

Flying Tiger Copenhagen Equal Pay Policy

Scope: This policy is for all employees of Flying Tiger Iceland

Flying Tiger's objective is to be a desirable workplace where employees of all gender have equal opportunities in their work. It is the company's policy is that all employees shall receive equal pay and enjoy equal terms of employment and rights for the same jobs or jobs of equal value in accordance with the Icelandic legislation on gender equality, no. 150/2020.

To ensure this Flying Tiger operates a certified equal pay system based on ÍST 85 Equal pay standard with the commitment to:

- Maintain and continually improve the management of equal wage affairs
- Comply with the law, regulatory provisions, and wage agreements in force at any given time and confirm the company's compliance with the law
- Perform a pay analysis at least once a year and present results to employees
- Conduct an annual internal appraisal of the pay system
- Conduct annual management review
- Present the equal pay policy to all employees and make it available to the public