

Code	SCR_OH&SMS
Version	5 th
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1. Objective

The present Certification Regulation refers to the certification procedures applied by BQC for the auditing and certification of Occupational Health and Safety Management Systems in accordance with the standards **ISO 45001:2018** or other relevant European or international standards or standard documents. The overall management and issuance of the certificate of compliance meets the requirements of the **ISO/IEC 17021-1:2015** standard, the technical specification **ISO/IEC TS 17021-10:2018**, the **IAF MD22:2019** and **IAF MD5:2019**, **ESYD GA_H_S/2.10.2020** and as well as BQC General Certification Regulation.

2. Terms – Abbreviations – Definitions

The terms used in this Regulation are in accordance with the terms set forth in §2 of the BQC General Certification Regulation and in line with **ISO 45001:2018** "Occupational health and safety management systems — Requirements with guidance for use", **BS 45002-0:2018** "Occupational health and safety management systems. General guidelines for the application of ISO 45001" and the **ISO/IEC 17000** standards.

Occupational Health and Safety Management System (OH&SMS): a management system, which develops and implements a policy and objectives that take into account the requirements of the current legislation and information regarding OH&S related risks and at the same time supports and promotes good OH&S practices

Organization: person or group of people that has its own functions with responsibilities, authorities and relationships to achieve its objectives

Interested Party: person or organization that can affect, be affected by, or perceive itself to be affected by a decision or activity

Worker: person performing work or work-related activities that are under the control of the organization

Participation: involvement in decision-making

Consultation: seeking views before making a decision

Workplace: place under the control of the organization where a person needs to be or to go for work purposes

Contractor: external organization providing services to the organization in accordance with agreed specifications, terms and conditions

Legal requirements and other requirements: legal requirements that an organization has to comply with and other requirements that an organization has to or chooses to comply with

Occupational Health and Safety Policy / OH&S Policy: policy to prevent work-related injury and ill health to workers and to provide safe and healthy workplaces

Occupational Health and Safety Objective / OH&S Objective: objective set by the organization to achieve specific results consistent with the OH&S policy

Injury and Ill Health: adverse effect on the physical, mental or cognitive condition of a person

Hazard: source with a potential to cause injury and ill health

Risk: effect of uncertainty

Occupational Health and Safety Risk / OH&S Risk: combination of the likelihood of occurrence of a work-related hazardous event(s) or exposure(s) and the severity of injury and ill health that can be caused by the event(s) or exposure(s)

Occupational Health and Safety Opportunity / OH&S Opportunity: circumstance or set of circumstances that can lead to improvement of OH&S performance

Occupational Health and Safety Performance / OH&S Performance: performance related to the effectiveness of the prevention of injury and ill health to workers and the provision of safe and healthy workplaces

Outsourcing: an external organization performs part of the operation or process of an organization

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Incident: occurrence arising out of, or in the course of, work that could or does result in injury and ill health

3. Certification Procedure

3.1 Application

Organizations wishing to certify their H&SMS address BQC and are informed that the full implementation of the H&SMS under certification and the existence of corresponding records for at least two (2) months are required. Then, they fill in the information questionnaire **F050-1** and the Annex **F050-1A**, which are sent free of charge and serve as an application for certification.

3.2 Application Review

After the certification application is returned completed by the organization, it is delivered to the Certification Department, who shall conduct a review of the application (completes **F050-33A**) and additional information for the certification, in order to calculate the necessary mandays for the audit and ensure that:

- the information regarding the applicant organization and its management system is sufficient to conduct the audit,
- the requirements for certification are clearly defined and documented,
- any known differences in understanding between the applicant organization and BQC are resolved,
- BQC has the capacity and ability to perform the certification activities,
- the requested scope of certification, the facilities of the organization, the time needed to complete audits and other elements that affect the certification activities are taken into account (language, safety issues, risks to impartiality, etc.)
- the H&SMS under Certification is implemented for at least two (2) months.

In case BQC cannot undertake the certification, the reason is documented in the application review form **F050-33A**, the organization shall be notified in writing and the process is discontinued.

If BQC can undertake the audit, a Quotation will be prepared by the General Manager of BQC, which is sent to the organization along with the BQC General Certification Regulation to be signed.

