

VALUES AND SUSTAINABILITY CHARTER

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AT **ISO.STAMP**, WE ARE CONVINCED THAT
AN ENTERPRISE CAN REACH GREAT RESULTS
IF IT IS FOUNDED ON STRONG, POSITIVE
VALUES; LIKE THE VALUES THAT ANIMATED
THOSE WHO PRECEDED US
THAT WE CONSTANTLY STRIVE
TO UPHOLD IN TIME:

- **CORRECTNESS**
- **COMPETENCE**
- **TEAM WORK**
- **SPIRIT OF INNOVATION**

Refrontolo, June 2026

1. Introduction

ISO.STAMP – Isolanti Stampati S.r.l. (hereinafter referred to simply as ISO.STAMP) has long-standing expertise in thermal insulation solution, delivering **innovative, tailored** and **sustainable** insulation parts for many applications in industries like Electric Appliances, Machines, Automotive and more.

Through its technical office and on-site laboratory, the Company **works closely with the clients**, supporting them to find the right solution and give them the highest performance for each insulation need.

ISO.STAMP has innovated constantly not only the products (from DPS to HDP, from ISOSOL to VIP) but also the way they are applied, allowing the customers to enjoy saving time in assembling and making after-sales service much easier.

Through this Values and Sustainability Charter (VSC), ISO.STAMP therefore aims to define and clearly set out the values and principles of conduct that guide its activities and its relationships with all parties with whom it interacts in pursuing its corporate purpose. These values and principles are essential to ensuring the proper functioning, reliability, and compliance with laws and regulations, as well as safeguarding the Company's reputation.

This VSC is intended to ensure that our business partners act in accordance with the guidelines of internationally recognized standards on **human rights, working conditions, environment, and integrity**.

These aspects apply to all employees, regardless of their hierarchical position or type of employment. Furthermore, this VSC shall be brought to the attention of collaborators and business partners, as well as anyone who maintains business relations with ISO.STAMP.

The VSC is inspired by the main regulations, guidelines, and existing documents at both national and international level concerning corporate social responsibility, corporate governance, and human and environmental rights, including, by way of example:

- Art. 2087 of the Italian Civil Code – Protection of working conditions;
- The [United Nations Universal Declaration of Human Rights](#)
- The [UN Convention on the Rights of the Child](#)
- The fundamental conventions and international labor standards of the [International Labor Organization](#)
- The principles of the [United Nations Global Compact](#)
- The [OECD Guidelines for Multinational Enterprises](#) (Organisation for Economic Co-operation and Development)

ISO.STAMP is committed to:

- Work actively with our business partners to promote these guidelines
- Communicate transparently with our business partners
- Always adhere to the ISO.STAMP Business Partner VSC

2. Environmental Protection and GHG Protocol

We are conscious of the world we live in. The values represent also the moral obligations of the enterprise toward its relations. And it constitutes, for those that operate within the Company, the guiding principles that daily inspires its organizational behavior.

ISO.STAMP directs its decisions in such a way as to ensure compatibility between its economic activities and environmental requirements, in compliance with applicable regulations. With this in mind, it has implemented an Environmental Management System (EMS) and has been ISO 14001 certified since 2018.

As for ISO.STAMP, we believe that our Company has achieved **significant results to reduce CO₂** and to achieve the planned target of reducing net zero emissions by 50% by 2030, especially thanks to the installation of the photovoltaic system which will be increased in the future.

Furthermore, the energy saved by appliances and machineries where insulation items are installed has a **great positive impact on global emissions**. The electrical energy (whether purchased or self-produced from renewable sources) consumed in ISO.STAMP to produce a single insulator, is covered by the energy savings of the devices where it is installed within 1-2 days, allowing ISO.STAMP to be defined as a Company with significant **social energy credit**.

However, we believe it is always important **to promote a culture of sustainability** by raising awareness among suppliers and customers, in order to continuously improve our contribution to reducing CO₂ emissions.



Some preventive measures adopted with the aim of reducing CO₂ emissions:

Company cars: hybrid fuel system, and fuel consumption monitoring systems to optimize driving	SCOPE 1
Machinery: regular maintenance of machinery to keep operations efficient	Direct emissions
- Installation of a photovoltaic system: the Company's energy demand is currently met by the system for more than 65%. - Purchase of energy from renewable sources - Installation of a furnace designed to optimize energy consumption - Installation of low-emission lighting - Staff training aimed at reducing consumption (turning off unused machinery and lights)	SCOPE 2
	Indirect emissions
- Preference for domestic suppliers - Preference for purchasing products containing recycled raw materials - Optimization of transport loads and routes - Preference for lower-emission transport methods (by train instead of by ship) - Availability of a Company cafeteria and remote working options to reduce employee commuting - Careful waste separation during production - Optimization of processing to reduce waste generation - Staff training focused on waste reduction and proper disposal - Use of recyclable or reusable packaging - Product design aimed at energy efficiency	SCOPE 3
	Supply chain

To continuously improve the Company's concreteness towards sustainability, ISO.STAMP undertakes 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.

