



QUALITY
WEAR FOR
A 1000 JOBS



ID.DK

**CODE OF
CONDUCT**

ID[®] IDENTITY CORPORATE SOCIAL RESPONSIBILITY POLICY

At ID[®] Identity, we work with corporate responsibility based on the UN Global Compact and its ten principles concerning human rights, labor rights, the environment, and anti-corruption.

We recognize that ID[®] Identity's activities influence the development of society. Where it naturally aligns with our business, we aim to take a proactive role in improving social and environmental conditions both locally and internationally.

Our business relies on a long supply chain, and within that, there are many processes where we must consider our responsibility and influence. Through our activities in the supply chain, we aim to respect human rights, labor rights, the environment, and actively counter corruption. The foundation for ID[®] Identity's ten principles is the UN Global Compact, which also forms the basis of our Code of Conduct. We therefore expect, among other things, that suppliers comply with and sign the Declaration in ID[®] Identity's Code of Conduct.

Just as we must be aware of our responsibility in the supply chain, we also carry significant responsibility for our employees. We strive to be an inclusive workplace where each individual thrives and has the opportunity to grow. We believe in the importance of a healthy work-life balance and want to support our employees in maintaining an active and healthy lifestyle.

Our goal is to minimize the environmental impact caused by both our own operations and those of our suppliers. Through our Code of Conduct, we aim to collaborate with suppliers and manufacturers who are focused on and committed to reducing the strain across our entire value chain. We will continuously evaluate current focus areas and keep an eye on new ones moving forward.

We also want to foster an environmentally and climate-conscious mindset among our employees—one that extends beyond the workplace.

In addition, our approach to social and environmental responsibility is reflected in a series of specific policies.

Thomas Husted, CEO at ID[®] Identity



ID® IDENTITY'S

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PRINCIPLES

Based on the
UN Global Compact

- 1 Legislation and laws**
ID® Identity will support and respect the protection of internationally declared human rights.
- 2 Forced labour**
ID® Identity will support the eradication of forced labour in all its forms.
- 3 Child labour**
ID® Identity will support the effective abolition of child labour.
- 4 Working hours and rest**
ID® Identity will support the observance of applicable national laws and sector standards concerning working hours, overtime, rest and public holidays.
- 5 Freedom of association**
ID® Identity will support the observance of freedom of association and effectively recognise the right to collective bargaining.
- 6 Discrimination**
ID® Identity will work to combat any infringement of human rights.
- 7 Pay and employment conditions**
ID® Identity will support the abolition of discrimination in relation to work and employment conditions.
- 8 Working environment**
ID® Identity will participate in ensuring a safe and healthy working environment and work to prevent potential accidents and injuries.
- 9 Environmental impact**
ID® Identity will support a precautionary approach to environmental challenges and take the initiative to promote greater environmental responsibility.
- 10 Anti-corruption**
ID® Identity will oppose all forms of corruption, including extortion and bribery



[ID[®] IDENTITY CODE OF CONDUCT

In accordance with the ILO conventions, The United Nations Universal Declaration of Human Rights and the UN conventions on the rights of the child and the abolition of all forms of discrimination against women, the UN Global Compact and OECD guidelines for multinational enterprises and other international agreements, the purpose of ID Identity's Code of Conduct is to ensure compliance with certain social and environmental standards.

Suppliers to ID[®] Identity who sign ID[®] Identity's Code of Conduct within their area undertake to recognise the social and environmental standards that have been set for their area, and are obliged to implement measures to ensure that, through their corporate policy, they are able to comply with the above-mentioned requirements and conventions.

ID[®] Identity expects suppliers to be transpar-

ent, meaning there are no secrets regarding material/component/ or garment origin or processing. Transparency is not only expected from direct suppliers, but also the chosen supply chain behind any product that is made for ID[®]. Suppliers should have no secrets about any details regarding their production for ID[®].

Moreover, companies that deliver to ID[®] Identity are to ensure that any of their suppliers who are involved in the production processes abide by ID[®] Identity's Code of Conduct when working on assignments on behalf of ID[®] Identity's suppliers.