To determine the audit program and any later changes, the requirements as described in **F050-33A** are taken into account. The duration of surveillance audits is usually the 1/3 of time required for the initial audit, while the time required for recertification audit is usually the 2/3 of the time that would be required, if the initial audit was conducted at that time.

Factors that may affect the duration of an audit (according to **IAF MD5:2019**):

Increase in audit time:

- Complicated logistics involving more than one building or location where work is carried out.
- Staff speaking in more than one language (requiring interpreter(s) or preventing individual auditors from working independently).
- Very large site for the number of personnel (e.g. forest).
- High degree of regulation (e.g. food, drugs, aerospace, nuclear power, etc.).
- System covers highly complex processes or relatively high number of unique activities.
- Activities that require visiting temporary sites to confirm the activities of the permanent site(s) whose management system is subject to certification.
- Views of interested parties.
- Rate of accidents and occupational diseases higher than average for the business sector.
- If the members of the public are present on the organization's site (e.g. hospitals, schools, airports, ports, train stations, public transport).
- The organization is facing legal proceedings related to OH&S (depending on the severity and impact of risk involved).
- The temporary large presence of many (sub)contractors' companies and their employees causing an increase in complexity or OH&S risks (e.g. periodical shutdowns or turnaround of

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refineries, chemical plants, steel manufacturing plants and other large industrial complexes).

- Where dangerous substances are present in quantities exposing the plant to the risk of major industrial accidents, in accordance with the applicable national regulations, and/or risk assessment documentation.
- Organization with sites included in the scope in other countries than the mother site country (if legislation and language are not well known).

Decrease in audit time:

- Very small site for number of personnel (e.g. office complex only).
- Maturity of management system.
- Prior knowledge of the client management system (e.g. already certified to another standard by the same CAB). For OH&SMS this means already certified in another voluntary OH&SMS scheme.
- Client preparedness for certification (e.g. already certified or recognized by another 3rd party scheme). For OH&SMS this means already subject to periodical audits by the National Authority for a mandatory governmental OH&SMS scheme.

Note: if audit is conducted in accordance with IAF MD 11 this justification is invalid as reduction will be calculated from the level of integration.

Reduction of audit duration due to the existence of multiple management systems

If the organization's management system is integrated and structured to include common responsibilities and processes for more than one standard, then the required mandays are determined according to **IAF MD11:2023** and **F050-69** IMS mandays calculation. The number of mandays required totally for all management systems cannot be reduced, in any case, by more than 20% of the total mandays.

Multi-site sampling:

When multi-site sampling is used for the audit of a client management system that covers the same activity at various sites, following the provisions of

IAF MD1:2018, BQC develops a sampling plan to cover the whole number of documents or scopes, products and departments of the organization as well as all requirements of the Standard. The sampling plan, and the number of facilities which will be audited, follows the methodology below:

- At each audit the headquarters of the organization will be audited.
- For the rest of the facilities, the following apply:
 - Initial Audit: The sample size will be the result of the square root of the rest of the facilities (e.g. Total number of facilities: 4 – 1 Headquarters and 3 more facilities, number of facilities to be audited: $1 + \sqrt{3} = 1 + 2 = 3$).
 - Surveillance Audit: The sample size will be the result of the square root of the rest of the facilities πολλαπλασιασμένο multiplied by a factor of 0.6 (e.g. Total number of facilities: 4 – 1 Headquarters and 3 more facilities, number of facilities to be audited: $1 + \sqrt{3} \times 0.6 = 1 + 1 = 2$).
 - Recertification Audit: The sample size should be the same as that of initial audit. However, where the Management System is proven effective for at least 3 years, the sample size will be the result of the square root of the rest of the facilities multiplied by a factor of 0.8 (e.g. Total number of facilities: 4 – 1 Headquarters and 3 more facilities, number of facilities to be audited: $1 + \sqrt{3} \times 0.8 = 1 + 2 = 3$).
- During the sample's selection process, at least, the 25% of the facilities shall be chosen randomly.

The activities of the facilities are also taken into account as well as statistics of accidents and incidents, and the case of the client providing employees to other organizations.

