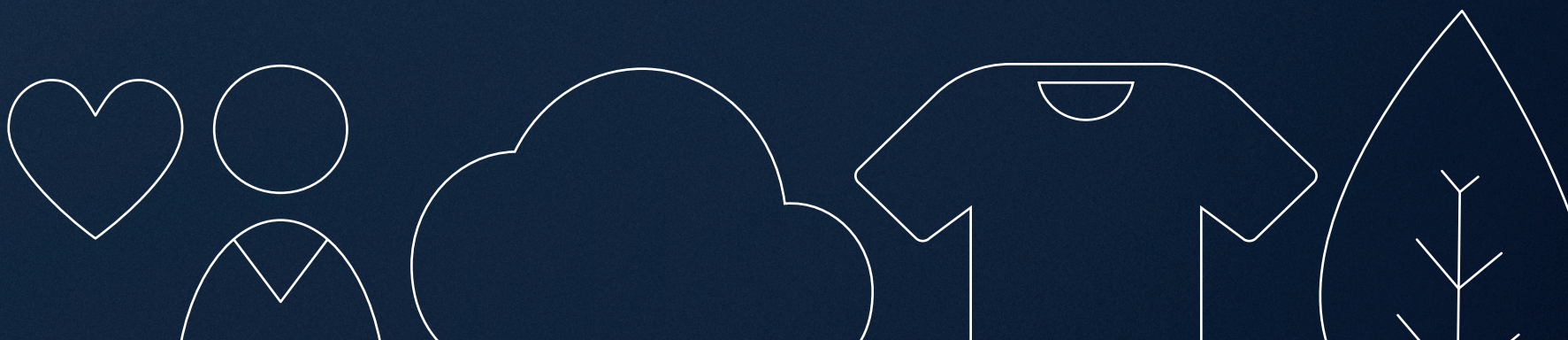




USE | CARE | UNITE

ID[®] IDENTITY

2021/2022



COMMUNICATION ON PROGRESS

Welcome to ID® Identity's communication on progress report for 2021/2022. Working towards a more responsible future.



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COMMITMENT FROM OUR CEO

Looking back on the past year, we have taken our work with responsibility even further. Responsibility is no longer just an option, but a way of doing business. Corporate Social Responsibility has always been a fundamental part of our company culture and DNA for more than three decades and it continues to be so.

CSR is about the act of incorporating environmental and social concerns into our planning and operations. Therefore, it is essential for ID® Identity as a company to take care of the social and environmental challenges by actively taking the necessary responsible choices to contribute with product goods that are ethically and responsibly produced. Our goal is to ensure that every employee is part of the ID® community - not just in Denmark but on all markets where we are present.

We support environmentally friendly technologies, products and raw materials. In collaboration with our suppliers, our goal is to minimise our environmental impact in the textile industry. This is a continuing effort that we develop year after year. All our products have undergone a strict process to ensure the products quality. We want to ensure that every product has a long lifespan, and it is produced and handled right throughout the entire process. Our goal is on well-designed products produced in materials ensuring a long lifespan to reduce environmental impacts.

COOPERATION AND TRANSPARENCY

The cooperation with our manufacturers is based on mutual respect for the fundamental human rights and working conditions.

We seek to influence the manufacturers to live and integrate these throughout their supply chain. Transparency is getting more and more essential in the world we live in, and we strive to be open and transparent about our work within responsibility. Traceability means we can actively communicate our work within responsibility and enhance the focus we have on the environment, social responsibilities and product lifespan.

It is clear to us that we want to be a supplier that does things right and takes responsibility for how we impact humans and the environment – no matter where in the world we manufacture our products. Today the Sustainable Development Goals are as incorporated in our daily CSR strategy as the Ten Principles.

This describes the actions and achievements we are working with to integrate UN Global Compact, SDGs into our business strategy. We will continue our work with CSR to ensure a continued progress. It is ID® Identity's goal to minimise the impact we and our suppliers have on the environment. We stress in our Code of Conduct that we aim to work with producers who focus on and strive to minimise environmental impact.

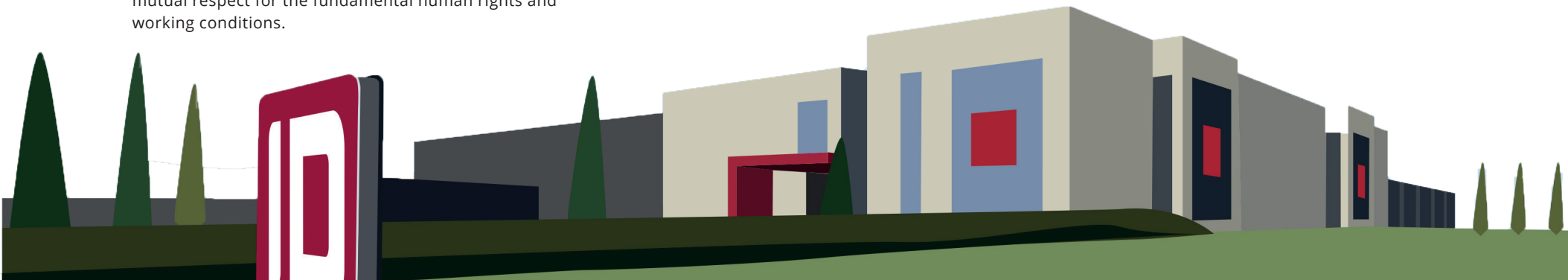
Going forward, we will continue our work with responsibility across all levels of our organisation and taking greater responsibility for our impact on people and the environment.



It is clear to us that we want to be a supplier that does things right and take responsibility

A stylized, handwritten signature in dark ink, reading 'Thomas Husted'.

Thomas Husted, CEO at ID® Identity



OUR RESPONSIBILITY PROFILE

For ID® it is a constant journey towards creating a more responsible world! Over the last 12 years we have taken both small and big steps towards reaching our common goal - making products that do not affect people and environment more than necessary. Throughout our value chain we take responsibility for constantly working for accountability. Specifically, we work with four tracks in our work with accountability.

SOCIAL RESPONSIBILITY



Every year we focus on working conditions both social and ethical. Our goal is to ensure that every employee is part of the ID® community - not just in Denmark but also international. It is the people that create Identity.

ENVIRONMENT



We support environmentally friendly technologies, products and raw materials. In collaboration with our suppliers, our goal is to minimise our environmental impact in the textile industry. This is a continuing effort that we develop year after year.

PRODUCT LIFESPAN



All our products have undergone a strict process to ensure the products quality. We want to ensure that every product has a long lifespan and it is produced and handled correctly throughout the entire process.

TRANSPARENCY



We want to be transparent and actively communicate our work within responsibility. We believe that increased transparency creates better value when we show our efforts in relation to the environment, social responsibilities and product lifespan.



USE | CARE | UNITE

IT'S IN THE PRODUCT DNA

Our product development and design is based on the principles of **USE | CARE | UNITE**.

The key elements to long lifespan can never be compromised, so we **USE** the best materials with **CARE** for the consumer and the environment. **UNITED** we can make change for a more sustainable future.

We appreciate the global focus and request for responsible products. We will continue our responsible development of high-quality products and responsible procurement, embracing the ID® history, as well as the future with the even higher request for acting responsibly through our supply chains.

COMPANY PROFILE

MISSION

ID® is one of Europe's leading manufacturers of Corporate Wear. Every day, we dress Europe's businesses and corporate events with the aim of achieving a common Corporate Identity for our dealers customers. Instead of chasing trends of the season, we create Corporate Wear with a timeless, durable and classic design that does not go out of fashion and retains its fit and colour wash after wash.

Whether we are providing quality solutions for the Textile Service and leasing business, or offering advice on product development, design and consultancy, we do it with passion and joy. It has been part of our identity and history for more than three decades. Our roots are in Denmark, but our vision is international.

VISION

The message is simple - we want to design Corporate Wear developed to resist passing trends and to strengthen identity and sense of community. We want to deliver Corporate Wear that is considered the best in the industry in terms of quality, functionality, digital performance and accountability.

QUALITY

ABOVE

QUANTITY



THIS IS HOW WE DO IT

ID® is one of Europe's leading manufacturers of Corporate Wear. Every day, we dress Europe's businesses and corporate events with the aim of achieving a common Corporate Identity for our dealers customers.

BUISNESS



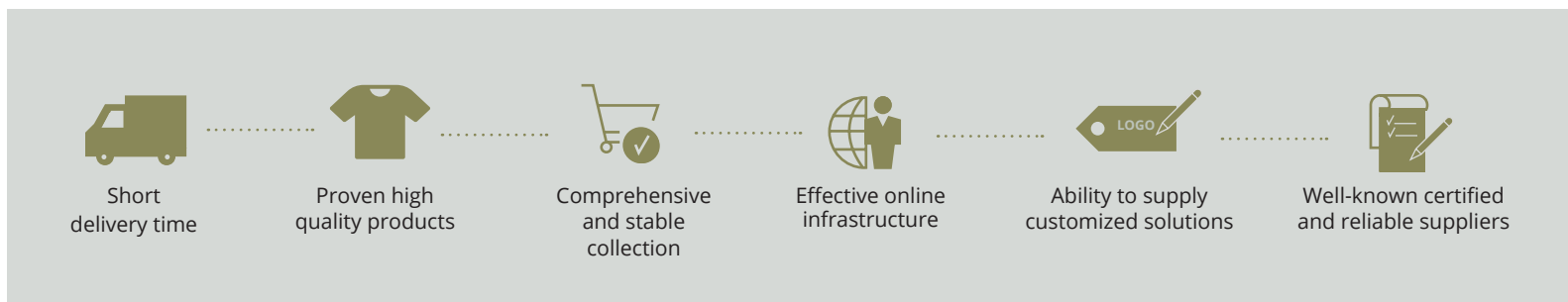
MODEL



VALUE



PROPOSITION



OUR



SERVICES



OUR WORD IS ACTION

It is important for us to be able to put action behind our words and that is why we have also drawn up specific policies in the areas of HR, Environment and Procurement. Our mission is to dress Europe's businesses and corporate events with quality products within Corporate Wear, but we also take responsibility and incorporate accountability and sustainability throughout our entire value chain.

