

Health and Safety Policy Statement

Statement of intent

Identity values the effective management of health, safety and welfare throughout all stages of its undertaking to prevent harm to its employees, its visitors, business clients and partners, the general public and the environment.

Our goals are to:

- strive for the best in health and safety standards and performance
- proactively manage risk and strive for continuous improvement
- improve standards for health and wellbeing, and drive up the standards for occupational health
- support and nurture our supply chain to help them meet our standards of health, safety and wellbeing

Identity will ensure we comply with, as a minimum standard, the provisions and requirements of the Health and Safety at Work etc. Act 1974, and all relevant legislation under Section 15 of that Act.

Identity employees are required to comply with Section 7 of the Health and Safety at Work etc. Act 1974 and to provide Identity with such assistance and cooperation as required by statute for Identity to implement and maintain its compliance with relevant legislation. Identity also requires all contractors to comply with relevant legislation regarding their own works, to ensure that, so far as is reasonably practicable, such works are carried out without risk to their own or Identity's employees or other parties who may be affected by their activities.

Identity will take all practical steps to ensure that all potential hazards and risks associated with our activities are identified and that suitable and sufficient measures for controlling such risks are implemented. We will communicate these measures to all relevant personnel in a clear and timely manner and will provide, without charge, any safety equipment required for the effective implementation of such measures. We will also provide all employees with the necessary information, instruction, support, and training in safe methods of work and the safe and efficient operation and maintenance of tools and equipment.

The Identity Directors have overall responsibility within the business for health, safety and welfare. As part of our commitment to this, we have made this Policy under the framework of International Standard ISO45001:2018 to which we have attained certification. We will use this framework as a means for setting objectives and achieving continual improvement in health, safety and welfare.

We will review this policy annually and at any time when there are significant changes to legislation or to the nature of Identity's activities.

Signed



Michael Gietzen
Chief Executive Officer, Identity
1st August 2022