In the case of a nonconformity being observed (either at the head office or at a single site), the corrective action procedure applies to the head office and all sites covered by the certificate.

3.3 Audit team selection

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After the signing of the cooperation agreement by the organization, the Certification Department of BQC, after taking into account the mandays and the overall abilities of the audit team required to conduct the audit, chooses the Audit Team or the Auditor (and Technical Expert, whenever required) to conduct the audit, so as:

- to be familiar with applicable legal regulations and BQC certification procedures.
- to be conversant with the relevant method and documents of audit.
- to have the appropriate technical knowledge of the specific activities for which certification is sought and of the relevant procedures of the organization.
- to have an adequate level of understanding, so as to conduct a reliable evaluation of the supplier's ability to provide products, processes and services on the organization's certification subject.
- be able to communicate effectively, both in writing and orally in the required language.
- be free from any interest, which may compel the team to deviate from an impartial or non-discriminatory manner of action, for example:
 - members of the audit team or their organization should not have provided consulting services to auditee.
 - members of the audit team or their organization should not have any previous or planned bond with the auditee.
 - members of the audit team must not have any relation to a competitive of the auditee.

3.4 Initial Contact with the Auditee

The lead auditor of the audit team communicates with the representative of the auditee.

Purpose:

- o Create communication channels with the auditee.
- o Authorization confirmation for the conduct of the audit.

o Application for provision of the necessary documentation of the audited organization (as it is described in §3.5.1 of this Regulation).

- o Determination of health and safety rules during the onsite audit.
- o Determination for any arrangements for the onsite audit.
- o Agreement on the presence of observers and guides for the Audit Team.

The Lead Auditor develops an audit plan **F050-5** for each audit, which is the basis of the agreement for the conduct and scheduling of audit activities.

When informed of the composition of the audit team and the schedule, the audited organization has the right to request in writing within three (3) days upon receiving the audit plan and with proper justification, the replacement of a member or members of the audit team or a change of the audit date. In such cases the Certification Department redefines the Audit Team or the audit schedule and re-informs the audited organization.

If in the assigned audit team there is a technical expert, an interpreter or a trainee, they are not counted as auditors in the calculation of mandays.

If for any reason the organization is unable to follow the audit plan, the organization is obliged to inform the CB. In case that during the opening meeting the auditor realizes that the audit plan cannot be followed under the responsibility of the organization, the auditor shall postpone the audit.

3.5 Initial Certification Audit

The initial certification audit of a management system is conducted in two stages: the first stage and the second stage.

3.5.1 Stage 1

The first stage of the audit is performed to evaluate the following:

- a) the documentation of the management system of the audited organization is reviewed. For this purpose, the audited organization shall send to BQC

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the documentation (Health & Safety Manual – if any, list of procedures, legal documents, operating licenses, internal audit and management review of the current year, list of legislation / compliance obligations related to OH&S, list / assessment of OH&S identified risks and occupational risk assessment) for the OH&SMS that wishes to be certified.

b) the condition of the facilities and the location of the organization are evaluated and interviews with personnel are being conducted to determine its readiness for the second stage of the audit.

c) the condition and understanding of the client regarding the requirements of the standard are reviewed, particularly regarding the identification of key performance issues, processes, the objectives and functioning of the management system.

d) the necessary information regarding the scope of the management system, processes and facilities of the organization and the relevant regulatory and legislative conformity requirements is collected.

e) a focal point is provided for the planning of the 2nd stage of audit, having a sufficient understanding of the management system and the operations of the organization.

f) it is assessed whether internal audits and management reviews are planned and executed and how the level of implementation of the management system justifies if the organization is ready for the 2nd stage of audit.

g) the provision of resources for the 2nd stage of the audit is reviewed and details of the 2nd stage of audit are agreed with the organization.

For health & safety management systems, it is recommended that at least part of the 1st stage of audit be performed at the client's premises, in order to achieve the above objective purposes, unless otherwise decided.

The findings of the 1st stage are documented in the audit report and are communicated to the organization, including any points that could be

recorded during the 2nd stage of audit as non-conformities.