We always consider accountability and environmental impact when making choices, for example, in relation to people, the environment and procurement.

OUR POLICIES

It is ID® Identity's goal to minimise the impact we and our suppliers have on the world, together with our suppliers this is a continuous process that includes effective cooperations and long-term partnerships and a close follow up with ID® ethical, social and environmental policies and our Code of Conduct.



HR POLICY

Employees, colleagues, suppliers - all are important resources for ID®. This policy supports the fundamental principles and values of ID® as well as the continued development and growth. Identity is created by humans.



ENVIRONMENTAL POLICY

Our environmental policy is part of our overall strategy toward our continued work to minimise our environmental impacts.



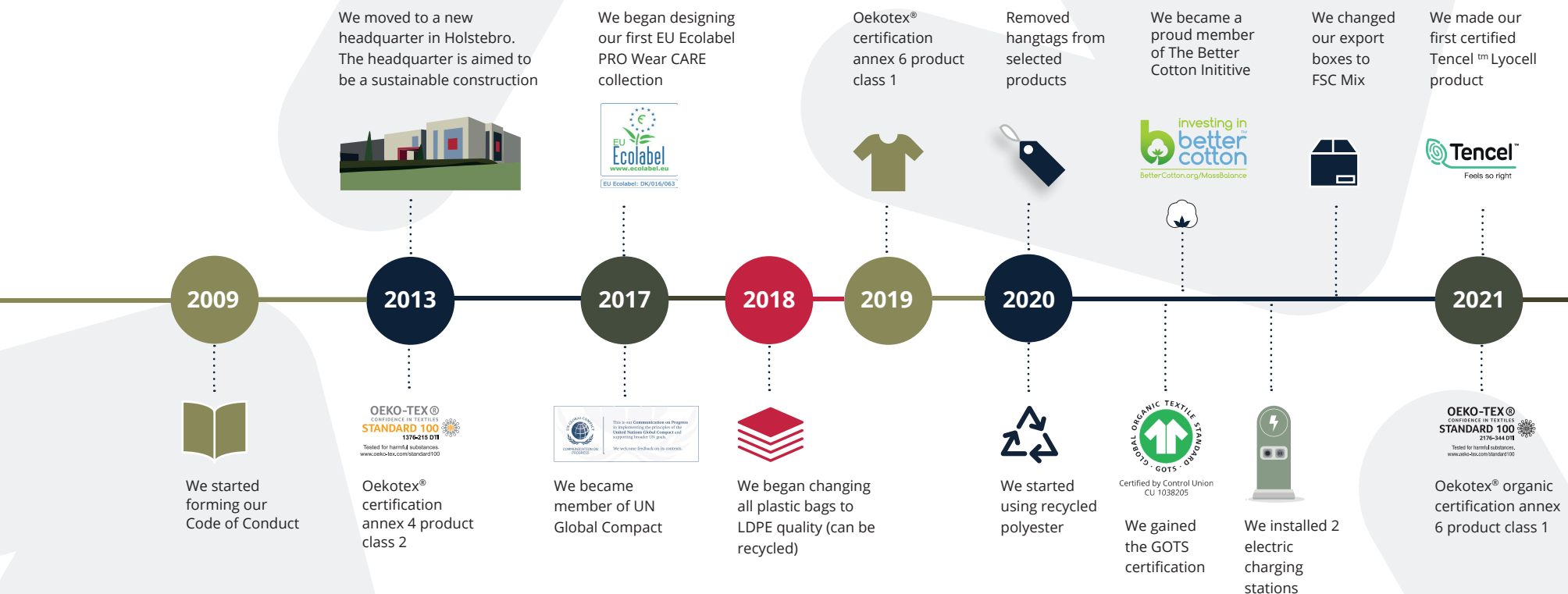
PURCHASING POLICY

Purchasing and cooperation with our supply chain is based on the the foundation of these words. With respect for people and the environment, we collect data that we make publicly available. Transparent data is the groundwork for knowledge and for deciding how to reduce our footprint.



ANTI-CORRUPTION POLICY

ID® Identity has a zero-tolerance strategy. Our policy is made to ensure that no corruption, bribery and extortion is taking place.



RESPONSIBILITY HIGHLIGHTS

For ID® it is a constant journey towards creating a more sustainable world! Over the past 12 years we have taken both small and big steps towards reaching our common goal - making products that do not affect people and environment more than necessary. We have selected some of our journey highlights.



A SUSTAINABLE DEVELOPMENT

A MORE RESPONSIBLE FUTURE

ID® Identity supports the 17 Sustainable Development Goals (SDGs) as the blueprint to achieve a better and more sustainable future. All 193 member countries have agreed to address the global challenges e.g. poverty, inequality, climate change, environmental degradation, peace and justice, and to reach the goals by 2030.

The 17 Goals are all interconnected and through 169 targets and indicators the future task has been set creating a sustainable future for generations to come.

THE EVERYDAY WORK WITH THE GOALS

Every day ID® Identity works with all the SDGs in different ways. We have chosen to work with six primary goals, where we through actions can influence changes, while others are indirectly affected through the primary goals.

The work with SDGs is focused on the choice of sustainable materials, production methods, social and environmental considerations with a continued focus on long product lifespan and high product quality.

OUR SIX FOCUS GOALS



At ID® we are not ruled by the Sustainable Development Goals, but they are a natural part of our strategy and goals.

- Product Manager - Dorthe Hestbjerg Jensen

OUR WORK AND WORK WITH A SUSTAINABLE DEVELOPMENT



NO POVERTY

Fair remuneration for workers. Textile production is taking place in countries where poverty can be a challenge. We only work with factories that have a social compliance system ensuring the worker's salary in due time, according to the legislation, and up to the living standard. We require suppliers to sign our Code of Conduct as well as membership of amfori BSCI or Smeta.



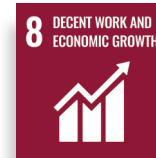
GOOD HEALTH AND WELL-BEING

Are both important - no matter if we are talking staff in ID® or suppliers in other parts of the world. The best job is carried out by staff being healthy and safe. Through our certificates Oeko-Tex and GOTS together with EU Ecolabel license, we set high requirements to avoid and reduce the use of hazardous substances and chemicals to promote a healthy life for all. It concerns all substances and chemicals getting in contact with people as well as the one being a risk of polluting earth, water or air.



QUALITY EDUCATION

Education is knowledge. Knowledge is the tool which enables people to develop and create change. Education will ensure decent wages, better health and gender equality. Every year we support a local slum school in Dhaka Bangladesh for children aged 6-14 years, so they can continue their education year after year.



DECENT WORK & ECONOMIC GROWTH

Community, trust and good working conditions describes ID® as a workplace. When travelling to our suppliers we promote decent working conditions as well. We require factories to have a social compliance system in accordance with ILO conventions and for the production to be carried out in a responsible manner, securing worker's rights, health and safety. We have long time cooperation with factories ensuring a continuous development as well as innovation to secure financial growth and sustainable manufacturing for both parties.



RESPONSIBLE CONSUMPTION AND PRODUCTION

Right from product development we strive to choose the more responsible raw materials to ensure products with long lifespan and durability. Taking the necessary care to avoid the use of hazardous substances and chemicals during production and ensure none is left in the final products for safety of workers, user and the environment. We put effort in avoiding the release of substances to earth, water and air. We focus on reducing the use of new materials to reuse when possible, and take care of waste being separated for recycling. We use ecological cotton, recycled polyester as well as paper and carton from sustainable forestry.



PARTNERSHIPS FOR THE GOALS

The most important partnership is our suppliers. Their understanding for our business and their willingness to do innovation and developing their product to support our strategies are vital for a sustainable cooperation. We also cooperate with Teknologisk Institut / Oeko-Tex, The Danish Technological Institute / EU Ecolabel, Control Union / GOTS and other organisations within the textile sector, among others amfori, ACCORD, Global Compact, Bureau Veritas, Hohenstein as well as other stakeholder organisations.

DRIVEN BY AMBITION

ID® Identity is driven by the ambition to design the best possible products, matching our DNA and in accordance with our policies and strategies. It is important that the products meet the needs of our customers as well as ensuring a responsible production all through the supply chain.



Our six primary goals are chosen from where we can have an active impact. The goals we do not communicate on, can still be influenced by our work, as they are interlinked.

FOCUS ON PRODUCT

OUR ACHIEVEMENTS



1,07%

Total kg sold textile with our GOTS certification

11%

INCREASE compared to 2020



0,96%

Total kg sold textile with our PRO Wear EU Ecolabel certification

43%

INCREASE compared to 2020



1,09%

Total kg sold textile in recycled polyester

21%

INCREASE compared to 2020

91%

of our total sold kg textile are certified OEKO-TEX® standard

85%

of sold kg of OEKO-TEX® certified textile are Annex 6, product class 1

500+

product tests were conducted by Bureau Veritas

99%

Neck labels are now made from recycled polyester sources



Product development

LONG LIFESPAN

HIGH PRODUCT PERFORMANCE

RESPONSIBLE PRODUCTION

MATERIALS

Withstand use, washing and drying. No use of hazardous dyes or chemicals and focus on responsible production and human rights.

