

EQUALITY POLICY



It is not permitted to discriminate against Brim employees on the basis of their gender, sexual orientation, or origin. Brim promotes and fosters equality in the workplace, and efforts are made to employ men and women in different roles and teams across the company.

Brim's main emphases on gender equality issues:

- Women and men are paid equal wages and are offered the same terms for the same or equivalent jobs.
- Women and men have equal opportunities for job vacancies, participation in teams and committees, vocational training, lifelong learning and retraining.
- The aim is to equalize the gender ratio among employees and that certain jobs are not classified as special male or female jobs.
- Emphasis is placed on employees being able to reconcile work and private life.
- Bullying, sexual and gender-based harassment and violence are not tolerated by Brim.
- The Human Resources Manager is responsible for implementing Brim's gender equality policy. Management and staff are jointly responsible for complying with Brim's gender equality policy.

Success is measured regularly and actions are taken to correct deviations from the implemented policy that may arise.

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