



Our company intends to pursue issues with social and environmental repercussions within its decision-making and management system, to reduce its impacts on the environment and the territorial context, in a responsible and transparent way.

Our goal is to combine Economic Responsibility with Social Responsibility, which creates tangible and intangible values, for everything around the company.

We are aware that the company is a true generator of employment and as such it must guarantee its employees the rights to which they are entitled. It must also maintain a stable level of employment so as to ensure a constant wealth-generating capacity over time.

The enterprise must achieve the goal of sustainable economic development, that is, it must be able to use the resources it has at its disposal while avoiding waste.

Our principles are inspired by the ISO 26001 International Guideline on Social Responsibility and the main international references on the subject from the OECD, the UN and the European Union:

- Transparency and Stakeholders:

It is important for Isamgeo to promote dialogue and involvement with all stakeholders, with a view to listening and inclusion to increase mutual trust.

Our governance system is structured according to current regulations considering the principles contained in our Code of Ethics.

Isamgeo operates with loyalty, fairness, transparency, honesty, and integrity, in compliance with current domestic and foreign regulations aimed at preventing and combating corruption, towards which it adopts a zero-tolerance approach.

Although our suppliers are few, we want them, too, to share our principles of safety, transparency, concern for communities, and respect for the local area.

- Employee Welfare/Work-Life Balance:

Isamgeo believes that people are the added value of the company. Therefore, their well-being is our priority. We promote equal treatment opportunities for male and



female employees, foster the development of a safe and caring working environment. We ensure periodic discussion, with listening and active involvement of employees.

Isamgeo is committed to improving the work-life balance of its employees at all stages of a person's personal and professional life through the adoption of flexible working arrangements (e.g., smart working) that are non-penalizing and time compatible with the assigned goals.

More than 90 percent of employees are employed on permanent, full-time contracts.

Direct training sessions are provided for all employees. A French language course has recently been completed.

- Customers and Consumers:

We activate communication and dialogue actions with customers to have a continuous improvement of services.

- Green management of products and processes:

We are a small service company with less than 10 employees, consequently our waste consumption is limited. However, we are aware of the need on everyone's part to strive for proper waste management.

For this reason, taking other companies as a model, we have launched paperless and plasticless projects in the office. We seek to minimize paper consumption by dematerializing mail and inviting customers and suppliers not to send courtesy documents, communications or advertisements in paper form.

As part of the plasticless project, we have replaced plastic cups and scoops with ceramic cups that are then washed. We also plan to have the offices equipped with water dispensers.

- Relationship with the Local Community and the Territory:

We believe in the importance of contributing to improving the welfare and social and economic development of the local area by supporting local initiatives and projects. For the past two years we have been sponsoring the oratory in our municipality so that children can meet in a beautiful and safe environment.