QUALITY

Consistency is important in maintaining a high standard. Quality is measured in many ways - colour consistency, material and construction testing and making sure the product has a long lifespan.

FIT AND COMFORT

A good design and fit is essential! We all have different shapes - when being consistent in creating products the consumers will have the knowledge to choose the right size.

WASH AND CARE

The wash and care of the products are in the hands of the consumers. We take pride in guiding the users to ensure an even longer product lifespan.

Long lifespan, high product performance and responsible production, we know this is of highest importance to our customers as well as the continuous journey, which ID® Identity started many years ago.

We appreciate the global focus and request for responsible products. We will continue our responsible development of high-quality products and responsible procurement, embracing the ID® history, as well as the future with the even

higher request for acting responsibly through the whole chain. To ensure long lifespan, high product performance and responsible production are the foundation for development of new products as well as maintaining the basic products. Several topics need to be evaluated when developing new products as well as when maintaining existing products. We use four key elements that are always our centre of rotation: Materials, Quality, Fit and comfort, Wash and care.



Certified by Control Union
CU 1038205

The Global Organic Textile Standard is recognised as the world's leading standard for organic textiles. At ID®, we have decided to pursue the standard's highest grade – GOTS 'organic' – which requires that a textile product must contain min. 95% certified organic fibres.



EU Ecolabel: DK/016/063

The EU Ecolabel is the official ecolabel of the EU. In the textile industry, the focus is on more sustainable agriculture, energy efficiency, less pollution in the production process and fewer hazardous substances. The Ecolabel is your guarantee that clothing bearing the EU Ecolabel impacts the environment as little as possible.



In December 2020, we became a member of the Better Cotton Initiative. We are proud to be a member of the initiative as a part of our strategy. Cotton is an important raw material to ID® by volume, and by switching our sourcing of conventional cotton to more sustainable cotton alternatives we can have a positive impact on people and environment.



STANDARD 100 by OEKO-TEX® is your guarantee that the clothing does not contain harmful substances. It is the world's leading label for textile products which have been tested for substances which are harmful to human health and the environment. Clothing that carries the STANDARD 100 by OEKO-TEX® label is subject to requirements covering pH value and the content of, for example, pesticides and heavy metals. ID® has a wide selection of STANDARD 100 by OEKO-TEX-certified products, including products that meet the requirements of STANDARD 100 by OEKO-TEX, Annex 6, product class 1, which places even stricter requirements on the content of substances in the clothing which are hazardous to human health and the environment.

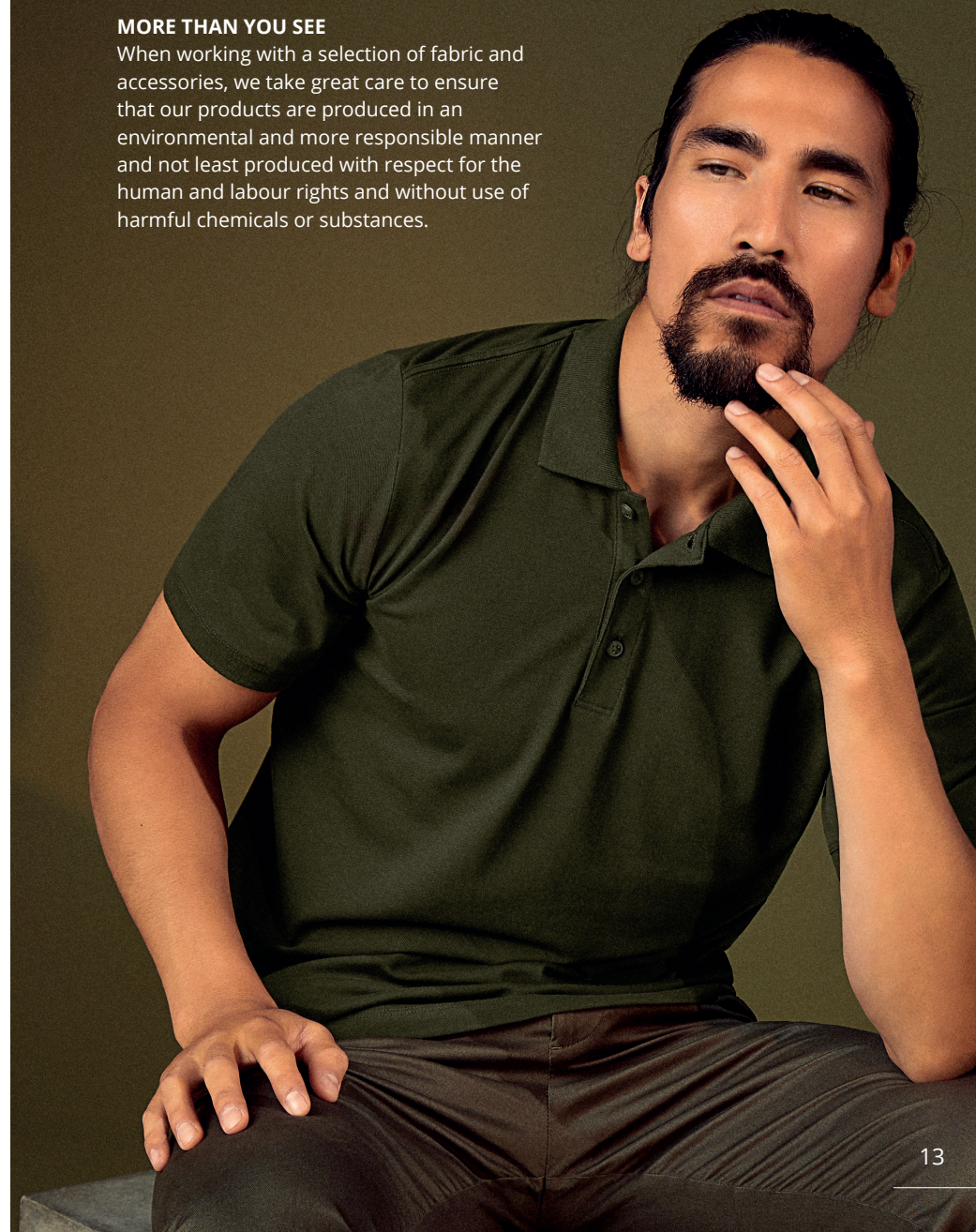


TENCEL™ is a trademark of Lenzing AG. TENCEL™ Lyocell is made of natural raw material wood sourced from sustainable forestry in an environmentally friendly closed-loop system in which water and solvents from production are reused. TENCEL™ Lyocell provides breathability, softness, quick-drying and naturally reduces bacterial growth.

CHOOSE MORE RESPONSIBLE CLOTHING

MORE THAN YOU SEE

When working with a selection of fabric and accessories, we take great care to ensure that our products are produced in an environmental and more responsible manner and not least produced with respect for the human and labour rights and without use of harmful chemicals or substances.



NEW PRODUCT DEVELOPMENT

NEW RECYCLED POLYESTER STYLE

Since 2017 recycled polyester has been a part of our product design. We have introduced several products in GEYSER by ID® Seamless series in recycled polyester, and reduce the need of virgin materials derived from recycled plastic. We are happy to welcome the newest addition of recycled polyester products - Our GEYSER new long-sleeved T-shirt and we are looking

forward to adding more in the future. This is a result of our ongoing work towards taking greater responsibility for our impact on people and the environment. The journey will continue, and each step is a step towards a more conscious and responsible way of developing products.



#LETSCARETOGETHER

MADE FROM RECYCLED PLASTIC



NEW ORGANIC STANDARD

Annex 6, class 1



In September 2021, we received a new Oeko-Tex certificate. The certificate covers all our basic products made from organic cotton.

At ID® we want to highlight that our organic cotton is tested to ensure that no GMO is detected. This ensures that the DNA of the cotton hasn't been exposed to any genetic modifications.

The new certificate is an annex 6 and product class 1. Standard 100 by Oeko-tex means the products have been successfully screened for hazardous dyes, chemical and substances. Safety for consumers that the textile doesn't contain any harmful substances. With the test criteria and limit values of Oeko-tex certification, you know the legal requirements are met.

INTRODUCING

BIONIC FINISH® ECO

We have a selection of styles with a durable water repellent finish. This finish is called BIONIC-FINISH® ECO. The BIONIC-FINISH® ECO is based on proprietary dendrimer technology, from a family of non-halogenated APEO-free and fluorine-free formulations. This means it is:

- ✓..... Bluesign and ZDHC chemical gateway certified.
- ✓..... Has a highly durable water repellent finish
- ✓..... Non-fluorinated
- ✓..... Has a efficient and durable performance



Feels so right

In 2021 we introduced Tencel™ Lyocell from Lenzing as one of the new renewable materials on four new product.

TENCEL™ Lyocell fibers are extracted from sustainably grown wood using a unique closed loop system which recovers and reuses the solvents used, minimizing the environmental impact of production.

The closed loop fiber production, is a process without harmful by-products. The dissolvent chemicals are not toxic and can be reused again and again – 99,5% of the solvents are reused instead of being released into the environment.

Besides being a renewable material Lyocell has valuable features benefiting the user, such as:



Gentle to the skin

Naturally soft to the touch and offers long-lasting comfort.



