

PROFESSIONAL CODE OF ETHICS AND ETHICS

ENTER CONSULTING ZONE LTD

2023

Message from the Administration

In a challenging economic as well as social situation, all of us, the people of **ENTER CONSULTING ZONE LTD**, have managed with the hard work, dedication and passion that distinguish us to be proud of our Company's performance and presence.

The way we conduct our work every day, all of us, the way we think about our colleagues, customers, suppliers, external partners, local communities, ourselves, has a particularly important benefit in achieving our business goals aspirations but also of our vision.

The vision and the Strategic Objectives

Our vision is to be a specialized Consulting Services Company that offers quality services, contributing to the well-being of society, utilizing our geographical position to create and exploit development opportunities in Cyprus, Greece and the wider region.

Our goal is to create a modern and cost-effective organization, which will respond and adapt successfully to the changing needs of the market and society and will take advantage of future development opportunities, constantly improving its services, with respect for people, society and the environment.

Confidentiality of Information and Personal Data

On the Protection of Natural Persons against the Processing of Personal Data

and

of the Free Circulation of this Data.

Law of 2018 (Law 125(I) 2018)

Unauthorized disclosure of information may harm the credibility and reputation of the Company.

It is particularly emphasized that, in any kind of communication, whether internal or with third parties, the information provided must be accurate, valid and within the framework of the appropriate authorizations.

With confidentiality, we must also manage the personal data of the members of the Management, executives, employees, partners, customers, suppliers, shareholders and any natural persons who deal directly or indirectly with the Company.

The obligation to protect and properly use this information and data continues to apply even when we cease to work for the Company.

Violation of these rules is not only a violation of the **ENTER CONSULTING ZONE LTD** Code of Professional Conduct, but also a violation of the relevant legislation, with administrative and criminal consequences.

Compliance with State Laws

All of us must comply with every rule of Law that has been legislated, as well as with the directives of the European Union as its members.

Adherence to the Legislation not only prevents the imposition of fines on the business, but mainly helps to maintain its good reputation in the market.

Internal Rules of the Company

All of us who work at **ENTER CONSULTING ZONE LTD**, all of the Company's Human Resources, partners and generally everyone who provides services to the Company must respect all the Policies and Regulations that the Company has deemed appropriate to record and which help it work successfully.

The Code of Professional Conduct

and

Ethics and Company Values

ENTER CONSULTING ZONE LTD adopts a Code of Professional Conduct, which defines the general framework of acceptable professional behavior for the company.

Its purpose is to explain to those it addresses the values of **ENTER CONSULTING ZONE LTD**, to describe the principles of professional ethics and ethics with which the Company wants to operate and to be the guide of the daily professional behavior of all its people.

ENTER CONSULTING ZONE LTD operates based on its values, which include:

- Compliance with laws
- Compliance with the Company's rules
- The maintenance and protection of integrity, transparency and honesty in every field of action.
- The honest and fair behavior and
- Impartiality, the principle of equal treatment and respect for human beings.

In this way our Company will continue to maintain its high position and good reputation in society and the market.