When determining the interval between the 1st and 2nd stage, the organization's need to resolve any problematic points identified during the 1st stage is taken into account, as well as the severity of the findings.

3.5.2 Stage 2

The purpose of the 2nd stage of the audit is to assess the organization's management system and its effectiveness. The 2nd stage of the audit takes place at the premises of the organization and includes at least:

- a) information and objective evidence regarding the conformity with all the requirements of the standard or other regulatory document of the applicable management system, as well as the organization's own policies, objectives and procedures;
- b) monitoring, measuring, reporting and reviewing of significant objectives and targets;
- c) the management system and the performance of the organization regarding the conformity with legal requirements;
- d) the operational control of the processes of the organization;
- e) the internal audit and management review;
- f) top management's responsibility for the policy and commitment to it;
- g) the relationships between regulatory requirements, policies, objectives and performance targets, any applicable legal requirements, responsibilities, personnel skills, operations, procedures, performance data and conclusions and findings of internal audits.

Note that if the audited organization has assigned to a subcontractor, part or the entirety of a process – included in the certification scope – it will be audited onsite by the audit team. This onsite audit can be avoided if the implementation and results of this process can be verified by reviewing the records and documents of the implemented Management System.

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At least 80% of the total time required to carry out the initial certification audit takes place at the organization's premises.

3.5.3 Conclusions of Initial Certification Audit

The audit team analyzes all the information and objective evidence collected in both stages of the audit, reviews the findings of the audit and arrives at the conclusions of the audit.

3.5.4 Information for Granting Initial Certification

The information provided by the audit team to the Certification Department of BQC to take the certification decision shall include, at least, the following:

- a) the audit reports;
- b) comments on non-conformities and, wherever possible, the corrective actions of the organization;
- c) confirmation of the information provided during the review of the application;
- d) confirmation that the purpose of the audit has been achieved;
- e) a suggestion whether the organization shall be certified or not, along with together with any conditions or remarks.

The Lead Auditor, for each audit he/she undertakes, develops a three-year audit program for a complete certification cycle. The three-year audit program includes the activities that need to be documented in order that the implemented management system complies with the requirements of the relevant standard. Any non-conformities and observations recorded during the audit are also noted in the program.

The Certification Department of BQC makes the certification decision based on the evaluation of the findings and conclusions of the audit and other relevant information (e.g. public information, comments about the audit report by the client).

When during the certification audit major non-conformities are identified, which are not resolved within six (6) months from the last day of the 2nd

stage, then the 2nd stage of audit should be repeated before the certification decision is made.

3.6 Surveillance Activities

3.6.1 General

BQC conducts out annual surveillance audits to regularly review the organization's departments and operations covered by the purpose of the certified management system, and changes of the organization and its management system.

The surveillance activities include onsite audits to assess whether the organization's management system meets specific requirements, against the standard based on which the certification is granted. Other surveillance activities may be:

- a) questions of BQC to the certified organization, regarding the certification,
- b) review of any statements of the organization regarding its operations (e.g. promotional material, website),
- c) requests to the client to provide documents and records (on paper or electronic form), and
- d) other means of monitoring the performance of the certified organization.

Surveillance audits (1st and 2nd) take place before the expiry of the period of 12 and 24 months respectively, starting from the day of the certification decision.

3.6.2 Surveillance Audit

The surveillance audits are on-site audits, but not necessarily complete audits of the system. They are designed in combination with other surveillance activities (see §3.6.1), so that BQC can maintain confidence that the certified management system continues to meet the requirements between recertification audits. The program of surveillance audits shall include, at least, the following:

- a) changes in H&S policy,
- b) the organization's ability to identify the applicable legal requirements,
- c) the implementation and evaluation of compliance with legal and regulatory requirements,

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- d) the effectiveness of the management system regarding the achievement of the objectives,
- e) the progress of pre-designed activities with regard to continuous improvement,
- f) the continuous operational control,
- g) the review of any changes,
- h) the use of logos and / or other references to certification,
- i) the audit of files for objections and complaints, where any inability of compliance or failure to meet the certification requirements is recorded along with the actions of the audited organization to investigate the effectiveness of the OH&SMS, the procedures it implements, and the appropriate corrective measures it takes,
- j) maintenance and update of system elements such as internal audits, management review and corrective actions,
- k) the review of the actions performed for non-conformities identified during the previous audit.

