

Equality, diversity, and inclusion policy

Purpose

The purpose of this policy is to outline Controlant's principles regarding equality, diversity, and inclusion as well as equal opportunity and equal pay.

Scope

This policy applies to all operations and employees of Controlant hf. and its subsidiaries and should guide all managers and employees in their activities.

Definitions

NA

Statement/Policy

Introduction and background

Controlant's vision is to unleash the power of people and technology to deliver zero-waste supply chains for our partners and the planet. To realize our vision and create long-term sustainable value for all our stakeholders, we need a diverse and engaged team that upholds and honors respect, diversity, equality, and inclusion. The best way to ensure this is to build up and maintain a diverse and inclusive culture, where all people feel valued and are treated with respect, dignity, and fairness.

Equality, diversity, and inclusion

Controlant treats all people with dignity and respect and gives equal treatment to all. Controlant prohibits any form of inequality and discrimination, including but not limited to gender, race, ancestry, ethnic origin, national origin, color, religion, marital status, sexual orientation, age, physical disability, mental disability, pregnancy, or childbirth. All harassment, violence, and bullying are prohibited.

Team Controlant is composed of a variety of cultural, geographical, professional, and personal backgrounds. That is what makes us who we are, and we champion diversity in our culture.

Controlant is committed to creating a culture of inclusion where our people feel safe, supported, and included.

Team Controlant has many different languages in its arsenal, and to ensure inclusion English is the language that we use in all our activities and communications.

Equal opportunity and Equal pay


Opportunities, advancement, and remuneration should be equal, fair, and transparent. Controlant is committed to ensuring equal opportunity throughout the employee life cycle. Through talent acquisition, onboarding, development, retention, and offboarding. Controlant expects all professional decisions to be free from bias and discrimination and offers training to increase awareness of unconscious bias and discrimination.

Controlant is committed to ensuring fair and equal remuneration, and to ensuring that equal wages are paid for jobs of equal value, through continuous improvements, adequate controls and responses to non-conformities. This includes implementing and maintaining this policy and a certified Equal pay system that fulfils requirements and guidance the IST 85:2012 standard and applicable regulations, including law nr.150/2020 on equal position and rights regardless of genders. Controlant's management


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will set and review equal opportunity and equal pay goals as part of the annual management system review process.

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Changes From Previous Version

Version	Change
2.0	Causes added on commitment to continuous improvements and annual goalsetting and review.