

AKE CODE OF CONDUCT

The relationship between AKE, its employees, and its clients will be one of integrity and professionalism. It is expected that the conduct of all AKE employees, in all circumstances, will be in the best interests of the client and of AKE. Breaches of the Code of Conduct are investigated and dealt with immediately.

1. Employee Standards

All AKE employees are committed to, and obliged to operate to the highest standards of professionalism and probity. Employee vetting is rigorous, and employees must exercise quality of work, complete honesty and full accountability.

2. Client Relationships

AKE will always work in the best interest of its clients at all times and will strive to ensure that the delivery of support in no way compromises the reputation or ethical standards of the clients.

AKE will maintain confidential, at all times, all aspects of its relationship with its clients and will not use clients' names or the fact of relationships, without prior authority from clients.

AKE will not undertake any illegal action and will always work within the legal framework of every country in which it operates on behalf of its clients.

AKE will only work with lawful private companies, non-governmental organisations, international organisations and legitimate governments.

3. AKE endorses and only accept clients who operate in conformity with the

- Universal Declaration of Human Rights and the Voluntary Principles on Security and Human Rights
- UN Basic Principles on the Use of Force and Firearms by Law Enforcement Officials
- Montreux Document on Pertinent International Legal Obligations and Good Practices for States Related to Operations of Private Military and Security Companies during Armed Conflict
- Transparency International Business Principles for Countering Bribery

4. AKE endorses and assists non-governmental organisation clients to meet the

- Principles of Conduct for the International Red Cross and Red Crescent Movement and NGOs in Disaster Response Programs.
- UN Minimum Operating Security Standards (MOSS)

5. Actions by employees constituting gross misconduct and subject to disciplinary procedure include

- Violations of endorsed agreements, principles and standards (sections 3 & 4 above)
- Bribery and corruption
- Mistreatment of clients
- Unauthorised use of company or client funds or other assets
- Wilful exposure of employee or client to health and safety risks
- Wilful damage to the environment
- Abuse of position for personal gain
- Disregard for policies, laws and regulations: local, national and international
- Failure to meet professional standards
- Direct or indirect discrimination because of race, colour, religion, ethnic/national origin, disability, age, sex, sexuality or class

6. Whistle-blowing

AKE encourages its employees and others with concerns about any aspect of AKE's operational activities, to come forward to express those concerns in confidence, without fear of reprisal.

7. Review

All aspects of our operations are regularly reviewed to ensure they meet the company's standards, and to ensure they integrate improvements to relevant conventions, laws and common practice.