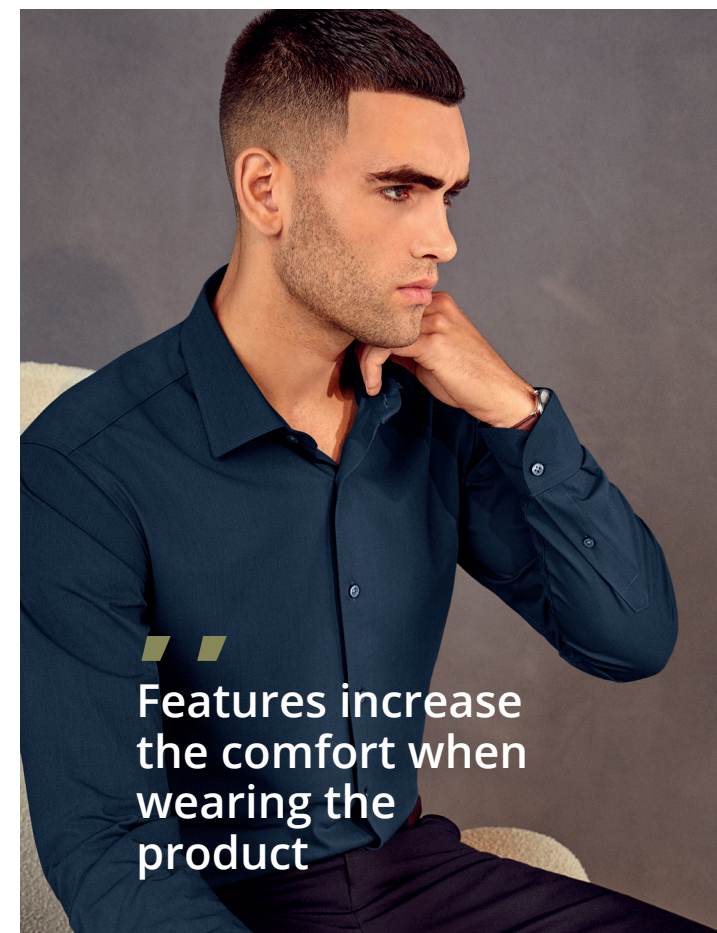
Botanic Organic

Botanic fiber derived from sustainable wood sources. Produced through a closed loop manufacturing process.



Feels cool and dry

The fibers absorb moisture more efficiently. They support the body's natural thermal regulation.



YKK

ZIPPERS

Since 2020 we have started to replace zipper to YKK zippers. With cooperation from YKK team, we have initiated the process and during 2021 we reached the goal for changing all possible zippers to YKK, where a matching possibility existed.

We use YKK zippers, as they are known for the good, tested quality and long lifespan. YKK makes regular audits on the factories to ensure a consistent product quality, no matter where and when we buy a YKK product.

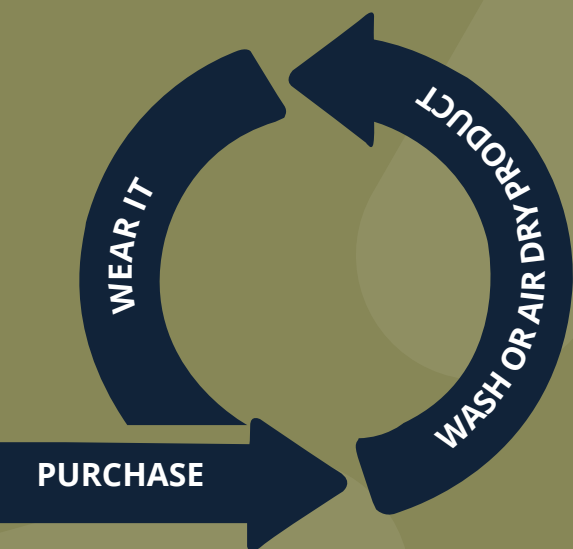
YKK

Little Parts. Big Difference.

NEW PRODUCTS

From 2021 new products and onwards will be designed with YKK zipper.

Learn more at id.dk.



The majority of all consumer purchases creates an impact on the environment, but ID® believes that by buying better quality in smaller quantities we can all help reduce the impact.

CONSUMER LIFECYCLE

ACCOUNTABILITY IS FOR EVERYONE

Ensuring a long products lifeplan and high quality is something we work to achieve every single day. It's always been part of our DNA. From the start of the design development phase through to the choice of materials and the end product, we focus on creating products with long lifespan that last wash after wash.

At id.dk, we provide consumers with tips on how best to wash and care for the products. All products have their own washing instructions that ensure that they retain their quality and function, wash after wash. Furthermore, we have compiled an E-book with the ten most important tips on how to extend the life of Corporate Wear. The E-book not only covers how to wash the products, but also how we can contribute to consuming fewer resources. We continuously work to share our knowledge of the product's lifetime. This is a focus area we will be increasingly working on in the coming years.



WASH & CARE GUIDE

Long lifespan, high quality and responsible production are of major importance to us.

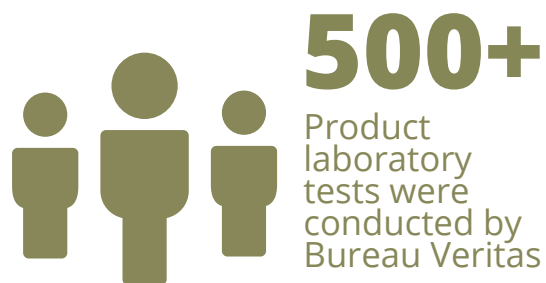
We believe that clothes that can be used over and over again are the most responsible and the ones that least impact the environment. To ensure long lifespan, high quality and a responsibly manufactured products, we need to focus on four basic areas: materials, fit and comfort, quality, washing and care. These are all key to developing a sustainable product that lasts, wash after wash.

QUALITY

ABOVE

QUANTITY

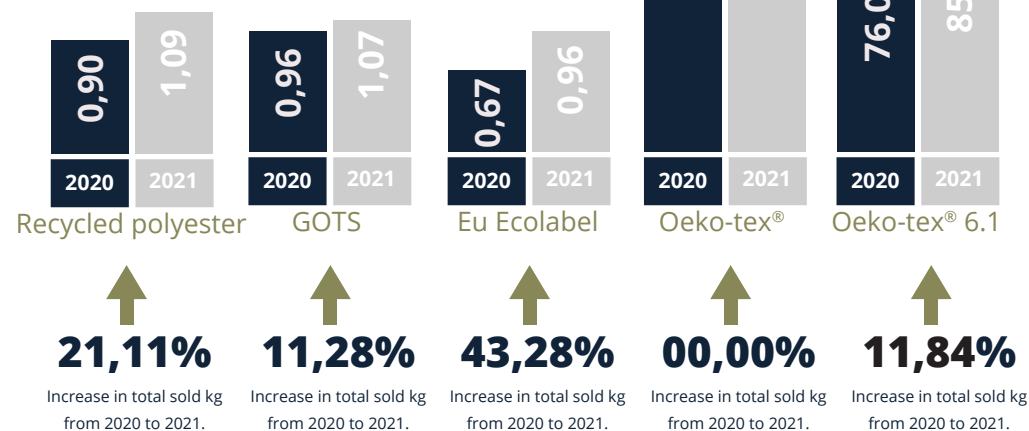
THE FACTS



PRODUCT DATA

In 2021 we started the implementation of the PLM system from Delogue, where all Product Data is available to our suppliers whenever they need it

AMOUNT OF TOTAL SOLD KG OF



RECYCLED PADDING

Where we can find suitable quality recycled padding, the padding will be changed to recycled polyester in all ID® outerwear



FOCUS ON PRODUCT GOALS

OUR GOALS



5%

INCREASE of Total kg sold
textile with Recycled
Polyester



15-20%

INCREASE of sold kg
PRO Wear EU Ecolabel
products



2%

EXPECTATION in
increase of sold kg
OEKO-TEX



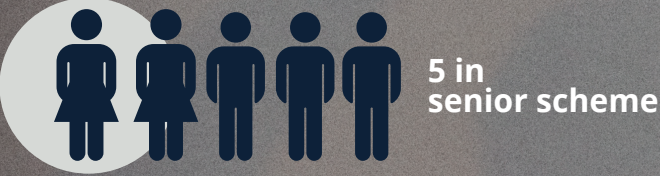
We will keep on exploring
our work with **renewable
materials** and follow the
development

FOCUS ON PEOPLE

OUR ACHIEVEMENTS



1ST Yearly APV



96%

Total job satisfaction

97%

Employee indoor climate work conditions



New HR system Visma

APV

WORKPLACE ASSESSMENT

We believe in the benefits of a positive work environment and every year we conduct an APV. This means that all employees anonymously get an opportunity to comment on their work environment. "We are required to complete the APV every 3 years, but due to our focus on a positive work environment we have chosen to conduct the survey every year" says HR Manager

Kristine Lundfold and continues. "This way we can respond much quicker to any challenges we may have in our workspace". "We seek to create the best possible work environment as we are convinced that a positive work environment has a positive effect on how our employees are thriving" ends Kristine. 2021 has been the first year with the additional APV.

GRIEVANCE

MECHANISM

Our grievance mechanism is a physical mailbox placed in our wardrobe. Here it is possible for employees to anonymously draw attention to possible serious issues at the company. All employees are informed about the grievance mechanism, and it is also part of our employee handbook.



We seek to create the best possible work environment

- Kristine Lundfold HR Manager

THE FOCUS AREAS

	2017	2020	2021
Physical conditions	95%	98%	97%
Indoor climate conditions	94%	94%	97%
Ergonomic conditions	91%	92%	92%
Mental conditions	96%	97%	97%
TOTAL FOR THE YEAR	94%	95%	96%

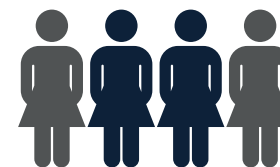
RESULT

We aim to reach a total APV result of 95-98% satisfaction each year and very satisfied with this year's results.

