



POLICY

id.dk



Environmental policy

Indledning

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.

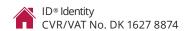
Purpose

- 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.

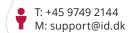
Commitments

- 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.

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- 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 yearround, 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.

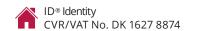
3. Packaging and waste management

- 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.
- he 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.

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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).

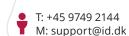
8. Bio-diversity

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











Quality wear for a thousand jobs

