

EQUAL PAY POLICY

Objectives

To ensure that salary and benefits decisions are based on substantive consideration including employee, experience, skills and job performance.

To ensure that there are no direct or indirect discrimination of the basis of gender.

The Equal Pay Policy forms the basis for the compensation and benefits policy for the company.

Commitment by the company

- Implement a certified Equal Pay System based on the IST 85:2012 standard, to ensure that salary and benefits decisions are based on fair criteria.
- Conduct an annual pay analysis to compare same level roles for gender related salary discrepancies.
- Implement corrective action for all non-conformities identified in internal or external audits.
- Ensure that the policy is accessible to all employees of the company.

Responsibility: Human Resources Manager.

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