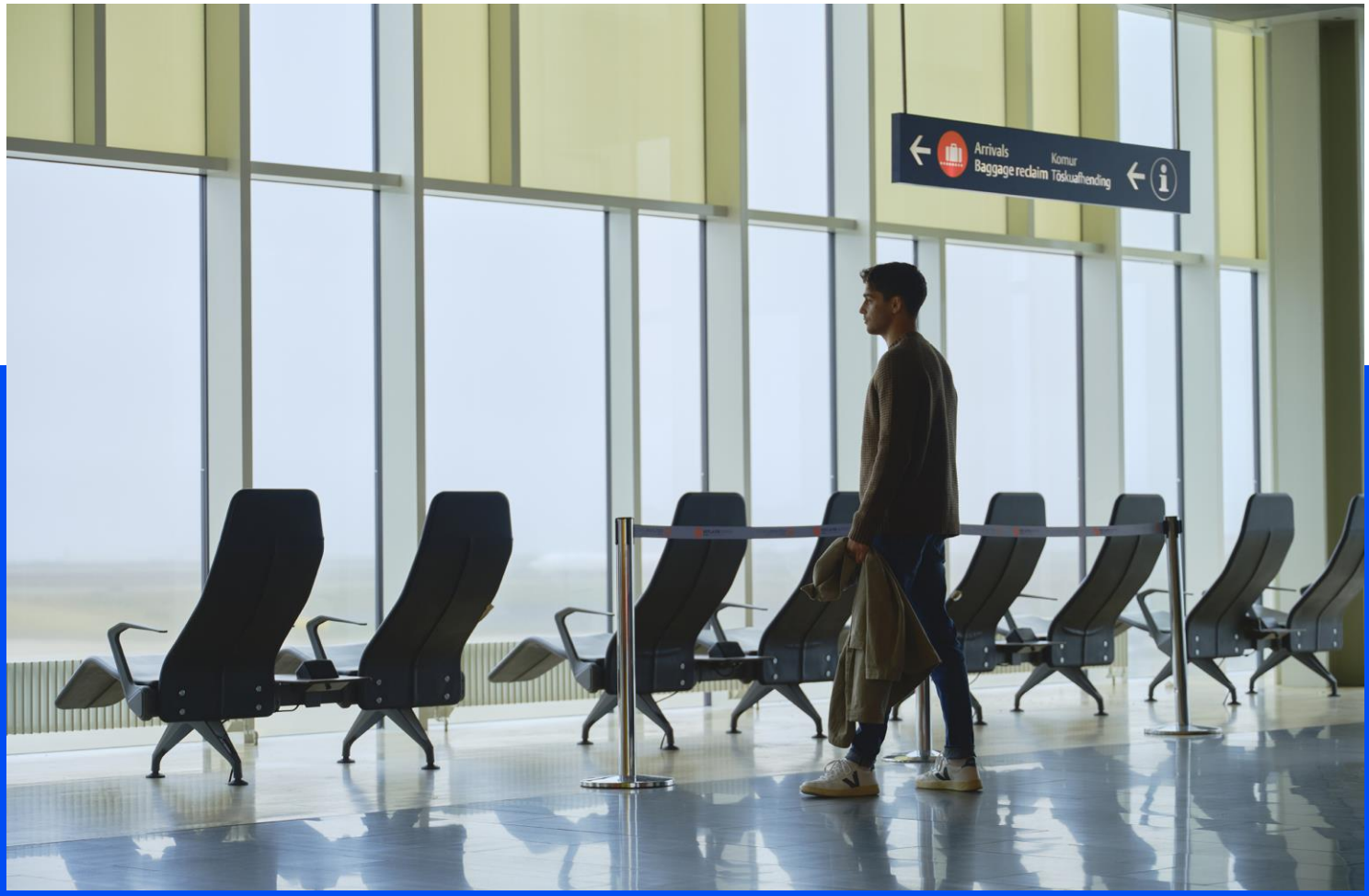
Human Resource and Gender Equality Policy



Human Resouce and Gender Equality Policy

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1. Purpose and scope

The Human Resources and Gender Equality Policy applies to all operations of Isavia and its subsidiaries, employees shall respect it in all their work for the company. The Human Resources and Gender Equality Policy is based on Isavia's business strategy and meets the requirements of laws and regulations.

2. Strategy and goals

The company places an emphasis on employees showing each other respect and being honest with themselves and others. The company is at the forefront as a workplace where equality and trust prevail. Our policy on human resources and gender equality is to create a good working environment where employees are encouraged to maintain their joy, be courageous, constructive and take responsibility for their own performance. Together we perform better and are more successful.

Powerful management

We expect everyone who performs management and leadership roles to act with respect, promote empowerment, be motivating, and build trust and good team spirit. Managers and leaders lead by example by having a sharp vision for the future and providing regular and constructive feedback to employees on strategy, roles, results, and goals at work.

Recruitment

We work carefully in recruitment and always maintain neutrality. We strive to have employees with diverse backgrounds in terms of gender, age, education, and experience. When selecting employees, these factors are considered, but also the prevailing gender ratio in employee groups to promote diversity of human resources.

We enable employees to develop in their work by transferring between jobs and by advertising all vacancies, unless otherwise specifically decided in accordance with the company's procedures.

Welcoming of new recruits and retirement of staff

We welcome new employees and ensure that they receive the appropriate information, training and resources to do their job well from day one. We say goodbye to those who retire from the company with respect and strive to ensure that the interests of employees and the company coincide with their retirement.

Knowledge, education and professional development

We ensure that employees receive appropriate training so that they can carry out their work with confidence and satisfaction. Education and training are based on existing requirements and the company's business strategy.

We create a culture of learning through strong educational work and encouragement to employees to take responsibility for their own knowledge and skills. All employees are offered grants for studies outside the company to further strengthen themselves in their work.

Working environment

We are a lively and interesting workplace with an emphasis on good work facilities. We create a work environment characterized by mutual flexibility where the needs of work and family responsibilities coincide.

We create and maintain a culture of trust where employees are empowered to act and take responsibility for their own performance.

Communication and teamwork

Our communication is open and honest, and we treat each other with respect and support each other in our daily activities. We care about each other's well-being and emphasize equality, trust, and a healthy working environment. We do not tolerate or participate in bullying, sexual harassment, gender-based harassment or other forms of violence.

We strive to ensure employee satisfaction, celebrate victories, and are always guided by joy.

Equality

We promote equality in all our work and ensure that all employees have equal opportunities and opportunities to use their talents in their work. We are looking for ways to ensure an equal gender ratio in both management and staff.

Equal terms of employment

We ensure the utmost justice in determining wages and ensure that all employees are paid equal wages and enjoy the same terms for the same or equally valuable work, regardless of gender.

We are committed to implementing, documenting, and maintaining an equal pay system in accordance with the requirements of the Equal Pay Standard and Icelandic law at any given time.

3. Other

The policy shall be presented to employees and be accessible on the internal and external website.

This policy is active, them Managing Executives are responsible for its implementation.

Approved be the CEO of Isavia on 25th of April 2022


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