

企業行動基準

Standards of Business Conduct

企業行動基準は、GMOフィナンシャルホールディングス株式会社（以下「当社」）及び当社の連結子会社（以下「GMO-FH」）の企業理念のもとに、GMO-FH全ての取締役、執行役、監査役及び従業員が、経営及び事業の運営、決定等を行うときに遵守すべき基本的な行動基準を定めたものです。

“The Standards of Business Conduct” embody the basic principles that all of the directors, executive officers, auditors and employees of GMO CLICK Holdings Group should comply with when managing, conducting business activities and making decisions.

1. 法令等の遵守

GMO-FHは、法令の遵守はもとより、業界ルール及びそれらの精神を遵守し、社会的良識を持って行動します。

1. Compliance with Laws, Rules and Regulations

We comply with all applicable laws, rules and regulations, rules in the industry and their spirit. We conduct our business with good sense.

2. 社会的に有用なサービスの提供

GMO-FHは、お客様に有益なサービスの提供に努めます。

2. Providing useful and valuable services to society

We strive to provide useful and valuable services to our customers.

3. 長期的な視野に立った経営

GMO-FHは、短期的収益のみにとらわれず、常に長期的な視野に立った経営を行います。

3. Practice of Management based on a Long-term Perspective

Our management policy is to make decisions with long-term perspective beyond short-term profits.

4. 公正な取引

GMO-FHは、公正かつ自由な競争の確保が市場経済の基本ルールとの認識のもとに商活動を行います。

4. Fair Commercial Transactions

We conduct business activities based on the recognition that promoting and maintaining fair and free competition is the basic rule in the market economy.

5. 企業情報の開示

GMO-FHは、株主はもとより広く社会とのコミュニケーションをはかり、積極的に企業情報を正確かつ公正に開示し、透明性の高い企業経営を行います。

5. Disclosure of Corporate Information

Through communication with our shareholders and all other stakeholders, we actively disclose corporate information accurately and fairly to practice highly transparent management.

6. 環境問題への積極的対応

GMO-FHは、環境問題への配慮を常に忘れず、事業に取り組みます。

6. Positive Response to Environmental Issues

We always conduct our business activities with consideration for the environmental issues.

7. 社会貢献

GMO-FHは、企業の利益と社会の利益を調和させ、金融システムの担い手の一員として金融機能を支える良き市民としての役割を果たします。

7. Contribution to Society

We play a role of a good corporate citizen who supports the financial functions as a financial institution, aiming at our profit consistent with social benefit.

8. 働きやすい職場環境の実現

GMO-FHは、従業員のゆとりと豊かさを実現し、働きやすい環境を確保すると共に従業員の人格・個性を最大限に尊重し、自由闊達で創造性の発揮できる企業風土を実現します。

8. Creating Good Working Environment

We are determined to make the lives of our employees comfortable and fulfilling and provide a safe and healthy working environment. We respect each employee's personality and individuality and create a corporate culture that encourages our employees to express their creativity freely.

9. 反社会的勢力・金融犯罪等への対応

GMO-FHは、市民の秩序や安全に脅威を与える反社会的勢力には毅然とした態度で対応します。また、GMO-FHのサービスが資金洗浄、金融犯罪等に利用されないよう、努力します。

9. Our Actions against Antisocial Forces and Financial Crimes

We respond firmly to antisocial forces that threaten the public order and safety. We make our best effort to ensure that our services will never be used for money laundering and any other financial crimes.

10. **周知徹底**

GMO-FHは、本基準の周知徹底と社内体制の整備を行い、本基準が遵守されるように努めます。また、本基準に違反するような事態が生じたときには、経営トップ自らが問題解決にあたり、原因究明、再発防止の徹底に努めます。

10. Full dissemination of the Standards of Business Conduct

We make employees fully aware of the Standards of Business Conduct and establish an effective internal structure to ensure these principles are complied. In the event of a violation, senior management shall identify the cause, resolve the issue, and prevent a recurrence on its initiative,