



# PERSONNEL POLICY

Brim is one of the largest fishing companies in Iceland. Experience and knowledge of resource utilization and production of marine products are exhibited in all of Brim's operations.

Staff roles extend to the entire value chain, i.e. fishing, processing, sales, and distribution of the company's products.

At the forefront of Brim's operation is the employment of qualified and reliable staff who, through professionalism and accountability, are able to ensure the sustainable utilization and efficiency in resource management.

## WELL-BEING AND MORALE

Brim is a well-established company, where managers and employees care about the well-being and health of their coworkers.

Brim is a family-friendly workplace where we strive to provide our employees with the ability to maintain a healthy work-life balance. The range of roles at Brim, requires us to explore different ways with regards to conditions in each place to achieve this goal.

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. It is not permitted to discriminate against Brim employees on the basis of their gender, sexual orientation, or origin. Brim adheres to an equality action plan that is reviewed regularly.

Brim will not tolerate bullying or sexual harassment. The company maintains a response action plan, reviewed during the year, in the event of any suspicion of victimisation or harassment in the workplace.

## WE WHO WORK AT BRIM:

- Show integrity and respect in our work and are a credit to the company.
- Treat our colleagues with respect and trust.
- Respect different origins, beliefs and multiculturalism.

## SKILLS AND TRAINING, RECRUITMENT, RECEPTION OF NEW RECRUITS AND RETIREMENT

When recruiting, emphasis is placed on hiring qualified, reliable and performance-oriented individuals.

Brim emphasizes that the company employs staff with excellent skills and the company systematically invests in the education and training of employees.

Recruitment and retirement are handled in a professional manner.

Brim's policy is to be guided by respect and flexibility at retirement.

## WE WHO WORK AT BRIM:

- Acquire the knowledge and training we need for our work.
- Take the initiative to acquire knowledge and to develop and mature in our work.

## COMMUNICATION AND DISSEMINATION OF INFORMATION

Brim's communication is personal and based on integrity, consideration and respect. Brim emphasizes that employees are well informed about the company's operations.

### WE WHO WORK AT BRIM:

- Disseminate information within the company about our work.
- Acquire the information we need for our work.

## ORGANIZATION

Brim emphasizes clear and efficient organization and furthermore, that plans are upheld. This includes that employees adopt Brim's policy and know their role in the operations. The company's organizational structure is based on the shortest possible communication links between fishing and processing. This enables the company to maximize the value of its products, as well as respond quickly to changing market conditions.

### WE WHO WORK AT BRIM:

- Adopt the policy of Brim.
- Know our role in the operations.

## COLLABORATION AND SUCCESS

Brim is a progressive company in the fishing industry. Emphasis is placed on collaboration between employees and departments being efficient and good. The success of employees and departments is a key factor in the operations, as employees contribute to progress and development.

### WE WHO WORK AT BRIM:

- Provide each other with constructive reviews and assistance in solving tasks.
- Work with individuals and departments in an efficient and results-oriented way.
- Are punctual, thorough, reliable and orderly and follow instructions and rules in the workplace.
- Carry out our work with professionalism, pride and devotion.
- Are receptive to innovation and are resourceful and solution-oriented.
- Take responsibility for our projects, work on them diligently and deliver on time.

## MANAGEMENT AND FEEDBACK

Management is responsible for Brim's operations and the company's performance.

### WE WHO ARE IN A MANAGEMENT ROLE AT BRIM:

- Give our employees feedback on their work and talk to them about their role, results and goals in the workplace.
- Encourage our staff, support their work and take the time to review the projects.
- Encourage employees to know what emphasis is placed on the operations at any given time and what effect it has on their work.
- Systematically contribute to the development of Brim's positive and performance-oriented corporate culture.

## WORK ENVIRONMENT

Brim emphasizes a good working environment, safety and good working conditions for employees.

We focus on the health and safety of employees and strive to reduce the risk at work and in the working environment. Safety and occupational safety issues are systematically worked on through safety education and prevention. We we strive to ensure a safe and healthy work environment where bullying, violence and sexual harassment is entirely prohibited. Appropriate action must be taken immediately when it is suspected that an offense has been committed.

### WE WHO WORK AT BRIM:

- Follow workplace safety rules.
- Participate in safety education and familiarize ourselves with the rules.
- Point out what can be improved in security matters.

## BENEFITS

Brim is a reliable employer that always complies with collective wage agreements and the statutory rights of employees. The wages and benefits of Brim's employees are based on collective agreements. Where collective agreements do not stipulate employees remuneration, wages are based on the content of work, workload, skills and employees' performance.

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