Non-Discriminatory Policy

The policies of the Certification Body of the EY PFS SOLUTIONS S.À R.L. are non-discriminatory and are administered in a non-discriminatory manner. These non-discriminatory policies are categorized into the following three areas:

1. Non-discriminatory policy related to the GDPR-CARPA certification
2. Non-discriminatory policy related to employees, subcontractors, and contractors (where applicable)
3. Non-discriminatory policy related to equal opportunities

They are stated below:

1. Non-discriminatory policy related to the GDPR-CARPA certification

   (a) The procedures under which the certification body operates are not used to impede or inhibit access by the clients/applicants.

   (b) The policies and procedures under which the certification body operates, and the administration of them, shall be non-discriminatory.

   (c) The policies and procedures under which the Certification Body of the EY PFS SOLUTIONS S.À R.L. operates and their administrations are non-discriminatory procedures are not used to impede or inhibit access by the clients/applicants, other than those duly documented in the certification body's internal risk management criteria as well as those provided for by these accreditation requirements.

   (d) The Certification Body of the EY PFS SOLUTIONS S.À R.L. makes its services accessible to all clients/applicants whose activities fall within the scope of its operations.

   (e) Access to the GDPR-CARPA certification-related activities and services is not conditional upon the size of the client/applicants or membership of any association or group, nor conditional upon the number of certifications already issued. There is no any undue financial or other condition.

   (f) The Certification Body of the EY PFS SOLUTIONS S.À R.L. can decline to accept an application or maintain a contract for certification from a client/applicant when fundamental or demonstrated reasons exist, such as the client/applicant participating in illegal activities, having a history of repeated non-compliance with certification/product requirements, or similar client-related issues.

   (g) The Certification Body of the EY PFS SOLUTIONS S.À R.L. confines its requirements, evaluation, review, decision, and surveillance to those matters specifically related to the scope of certification as per the defined certification scheme provided by the CNPD’s GDPR-CARPA related documents.
2. Non-discriminatory policy related to employees, subcontractors, and contractors (where applicable)

(a) It is the policy that the Certification Body of the EY PFS SOLUTIONS S.À R.L. will not entertain any types of following discriminatory conditions while selecting, recruiting, appointing the employees, subcontractors, and contractors (where applicable);

- Race,
- Colour,
- Sex,
- Language,
- Religion,
- Political or other opinions,
- National or social origin,
- Property,
- Birth or other status such as disability, age,
- Marital and family status,
- Sexual issues etc.

3. Non-discriminatory policy related to equal opportunities

(a) It is the policy that the Certification Body of EY PFS SOLUTIONS S.À R.L. to provide equal opportunities in the scope of work to the following:

a. Applicant as well as client for the certification-related processes and activities involved in the GDPR-CARPA certification.

b. Employees, subcontractors, and contractors (where applicable) - related to human rights and work allotment as per the workload.