Companies that deliver to ID[®] Identity undertake, as far as possible, to aim to implement the following criteria:

1. LEGISLATION AND LAWS

All legally applicable laws and regulations must, as a minimum, comply with the ILO and UN conventions as well as other relevant legal requirements, where the most far-reaching standards are to be followed.

2. FORCED LABOUR

- The suppliers and subsuppliers of ID® Identity must ensure that force, threats and/or disciplinary measures are not used for the purpose of compelling people to work.
- The suppliers and subsuppliers of ID® Identity oppose the use of bonded labour or the transportation of people with the objective of forcing them to perform work that infringes on fundamental human rights.
- ID® Identity does not work with companies that use bonded labour, withhold identity papers or pay from employees for the purpose of forcing the employees to work. Neither the company as a whole, nor any unit that supplies labour to the company, shall participate in or support human trafficking.
- Employees at ID® Identity's suppliers and subsuppliers are free to leave the workplace without fear of restraint and are free to terminate their working relationship providing they notify their employer in reasonable time.
- The suppliers and subsuppliers of ID® Identity must treat all employees with dignity and respect. Suppliers and subsuppliers must not participate in or tolerate the use of corporal punishment, psychological or physical compulsion, or verbal abuse of staff.

In accordance with the European Convention on Human Rights of 4 November 1950, the UN Convention on Civil and Political Rights of 16 December 1966, ILO Convention no. 29 of 28 June 1930 on Forced Labour, ILO Convention no. 105 of 25 June 1957 on the Abolition of Forced Labour.

3. CHILD LABOUR

- Child labour is prohibited as defined by the ILO and UN conventions and/or through

national legislation, where the most far-reaching standard is to be followed.

- The exploitation of children in any form is prohibited.
- Working conditions that can be equated with slavery or which are damaging to children's health are prohibited. Children's rights are to be protected.
- Suppliers to ID® Identity that employ children to perform work are to operate in compliance with the above-mentioned conventions. Likewise, there are to be written policies detailing the procedures and assignments children may perform. Children are under no circumstances allowed to work under dangerous conditions.
- Suppliers are to pay appropriate wages and ensure that these children attend and can remain in school for as long as they are of school age as stipulated in national legislation.
- ID® Identity may employ youth workers, but in cases where these youth workers are subject to compulsory education legislation, they may only work outside school hours.
- Under no circumstances may a youth worker's total schooling, work and transport time exceed ten hours per day, and under no circumstances may youth workers work for more than eight hours per day. Youth workers are not permitted to work at night.

In accordance with ILO Conventions 10, 79, 138, 142 and 182 and recommendation 146. ILO protocol on Forced Labour. EU 2024/3015 prohibiting products made with forced labour.

4. WORKING HOURS AND REST

- Suppliers to ID® Identity shall abide by applicable national laws and sector standards concerning working hours and public holidays. The maximum permitted working hours in a week is as defined in national legislation, but may not regularly exceed 48 hours. The maximum permitted overtime

per week must not exceed 12 hours.

- Overtime may only be worked on voluntary basis and remuneration for same shall be paid at the applicable rates. In cases where overtime is necessary to meet short-term demand, and where ID® Identity or the supplier to ID® Identity is party to a collective bargaining agreement that has been freely negotiated with the employees' organisations – and represents an appreciable part of the workforce – ID® Identity may request such overtime in accordance with such agreements. Any such agreement shall comply with the above-mentioned requirements.
- Employees are entitled to at least one day off following six consecutive working days. Alternatively, two days off following twelve consecutive working days.
- Exceptions to this rule shall only apply if both the following conditions have been met:
 - a. National legislation concerning working hours exceeds this limit, and
 - b. A freely negotiated collective bargaining agreement has come into effect and contains an average working hours provision with associated appropriate periods of rest.

In accordance with ILO Conventions 1 and 14 and ILO recommendation 116.

5. FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING

- All employees at ID® Identity's suppliers and subsuppliers have the right to form, join and organise trades union of their choice, and to negotiate collectively on their behalf with ID® Identity's suppliers and subsuppliers.
- ID® Identity's suppliers and subsuppliers shall respect this right and shall efficiently inform staff that they are free to participate in an organisation of their choice without this resulting in negative consequences for them

nor in reprisals from ID® Identity's suppliers and subsuppliers.

- ID® Identity's suppliers and subsuppliers shall in no way intervene in the establishment, operation or administration of such employee organisations or collective bargaining agreements.
- In situations where the right to free association and collective bargaining negotiations is limited by legislation, ID® Identity's suppliers and subsuppliers shall allow employees freely to elect their own representatives.
- ID® Identity's suppliers and subsuppliers shall ensure that representatives of employees and other staff who are involved in the organisation of workers are not subjected to discrimination, harassment, intimidation or retribution on account of their membership of a trade union or participation in trade union activities, and shall ensure that these representatives have access to their members at the workplace.

In accordance with ILO Conventions 11, 87, 98, 135 and 154.

6. DISCRIMINATION

- ID® Identity's suppliers and subsuppliers shall ensure that the company does not practise discrimination on the basis of gender, race, skin colour, religion or belief, political affiliation, sexual orientation, national, social or ethnic origin, marital status, age or disability, or any other circumstance that may give rise to discrimination.
- ID® Identity's suppliers and subsuppliers shall ensure that no discrimination takes place at the company in connection with appointment, dismissal, transfer, training, promotion, remuneration, pensioning, definition of working conditions or skills development. All decisions concerning appointment, promotion, dismissal, remuneration and other working conditions are based on relevant and objective criteria.

In accordance with ILO Conventions 100, 111, 143, 158, 159, 169 and 183.

7. PAY AND EMPLOYMENT CONDITIONS

- ID® Identity's suppliers and subsuppliers shall ensure that all employees are paid at least a minimum wage that complies with or exceeds the legal minimum or sector standards.
- The company is not to apply unlawful, unauthorised or disciplinary deductions from wages
 - In situations where the legally stipulated minimum wage and/or the sector standard is insufficient to cover living expenses, suppliers to ID® Identity are encouraged to pay the employee(s) in question compensation for same.
- Deductions from wages as a disciplinary measure are prohibited unless such are permitted under national legislation and a freely negotiated agreement has come into effect.
- Suppliers to ID® Identity shall ensure that wages and other benefits are clearly described to the individual employee. In addition, wages and social contributions are to comply with applicable laws and regulations.
- Remuneration for all overtime is to be paid according to the applicable rates as defined under national law. In countries where overtime rates are regulated by law or a collective bargaining agreement, employees are, as a minimum, to be remunerated for overtime at the rate that applies for the industry standard.

In accordance with ILO Conventions 12, 26, 101, 102 and 131.

8. WORKING ENVIRONMENT

Health and Safety

- ID® Identity's suppliers and subsuppliers shall provide a safe and healthy workplace, and shall take effective steps to prevent potential accidents and injury to employees' health in connection with the work.



- ID® Identity's suppliers and subsuppliers shall minimise, as far as possible, the causes of dangers linked to the working environment, while taking into account prevalent industry knowledge and any specific risks.
- A clear set of regulations and procedures with regard to health and safety is to be set up and followed, specifically the provision and use of personal protection equipment, access to toilet facilities, access to clean drinking water and, where necessary, to sanitary facilities for the storage of foods.
- ID® Identity's suppliers and subsuppliers shall ensure that the staff facilities are clean and secure, and that they cover the fundamental needs of the staff.
- All employees shall be entitled to withdraw from serious imminent danger without having to apply for permission from the company. Youth workers in particular are not to be subjected to dangerous, unsafe or unhealthy situations.

In accordance with ILO Conventions 155 and 184 and with ILO recommendations 164 and 190.



