

LMS COMPLIANCE LTD.		INNOVATION POLICY MY/HRD/017	
TITLE: INNOVATION POLICY			
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Effective Date: AUGUST 2023			

Issue by:



HR Department



Reviewed And Approved by:



Ooi Shu Geok
CEO

At **LMS Compliance Ltd. and all its subsidiaries and associated companies (hereinafter collectively referred to as "LMS Compliance")**, we steadfastly commit to nurturing a culture of innovation that permeates every facet of our organization. We recognize that innovation is the cornerstone of progress, the catalyst for growth, and the foundation upon which we build our future.

With unwavering dedication, we pledge to uphold the following principles to drive and sustain our commitment to innovation:

- **Empowerment and Openness:** We will empower every member of our organization to think creatively, challenge the status quo, and contribute novel ideas. Open lines of communication and the free exchange of thoughts will be championed to foster an environment where diverse perspectives flourish.
- **Bold Ambition:** We will set audacious goals that inspire us to reach beyond conventional boundaries. Our commitment to innovation will be evident in our pursuit of breakthrough advancements that drive industry transformation.
- **Continuous Learning:** We will prioritize learning as an ongoing process, nurturing a thirst for knowledge and the development of new skills. Our dedication to staying at the forefront of emerging trends and technologies will be unyielding.
- **Collaborative Synergy:** We will foster cross-functional collaboration that harnesses the collective genius of our teams. By working together, we will amplify our creative potential and ignite the sparks of innovation.
- **Resourceful Exploration:** We will allocate resources judiciously to support experimentation and risk-taking. The pursuit of innovation requires an environment where calculated risks are embraced, failures are embraced as opportunities for growth, and resilience is celebrated.
- **Customer-Centric Focus:** We will place our customers at the heart of our innovation endeavors. Understanding their evolving needs and desires will guide our efforts to develop solutions that truly enrich their lives.

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- **Adaptive Agility:** We will be agile and responsive to change, recognizing that innovation thrives in an environment that adapts quickly to evolving market dynamics and technological shifts.
- **Ethical Stewardship:** Our commitment to innovation extends to ethical considerations. We will develop innovative solutions that align with our values, respect the well-being of individuals and communities, and contribute positively to society.
- **Celebration of Success:** We will celebrate every achievement, both big and small, that stems from our commitment to innovation. Recognizing and rewarding the dedication and ingenuity of our teams will reinforce our collective pursuit of excellence.
- **Transparency and Accountability:** We will maintain transparency in our innovation processes, sharing insights, progress, and outcomes with our stakeholders. We will hold ourselves accountable for delivering on our innovation commitments.

By embracing this corporate commitment to innovation, we embark on a transformative journey that elevates our company's potential and enriches the lives of those we serve. Through collaboration, curiosity, and courage, we will shape the future and leave an indelible mark on the world.

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REVISION:

REV	DATE	DESCRIPTION
0	Aug 2023	New release of policy.