

POLICIES

Next year, 2026, ISOSTAMP will celebrate its 40th anniversary since its founding. This is an important milestone for all of us who have accompanied the company on this exciting journey in a world shaped by deep social and economic transformations. Despite these intense and rapid changes, the positive results achieved have been possible by adhering to the strong and positive values that motivated our predecessors and that we continue to uphold: fairness, competence, teamwork, and an innovative spirit. These are not just label concepts. On these values, shared by all of us, old and new, we have created a sense of trust from our customers, suppliers, and other stakeholders day by day, year after year. This trust makes us proud and motivates us to continue consolidating it. Every day, all ISOSTAMP employees commit their efforts in their respective work areas to ensure the highest quality standards of our products and services, meeting customer needs with the least known environmental impact and respecting health and safety conditions. We aim to exceed or anticipate the legal requirements and international standards demanded by the market. While being sensitive and committed daily in many directions to safeguard ethical, social, and productive principles, we have formalized the following policies:

Human Resources Policy

Human capital is corporate heritage. ISOSTAMP is a company that, from a human resources perspective, is very heterogeneous in every direction: gender, age, race. Being able to blend this group has led us and continues to lead us to broaden our visions. WEAREISOSTAMP# was not just a slogan. The 2023 campaign aimed to visually concretize the presence of the soul behind the product for third parties. This served both collaborators and our customers to consolidate mutual trust.

Workplace Safety Policy

We are in the process of implementing the ISO 45001 Management System. Ensuring a healthy and safe work environment, protecting the well-being of our workers, is a consequence of what has just been said about human capital as corporate heritage. Although their safety has always been a priority, we felt that certifying it was not only a further demonstration of our belief but also a way to make individual collaborators more attentive in their daily tasks, thus increasing their safety.

Environmental Sustainability Policy

Respect for the environment where we live is typical of the traditions of where we grew up. Values handed down from father to son. Our grandparents and fathers were farmers and passed on to us the respect for this world of ours and the protection of this land of ours. In recent years, this topic has become sensitive to everyone, but we consider ourselves pioneers, caring about this issue even in times when few talked about it and even fewer acted. ISOSTAMP has always defined its production choices in respect of the environment. Even when this cost us sacrifice because we were compared to less attentive competitors. Thus, our current situation already shows the result of a constant limitation of resource use to avoid any kind of waste (raw material, electricity, packaging, transport).

However, we constantly engage in raising awareness among all stakeholders to minimize resource waste to safeguard our planet Earth. Obtaining ISO 14001 is a source of pride, being one of the few in our sector (insulating solutions). To continuously improve our concreteness towards sustainability, we have decided from this year to undertake every corporate choice with a filter: **THE HIERARCHY OF WASTE**. We are convinced that if we orient our choices, even small ones, with this focus, involving our suppliers in these practices, improvements will become naturally evident.

Quality Policy

Quality is not just a goal, but a fundamental principle that guides our company. All personnel, at every level, is involved in pursuing global quality by actively participating in the continuous improvement of processes, products, and services. This was our first structured policy and has already merged into our DNA.

GM Vittorio Zara 2025