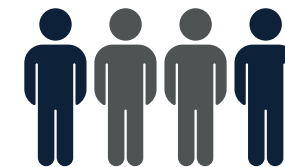
In 2021 we did not reach a 100% participation of our employees in the APV. We have a mission to increase this number to get a even more accurate picture of our work environment.

THE PEOPLE AT ID®

Our goal is to ensure that every employee is part of the ID® community - not just in Denmark but all across Europe. It is the people that creates Identity.



57% Women

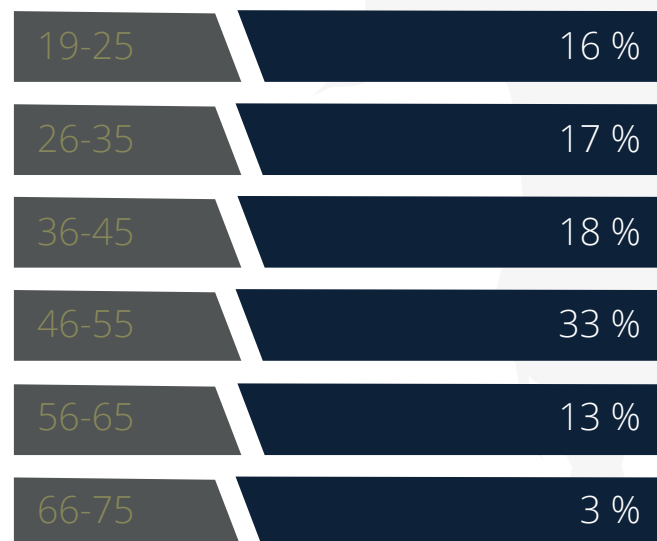


43% Men

JOB CATEGORI



AGE



MANAGERS



64% MEN



36% WOMEN



NUMBER OF COUNTRIES WE HAVE SALES REPRESENTATIVES IN

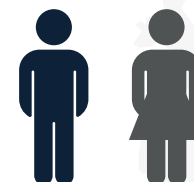


5 employees are part of our senior scheme

ID® BOARD MEMBERS



TOTAL MEMBERS



83% MEN **17% WOMEN**

AGE



SENIORITY AT ID®



INTERNS

AT ID®

INTERNS / TRAINEES

The goal last year was to welcome a new trainee from summer 2021 and second one winter 2021. Unfortunately, we were not able to meet the goal and the recruitment was sat on hold to 2022. Ultimo 2021 we started a collaboration with UCH – a local educational institution - on two new trainee positions at ID®.

Last year we filled to two internship positions one in Product Development and one in Finance.

Signe Tornvig Christensen
Financial accounting student



I'm in my fourth semester of a financial accounting degree course, and as part of my studies I'm doing a 12-week internship at ID®. I wanted to try out in practice all the things we've been learning about. It's been great to try my hand at a position in an accounts department and I've gained a better understanding of what a department like this does.

RECRUITMENT EVENT

In order to make ID® an attractive place to work we will hold open house events to attract future interns.

ID® will be hosting an ID® Trainee Day where we invite students to come and learn more about the different trainee positions offered by ID®.



WE BELIEVE IN YOUNG PEOPLE

We believe, we have an obligation to train and educate young people.

We have several young people spending a year with ID® before starting an education or seeking jobs in other organisations.

ID® would like to continue being an attractive place to work. We believe, we have an obligation to train and educate young people. The interns would gain hands-on experience, responsibility and experience a steep learning curve whilst getting to use and develop their competencies professionally.

Secondly, we receive new ideas, and interesting perspectives which can contribute in many ways to further development of the ID® culture as well as within fields relevant to our business. We offer a thorough education in many different fields, such as Sales, Logistic, Purchasing, Marketing, IT or Finance.



THANK YOU FOR 15 YEARS

Bente Faurby | 65 years



At the end of February, colleagues said goodbye to Bente after 15 years at ID®. In recent years, Bente has been part of the ID® senior scheme, where she has worked three days a week. A scheme that Bente is incredibly happy with, as she says: "It has meant that I was still part of ID®". Bente's last day, at her request, was a festive and cozy day with colleagues, and on the occasion of the day, the local Diner came to visit. We wish Bente all the best, where it is now about having more time to pursue the creative pursuits and have more time with her grandchildren.

WORK / LIFE BALANCE

ID® wants to remain an attractive workplace for employees of all ages — both young and old — and accommodate the different phases in their working lives. This is one of the most important parameters for retaining good employees in the future. It is important for us to continue to be able to attract employees with the right skills and to contribute to developing and retaining them - for the benefit of the employee and us as a company.

We believe that by accommodating the different phases of working life, we strengthening our good and healthy working environment. It's why this is an area that we would like to succeed in and where we want to be

particularly accommodating. We want to allow employees' work situations to be adjusted to their particular stage of working life.

That includes all employees, whether it's a senior who would like to work four days a week, or a younger person who requires leave or fewer hours to maintain a balanced family life. We will try to accommodate the wishes and needs of each employee while taking into account the remaining employees at work and fulfilling our core task. Below, two employees talk about how their lives have been affected by how they structure their working day.



**Luise Wodstrup
Pedersen, 31**

Creative Concept Developer

I have been working for ID® since 2018 as a Creative Concept Developer. Until 2020, when my boyfriend and I had our lovely son, I worked full time. Before I returned from maternity leave, I spoke to my Marketing Manager about how I wanted to reduce my hours for a while after my leave. I commute daily between Skive and Holstebro and a long commute can make it hard to make ends meet in a modern family with toddlers. Together we found a really good solution where, for a period of time, I am now working on reduced hours. It has given me a soft transition from maternity leave back to work and the necessary flexibility that allows me to be my best for both ID® and my family.



**Jimmy Aakermann
Pedersen, 36**

IT & E-commerce Coordinator

THE IMPORTANCE OF EDUCATION

It is important for ID® that our employees are ready for the challenges the job entails in every aspect of their career.

We want our employees to have all the tools and knowledge they need to thrive in their jobs. We therefore support further education throughout their time at ID®.

We also arrange tailored courses that suit the specific employee or department, that not only benefits ID® need but also the employee. We will continue our work with education.

When back in 2015 I was hired at ID® I had just become a father for the first time and was on 14 days of paternity leave around the birth. In 2020, I became a father again and decided to explore the option of parental leave. I had a chat with my Manager about the possibility of taking eight weeks of consecutive parental leave from my work to spend more time with my son and get to know him better. Throughout the process, my Manager and ID® were accommodating to my wishes, so when my girlfriend returned to work, I went on full-time leave and became a full-time dad. It's been so amazing for me to have that time with my kids. For me it was a "once in a lifetime opportunity". It has not only strengthened my relationship with my youngest child, it has also given me more time with my older child and family.

EVERYDAY LIFE AT A GLANCE

SHOWROOM IN COPENHAGEN

At the beginning of February 2022, ID® opened a brand new showroom in Copenhagen. The exclusive showroom is 300 m2 and centrally located close to the city. The showroom can be booked for purposes such as customer meetings, presentations and events and it will be open to both end customers and distributors of ID®.

SPORT ACTIVITIES

The employees at ID® arrange various kinds of physical activities after work hours. Some of those activities are among others Padle sport and running teams. It is important that everyone can participate, that it's fun and it strengthens the ID® community.

CATALOGUE LAUNCH

When our new catalogue launches in december, the marketing team arranges a launch event. The catalogue is revealed and we all gather to celebrate not just the catalogue but also the product news.

PRODUCT NEWS

Our product management team presented some of the news that are launching throughout the year. All employees get the chance to see, feel and hear about the products.

CONCERT

In november 2021 ID® invited everyone to a cozy and intimate concert. The evening was filled with good food, music and socializing after not being able to gather in a long time.

The social life plays a big part in the ID® community. It is the small everyday events that connect us.



RECOGNITION TO THE EMPLOYEES

ID® CEO Thomas Husted has lots of praise for the employees for their commitment during the Covid-19 pandemic. It's been a challenging year, but I'm glad that all employees have made positive contributions in a difficult time.

EMPLOYEE BONUS

2021 was another year with Corona challenges that required all employees to stand strong and focused. Therefore, it was a pleasure to see how everyone worked their way through the additional challenges and helped the company grow. At the end of the year, it was decided to surprise all employees with a bonus to thank them for their efforts.

SUPPORTING THE LOCAL BUSINESS

To support our local business in these challenging times ID® has given all the employees a gift card to optional experience.

SUPPORTING THE COMMUNITY

At ID® we want to support many different cases both social and local. They all have something in common - that they create communities. Here is a few of the organisations we support.



The Danish hospital clowns

ID® sponsors a select few causes, and some of our sponsorships go back many years. We support the work of Danske Hospitalsklowne (Danish Hospital Clowns) to bring smiles and joy to children in hospitals.



Local School in Bangladesh

This year once again, we've chosen to support a local school in Dhaka, Bangladesh. Social responsibility is an important part of our core values. That's why we have chosen to continue our support for a local school in Dhaka through the GLP Foundation.



Nomi4s and ID® collaboration

SHIRTS GIVEN NEW LIFE

The most responsible product is the one you can use over and over again. In 2021, we began working with NOMI4s, whereby they received materials from ID®'s quality division. The donated material has e.g. been used for the purpose of sewing them into tote bags to the delight of the city's schools and daycare institutions. This gave the shirts a new life.



