



AKE Ltd Code of Ethics:

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 AKE.

AKE Employee standards:

AKE operates a Code of Conduct policy, which demands the highest standards of professionalism and probity. All employees are committed to AKE and demonstrate this through their commitment to AKE's clients.

Actions contrary to AKE's code of ethics covered and constituting gross misconduct.:

1. Fraud and corruption
2. Mistreatment of Clients
3. Unauthorised use of Company funds
4. Any unlawful act
5. Any danger to Health and Safety
6. Damage to the environment
7. Abuse of position for personal; gain
8. Deliberate disregard for Policy, Law and Regulations
9. Failure to meet appropriate professional standards
10. Discrimination because of race, colour, religion, ethnic/national origin, disability, age, sex, sexuality or class.

While the company vetting is stringent, AKE is committed to the highest standards of quality, honesty and accountability. AKE therefore encourages its employees or others with serious concerns about any aspect of AKE's operational activities, to come forward to express those concerns confidentially and do so without fear of reprisal or victimisation.

AKE / Client relationship:

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

AKE will maintain confidential, at all times, all aspects of its relationship with its client and will not use client's name or the fact of a relationship, without prior authority from the client.

AKE's commitment in its relationships is to the highest standards of integrity and professionalism and all aspects of policy within the company are reviewed regularly to ensure they are appropriate for the company's high standards and any breach of the company's code will be dealt with immediately.