

Certificate of Registration

EQUAL PAY MANGEMENT 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 ÍST 85:2012 for the following scope:

The Equal Pay management system, including all employees.

For and on behalf of BSI:



Andrew Launn, EMEA Systems Certification Director

Original Registration Date: 2018-05-02

Latest Revision Date: 2018-05-02

Effective Date: 2018-05-02

Expiry Date: 2021-05-01



Page: 1 of 1

...making excellence a habit.™