Krabbesholm designschool

Krabbesholm Højskole specialises in creative subjects within art, architecture, design and graphic design. The college works with sustainability in textile design and it therefore seemed obvious to us to give the students on the design course the opportunity to get surplus materials from ID®, which they turned into new and beautiful textile creations. The many designs were displayed at the end of course celebration.



FOCUS ON PEOPLE GOALS

FUTURE GOALS

95-98%
retaining indoor
climate conditions
satisfaction

95-98%
retaining total
job satisfaction

+ ACHIEVE A HIGHER
**participation
rate for APV**



Focus on
retaining
employees



create an intern
communication
platform for
employees

1

NEW TRAINEE

2

NEW INTERNS



Focus on
achieving
long
seniority

FOCUS

ON

PROCUREMENT

OUR ACHIEVEMENTS



97%

items bought were
produced in amfori BSCI
audited factories



85%

items bought were
produced in A or B
rated factories



21%

our total cotton
purchased as Better
Cotton



100%

of our suppliers have signed
Code of conduct



CODE OF CONDUCT

At ID® Identity we work with Corporate Social Responsibility (CSR) on the basis of the ten principles of the UN Global Compact concerning human rights, labour rights, the environment and anti-corruption.

When we start a long-term collaboration with a new supplier, it is important to get expectations aligned with the upcoming collaboration, including future expectations for the production. All new suppliers receive our quality manual and The Code of Conduct. As part of the collaboration with ID®, they are required to sign the quality manual. Our code of conduct is based on the ILO conventions and the Ten Principles of UN Global Compact.

Our goal is to have a great impact on employees and business partners to respect the Universal Declaration on Human and Labour Rights and the environmental protection. Care and responsibility are part of our DNA. Therefore, we focus on both People and Environment in our supply chain to ensure a consistent quality and production in a safe environment

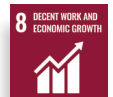
THE FACTS

100%

of our suppliers have signed our code of conduct and quality manual.

3. PARTY AUDITS

We visit the factories ourselves and work with third party auditors to ensure that expectations are met.



QUALITY MANUAL

Upholding quality requires partnership and good communication. The Quality manual is part of our quality assurance system and our way of communicating our requirements. Here the suppliers can find all information needed to produce high quality products that fit with ID®'s standard.





THE VALUE

OF PARTNERSHIP

Partnership is one of the most important aspects of our business. It is a core subject of our everyday operations and sets the standard for everything else to function.

ID® top suppliers have been working with us for a long time - some almost a decade and others from the late 80's. An open and transparent dialogue is part of the daily communication and due diligence. We care about each other and value the corporations.

We put effort into our relations as we know how important they are to achieve our common goals.



We make an effort to help our partners understand, improve and comply with our Code of Conduct and quality manual requirements.

TRANSPARENCY

It is important for us to be able to see and manage all the processes in the manufacturing and developing of our products. Transparency is the key in making a sustainable endproduct.

SECURITY

We depend on relationships of trust with the suppliers who produce our products. Quality involves consistency - both in relation to ethics and products. The security includes requirement relating to responsibility towards people and environment.

CONFIDENCE

Confidence is the ability to trust our partners, the people and their ability and qualifications.

THE EFFORT

COMMUNITY

By creating a unique cohesion, you also create a unique communication. This creates a special and more direct dialogue.

LOYALTY

We believe in making long-lasting and close relations - that not only benefits us but also the product and suppliers.





LONG LASTING RELATIONS

At ID® we seek to create long-lasting relationships with our suppliers. We value loyalty and close cooperation to create high quality products that we can be proud of. We have known some of our suppliers for more than 20 years. This allows us to communicate closely with the people that produce our products and thereby ensure the social and environmental standards of our value chain.

The main part of our products come from Bangladesh. Therefore in 2006 we opened our own office in Dhaka, the capital of the country. Here we have 8 local employees, that are in daily contact with our suppliers throughout the country.

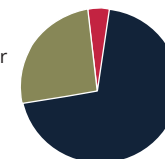
For us - the choice of a supplier is not just about the price of the goods but also about cooperation and communication as well as social and environmental compliance. We seek to work with suppliers that will work with us to continuously improve the quality of our products and reduce the impact of CO₂e to ensure the best possible start to the cooperation with a new supplier, we always pay them a visit and overlook the facilities. For us the initial meeting is by far the most important and a good start to a future collaboration.

Share of total buying volume

Based on purchase value
CN (China) BD (Bangladesh)

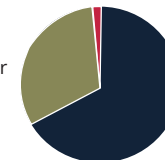
2019

2% other
27% CN
71% BD



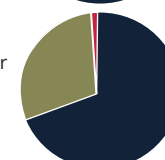
2020

1% other
28% CN
71% BD



2021

1% other
21% CN
78% BD



PRODUCTION COUNTRIES

China

Bulgaria

Turkey

Bangladesh

SUPPLIERS

Turkey

Bursali Tekstil San. ve Tic. A.S.

China

Dongda Clothing CO., LTD.
Hangzhou Richontex CO., LTD.

Bangladesh

Multifabs limited
GMS Composite IND.LTD

Bulgaria

Yana LTD.

COUNTRY

RISK MANAGEMENT

Working with suppliers from different countries, we are aware that every country comes with its own risks. We use the Worldwide Governance Indicators from the World Bank to understand the challenges that each country in our supply chain is facing.

THE AMFORI RATING IS BASED ON 6 AREAS:

- Voice and Accountability
- Political Stability and Absence of Violence/Terrorism
- Government Effectiveness
- Regulatory Quality
- Rule of Law
- Control of Corruption

Depending on an overall score, they are classified as either

risk countries or low risk countries. Most of our products are produced in risk countries such as Bangladesh, China and Turkey. While Bulgaria is classified as a low-risk country.

Our Code of conduct is the first step in our work with managing risks. To make sure that our products are produced under responsible and ethical circumstances even though being produced in risk countries. We have focus on our social compliance and use third party audits. When working with our suppliers, we always focus on their continuous improvements and encourage respect and responsibility in the factories.

The goal for 2022 is to strengthen the efforts in our work with country risk ratings. Our focus on implementing new procedures to monitor the development of our suppliers and the countries involved in our supply chain.

SOCIAL COMPLIANCE

By using the amfori BSCI platform we are actively showing our working with social compliance. It is an important part of our current and ongoing work with suppliers and our effort to monitor the supply chain. Through the amfori platform, third party audits are arranged and documented. The supplier's social and environmental compliance is evaluated.

We set requirements for our suppliers' social compliance management system. If a supplier delivers more than 2% of our buying volume they are required to be a member of amfori BSCI and have a third party audit. We work closely with the supplier on improving the result, evaluating comments they may have received, as well as monitoring corrective actions.

Requirements

If buying volume is:

10%

or higher

amfori BSCI

2-10%

between

**amfori BSCI
or other social
compliance
management
system**

2%

or less

**Self assessment
scheme**

↑ 97%

items are produced in
amfori BSCI audited
factories

↑ 85%

items are produced in A or
B rated factories

Third-party audit

A third-party audit company rates the factory areas related to human rights, work condition, as well as environmental protection. The Amfori rating is then based on the overall score of the factory.



As we value and respect our suppliers, we have also chosen to be part of ACCORD. The main part of our products come from Bangladesh, and we want to support the safety and health of the workers in the production. The contribution that members make to ACCORD is used to help maintain healthy buildings and avoid emergencies in factories. It is therefore a requirement for the factories in Bangladesh to work with the ACCORD and have their building, fire and electrical installations reviewed.

BETTER COTTON

INITIATIVE

In December 2020, we became a proud member of the Better Cotton Initiative. Following our DNA, membership of Better Cotton Initiative is a natural part of our responsible progress supporting sustainable development in our supply chain and on the impact on people and environment.

We are continuously working on increasing the percentage of our BCI sourced cotton. In 2021 we accomplished that 21% of our cotton was purchased as BCI Cotton. Our goal for 2022 is to increase our sourcing of BCI Cotton.

ITS' NOT A PRODUCT!

But a responsible way of sourcing cotton!



BCI SOURCED COTTON ACHIEVEMENTS

0.71%
2020

21%
2021

END GOAL

50%
2025



CARDBOARD PACKAGING

All cardboard packaging bought by ID® is from an FSC certified supplier. A great deal of the cardboard packaging we receive from our suppliers is also FSC certified. We continue working with our suppliers to further increase the amount of certified cardboard used through our supply chain.



PLASTIC PACKAGING

We have reviewed all our products, looking into where it was possible to reduce packing material during the transport from our suppliers and to our warehouse, without compromising the quality of the products or their ability for being transported and stored.

All our polybags are now LDPE quality and recyclable. That means they can be reused as polybags and after end of life melted into new LDPE plastic. Our goal for 2021 was to reduce our packing materials further more throughout our supply chain. These changes has a different affect thoughout.

AT THE SUPPLIER

- + Reduction of need for wood based raw materials.
- + Reduction of need for virgin plastic materials/ Recycled materials.

AT ID®

- + Reduction of paper going for waste recycling.
- + Reduction of plastic going for recycling.

AT THE COSTUMER

- + Reduction of paper going for waste recycling.
- + Reduction of plastic going for recycling.

-23 kg

of plastic was reduced by removing polybags from packaging. (This is equivalent to removing polybags from 10.000 T-shirts from one supplier).



