

Impartiality Policy

NERA will demonstrate commitment to impartiality in their BEE Verification activities.

NERA will ensure that activities of other bodies do not affect the confidentiality, objectivity and impartiality of its activities.

NERA will be impartial, and all its staff and associates will act in an impartial manner.

NERA recognizes that the source of revenue is the client paying for its service and that this is a potential threat to impartiality. In order to obtain and maintain confidence, NERA will always demonstrate that its decisions are based on objective evidence and that its decisions are not improperly influenced by other interests or by other parties.

NERA will avoid any situation that would create a conflict of interest arising from the activity of any other body. All NERA personnel, either internal or external, or committees, which could influence the verification activities, will act impartially and will not allow commercial, financial or other pressures to compromise impartiality.

NERA will require personnel, internal and external, to declare any situation known to them that may present them or NERA with a conflict of interest. NERA will use this information as input to identifying threats to impartiality raised by the activities of such personnel or by the organisations that employ them and will not use such personnel, internal or external, unless they can demonstrate that there is no conflict of interest.

If a member of the verification team, or their immediate family member, has a direct financial interest, or a material indirect financial interest, in the client, the self-interest threat created would be so significant the only safeguards available to eliminate the threat or reduce it to an acceptable level would be to:

- a) Dispose of the direct financial interest prior to the individual becoming a member of the verification team;
- b) Dispose of the indirect financial interest in total or dispose of a sufficient amount of it so that the remaining interest is no longer material prior to the individual becoming a member
- c) Remove the member of the verification team from the verification engagement.”