9. ENVIRONMENTAL IMPACT (WASTE WATER, CHEMICALS AND WASTE)

ID® Identity will, as far as possible and reasonable, support the development of and use cleaner technologies and procedures. Suppliers are to take into consideration and correctly handle the environmental standards and problems that are to be identified, specifically:

- Environmental permits and reports. All necessary environmental permits and registrations are to be obtained, stored and kept up to date, and all requirements for operation and reporting are to be fulfilled.
- Preventing pollution and saving resources. All kinds of waste – including water and energy – are to be reduced and eliminated at source or in the methods used, for example through adapting production, maintenance and production processes, substituting materials, practising conservation, recycling and reusing materials.
- Waste water and solid refuse. Waste water and solid refuse generated in connection with operations, industrial processes and sanitary facilities are to be monitored, checked and processed in accordance with national legislation requirements prior to emission or disposal. Every act of emission and disposal must be carried out in accordance with the most stringent national standards for environmental protection.
- Suppliers are expected to monitor their environmental impact through data collection. Furthermore, it is expected that suppliers upon request hand over any collected data regarding environmental subjects like wastewater, energy consumption, waste disposal, use of chemicals, etc. Any additional data, regardless of type and subject, that is needed for the purpose of reporting on the environmental impact must equally be supplied to ID® upon request. Suppliers are responsible for collecting relevant data from sub-suppliers.
- Suppliers and subsuppliers are obligated to currently abide and keep abreast of ID® Identity's chemical restrictions, including REACH.



- We encourage our suppliers to constantly focus on and strive to minimise environmental impact, taking into consideration their financial, geographical and innovative options.

EU 2024/1781 In accordance with ecodesign requirements for sustainable products and EU 2025/40 packaging and packaging waste.

10 ANTI-CORRUPTION

ID® Identity will oppose all forms of corruption, including extortion and bribery.

- Suppliers and sub-suppliers to ID® Identity are to combat all forms of corruption, bribery and extortion, including providing payments or other services to civil servants with the purpose of influencing decision-making processes.



Control and follow-up

- Suppliers to ID® Identity are to prepare and implement a corporate social responsibility programme which ensures compliance with the requirements in the ID® Identity Code of Conduct, and to establish and apply anti-corruption measures in all areas.
- The management is responsible for correct implementation and ongoing improvements by adopting corrective measures and periodically reviewing the Code of Conduct, and by communicating the requirements in ID® Identity's Code of Conduct to all employees and subsuppliers.
- Likewise, information from employees concerning infringements of ID® Identity's Code of Conduct is to be taken into account and acted upon.
- Declaration – Declaration of compliance with ID® Identity's Code of Conduct.

The following appendix constitutes an integral part of ID® Identity's Code of Conduct:

- Supplier declaration
- Conditions for use
- Consequences of lack of compliance

Supplier declaration

Declaration of responsibility concerning compliance with ID® Identity's Code of Conduct.

We, the undersigned, confirm:

- That we have received and taken into account ID® Identity's Code of Conduct.
- That we are aware of all relevant laws and regulations in the country or countries in which our company operates.
- That we will inform ID® Identity in the event of conflict between the provisions of ID® Identity's Code of Conduct and any mandatory laws or regulations in our country.
- That we will observe the ID® Identity's Code of Conduct as a whole, and in accordance with same will adopt a development-oriented approach – without alteration or termination.
- That we will inform all our suppliers about the content and requirements of ID® Identity's Code of Conduct, and ensure that they abide by the provisions therein.
- That ID® Identity and all organisations that act on behalf of same can at any time perform an audit/checks, with or without notice, at the business premises of suppliers or subcontractors to ID® Identity.

Conditions for use

- We accept and agree to perform an independent assessment of our social performance, and of those of our suppliers, on request from ID® Identity, and to present detailed information about said assessments to ID® Identity for evaluation. This will take the form



of completing and submitting an ID® Identity auto-assessment questionnaire as well as an appendix for a “Follow-up plan”.

- We will inform ID® Identity of the location of all company premises used for the production of goods and/or the delivery of services to ID® Identity.

Consequences of inadequate compliance

We guarantee that the production of goods and/or the delivery of services to ID® Identity is performed exclusively at the locations we have stated. We are aware and accept that failure to inform ID® Identity about the place where work on its products and/or services is carried out constitutes sufficient grounds for immediate and unconditional termination of all operations and contractual conditions.