FOCUS

ON

PROCUREMENT

OUR FUTURE GOALS



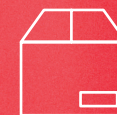
Continue our work with BSCI suppliers' continuous improvement



Country risk management procedure under development



Continue the dialogue with suppliers that are not BSCI audited



Explore suppliers current packaging choices for future improvements

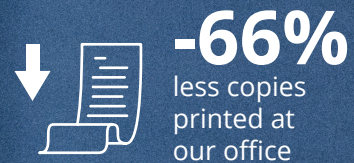
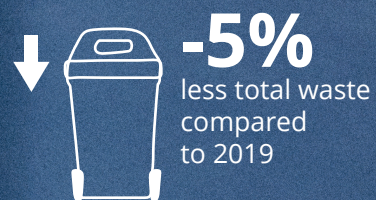


Set baseline for degree of admission of our containers



FOCUS ON ENVIRONMENT

OUR ACHIEVEMENTS



Collected
comparable data
for our incoming
transport

ENVIRONMENTAL POLICY

Our environmental policy is part of our overall strategy toward our continued work to minimise our environmental impacts.

OUR GOAL

It is ID® Identity's goal to minimise the impact we and our suppliers have on the environment, towards our suppliers this is a continuous process that includes effective cooperation and long-term partnerships and a close follow up with ID® ethical and environmental policies – Code of Conduct. As a company, we are faced with more and more demands for minimisation and reduction of all types of waste. This is why we work continuously to optimise our waste and use resources.

We have identified eight focus areas within the environment, which we have chosen to focus our efforts on. We believe that by working determined with each of these eight areas, we are making a positive contribution to reducing our overall environmental impact.

**Read the full
policy at id.dk**

Part of our environmental policy is also the commitment to implement the given values through our entire supply chain. We do so through our everyday work, our daily communication with our suppliers and our code of conduct that all suppliers must sign. We then work with them on their continuous improvement just like our own. We continue to investigate how we can further improve.



OUR EIGHT FOCUS AREAS

We have identified eight focus areas that we focus on in our work to minimise our impact on the environment.

For us, it is a matter of foresight: As we want to continue to be proud suppliers of high quality products, a responsible supply chain is crucial.

This applies in relation to social, environmental and



Biodiversity



Energy optimisation



Circular economy



Climate impact



Water management



Resources & waste management

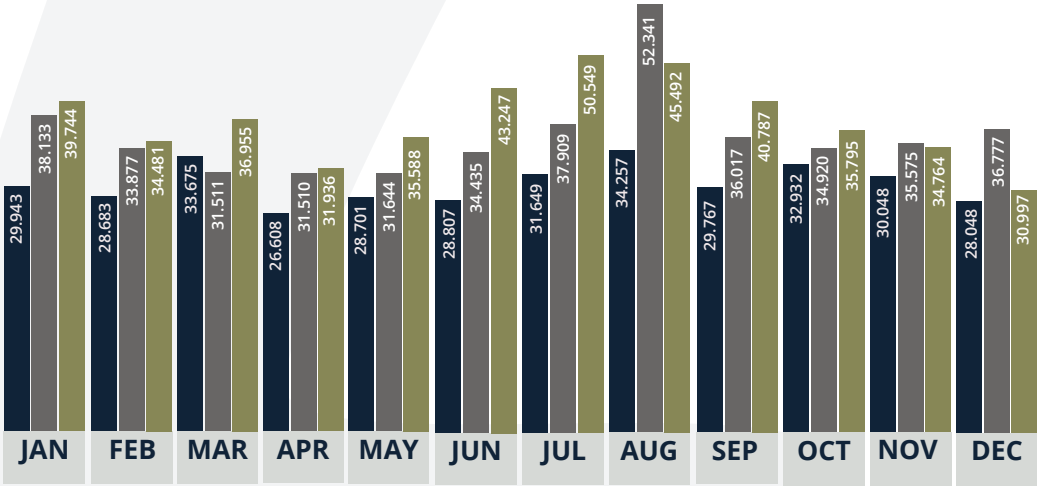


Working Environment



The chemicals

ENERGY CONSUMABLES



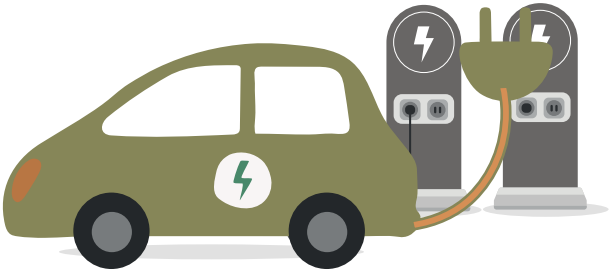
ELECTRICITY (KWH)

■ 2019 ■ 2020 ■ 2021

CHARGING STATIONS

RECHARGE WHILE YOU WORK —
IT'S EASY AND ENVIRONMENTALLY FRIENDLY!

More and more people are buying electric cars. This is also our experience here at ID® and there is an increasing need to be able to charge cars while at work. By the end of 2020, two charging stations were installed for hybrid and electric cars. These proved incredibly popular from day one, and employees, customers and guests are delighted with the initiative. It has been such a success with the employees that we have now provided guidelines and how long you can charge your car for. This is to make sure that all employees get the chance to charge their cars.



2

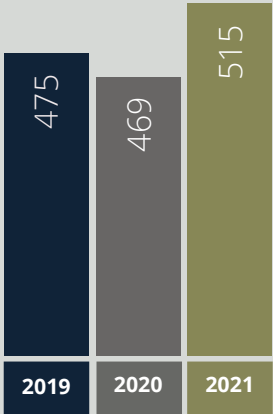
hybrid cars and 1 electric car are now leased by ID®

4

hybrid or electric cars can be charged at the same time

WATER (M³)

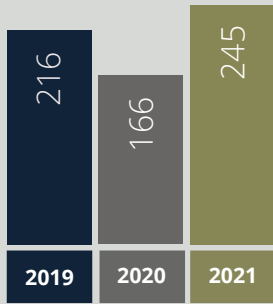
■ 2019 ■ 2020 ■ 2021



The water consumption has been of normal levels with minor variations.

HEATING (MWh)

■ 2019 ■ 2020 ■ 2021



Changes can be explained by the number of frost days compared to 2019 and 2020.

WASTE AND CONSUMPTION

In 2020 we had a reduction in waste due to our work with reducing plastic packaging. In 2021 we increased our turnover and hence also our waste. We will continue to reduce our total amount of waste.



PROCUREMENT OF CO₂e NEUTRAL WIND ENERGY

In 2017, we started buying power produced by Danish wind turbines. For us, it is important that we act responsibly at all times, and here power plays an important part. Both our office building and storage facilities are designed to be as energy-friendly as possible, giving us a better energy utilisation of our facilities.



-5%

diff 2019 vs 2021



WASTE (KG)



Numbers are based on:
All types of waste leaving
the ID® headquarter

-7%

diff 2019 vs 2021



RECYCLE (KG)



Numbers are based
on: Paper, plastic and
cardboard

-75%

diff 2019 vs 2021



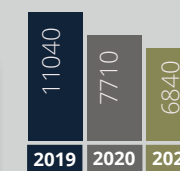
PRINT (PAGES)



Numbers are based on:
All print made at ID®
headquarters

-38%

diff 2019 vs 2021



PAPIR (KG)



Numbers are based on:
All types of paper leaving
the ID® headquarters

THE RESULTS

Taking a closer look into the different waste categories we see an increase in many areas compared to 2020. However, if we compare the numbers to 2019, we can see that we have been able to reduce in all waste categories.

The only concern is less recycling. It is however not considered a problem as we know the reduction is also due to our efforts in reducing packaging. As we use less cardboard and plastic for packaging there is less material we can send for recycling.

For the past years we have worked on decreasing our prints of both office and catalogue prints. That affects the distribution of the percentages of our waste for combustion and recycling. We are proud to see that our efforts have led to a decrease in office prints with 75% since 2019.

In 2021, it became a standard to always print on both sides of the paper and primarily now in black and white.

CO₂e TRANSPORT

2021 was the first year to report and compare our incoming transportation and the CO₂e emission.

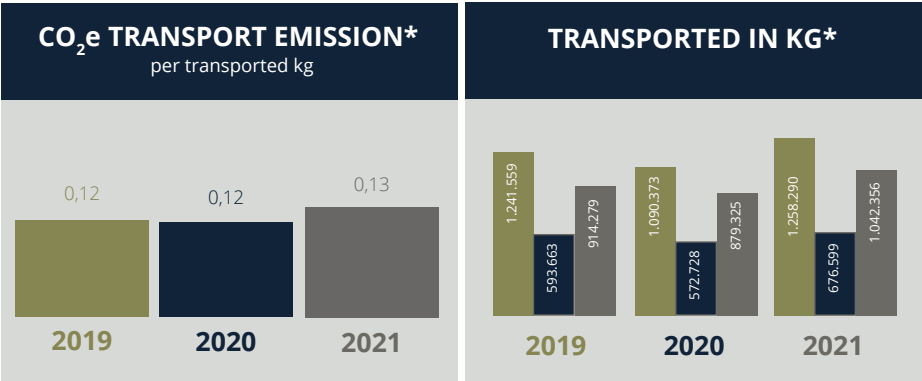
In 2021 we have transported more than in 2020, however we can see that the CO₂e emissions pr. kg have decreased.

The majority of our products we receive from our manufacturers arrive by ship. It is a more environmentally friendly transport compared to the aviation industry, which emits a larger share of CO₂e.

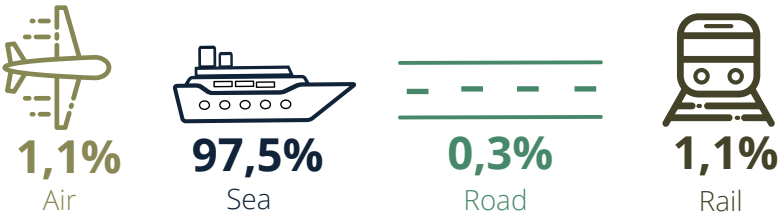
Our CO₂e emission pr transported kg has increased as we are expanding our distribution channels with new destinations.

