



## IIHR CODE OF ETHICS

Following are the code of Ethics that all staff (both, permanent and contractual) are expected to adhere at International Institute of Human Resource (IIHR):

1. We will always strive to maintain compliance with applicable legal requirements.
2. We will always strive to maintain compliance with all requirements of ISO 17024:2012 as well as those that have been specified by NABCB and any other relevant Statutory Body.
3. Certification will not be refused to any candidate due to undue financial or other limiting conditions, such as membership of an association or group or enrolment with any particular EP.
4. We will never falsely advertise regarding the benefits, Certification Process and Scheme to any potential candidate.
5. We will maintain absolute transparency regarding all our activities with our customers, subcontractors, Statutory & Regulatory Bodies as well as any other interested parties.
6. We will never conduct any activities which may lead to a conflict of interest.
7. We will always employ technically competent personnel for conducting Certification Activities and ensure that they are provided necessary supervision and training.
8. We will always charge appropriate fees to our clients for the services that we provide.
9. We will never falsify any examination results under any circumstances and not let any undue internal or external pressure alter our judgement. Any such incidents will be immediately reported by the concerned staff / contract staff to the Certification Manager for necessary action.
10. Whenever outsourcing is required, we will only outsource to competent subcontractors.
11. We will always abide by our Code of Ethics for maintaining objectivity and impartiality in the Certification Process.

A handwritten signature in black ink, appearing to be "Rajiv", is written over a large, light-colored scribble or watermark.

**DIRECTOR**