

# CODE OF CONDUCT POLICY

**DeepShield Systems, Inc.**

*Effective Date: January 1, 2024*

*Document Version: 2.0*

## 1. PURPOSE AND SCOPE

1. This Code of Conduct Policy ("Policy") establishes the fundamental principles, values, and expectations for professional conduct at DeepShield Systems, Inc. ("DeepShield" or the "Company").
2. This Policy applies to all employees, contractors, officers, directors, and representatives of DeepShield, regardless of location or position.

## 2. CORE VALUES AND PRINCIPLES

1. **\*\*Integrity in Cybersecurity\*\***
  - Maintain the highest standards of integrity in protecting critical infrastructure
  - Demonstrate unwavering commitment to customer security and trust
  - Uphold ethical practices in handling sensitive industrial control systems
2. **\*\*Innovation and Excellence\*\***
  - Pursue continuous improvement in security solutions
  - Maintain technical leadership in industrial cybersecurity
  - Foster a culture of innovation and intellectual curiosity
3. **\*\*Professional Responsibility\*\***
  - Exercise sound judgment in handling confidential information
  - Maintain required certifications and technical competencies
  - Adhere to industry standards and best practices

## 3. WORKPLACE CONDUCT AND ETHICS

1. **\*\*Professional Behavior\*\***
  - Treat colleagues, customers, and partners with respect and dignity
  - Maintain appropriate professional boundaries

- Communicate clearly and professionally in all business interactions
2. **\*\*Confidentiality and Data Protection\*\***
- Safeguard company intellectual property and proprietary information
  - Protect customer data and operational details
  - Comply with all data protection and privacy regulations
3. **\*\*Conflict of Interest\*\***
- Disclose any potential conflicts of interest to management
  - Avoid situations that could compromise objectivity
  - Maintain separation between personal and professional interests

#### **4. COMPLIANCE AND SECURITY PRACTICES**

1. **\*\*Regulatory Compliance\*\***
- Adhere to all applicable cybersecurity regulations and standards
  - Maintain current knowledge of industry compliance requirements
  - Report any compliance concerns through appropriate channels
2. **\*\*Security Protocols\*\***
- Follow all security procedures for accessing industrial control systems
  - Maintain strict access control and authentication practices
  - Report security incidents immediately to the Security Operations Center

#### **5. ETHICAL BUSINESS PRACTICES**

1. **\*\*Fair Competition\*\***
- Compete fairly and ethically in the marketplace
  - Avoid anti-competitive practices or agreements
  - Respect intellectual property rights of others
2. **\*\*Anti-Corruption\*\***
- Prohibit all forms of bribery and corruption
  - Conduct due diligence on business partners
  - Maintain accurate records of all business transactions

## **6. REPORTING AND ENFORCEMENT**

### **1. \*\*Reporting Violations\*\***

- Report suspected violations to immediate supervisor or Ethics Hotline
- Cooperate fully with internal investigations
- Protection against retaliation for good faith reporting

### **2. \*\*Disciplinary Actions\*\***

- Violations may result in disciplinary action up to termination
- Serious violations may be reported to appropriate authorities
- Consistent enforcement of policy across all levels

## **7. ACKNOWLEDGMENT AND TRAINING**

### **1. All employees must:**

- Complete annual Code of Conduct training
- Acknowledge receipt and understanding of this Policy
- Maintain current certification of compliance

## **8. POLICY ADMINISTRATION**

### **1. \*\*Review and Updates\*\***

- Policy reviewed annually by Legal and Compliance
- Updates communicated to all employees
- Maintenance of policy documentation and records

### **2. \*\*Questions and Guidance\*\***

- Direct questions to immediate supervisor or HR
- Consult Legal Department for policy interpretation
- Access resources through company intranet

## **9. SIGNATURE AND ACKNOWLEDGMENT**

I acknowledge that I have read, understand, and agree to comply with DeepShield Systems, Inc.'s Code of Conduct Policy.

**Name:**

**Title:** \_

**Date:** \_

**Signature:** \_

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*This Policy is confidential and proprietary to DeepShield Systems, Inc. Unauthorized distribution is prohibited.*

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