This means that the increase in CO₂e comes from our increase in transport distance.

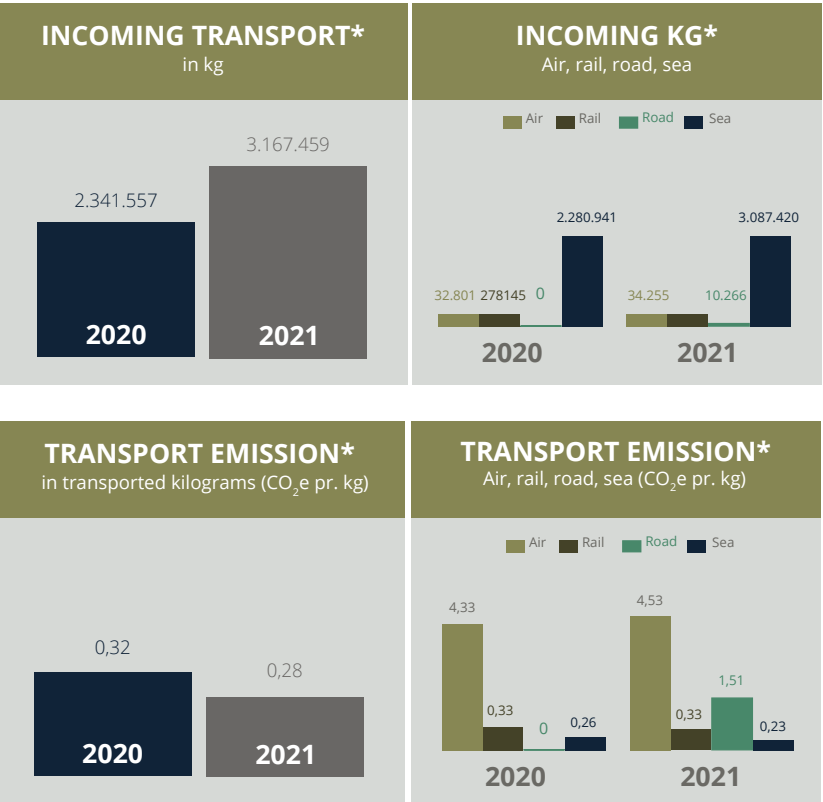
OUTGOING TRANSPORT



TRANSPORT TYPES



INCOMING TRANSPORT



TRANSPORT EMISSION*
in transported kilograms (CO₂e pr. kg)

Year	2020	2021
Value	0,32	0,28

TRANSPORT EMISSION*
Air, rail, road, sea (CO₂e pr. kg)

Year	2020	2021
Air	4,33	4,53
Rail	0,33	0,33
Road	0	1,51
Sea	0,26	0,23

*Roadbaseline was not collected in 2020



BIODIVERSITY

Biodiversity is a risk to the global environment. We seek to help our customers make a valid decisions when choosing from our variety of quality products with certifications.

Through our certifications we want to support biodiversity. Several of our certifications have high requirements on how to grow cotton.

We consider it an important part of our way of doing business, to increase the number of certified products sold and thereby increase our support to biodiversity. We monitor our sales of certified products and appeal to our customers to make the full use of our products' long lifetime.



EU Ecolabel: DK/016/063



Certified by Control Union
CU 1038205



↑ **43,28%**

Increase in sold kg
(Eu Ecolabel)

↑ **11,28%**

Increase in sold kg
(GOTS)

↑ **21,11%**

Increase in sold kg
(Recycle)

↑ **21%**

Increase in sourced kg
(BCI cotton)

REUSE OF

PRODUCTS

NOMI4S

At ID®, we continuously look at how textiles and products can be transformed and recycled in new ways after end lifetime. Therefore, in 2021 we started a collaboration with NOMI4S, which is behind a material recycling warehouse in Holstebro.

Here, institutions, kindergartens, schools and vocational schools can order and pick up surplus and recycled materials free of charge for teaching, play, art, learning, creativity and innovative thinking. In 2021, we delivered 210 kg textiles from our quality department, which e.g. Skive junior high school gets to enjoy.

Previously, we have also e.g. supplied shirts for NOMI4S, which were sewn into tote bags for the benefit of the city's institutions. In that way, the shirts was given new life.



210 kg

Textile was shipped
to NOMI4s

FOCUS ON ENVIRONMENT

OUR FUTURE GOALS



Expand waste
sorting in the
canteen



Report on
company cars'
CO₂ emissions



Continue
investigating our
CO₂e footprint

⋮

Finish data collection of our
direct CO₂ footprint. (Scope 1)

⋮

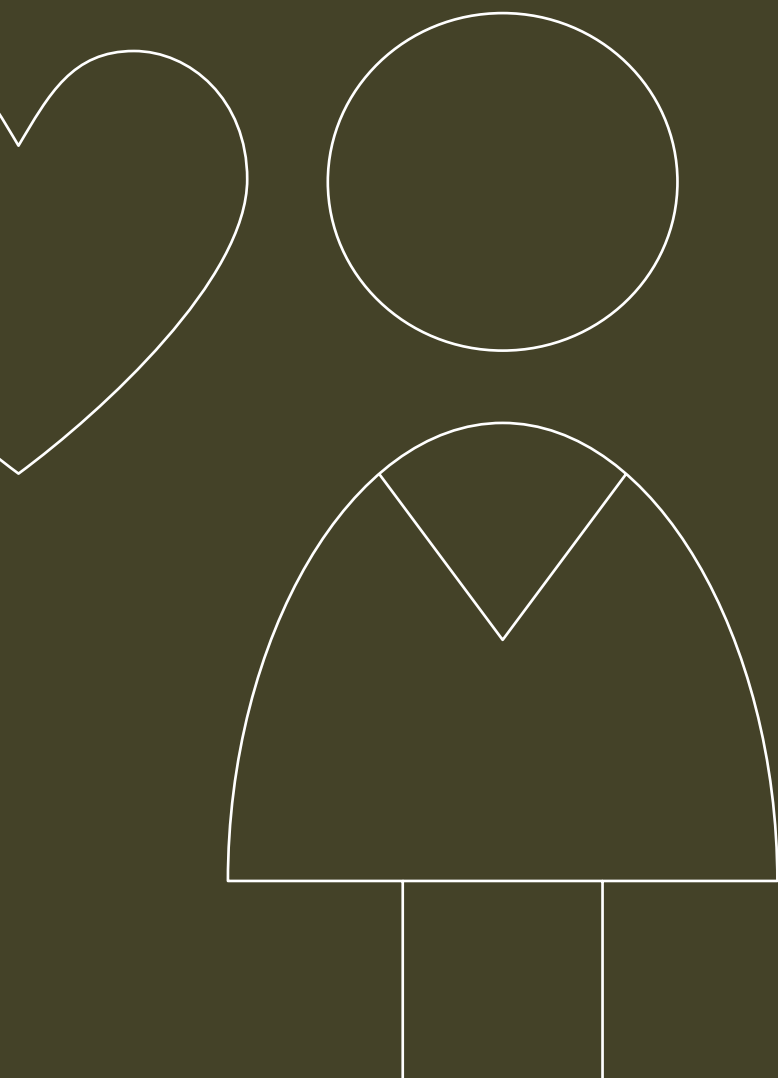
Work on our indirect purchased
energy sources (Scope 2)

⋮

Work on LCA with selected
products (Scope 3)



**We have a
zero-tolerance
strategy**



ANTI

CORRUPTION

NO CORRUPTION OR BRIBERY

Corruption and bribery are known as barriers to sustainable development and the free trade.

ID® Identity has a zero-tolerance for corruption, bribery and extortion, all business needs to be conducted in an open, honest and ethical manner, no matter where in the world the business is taking place.

No employee may offer, promise, authorize or receive any bribe or other illicit payment.

ID® Anti-corruption policy

.....



ID® Identity counteract all forms and we will affect our business partners to follow the same conviction.

We do not offer unethical, promise or ask for bribery or other unethically advantages to obtain or keep business possibilities or advantages.

Employees are not allowed to receive or give improper gifts in connection with their work. Neither do we pay any kind of protection money to obtain favourable terms.



HOW ID® MADE ITS MARK IN 2021

Achievements PRODUCT

⋮



99%

neck labels are now made from recycled polyester sources



Certified by Control Union CU 1038205

1,07%

.... Total kg sold textile with our GOTS certification.
Increase of 11% compared to 2020



0,96%

.... Total kg sold textile with our PRO Wear EU Ecolabel certification.
Increase of 43% compared to 2020



1,09%

.... Total kg sold textile in recycled polyester.
Increase of 21% compared to 2020



85%

of sold kg of OEKO-TEX® certified textile are Annex 6, product class 1

Achievements PEOPLE

⋮

1 Yearly APV



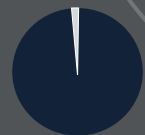
2 in Internships



5 in senior scheme



New HR system
Visma



96%

Total job satisfaction

Achievements PROCUREMENT

⋮



97%

items bought were produced in amfori BSCI audited factories



21%

our total cotton purchased as Better Cotton



100%

of our suppliers have signed Code of conduct



85%

items bought were produced in A or B rated factories

Achievements ENVIRONMENT

⋮



-5%

less total waste compared to 2019



-24%

less plastic waste compared to 2019



-66%

less copies printed at our office



Data

Collected comparable data for our incoming transport



For more information
visit id.dk

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