ISO.STAMP has never been involved in legal actions related to environmental protection, and does not export or import hazardous waste (including toxic, poisonous, explosive, corrosive, flammable, ecotoxic, or infectious waste), nor household waste or residues derived from the incineration of household waste.

3. Protection of Human Rights

Human capital is corporate heritage. ISO.STAMP 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 the Company and continues to lead it to broaden its visions.

ISO.STAMP undertakes to protect human rights within its sphere of activity.

ISO.STAMP management is committed to ensuring a work environment free from physical, sexual, psychological, and verbal abuse, threats, or any other form of mistreatment. Any form of harassment in the workplace and any behavior attributable to bullying (mobbing) practices is therefore strictly prohibited.

Such behaviors include:

- Creating an intimidating, hostile, isolating, or otherwise discriminatory work environment toward individuals or groups of workers;
- Hindering others' career opportunities for reasons of personal competitiveness or that of other employees;
- Making any decision affecting an individual's working life conditional upon the acceptance of sexual favors;
- Inducing employees to grant sexual favors through the influence exerted by one's position;
- Proposing private interpersonal relationships despite an explicit or reasonably evident lack of consent from the other party.

Respect for the individual is primarily achieved through the creation of a positive working environment, where everyone is given the opportunity to grow and to develop their skills and competencies.

ISO.STAMP has adopted measures aimed at ensuring equal rights and equal treatment for all employees and complies with the International Labour Organization ([ILO](#)) standards. Furthermore, ISO.STAMP does not hire or make use of private or public security services that engage in or threaten torture, cruel, inhuman, or degrading treatment, threaten life or physical integrity, or violate freedom of association and the right to organize.

ISO.STAMP is committed to rejecting all forms of forced labor and slavery and complies with local laws regarding the minimum age of employment. In particular, child labor and forced labor are strictly prohibited. ISO.STAMP verifies and monitors the declared age of employees during the recruitment process, including in cases of hiring through recruitment agencies and labor intermediaries.

4. Non-discrimination and Equal Opportunities

The Company recognizes and promotes the value of human resources, safeguards their physical and moral integrity, respects their autonomy, and acknowledges the importance of their contribution to business activities, aware that human resources represent one of the most valuable assets that have enabled and will continue to enable the Company's growth and development.

Within personnel management and development processes, decisions are based on the alignment between expected results and employees' qualifications, as well as on objective performance evaluations, without any form of discrimination or favoritism.

The Company also ensures a remuneration and career development system based on commitment, merit, and the achievement of assigned individual objectives. Where compatible with overall work efficiency, flexible working arrangements are encouraged in order to support maternity, paternity, and childcare responsibilities, as well as, more generally, all initiatives aimed at improving the balance between private and professional life.

The Company is also committed to developing employees' skills and enhancing their professional value, abilities, and potential, so that they can achieve full fulfillment in reaching their objectives, including through dedicated training activities.

Furthermore, the Company aims to create an inclusive working environment capable of welcoming and valuing differences, in the belief that diversity represents a strength. No employee may be discriminated against, favored, or excluded on the basis of gender, national, ethnic or social origin, skin color, ideology, religious belief, age, disability, physical appearance, sexual orientation or identity, political opinion, marital status, health condition, or physical or mental abilities, pregnancy, maternity or paternity (including adoption), or any other personal characteristic, particularly during recruitment or within the context of the employment relationship.

5. Right to collective Bargaining and Freedom of Association

ISO.STAMP respects the right of their employees to form and join trade unions and employee representative bodies and to engage in collective bargaining in accordance with the applicable legislation. Employees who are members of a trade union or employee representative body must be neither favored nor discriminated against.

6. Working Time and Remuneration

We demand that the applicable legal regulations and the regulations on working hours stipulated by the International Labour Organization ([ILO](#)) standards are complied with throughout the entire supply chain. Wages must be in accordance with the applicable laws and the prescribed minimum wages and industry standards. This also applies to overtime and its compensation as well as other prescribed employee benefits. We expect employees to be offered fair and competitive remuneration and equal pay for work of equal value. The salary is paid at regular intervals and must not be unlawfully withheld as a disciplinary or punitive measure.



