**. If otherwise, consent or approval from Singapore MOH (Ministry of Health) is required.

# WORLD BIOHAZTEC PTE. LTD.

<b>Title:</b>  <b>Impartiality Policy</b>	<b>Form Identification:</b>	<b>WBHT-BRMA-POL-01-R00</b>
	<b>Form Effective Date:</b>	<b>26/04/2025</b>

- WBHT shall be responsible for the impartiality of its conformity assessment activities and shall not allow commercial, financial or other pressures to compromise impartiality.
- Where there are any threats to impartiality, WBHT shall document and demonstrate how it eliminates or minimizes such threats and document any residual risk. The demonstration shall cover all potential threats that are identified, whether they arise from within WBHT or from the activities of other persons, bodies or organizations. When a relationship poses an unacceptable threat to impartiality (such as a wholly owned subsidiary of WBHT requesting auditing from its parent), then auditing services shall not be provided.
- WBHT's top management shall review a residual risk to determine if it is within the level of acceptable risk.
- The risk assessment process will include identification of and consultation with appropriate interested parties to advise on matters affecting impartiality including openness and public perception. The consultation with appropriate interested parties shall be balanced with no single interest predominating.
- When a client has received consultancy services from an organization that has a relationship with WBHT, it is crucial to prevent any conflict of interest. As a result, personnel who have participated in the consulting, particularly those in managerial positions, are prohibited from taking part in audits for that client. A recognized mitigation of this threat is that personnel shall not be used for a minimum of two years following the end of the consultancy.
- WBHT will not outsource audits to another organization.
- WBHT will action to respond to any threats to impartiality arising from the actions of other persons, bodies or organizations.



Dan Yoong

Managing Director, Asia

World BioHazTec Pte Ltd

Date: 26 Apr 2025