

Equal Pay Policy of the Agricultural University of Iceland

The Agricultural University of Iceland aims to ensure that all staff receive equal pay and enjoy equal terms of employment for the same jobs or jobs of equal value. The goal is to utilise the skills, strengths and knowledge of employees in full without gender-based discrimination. Special care is to be taken that employees are not discriminated against because of gender or other unfair reasons (such as religion, world view, nationality, race, sexual orientation, sexual identity, age or status).

With this policy, the Agricultural University undertakes to enforce the Act on Equal Status and Equal Rights Irrespective of Gender, No. 150/2020, as well as the university's gender equality programme. Furthermore, as a general rule, women and men shall be paid equal wages for the same or equally valuable jobs. Wage equality – women and men who are employed by the same employer are entitled to equal pay and equal terms for work that is of equal value and comparable. Equal pay means that wages should be determined in the same way for women and men. The criteria used for salary decisions shall not include gender discrimination. Employees should always be able to declare their wage terms if they so choose.

In addition, the Agricultural University of Iceland will employ the following measures to enforce the Equal Pay Policy:

- Document and maintain a certified equal pay system and ensure continuous improvements in accordance with the provisions of Act No. 150/2020.
- Carry out a wage analysis once a year to find out whether any gender-based or other unfair wage difference is present and introduce the outcomes to employees.
- Establish procedures on how to respond to unexplained wage difference.
- Enforce procedures and work instructions in order to eliminate unexplained wage difference with continuous improvement.
- Conduct a yearly performance review, by senior management, of the system's success as well as compliance with applicable laws or regulations on equal pay management systems.
- Ensure that employees at any given time are aware of the origins and content of the wage policy and the Equal Pay Policy of the Agricultural University of Iceland, and make sure that both policies are accessible to both employees and the public.

The University Council and Dean are, as senior management, responsible for the university's Equal Pay Policy, that its equal pay management system is based on the Equal Pay Policy and Human Resources Policy and that they adhere to all relevant legal requirements. The Human Resources and Quality Manager commissioned by the abovementioned parties is responsible for the implementation, compliance and maintenance of the equal pay management system in accordance with the standard ÍST 85 and shall i.a. ensure that the yearly internal review is performed before the end of each calendar year. The Equal Wage Policy is an integral part of the Agricultural University of Iceland's Pay Policy.

Approved by the University Council on 30 October 2019

Ábyrgð: Mannauðs- og gæðastjóri- Guðmunda Smáradóttir - LBHI
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