

ENVOY ADVANCED TECHNOLOGIES (ENVOY)

Anti-Corruption Policy (2024)

Envoy Advanced Technologies (Envoy) operates in Australia. Our company is committed to maintaining the highest standards of integrity, transparency, and ethical conduct in all aspects of our business operations. We recognize the importance of adhering to anti-corruption laws and regulations in Australia, both at the State/Territory and Federal levels.

Definition of Corruption

Corruption encompasses any act involving the offering, giving, receiving, soliciting, or acceptance of any improper benefit, gift, or gratuity, whether directly or indirectly, to influence or obtain an undue advantage in business or public affairs. This includes but is not limited to bribery, kickbacks, and embezzlement.

Compliance with Anti-Corruption Laws

Envoy strictly adheres to the anti-corruption laws and regulations outlined in the Criminal Code Act 1995 (Criminal Code), and other relevant statutes, including the Corporations Act 2001 and the Competition and Consumer Act 2010.

Prohibition of Bribery and Corruption

Envoy prohibits any form of bribery, whether involving private sector entities, Commonwealth public officials, or foreign public officials. This includes active and passive bribery, as well as the offering, giving, soliciting, or receiving of any improper benefits, gifts, or gratuities.

Facilitation Payments

Envoy does not condone facilitation payments, and employees are prohibited from making or accepting any payments of this nature. We adhere to Division 70.4 of the Criminal Code, which provides strict guidelines regarding facilitation payments.

Gifts and Entertainment

We recognize that gifts and entertainment may be misconstrued as bribes. Therefore, Envoy imposes strict limits on the value and nature of gifts and entertainment offered to public officials or business partners, ensuring compliance with applicable laws and regulations.

Corporate and Individual Liability

Envoy holds both individuals and corporate entities accountable for acts of bribery or corruption. Directors, officers, employees, and agents are expected to comply with anti-corruption laws and corporate policies. Any violations may result in disciplinary action, termination of employment, or legal consequences.

Whistleblower Protection

Envoy provides a safe and confidential mechanism for employees to report any instances of bribery, corruption, or unethical conduct. We protect whistleblowers from retaliation and ensure their confidentiality in accordance with the Corporations Act 2001 and other relevant legislation.



Training and Awareness

Envoy conducts regular training sessions and awareness programs to educate employees about anti-corruption laws, policies, and ethical standards. We encourage open communication and a culture of integrity throughout the organization.

Compliance Monitoring and Enforcement

Envoy implements robust compliance monitoring mechanisms to detect and prevent instances of bribery or corruption. We cooperate fully with enforcement agencies, such as the Australian Federal Police, ASIC, and ACCC, in the investigation and prosecution of corruption offenses.

Our commitment to combating corruption is integral to Envoy's business ethos and reputation. We strive to uphold the highest standards of integrity and ethical conduct in all our business dealings, both domestically and internationally.

This policy applies to all employees, officers, directors, contractors, and agents of Envoy and is subject to regular review and updates to ensure ongoing compliance with applicable laws and regulations.

Review details

This policy was adopted by Envoy on January 2024.

This policy was last updated on January 2024.