

# 1 NTSIKELELO VERIFICATION AGENCY (PTY) LTD



## PUBLIC STATEMENT OF IMPARTIALITY

|                |       |                    |                   |
|----------------|-------|--------------------|-------------------|
| <b>Version</b> | Rev 2 | <b>Approved By</b> | Managing Director |
|----------------|-------|--------------------|-------------------|

The Managing Director of 1 Ntsikelelo Verification Agency (Pty) Ltd hereby confirms that impartiality is a fundamental principle of the Agency's B-BBEE verification activities and is essential to maintaining public confidence, credibility and trust in all verification outcomes.

The Agency understands impartiality to mean the actual and perceived presence of objectivity, independence and freedom from conflicts of interest. All verification decisions, technical reviews, certificate approvals, complaints, appeals and related activities shall be based solely on objective evidence and the applicable B-BBEE legislation, Codes of Good Practice, sector codes and SANAS requirements.

The Agency shall identify, analyse, document, eliminate or minimise threats to impartiality on an ongoing basis. Such threats include self-interest, self-review, familiarity, intimidation, advocacy, undue commercial or financial pressure, related-party influence, and any other circumstance that could compromise, or appear to compromise, independent judgement.

No person shall participate in a verification activity, technical review, appeal, complaint, or verification decision where that person has provided consultancy to the measured entity, has a personal, financial, family, employment, referral, ownership or business interest in the measured entity, or has any other conflict of interest that may affect objectivity. All relevant personnel, committee members, contractors and external analysts shall declare conflicts of interest and shall recuse themselves where necessary.

The Agency shall ensure that verification decisions are made independently of the verification team and that competent persons or committees making such decisions are free from influence by commercial, financial, marketing, ownership, management or other pressures. Fees charged for verification services shall not depend on the outcome of the verification and shall never be structured in a way that creates an incentive to influence the verification result.

The Agency shall maintain documented structures, policies, committee controls, delegation rules and monitoring mechanisms to safeguard impartiality at all levels of the organisation. Top Management accepts responsibility for promoting a culture of impartiality and for ensuring that all personnel are competent, objective, independent and committed to fair, consistent and evidence-based verification practices.

This statement is issued in the interest of transparency and confirms the Agency's commitment to impartiality in accordance with SANAS R47-03.

**Signed on behalf of the Managing Director**

**Date**

A handwritten signature in black ink, appearing to read 'Sibongile Mahlangu'.

15 December 2025

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Sibongile Mahlangu  
Managing Director