The audit report shall include, at the very least, the above, as well as information on the resolve of non-conformities previously recorded and any significant changes observed since the previous audit.

3.7 Recertification Activities

3.7.1 General

The recertification audit is carried out before the expiration of the certificate of conformity unless the termination of certification is requested by the organization in writing at least 3 months before the expiry of the certificate of conformity.

If, under the responsibility of the organization, the recertification audit is conducted after the expiration date of the certificate (without documented justification), the audit is considered an audit of initial certification and the rules described in §3.5 are followed.

3.7.2 Planning of Recertification Audit

A recertification audit is designed and conducted to assess the ongoing satisfaction of all the requirements of the relevant standard of the

management system or another regulatory document. The purpose of the recertification audit is the confirmation of the continuous compliance and effectiveness of the management system as a whole as well as the continuing relevance and applicability of the scope of certification.

The recertification audit takes into account the performance of the management system during the certification period and includes the review of reports of previous surveillance audits.

The activities of recertification audit shall include the first stage of audit, when there have been significant changes in the system, the client or the operational framework of the management system (e.g. changes in legislation).

In the case of multiple facilities, the audit design shall ensure adequate onsite audits, in order to strengthen the confidence in the certification.

3.7.3 Recertification Audit

The recertification audit includes an onsite audit, which covers the following issues:

- a) the effectiveness of the entire management system regarding the internal and external changes, and the continuous relevance and applicability of the scope of certification;
- b) the demonstrated commitment to maintaining and improving the effectiveness of the management system, in order to improve the overall performance;
- c) whether the operation of the certified management system contributes to the achievement of quality and objective targets of the organization;
- d) the findings and the effectiveness of the corrective actions recorded throughout the last certification cycle.

If recertification activities are successfully completed prior to the expiration date of the existing certificate, the issue date of the new certificate can be based on the expiry date of the existing certificate. The issue date on the new certificate may be the same as the recertification decision or later.

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If the recertification audit has not been completed or any non-conformities are not resolved before the expiry of the existing certificate, then there can be no recommendation for recertification and the validity of the certification shall not be extended. To avoid this, BQC shall notify the organization at least five (5) months prior to the expiration of the certificate, so that the recertification audit can be scheduled at least three (3) months prior to the expiration of the certificate. For each such case, the organization shall be informed of the consequences.

If an organization's existing certificate has expired, BQC may restore the certification, provided that the pending matters of the audit have been resolved within six (6) months. Otherwise, a second-stage audit shall be at least conducted. The date of the recertification certificate shall be the same as the recertification decision or later and the expiration date will be based on the expiration date of the previous certification cycle.

3.7.4 Information for Granting Recertification

BQC takes decisions on the renewal of certification based on the results of the recertification audit, as well as on the results of the system review during the period of certification validity and any complaints received from users of the certification.

3.8 Main Processes for the Conduct of Audit

3.8.1 Opening Meeting

The opening meeting is convened by the Lead Auditor immediately after the arrival of the Audit Team at the audit site.

Participants:

- From BQC, all members of the audit team
- On the part of the organization, at least the Management Representative and the H&S Manager of the organization.

Purpose:

- Confirmation of the audit plan
- Introduce the audit team and their roles
- Ensure that all planned audit activities can be performed

- A reference to the way the audit will be conducted
- Confirmation of the communication channels
- Questions of the auditee

CONDUCT OF OPENING MEETING

The following are taken into account:

- a) introductions among the attendees and description of their roles;
- b) confirmation of certification scope;
- c) confirmation of the audit plan (including the type, purpose and criteria of the audit), any changes and other relevant arrangements with the client, such as the date and the time of the closing meeting and interim meetings between the audit team and the client's representative,
- d) confirmation of formal communication channels,
- e) confirmation that the resources and facilities needed by the audit team are available,
- f) confirmation of matters relating to confidentiality and information security,
- g) confirmation of work safety, emergency and security procedures for the audit team
- h) confirmation of the availability, roles and identity of observers and guides,
- i) the method of reporting, including the grading of audit findings,
- j) conditions under which the audit may be prematurely terminated,
- k) confirmation that the lead auditor and the audit team, representing BQC, are responsible for conducting the audit and following the audit plan,
- l) confirmation of the status of findings of previous audits,
- m) methods and procedures to be during the audit,
- n) confirmation of the language to be used during the audit,
- o) confirmation that, during the audit, the client will be kept informed of the audit progress,
- p) the client is allowed to ask questions.

