



# Code of Ethics - Zero Software Ltd.

---

## Introduction

Zero Software Ltd. provides outstanding services in the field of information security, aiming to ensure the protection of its clients' systems and data by adhering to the highest ethical standards. We are committed to establishing and maintaining a secure digital environment. This code of ethics provides guidelines for our employees and partners on responsible and ethical behavior.

## 1. Professional Integrity

**1.1. Honesty and Integrity:** We conduct all our activities with the utmost honesty and integrity, whether it involves internal processes or interactions with our clients. Our goal is to be guided by professional ethics and our commitment to clients, ensuring the preservation of mutual trust.

**1.2. Conflict Resolution:** We prioritize avoiding conflicts of interest. In the event of any conflicts, we handle them transparently, keeping the best interests of our clients and partners at the forefront.

## 2. Data Protection and Security

**2.1. Data Protection:** We handle our clients' and partners' data with the highest level of security, in compliance with GDPR and the ISO 27001:2022 standard. We focus on maintaining the confidentiality, integrity, and availability of the data.

**2.2. Security:** All of our security services, including penetration testing, are performed with the greatest care, strictly adhering to the pre-agreed parameters with our clients. During the process, we follow the guidelines of the ISO 27001:2022 standard.

## 3. Professional Excellence

**3.1. Continuous Development:** Our employees continuously improve their knowledge and skills. Our training programs are tailored to current professional and technological challenges, ensuring that we always apply the latest methods and technologies.

**3.2. Quality Assurance:** We provide our services to the highest quality standards, paying attention to details and reliability. Our work is guided by efficiency and meeting the expectations of our clients to the fullest.

## 4. Ethical Conduct

**4.1. Legal and Regulatory Compliance:** In all our activities, we comply with relevant legal and regulatory requirements, ensuring that our operations are aligned with the legal obligations concerning our clients.

**4.2. Responsible Testing:** During penetration testing, we ensure that our investigations do not harm our clients' systems or data. We guarantee that the testing process is only conducted to the extent necessary and always with the client's prior consent.

## 5. Client Relationships and Communication

**5.1. Transparency:** We always conduct our communications with clients openly and honestly. We provide them with all relevant information, including potential security risks and issues.

**5.2. Confidentiality:** We strictly adhere to confidentiality obligations in our work. We protect business secrets and our clients' data. All our employees and partners are bound by these confidentiality obligations.

## 6. Work Environment

**6.1. Respect and Dignity:** We support diversity and a non-discriminatory work environment. We ensure that all employees are treated with respect and dignity, fostering a positive workplace culture.

**6.2. Safe Working Environment:** We prioritize the safety and health of our work environment. We ensure that all employees have the necessary tools and training for safe work practices.

## 7. Innovation and Sustainability

**7.1. Innovation:** We continuously seek new technological solutions and methods to improve the quality and efficiency of our services.

**7.2. Sustainability:** In our work, we focus on sustainability, aiming to ensure that our services remain reliable and sustainable in the long term.

## **Final Provisions**

This code of ethics applies to all employees and partners. All new hires and contracted partners are required to accept and comply with the provisions outlined in the code. Violations of the code may result in serious consequences, including legal action.

This code outlines the guidelines of Zero Software Ltd., developed in accordance with legal regulations and the ISO 27001:2022 standard, ensuring the highest level of information security and data protection.