



Code of Ethics Statement

Anextere K.K.

Our Mission

As a principled Business and Technology consulting firm, we have always held ourselves to the highest possible standards. Our code of ethics underpins Anextere activities across all jurisdictions where we operate. It sets out our global approach to sustainable purpose and forms the basis of our decisions by focusing on business ethics and compliance, people and culture.

Responsibilities

We have always had a broader culture of long-term sustainable business management. In an effort to formalise this, we make sure that our Chief Executive Officer is tasked with responsibility for all code of ethics related endeavours.

Business ethics

We will not enter into, or maintain, relationships with individuals or organisations engaged in, or suspected of having engaged in, illegal or activities, which go against its code of ethics. New clients are accepted in accordance not only with applicable laws, rules and standards on money laundering and terrorist financing, and international sanctions.

We do not engage with clients who have activities involving money laundering, corruption or bribery, child labour, forced labour, the mining and trade of rough diamonds unless Kimberley certified, destruction of high conservation value areas, ship breaking, products or activities that impinge upon the lands owned or claimed under adjudication by indigenous and/or vulnerable peoples or groups without full documented free prior and informed consent (FPIC) of such peoples or groups.

Our client engagement processes include a mandatory review of our clients' activities to ascertain they are not involved in such activities.

People and culture

Fostering openness, sustainability, and respect are our key objectives. We value everyone and strive to work as one team. We invest significantly in our people and their working environment by creating and maintaining a safe and healthy working environment and ensuring their ongoing professional and personal development.



We strive to create workplaces in which there is mutual trust and respect and where every person feels responsible for the performance and reputation of our Firm. We respect one another and each other's individual rights and customs. We work towards achieving a diverse workforce, recruiting, employing, hiring, and promoting people only based on objective criteria and the qualifications and abilities needed for the job to be performed.

We continuously engage with our people at a local and at all levels to translate our core values into action. We do this through communications and engagement, information and consultation to assist them in realising their full potential.

We promote integrity and professionalism throughout the Firm and pride ourselves in leading by example, which we do by setting the right tone right from the top of our organisation. We consider ourselves to be personable and approachable and hold these attributes up as being key when putting our core values into actions.

Kevin Riendeau
Chief Executive Officer
Anextere K.K.
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