



QUALITY
WEAR FOR
A 1000 JOBS

ID.DK

ENVIRONMENTAL POLICY

Environmental policy

Intro

At ID® Identity, our goal is to minimise the environmental impact of our operations and those of our suppliers. This is an ongoing process that involves working closely with our suppliers through long-term partnerships and the regular monitoring of their ethical, social and environmental practices, as well as our Code of Conduct. ID® Identity's Code of Conduct serves as the applicable CSR policy, based on the UN Global Compact's 10 principles, including principles 7-9, which focus on Climate and Environment.

Purpose

1. This policy applies to ID® Identity's premises at Lægårdvej 138, DK-7500 Holstebro, Denmark
2. Management holds full responsibility for ensuring compliance and commitment from the organisation, as well as from partners and suppliers, to ID® Identity.
 - 2.1 The Product Development department, in cooperation with the Environmental Steering Group, is responsible for overseeing and implementing the policy.
3. This policy is reviewed and revised annually, alongside the annual statements, results and goals for the upcoming year.
4. The focus areas of the environmental policy are reported through annual financial statements and as part of the company's annual responsibility report.

Commitments

1. This policy is integral to the overall strategy for ID® Identity and will serve as a tool for ongoing enhancement of environmental management.
2. We will strive to continuously reduce our environmental impact.
3. All actions and goals must be implemented across all segments of the organisation.
 - 3.1 This policy applies to all employees. Commitment to and compliance with the policy is a collective responsibility.
4. Through this policy, we commit to complying with relevant environmental legislation, ensuring that both our impact and that of our suppliers on the environment is minimised as far as possible.
5. We are committed to communicating openly and transparently with regard to our environmental impact.
 - 5.1 Reporting is carried out through our annual financial reports and the annual accountability statement.
 - 5.2 In our communication, we will be open, honest and transparent about our progress.

6. Being open is a core value for ID® Identity. ID® Identity has consistently practised responsible behaviour. We back up our words with action, emphasising our role as a supplier that operates with integrity and responsibility in the production environment. Our key principles are transparency and openness.

7. Our goal is to implement the environmental policy throughout our supply chain while respecting national legislation.

Focus areas

1. Energy optimisation

1.1 Energy procurement: 100% of our electricity purchases have been converted to renewable energy. In addition, we are continuously working to identify further optimization opportunities.

1.2 Energy consumption: The building's energy consumption is automated.

- Heating and cooling systems regulated to maintain a consistent temperature year-round, regardless of the season.
- Lights are activated only in areas where movement is detected. The lights also automatically turn off when the building is locked.

2. Water consumption

2.1 ID® Identity does not operate any production facilities that involve wet processes.

2.2 All water consumption on the premises is monitored, with a focus on promoting good daily habits, including efficient cleaning practices and kitchen use.

3. Packaging and waste management

3.1 Use of shipping materials and other packaging

- All packaging should be continuously minimised wherever possible.
- Plastic packaging must, where possible, be made of recyclable materials.
- Cardboard packaging must be sourced from responsibly managed forests.

3.2 We ensure that no air is shipped with our products

- Cardboard boxes are folded to match the contents inside.
- The fill rate of containers is regularly assessed.

3.3 Waste sorting

- Waste is sorted in accordance with the waste management regulations.
- All cardboard, paper and transparent LDPE packaging are collected and sent for recycling.
- Textile waste that is still in usable condition is donated to charity. Textile waste that is not donated to charity should be sorted for recycling whenever possible.

4. Use of chemical products

4.1 ID® Identity does not engage in wet processes, so the use of chemicals is limited to those required for facility cleaning and machinery maintenance.

4.2 ID® Identity complies with national legislation on the safe storage, identification and disposal of chemicals. All chemicals used on the site are documented and the lists are updated regularly.

4.3 Anyone using chemicals must be knowledgeable about proper handling procedures and safety instructions.

5. Circular economy

5.1 ID® Identity supports the advancement of the circular economy by engaging in development projects.

5.2 Recycled fibres are used where possible. This is only feasible if using recycled fibres does not compromise product quality and thus does not violate ID® Identity's quality standards.

6. Climate impact

6.1 In addition to general responsibility reporting, climate accounts for Scope 1 and Scope 2 emissions are prepared.

6.2 The Scope 3 accounts are still being developed and will be expanded progressively until they are complete.

6.3 The validation of the accounts are subject to third-party verification.

7. Work environment

7.1 ID® Identity ensures a positive working environment through the annual employee survey, APV.

7.2 The employee survey covers aspects relevant to the working environment, including dust, noise, temperature and more.

7.3 Improvements to the work environment are managed under the HR policy in collaboration with the organization's AMO (Arbejdsmiljøorganisation, the Danish Work Environment Organisation).

8. Bio-diversity

8.1 Biodiversity is addressed through ID® Identity's range of certifications. Progress in this area is included in the annual accountability reporting.


Thomas Husted
CEO, ID® Identity



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