

What is Impartiality?

Impartiality is a state of mind or attitude where there is neutrality. In other words, in relation to BBBEE verification, a decision is based simply on evidence presented by a measured entity which is then measured for BBBEE compliance on that evidence alone, and not on any other external factors that might play a role in influencing a decision.

External factors that might influence a decision could include for example:

- Relationships between the measured entity and the verification agency - apart from previous verification engagements, relationships could arise where financial interests are held in relation to agency and entity;
- Direct or indirect family relationships
- Consulting type arrangements where the agency has previously provided advice that has enabled the entity to improve its score or develop its BBBEE strategy and that person is then involved in a verification process.

Why does it matter?

The integrity of the BBBEE system depends on its users being able to depend on it for reliable implementation that will result in objective, truthful and credible BBBEE scores. The end result of the verification process is a certificate with a score. The score is meant to reflect a level of empowerment that other parties can rely on.

What do we do about it?

We must check for any impartiality threats and take necessary steps to minimise any threats that may compromise impartiality throughout the verification process.

What is our Impartiality Policy?

Mindwalk Consulting (Pty) Ltd is committed to ensuring continuous impartiality is upheld during all aspects of the verification process, we see impartiality as an important part of the verification process to ensure that confidence in Mindwalk Consulting (Pty) Ltd by external and internal interested parties, to ensure this the following has been identified as important for impartiality:

1. Neither Mindwalk, or its employees have engaged in any form of BBBEE consultancy to the client for the past two(2) years immediately preceding the verification.
2. No commercial, financial or other pressure or form of undue influence has or shall compromise the impartiality of its verification activities.
3. Neither Mindwalk, or its employees or any direct family member has any direct financial interest or material indirect financial interest in the entity.
4. Mindwalk does not perform related activities, such as consulting or self-reviewing that could affect, or be seen to affect, the confidentiality, objectivity or impartiality of its verification activities.
5. Actual evidence must be reviewed and assessed in order to arrive at a score – an attitude of “professional scepticism” must be upheld.
6. Where impartiality is threatened because of personal safety concerns, then the verification will be stopped.

For decision-making committees or bodies

- Internal controls exist to ensure that fair and impartial decisions are made.
- The decision maker must be competent.
- There must always be a balance of interests between any persons involved in the process and decision-making – The decision maker cannot be the same persons/s involved in the verification.

External providers contacted to provide verification services are also bound by our Impartiality Policy