

	<b>Ethics &amp; Compliance Department</b>	
	<b>Policy No.: 3</b>	<b>Created:</b> 01/2007
		<b>Reviewed:</b> 06/2025
		<b>Revised:</b> 08/2019

# **REPORTING POTENTIAL ISSUES OR AREAS OF NON-COMPLIANCE**

**SCOPE:**

Applies to all Envision Healthcare teammates. For purposes of this policy, all references to “teammate” or “teammates” include temporary, part-time and full-time employees, independent contractors, clinicians, officers and directors.

**PURPOSE:**

Envision Healthcare Operating, Inc. and its subsidiaries and affiliates (“Envision” or “the Company”) has adopted this Reporting Potential Issues or Areas of Non-Compliance policy to provide an overview of the responsibilities both teammates and the Ethics & Compliance Department have to ensure the Company operates within the parameters of all applicable healthcare laws and regulations.

**POLICY AND PROCEDURE:**

**I. INTRODUCTION**

Adherence to the Envision’s Ethics & Compliance Program is vital. Accordingly, violations of law or the Ethics & Compliance Program will not be tolerated. Violators will be subject to corrective action in accordance with any applicable collective bargaining agreements and other applicable policies and procedures of the Company. Management is responsible for ensuring that teammates are aware of and adhere to the provisions of the Code of Business Conduct & Ethics manual (the “Code”) and the Ethics & Compliance Program. For clarification or guidance on any point in the Code or related to the Ethics & Compliance Program generally, please contact a member of the Ethics & Compliance Department.

**II. DUTY TO REPORT AND COMPLIANCE OFFICER INVESTIGATIONS**

Teammates are expected to report any suspected violations of the Code, Ethics & Compliance Program, or other irregularities to their supervisor, manager, or a member of the Ethics & Compliance Department. The Company has established a



## Ethics & Compliance Department

**Policy No.: 3**

<b>Created:</b>	01/2007
<b>Reviewed:</b>	06/2025
<b>Revised:</b>	08/2019

confidential Disclosure Program enabling teammates to disclose any practices or procedures that the teammate believes may be inappropriate. These issues may relate to possible Medicare and Medicaid Fraud or Abuse, federal, state, or local laws or regulations, or Company policies and procedures. The Company requires the internal review of any such disclosure and will conduct the proper follow-up.

The Company takes all reports of non-compliance seriously. Reports may be made in one of several ways:

- Through the Ethics and Integrity Helpline at 877-835-5267;
- Online Compliance Form located at [www.envisionhealth.com/compliance](http://www.envisionhealth.com/compliance)
- In person, through contact with a supervisor, People Services & Operations, Legal Department, the Chief Compliance Officer, or other Ethics & Compliance Department teammate;
- By e-mail, to [complianceconcerns@envisionhealth.com](mailto:complianceconcerns@envisionhealth.com); or
- In writing, to the Chief Compliance Officer at:  
Chief Compliance Officer  
20 Burton Hills Blvd.  
Suite 500  
Nashville, TN 37215

Both the Ethics & Integrity Helpline and the online Compliance Form can be accessed 24/7 and teammates have the option to report anonymously, as well as follow up on submitted reports.

No adverse action or retribution of any kind will be taken by the Company against a teammate solely because he or she reports in good faith a suspected violation of the Code, Ethics & Compliance Program, or other irregularity by any person other than the reporting teammate. The Company will attempt to treat such reports confidentially and to protect the identity of the teammate who has made a report to the maximum extent consistent with fair and rigorous enforcement of the Code and the Ethics & Compliance Program.

Any manager, supervisor, or other high-ranking teammate who receives a report of a suspected violation or irregularity shall contact a member of the Ethics & Compliance Department.

Upon receipt of the suspected Code or compliance violation, the Ethics &



## Ethics & Compliance Department

Policy No.: 3

<b>Created:</b>	01/2007
<b>Reviewed:</b>	06/2025
<b>Revised:</b>	08/2019

Compliance Department shall immediately begin an investigation. The investigation by Ethics & Compliance personnel shall include interviews and the review of relevant documents. If the Chief Compliance Officer believes that the integrity of an investigation may be compromised because of the presence of teammates under investigation, the teammate(s) allegedly involved in the misconduct may be removed from his/her present work activity, with or without pay, pending the outcome of the investigation, and after consultation with the Chief Compliance Officer and relevant management personnel.

### **III. CONFIDENTIALITY AND ANONYMITY IN REPORTING**

#### A. Confidentiality

The Ethics & Compliance Department will maintain confidentiality of the subject matter reported to the extent that it will not impair the investigation.

#### B. Anonymity

In reporting potential concerns or possible misconduct, individuals may elect anonymity or may provide their identity along with the substance of their report. Concerned individuals may reach out to the Ethics & Compliance Department via the Compliance helpline number, online Compliance Form, or email, all listed above in Section II. The Ethics & Compliance Department will, within the limits of the law, honor requests for anonymity for individuals who report concerns or possible misconduct.

### **IV. DISCLOSURE LOG**

The Chief Compliance Officer (or designee(s)) shall maintain a disclosure log. Each disclosure shall be recorded in the log within two business days of its receipt. The disclosure log shall include a summary of each disclosure received (whether anonymous or not), the status of the respective internal reviews, and any corrective action taken in response to the internal reviews.

### **V. CORRECTIVE ACTION**

The Ethics & Compliance Department will work with managers and supervisors to inform any teammate of allegations that may have been filed against him or her

	<b>Ethics &amp; Compliance Department</b>		
	<b>Policy No.: 3</b>	<b>Created:</b>	01/2007
		<b>Reviewed:</b>	06/2025
		<b>Revised:</b>	08/2019

arising from a violation of the Ethics & Compliance Program. Such notification may be delayed pending the outcome of any internal investigation the Chief Compliance Officer deems appropriate. The teammate will be given the opportunity, as appropriate, to state his or her position before any corrective action is imposed.

If the Ethics & Compliance Department determines that a teammate has clearly violated the law, Code, or Ethics & Compliance Program, that teammate shall be subject to appropriate corrective action as determined by the applicable supervisors and People Services & Operations Department.

The extent of the corrective action will depend on the seriousness of the offense. A record of the event and the corrective action imposed shall be maintained in the teammate's personnel file.

Corrective action will be taken against a violator's manager(s) or supervisor(s) to the extent that circumstances reflect inadequate supervision or a lack of due diligence. In addition, managers and supervisors may be sanctioned for failing to detect non-compliance with applicable policies and legal requirements, where reasonable diligence on the part of the manager or supervisor would have led to the discovery of any problems or violations and given the Company the opportunity to correct them earlier. A record of the event and the discipline imposed against the manager or supervisor shall be maintained in his or her personnel file.

**VI. RETALIATION**

Retaliation will not be tolerated against any teammate. Corrective action will be taken against any teammate who retaliates, directly or indirectly, against a teammate who makes a good faith report of a violation of law, Code, or the Ethics & Compliance program.

**POLICY REVIEW**

The Ethics & Compliance Department will review and update this Policy, when necessary, in the normal course of its review of the Company's Ethics & Compliance Program.