

CODE OF CONDUCT

Committed to human rights across spheres of work

UN Universal Declaration on Human Rights is a central guide for this.

Providing equal opportunity, freedom of association and free speech

ENVISO will not discriminate against any individual based on color, sex, national origin, age, religion, marital status, sexual orientation, or disability. It respects rights to collective bargaining, freedom of speech and association.

ILO recommendations and guidance, No forced or child labor

ENVISO will follow guidance of the International Labor Organization (ILO) conventions including ILO 169.

ENVISO will in its projects through direct project related activities and/or indirectly through project activities orchestrated those of its partners adhere to national and international labor and worker regulations. Subproject proponent labor practice will be recommended and reviewed against labor guidelines.

Committed to environmental conservation, protection, and avoiding/minimizing impacts

ENVISO applies the precautionary principle and seeks to minimize the environmental impact of its activities. It will promote environmental responsibility.

Committed to climate adaptation and minimizing measures

ENVISO will aim in its projects, where possible, to introduce and internationally and nationally accepted measures to reduce climate change impacts.

Committed to gender equality, addressing vulnerability and alleviating poverty

ENVISO will aim to foster gender equality in its projects. Projects will nationally, where possible, always work towards inclusion and representation of vulnerable people and the poor in its stakeholders as beneficiaries.

Committed to contributing to Sustainable Development Goals (SDG)

ENVISO will aim to contribute to SDG in its projects through direct project related activities and/or indirectly through project activities orchestrated those of its partners.

Legal compliance

ENVISO will comply with applicable laws and regulations in the jurisdictions in which it operates. ENVISO will respect laws in the country runs projects and respect all customary laws. ENVISO will compete fairly across markets.

Protecting ENVISO's information and ideas

ENVISO employees will not disclose confidential data such as strategic plans, financial details, information about negotiations, agreements, or dealings between ENVISO and others, employee-related information, trade secrets and similar information from partners or others.

Corruption, fraud and bribery and elite capture

It is ENVISO's policy to require that company's staff and associated partners observe the highest standards of ethics and not engage in corrupt practice, meaning of offering, giving, receiving, or soliciting of anything of value to manipulate the action of public or other officials to influence a selection process or the execution of contracts. The fact that bribery may be an accepted local practice in a country does not relieve ENVISO of its duty to comply with this policy.

ENVISO staff (permanent/part-time/consultants) may become aware of material information about other companies or partners which is not available to the public and which may be bound to non-disclosure agreements (NDA). The use of such material and/or non-public information by employees for their own financial benefit or that of a family or acquaintance is against ENVISO policy and a breach of the law.