





## Certificate of Registration

## EQUAL PAY MANAGEMENT SYSTEM - ÍST 85:2012

This is to certify that:

HD ehf. Vesturvör 36 200 Kópavogur Iceland

Holds Certificate No:

EQ 749334

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 HD ehf., including all employees.

For and on behalf of BSI:

Matt Page, Senior Vice President, EMEA Assurance

Original Registration Date: 2022-02-24 Latest Revision Date: 2025-01-06 Effective Date: 2025-02-24 Expiry Date: 2028-02-23

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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.