ID® Identity's Quality Manual is to be used exclusively in connection with business and supervision efforts involving ID® Identity and ...

Company name:

We will not provide access to this manual to any third party that is not involved in ID® Identity's compliance/ supervision process.

Conditions for implementation

All suppliers are obliged to take the necessary steps to implement and monitor ID® Identity's Code of Conduct:

Management responsibility at the supplier

- The management is to inform employees and suppliers about the content of ID® Identity's Code of Conduct,
- and to define where in the company's organisation the responsibility lies.

ID® Identity Code of Conduct – FAQs

- By appointing one or more key employees to be responsible for implementing ID® Identity's Code of Conduct.
- By monitoring the company's compliance with ID® Identity's Code of Conduct and implementing the necessary changes at its facilities.

Employee awareness

- By declaring their support for the principles in ID® Identity's Code of Conduct to their employees, and by informing and instructing their employees and employees of subcontractors about the content of ID® Identity's Code of Conduct. The company is to have ID® Identity's Code of Conduct translated in its entirety to the relevant local language and to ensure public access to the translated code. Employees are also to be given an oral briefing and information about ID® Identity's Code of Conduct in a language they understand.

Documentation

- By maintaining records listing names, age, working hours and wages paid to all employees, and by making these documents available to ID® Identity's supervisors on request.
- By documenting the location of all hazardous materials and other potential sources of danger

Date:

Company name:

Company stamp:

Signature:

Name:

Address:

The present document is to be signed by an authorised representative of the company and returned to ID® Identity.

- By monitoring and maintaining safety equipment and materials
- By keeping up to date with relevant legal requirements and regulations.
- By completing ID® Identity's auto-assessment questionnaire in due time on demand and in most honesty abiding by the appendix for a "Follow-up plan".

Complaints

- By appointing an employee who is responsible for dealing with complaints relating to ID® Identity's Code of Conduct issues.
- By documenting and investigating complaints from employees or third parties in connection with ID® Identity's Code of Conduct issues, and reporting their contents and any necessary corrective measures arising from them.
- By allocating the resources required for the implementation of the necessary corrective measures.
- By refraining from dismissing or implementing disciplinary actions against employees who pass on information concerning compliance with ID® Identity's Code of Conduct.

Suppliers and subcontractors

- Introduction of social standards and compliance with the applicable conditions in ID® Identity's Code of Conduct is to be included in all contracts entered into with suppliers and subcontractors.
- By requesting suppliers regularly to file reports about their progress in implementing ID® Identity's Code of Conduct.

Monitoring

The suppliers are at all times obligated to provide ID® Identity with relevant information about their activities and all production sites.

Suppliers are to permit checks of their production sites and activities and are to provide information about their subsuppliers. Checks of

organisations or persons acting on behalf of ID® Identity may be performed at any time with or without advance warning, and can take place at the supplier's or subsupplier's production site.

Consequences of inadequate compliance

If a supplier fails to fulfil the requirements laid down in ID® Identity's Code of Conduct, and a solution cannot be agreed and implemented within a reasonable period, ID® Identity may choose to cease current production, cancel orders, suspend future contracts and/or terminate the business association with the offending supplier.

In the event of a minor breach of ID® Identity's Code of Conduct, the supplier is to remedy the breach without delay. The time granted to the supplier to implement the corrective measures required is to be agreed with ID® Identity and must not exceed 12 months. A business association with a party that has previously breached ID® Identity's Code of Conduct but which has subsequently remedied the situation to full compliance, can, in principle, be re-established.



ID® is one of Europe's leading manufacturers of Corporate Wear. Every day, we provide clothing for companies and events across Europe, emphasising the joint corporate identity of our customers' customers. Whether we deliver high-quality laundry and leasing solutions or provide sparring on product develop-

ment, design and advice, we do it with passion and pleasure. It has been part of our identity and history for more than three decades. Rooted in Denmark, but with an international outlook, we want to deliver best-in-industry corporate wear in terms of quality, functionality, design and responsibility.

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PRO Wear by ID®

GEYSER by ID®

Seven Seas by ID®

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