



COMPLIANCE OVERVIEW

Compliance Infrastructure for Workforce Operations

Verifiable, continuous, and audit-ready. ZoikoTime enables organizations to operate with confidence through policy-driven controls, structured evidence generation, and alignment with global regulatory frameworks.

SOC 2 Type II-aligned controls

ISO 27001 control framework

GDPR & privacy alignment

Audit-ready evidence generation

Continuous compliance monitoring

EXECUTIVE SUMMARY

Compliance as infrastructure — not paperwork

ZoikoTime transforms compliance from periodic validation into a continuous, system-enforced property of daily work. Controls are applied at the point of operation, and every stage generates structured, auditable evidence automatically — so your teams can defend compliance, not just claim it.

How compliance works in ZoikoTime

Compliance is enforced at the point of operation — not reconstructed after the fact.

1

Policy Definition
Rules, thresholds, and jurisdiction settings are configured.

2

Control Enforcement
Policies are applied in real time at the system level.

3

Evidence Generation
Each record is timestamped, referenced, and signed.

4

Monitoring & Alerts
Anomalies and breaches are detected and escalated.

5

Audit & Reporting
Evidence is packaged on demand for auditors.

Frameworks addressed

FRAMEWORK	SCOPE	STATUS
SOC 2 Type II	Security, availability, confidentiality & processing-integrity controls, examined over a period.	Aligned / Examined
ISO 27001	Information security management system aligned to Annex A controls.	Aligned
GDPR	Lawful processing, data-subject rights, records of processing, breach notification.	Documented
CCPA/CPRA	Consumer rights handling and disclosure obligations.	Documented
EU AI Act	Transparency and human-oversight posture for assistive, non-decisional AI.	Aligned

Status meanings. “Aligned/Examined” reflects ZoikoTime’s control implementation and, where applicable, independent examination. Full reports and certificates are provided under a governed access process.

What makes the evidence trustworthy

Deterministic classification

Time is classified by explicit, policy-bound rules — not opaque scoring. AI assists only bounded tasks (e.g., anomaly and signal-quality checks) and never decides whether work occurred.

Human-in-command

Consequential decisions — pay, discipline, classification outcomes — require an authorized human. The system surfaces context and evidence; people decide.

Anti-surveillance by design

No keystroke content, URL history, application-name monitoring, or clipboard collection under any tier or configuration. Screenshots are optional, user-configurable, and redaction-controlled.

Traceable evidence ledger

Records are timestamped, policy-referenced, integrity-signed, and append-only — traceable end to end for review.

What’s included for procurement & legal review

- **Control mapping** across SOC 2, ISO 27001, GDPR, CCPA, and the EU AI Act, with implementation and evidence per control.
- **Structured evidence samples** — session evidence records, control-effectiveness reporting, and chain-of-custody documentation.
- **Policy framework** — governance policies, jurisdiction rule sets, and enterprise configuration guidance.
- **Data-protection posture** — encryption in transit and at rest, access control, logging, and retention configuration.

Scope & limitations. This overview is a summary. It does not itself constitute a certification, legal advice, or a guarantee of regulatory outcome. Specific certification status, examination periods, and customer-scoped evidence are confirmed through the governed access process.

About this document. Prepared by ZoikoTime for procurement, security, and legal review. It describes product architecture and governed capabilities as of the version date and is provided for evaluation purposes. Framework alignment reflects ZoikoTime’s control implementation; full third-party reports, certificates, and customer-specific evidence are provided through a governed access process under NDA. ZoikoTime classifies time deterministically; AI assists only bounded tasks and never decides whether work occurred. Consequential decisions remain with authorized humans. ZoikoTime does not collect screenshots content beyond user-configured, redaction-controlled capture, and never collects keystroke content, URL history, application-name monitoring, or clipboard data. Evidence records are traceable and append-only; this document makes no universal legal-admissibility claim. © 2026 ZoikoTime. All rights reserved.