

Health and Safety Policy - Statement of Intent

Identity values the effective management of health, safety and welfare to prevent harm to employees, freelance staff, visitors, contractors, clients, event participants and the public.

Identity's Leadership are committed to:

- striving for the best in health and safety standards and performance by implementing effective risk management through principles set out in the 'hierarchy of control'
- compliance with all relevant standards, legislation and industry guidance
- supporting and directing our people to embed excellent health and safety practice into our project delivery and support processes
- ensuring adequate resources to maintain and improve standards of health, safety and wellbeing, and the management system to support this
- supporting and developing our supply chain to help them meet our standards of health, safety and wellbeing
- developing and maintaining a culture where all of our people are consulted on and can contribute to good health and safety practice as well as report, without reprisal, any unsafe practices or incidents

Identity will take all practical steps to ensure that potential hazards arising from our activities are identified and that suitable and sufficient measures for controlling associated risks are implemented. We will communicate these measures to all relevant personnel in a clear and timely manner. We will also provide all employees with the necessary information, instruction, support, procedures, equipment and training to work safely.

Employees and any persons working on behalf of Identity have a duty to implement and work in accordance with provided instructions and to cooperate with Identity to maintain a safe and healthy workplace. Identity requires its contractors to conduct works without risk to persons who may be affected by their activities and to comply with relevant legislation.

The Identity Directors and Senior Leadership have overall responsibility for health, safety and wellbeing of the workforce and those operating under our direction. As part of our commitment to this, we have made this Policy under the framework of International Standard ISO45001:2018. 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.



Olivier Vallée
Chief Executive Officer
May 2026