



# Equal Rights Policy



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Equal pay and equal rights shall be guaranteed for equivalent positions, and wage decisions are to be made in accordance with the effective equal pay policy and equal pay system of Associated Icelandic Ports.

Associated Icelandic Ports work diligently towards ensuring equality among its staff members in accordance with the effective equal pay policy and equal pay system of Associated Icelandic Ports, striving towards making it a progressive and sought-after workplace.

## Goals

- To pay equal wages and provide equal terms for similar or equally valuable jobs irrespective of gender or other unjustified criteria.
- That advertised jobs be available to everyone irrespective of gender, race, ethnicity, religion, beliefs, disability, age, sexual orientation, gender identity or gender expression
- To increase staff diversity.
- To create conditions where employees are able to coordinate work and family responsibilities.
- That all employees enjoy the same opportunities for vocational training and education.
- To ensure that gender-base violence and sexual harassment will not be tolerated.
- To prevent toxic workplace culture.