



ENVIRONMENTAL POLICY

Introduction

It is ID® Identity's goal to minimize the impact we and our suppliers have on the environment; towards our suppliers this is a continuous process that includes effective co-operations and long-term partnerships and a close follow up with ID® ethical and environmental policies – Code of Conduct.

Environmental management

1. This policy includes ID® Identity's premises at Lægårdvej 138, DK-7500 Holstebro.
2. Product Management is responsible for the management and implementation of this policy.
 - Management has full responsibility for compliance and commitment from the organization as well as partners and suppliers to ID® Identity.
3. This policy is reviewed every year together with the yearly statements, achievements and goals for the coming year.
4. Reports is done via Financial Statements and as a part of the yearly COP-report for UN-Global Compact.

Obligations

1. This policy is a part of the overall strategy for ID® Identity and will be a tool in how to continuously improve the environmental management.
2. All actions and goals must be implemented in the different parts of the organizations.
 - All employees should be aware of this environmental policy.
3. ID® Identity has an overall responsibility to uphold both national and international legislations and therefore also to keep up the information level on the impact ID® Identity and their suppliers have on the environment.
4. We will work for continuous improvement with the environmental impact.
5. We will report through our financial statements and the yearly COP-report. We also commit ourselves to being open and honest about both our progress and setbacks.
6. We commit compliance with national and EU-legislation for the environment, hereby securing that the impact we and our suppliers have on the environment is as low as possible.

7. It is our goal to implement our environmental policy in our full supply chain, with respect for national legislation and culture.

8. Being open is a key-behaviour for ID® Identity; Be against others as you want them to be against you. ID® Identity has always practiced responsible behaviour, emphasized to be a supplier that does things properly and thus responsible wherever in the world the goods are produced. A key-point is transparency and openness.

Focus areas

1. Energy optimization

ID® Identity has converted 100 % of our electricity purchase to renewable and CO² neutral energy produced by Danish Wind power.

The Building Energy Management system optimizes energy use.

- Heat and cold are controlled, so the temperature evens whatever it's summer or winter.
- Lights are only switched on in factory areas, when there are people present.

2. Water management

ID® Identity do not have any production facility related to textile production in-house, which means that management of wastewater is not an issue.

In-house, it has been decided to have focus on the usage of water at toilets, kitchen and for cleaning.

3. Resources & waste management

The usage of shipment materials both in-going and out-going is a focus area, where especially the use of plastic is the main area.

- Minimizing of plastic in shipment materials
- Change of plastic into plastic that can be recycled

Not to emit excessive air.

Sorting of waste

- Cardboard/paper/residual waste

4. Chemicals

There are no wet procedures at ID® Identity and therefore the use of chemicals is limited to what is used for cleaning the facilities, in the kitchen and warehouse. ID® Identity is subject to national legislation for the storage, identification of the chemicals, safety procedures for waste and damage control.

5. Circular economy

This is an area where ID® Identity has great interest in exploring the possibilities for developing and/or using existing products in a circular way.

6. Climate impact

CO₂ impact is a new area for ID® Identity and will be explored and focused in the coming years.

ID® Identity has started up working with the 17 SDG's and this work will continue and be more in focus in the coming year.

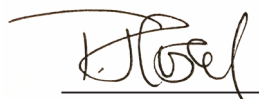
7. Working environment

The employees are the main resources for ID® Identity, a good working environment is a common responsibility.

- There is an ongoing workplace evaluation (APV) for all employees, with focus on for example work equipment. Every third year an evaluation via questionnaire (by Danish law) is carried out, where there is focus on both physical and mental issues.

8. Biodiversity

By the investment and certification in ECO-label and GOTS, ID® Identity has taken the step to have more focus on the biodiversity in the complete supply chain. This is work in progress and will be followed up and explored in the coming years.



Thomas Husted, CEO, ID® Identity

PRO Wear  *Seven Seas*