



GMS02-11-01 Conflict of Interest, Independence, Impartiality and Integrity Policy

LR provides a wide range of independent assurance services. It is essential to the success of our organisation that stakeholders can be confident that we provide these services with impartiality and integrity.

This means we must identify, avoid or appropriately manage, any situation in which our ability to make an independent and impartial judgement or decision may be put at risk by a conflict of interest.

Our policy is to ensure that:

- employees and others acting on behalf of LR are free from conflicts of interest which could adversely influence their judgement, or objectivity in conducting business activities, and which could compromise LR's independence, impartiality and integrity;
- LR complies with the requirements of standards, accreditation and regulatory requirements regarding impartiality applicable to the independent assurance services which we provide;
- in providing clients with access to products and services, there shall not be undue financial or other conditions;
- LR representatives involved in inspection, certification, survey or design appraisal are free from any commercial, financial or other inducement that may affect their judgment;
- no LR individual provides independent assurance on assets on which they have provided consultancy services, and
- all external requests for LR employees to act in any legal proceedings (for example as an expert witness) are approved by the Group General Counsel and a Business Director, prior to LR committing to the assignment.

In support of this policy we:

- provide, and periodically update mandatory training to our employees and those contractors who provide services on our behalf, which seeks to ensure they understand, recognise, avoid or manage appropriately conflicts of interest;
- provide separation of line management as appropriate between services where there exists potential for conflict of interest;
- provide a confidential channel through which all LR employees and contractors can raise serious concerns, which they believe indicate malpractice or wrongdoing within LR, without fear of being dismissed or otherwise disciplined or jeopardising their position;
- monitor compliance with, and periodically review the effectiveness of, the policy and the associated processes, and determine, document and apply controls for managing conflict of interest.