7. Occupational Health and Safety

ISO.STAMP has a certified Occupational Health and Safety Management System (ISO 45001). In this regard, ISO.STAMP ensures that their employees work in a safe and healthy environment in which there is at least protection against fire, accidents, and hazardous substances. Furthermore, the Company has adopted a Health and Safety Policy appropriate to its business activities and ensures that it is communicated in the local language. ISO.STAMP mandates the use of Personal Protective Equipment (PPE) and provides employees with occupational health and safety training both upon hiring and at regular intervals thereafter. Employees must use all work equipment and safety devices properly and responsibly, promptly reporting any deficiencies and, in case of urgency, acting within the scope of their competencies and capabilities to eliminate or reduce such deficiencies or hazards.

8. Conflict Minerals, Conflict Metals and Chemicals

ISO.STAMP ensures a supply chain free of conflict minerals and conflict metals. All our business partners must comply with the EU REACH chemicals regulation and, where applicable, the RoHS directive. Furthermore, ISO.STAMP ensures that its products and production processes do not contain mercury or mercury compounds, nor any persistent organic pollutants (POPs).

9. Compliance with the Laws

Regional, national, and international laws that affect the business activities of our business partners must be fully complied with.

10. Business Integrity and Fair Competition

All forms of corruption, bribery, extortion, embezzlement, and money laundering are prohibited and must neither be practiced nor tolerated by the business partner. ISO.STAMP may not promise, grant, offer, accept, or demand any unlawful advantages or benefits in business dealings with third parties or public officials or be involved in any other unlawful influence on business or government relationships. This also includes the prohibition of making payments or other benefits to an individual, a Company or a public official with the aim of influencing decision-making processes. Our business partners will not influence ISO.STAMP employees in their decisions regarding the awarding of contracts by making improper payments to them or their related parties.

ISO.STAMP behaves fairly in competition and comply with all applicable laws and regulations on competition and antitrust law.

11. Confidential Information, Intellectual Property and Data Protection

ISO.STAMP ensures that all intellectual property of our business partners and all confidential information, including personal data collected, stored and processed, is used in an appropriate and responsible manner within the framework of the applicable legal or contractual regulations. In this regard, ISO.STAMP undertakes to take all necessary protective measures to prevent misuse, theft, fraud, unauthorized access, disclosure, or modification. This also includes the unauthorized disclosure and/or publication of information received from or on behalf of ISO.STAMP.

12. Relations with Customers

Customers represent a value whose protection is essential to the achievement of the Company's mission.

The Company establishes relationships with its customers based on professionalism, quality of goods and services provided, availability, respect, loyalty, fairness, transparency, and cooperation.

The Company therefore undertakes to:

- Promote interaction with customers through the management and prompt resolution of any complaints;
- Ensure compliance with the required quality and safety standards;
- Periodically monitor the quality of the service provided to customers (customer satisfaction surveys);
- Satisfy its customers in fulfillment of contractual obligations;
- Promptly communicate, in the most appropriate manner, any information relating to changes or variations in contractual services.

13. Relations with Suppliers

The Company considers its suppliers as partners; for this reason, it encourages the establishment of relationships based on the highest standards of fairness and professionalism, building solid and lasting relationships of trust in compliance with applicable Company procedures, as well as current laws and regulations.

14. Reporting and whistleblowing

All Recipients are encouraged to promptly report, in good faith and to the best of their direct knowledge, detailed circumstances based on precise and consistent factual elements, as well as reasonable suspicions acquired in the workplace, that are or may reasonably be connected to a violation of this VSC.

The Company is committed to protecting whistleblowers and shall refrain from any form of intimidation, discrimination, or retaliation, in any form, as well as from any actions or behaviors that may cause reputational damage or unfavorable treatment toward the reporting person as a result of a report made in good faith and to the best of their direct knowledge, unless it is established that the report was made knowingly and intentionally, or through gross negligence, and is false and/or defamatory and/or misleading.

15. Violations of the VSC

Any conduct in violation of the provisions of the VSC undermines the relationship of trust established with the Company and may result in the adoption of disciplinary measures for employees, up to and including dismissal in the most serious cases, without prejudice to any claim for damages where such conduct causes harm to the Company.

16. Final considerations

The Company is aware that compliance with the law and the adoption of ethical conduct are essential to its success, as well as to the well-being of the community, and we expect continuous improvement against self-imposed targets and the development of plans and implementation of measures to address internally or externally identified deficiencies.

**Thanks to all the people who, every day,
with passion and responsibility,
make this journey possible.**



CEO

Vittorio Zara