





Certificate of Registration

EQUAL PAY MANAGEMENT SYSTEM - ÍST 85:2012

This is to certify that:

VIRK Starfsendurhæfingarsjóður ehf Guðrúnartún 1 105 Reykjavík Iceland

Holds Certificate No:

EQ 684941

and operates a Equal Pay Management System which complies with the requirements of IST 85:2012 for the following scope:

The Equal Pay management system at VIRK Starfsendurhæfingarsjóður ehf including all employees.

For and on behalf of BSI:

Andrew Launn, EMEA Systems Certification Director

Original Registration Date: 2018-05-02 Latest Revision Date: 2021-04-06 Effective Date: 2021-05-02 Expiry Date: 2024-05-01

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...making excellence a habit."

This certificate was issued electronically and remains the property of BSI and is bound by the conditions of contract. An electronic certificate can be authenticated <u>online</u>. Printed copies can be validated at www.bsi-global.com/ClientDirectory or telephone +31 (0)20 3460 780.