3.8.2 Role and Responsibility of Guides and Observers

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Guides and observers may accompany the audit team with approval of the lead auditor, and/or the auditee, if required. They should not influence or interfere with the conduct of the audit. For the observers, any details concerning access, health and safety, environment, security and confidentiality should be arranged with the audited organization. The guides, appointed by the audited organization, should assist the audit team and act on the request of the lead auditor or the auditor to which they have been assigned. Their responsibilities include the following:

- assisting the auditors to identify individuals to participate in interviews and confirm the time and location of the interview,
- arranging access to specific locations of the audited organization
- ensuring that rules concerning location-specific arrangements for access, health and safety, environment, security, confidentiality and other issues are known and respected by the audit team members and observers and any risks are addressed
- witnessing the audit on behalf of the audited organization
- providing clarifications or assisting in collecting information, when required.

***Note:** The Lead Auditor has the right to ask the organization to change the guide or the observer when proven and repeatedly they deviate from their role and obstruct the work of the audit team.*

3.8.3 Audit Conclusions – Completion of Audit Documents

3.8.3.1 Audit Conclusions

During the audit, under the responsibility of the Lead Auditor, the audit team shall evaluate the audit progress and exchange information. The Lead Auditor is responsible, if necessary, to amend the initial audit plan and reassign work between the audit team members. During the audit, the Lead Auditor shall inform the representative of the audited organization for the progress and any points of concern.

The audit team, under the responsibility of the Lead Auditor, shall convene before the closing meeting in order to:

- submit to review the audit findings and other relevant information collected during the audit according to the objectives of the audit
- agree on the conclusions of the audit, taking into account the inherent uncertainty of the audit process,
- agree on the follow-up actions,
- categorize any identified non-conformities,
- confirm the appropriateness of the audit program or identify any modification needed for future audits.

3.8.3.2 Completion of Audit Documents

The Lead Auditor completes the **F050-2** Audit Report, the **F050-44** Audit Questionnaire or the **F050-7C** Auditor Notes or the **F050-7** Auditor's Note form and the three- Three Year Audit Program **F050-45**.

3.8.4 Closing Meeting

Participants:

- From BQC, all members of the audit team
- On the part of the organization, at least the Management Representative, the Health & Safety Manager of the organization, the Occupational Safety Officer, the Occupational doctor and the Representative of the Employees in H&S matters. Any relevant absence should be justified.

Purpose:

- Formalities.
- Declaration of confidentiality and information security.
- Inform the audited organization that the compliance audit, is based on sampling and therefore contains an element of uncertainty.
- Presentation of audit findings.
- Discussion on the audit findings.
- Method and schedule of reporting, including grading of any audit findings.

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- Briefing by the Lead Auditor about the procedure for handling non-conformities and the consequence on the client's certification status.
- Schedule for the client to send a plan of corrections and corrective actions for any non-conformities identified during the audit.
- BQC post certification activities.
- Information about the complaint and objection handling process.
- Recommendation on certification.

At the end of the closing meeting, the Management Representative shall sign the audit report **F050-2** and receive a copy of it. In case that he/she refuses to accept the audit findings and therefore to sign the audit report, the Lead Auditor records the

disagreement or reservation, and gives a copy of the audit report to the audited organization.

3.9 Granting of Certificate

The positive or negative decision on the issuance of the certificate of conformity is decided by the defined person in the BQC Decision Making Matrix following a recommendation of the Lead Auditor. The decision evaluates, among other things, the audit report and the documentation of the corrective actions taken to resolve non-conformities recorded during the audit. The certification decision shall be communicated to the organization in writing.

The positive or negative decision on certification of the audited organization shall be taken by the person who has not been involved in the certification process.