

Certificate of Registration

EQUAL PAY MANAGEMENT SYSTEM - ÍST 85:2012

This is to certify that:

Prógramm ehf
Urðarhvarf 8
203 Kópavogur
Iceland

Holds Certificate No:

EQ 783863

and operates a Equal Pay Management System which complies with the requirements of ÍST 85:2012 for the following scope:

The Equal Pay management system at Prógramm ehf., including all employees.

For and on behalf of BSI:

Denelise L'Ecluse, Managing Director Assurance - Continental Europe

Original Registration Date: 2023-05-01

Effective Date: 2023-05-01

Latest Revision Date: 2023-05-01

Expiry Date: 2026-04-30



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