

EQUAL PAY POLICY



The equal pay policy covers Brim's employees and stipulates goals and measures to ensure the company's employees the rights provided for in Article 19 of the Gender Equality Act no. 10/2008.

Wages take into account the content of work, workload, skills and employee performance. The criteria for wage decisions is that they are in accordance with wage agreements, supported by arguments and ensure that the same wages are paid for comparable or equivalent jobs.

The equal pay policy is part of Brim's gender equality plan, which specifically sets out measures to ensure equal pay. It states that it is not permitted to discriminate against the company's employees on the basis of gender, sexual orientation or origin.

In order to follow Brim's equal pay policy, the company undertakes to:

- Implement, document and maintain an equal pay system in accordance with the requirements of the equal pay standard ÍST 85 and obtain certification in accordance with Act 56/2017 on equal pay certification
- Perform an annual salary analysis.
- Respond to unexplained pay gaps through continuous improvement and monitoring.
- An internal audit and management review shall be carried out annually.
- Comply with the laws, rules and wage agreements in force at any given time and confirm annually by the Executive Board that they are being complied with.
- Annually present the results of wage analyzes and equal pay policies for the company's employees. The policy shall also be accessible on the company's external website.

It is the role of all management to implement the company's equal pay policy. The managers of each unit are responsible for ensuring that decisions on wages in excess of contractual wage increases are in accordance with the company's equal pay policy.

The Human Resources Manager is responsible for the company's gender equality policy and wage policy being implemented in the company as a whole, as well as the development of the equal pay system in collaboration with senior management and reviews the company's results annually.

Approved by the Board of Directors of Brim hf. December 17, 2020.