



**CODE OF ETHICS AND CONDUCT**  
**Z1PARTNERS EXECUTIVE SEARCH**

## Message from the Partners

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The Z1Partners Executive Search is a national consultancy specialized in recruitment and selection for middle and senior management. We operate in a multifunctional and multisectoral manner, supporting medium and large companies throughout Brazil.

Our projects are conducted exclusively by the partners, ensuring technical excellence, direct involvement, and an unwavering commitment to our values: ethics, integrity, respect, transparency, objectivity, dedication, trust, confidentiality, customization, and transformation.

This Code reflects our ethical commitment to all audiences with whom we interact and guides our conduct before society, the market, and current legislation.

## Ethical Principles and Professional Conduct

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Z1Partners' work is guided by ethical behavior, respect for the law, technical neutrality, impartiality, and a commitment to the collective good.

Our decisions and recommendations are made independently and impartially, based on professional criteria and aligned with the objectives and values of each of our clients.

We repudiate any form of favoritism, manipulation, conflict of interest, harassment, or discrimination, acting with technical rigor and social responsibility.

## Mission and Vision

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### Mission

At Z1Partners, our mission is to connect values between companies and leaders, providing recruitment and selection solutions that drive organizational success.

We believe in understanding the unique needs of each client and in building long-lasting relationships — always with ethics, transparency, and excellence.

### Vision

To be recognized as a reliable and innovative recruitment and selection consultancy for middle and senior management, becoming the first choice for companies seeking strategic talent through customized processes tailored to each situation or need.

We also aspire to be recognized in our segment for presenting and developing professionals who make a difference in their organizations



## **Confidentiality and Data Protection (LGPD)**

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Confidentiality and information integrity are fundamental pillars of our work. All information obtained through our projects — whether from clients, professionals, or partners — is treated as confidential.

In compliance with the Brazilian General Data Protection Law (Law 13.709/18 – LGPD), we ensure the ethical and secure handling of personal data collected, from obtaining consent to its use, storage, and eventual disposal.

We adopt appropriate technical and administrative measures to protect data against unauthorized access, leaks, and any form of misuse.

Data is used exclusively for the contracted purposes, and any request for access, correction, or deletion is handled with priority and respect for the data subject.

## **Ethical Relationships with Clients and Partners**

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We maintain respectful, transparent, and professional conduct with all our stakeholders. Communication is always clear, objective, and based on truth.

We seek long-term relationships built on trust, ethics, and responsibility. Candidates are treated with the same consideration as clients, and our commitment is oriented toward excellence in every interaction.

Information received is kept under absolute confidentiality, and no data is shared without prior authorization.

## **Governance and Institutional Responsibility**

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Even without a traditional hierarchical structure, Z1Partners adopts robust governance mechanisms. Decisions are made collectively, based on ethical, reputational, and financial criteria.

We maintain internal controls, periodic reviews, and constant alignment among partners, ensuring coherence between our principles and practices.

Our management model values accountability and the protection of the brand's reputation and integrity in all decisions.

## **Anti-Corruption and Conflict of Interest Prevention**

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Z1Partners rejects any practice of corruption, bribery, fraud, favoritism, or illicit conduct. We do not accept, request, or offer any type of undue advantage.



We operate in strict compliance with national anti-corruption legislation. We also avoid situations of conflict of interest: no partner may participate in processes involving personal benefits, family relationships, or conflicting professional ties.

When such situations are unavoidable, the involved partner must declare themselves unable to participate, ensuring the integrity of the decision.

## **Social and Environmental Responsibility**

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We recognize our role in promoting a fairer society and a more balanced environment.

Although our activity is not industrial, we adopt and encourage sustainable practices, such as document digitization and conscious use of resources.

We value clients and professionals committed to ESG principles and seek to foster diversity, inclusion, and equal opportunities within the organizations we support.

## **Respect for Diversity and Human Rights**

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We reject any form of prejudice, discrimination, symbolic violence, or harassment — whether based on gender, sexual orientation, race, disability, age, religion, or any other factor.

We defend equity and promote an environment of mutual respect, active listening, and appreciation of diverse backgrounds and perspectives.

All partners must ensure that our interactions promote dignity and human rights.

## **Use of Resources and Intellectual Property**

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The methodologies, documents, analyses, and materials developed by Z1Partners are the consultancy's intellectual property and may not be used for personal purposes or shared with third parties without express authorization from the partners.

All intangible assets — such as brand, reputation, and processes — must be protected by those acting on behalf of Z1Partners.



Company resources must be used exclusively for contracted projects, and personal or external use is prohibited.

## **Personal Responsibility of the Partners**

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At Z1Partners, all projects are personally conducted by the partners. This structure requires a high ethical standard and direct responsibility for every decision, communication, and delivery.

Each partner is fully accountable for their conduct, for safeguarding data, and for upholding the consultancy's principles.

Any misconduct must be addressed seriously and may result in internal sanctions, removal from the partnership, or legal accountability, depending on the case.

## **Updates and Commitment to this Code**

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This Code of Ethics and Conduct is a living document and must be periodically reviewed to reflect evolving best practices, laws, and societal expectations.

It is the duty of all partners to know it, comply with it, and promote its dissemination internally and externally.

Any questions should be discussed among the partners, always seeking decisions consistent with the principles expressed herein.

## **Final Provision**

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Ethics is the foundation upon which we build our reputation, our relationships, and our contribution to the future of business.

We will continue connecting people, values, and organizations with ethics, transparency, excellence, and purpose, confident that trust is always the result of correct and coherent actions.

