

Envision Compliance Policy

- Envision is committed to compliance with all its legal obligations, relevant laws (acts and regulations), standards, codes, and policies.
- Compliance is fundamental to Envision achieving its strategic, operational and business objectives, as well as ensuring robust governance.
- In order to meet its obligations and objectives, and develop a proactive culture of valuing compliance, Envision is committed to its Compliance Management System based on ISO 37301:2021.
- Envision shall monitor, measure and report upon the performance of its Compliance Management System and demonstrate it through documentation and implementation.
- Envision's Compliance Management System will be reviewed on an ongoing basis in order to ensure its continued suitability, adequacy and effectiveness and to identify and realize opportunities for continuous improvement.
- In terms of compliance, Envision shall:
 - Fully comply with applicable laws and regulations, including but not limited to the areas concerning quality, environmental protection, occupational health & safety, prevention of bribery, anti-corruption, conflict of interest, insider dealing, competition, discrimination, employment, data privacy and intellectual property rights.
 - Adopt a zero-tolerance approach for behaviour that may involve breaches of legislation.
 - Foster a corporate culture of compliance through maintaining a sound internal control system, regular trainings and clear communications.
 - Implement procedures that encourage its employees to raise concerns about any suspected, potential or actual noncompliance, misconduct or malpractice to the company.
 - Conduct compliance risk analysis on a regular basis and formulate action plans, if needed.
 - Assess compliance on a regular basis to ensure relevant obligations are appropriate and valid.

Note: This policy will be reviewed every year and updated with the latest version.