



Reykjavík Residence Hotel Gender Equality Plan

The policy of Reykjavík Residence Hotel regarding gender equality is to work systematically towards equalizing the status of men, women and non-binary within the workplace. This plan sets out objectives and action steps to achieve these goals. The Gender Equality Plan applies to all employees of Reykjavík Residence Hotel.

The plan is presented in accordance with the Act on Equal Status and Equal Rights of all genders No. 150/2020, as well as other laws, requirements, and collective agreements relating to equality.

Objectives

Reykjavík Residence Hotel places strong emphasis on equal rights for men, women and non-binary regarding pay, appointments, positions, and participation in committees and activities across all occupational groups within the company. Employees of Reykjavík Residence Hotel shall furthermore enjoy the same opportunities, rights, and working conditions regardless of race, nationality, religion, or other factors.

Reykjavík Residence Hotel is preparing for Equal Pay Certification and aims to obtain the certification in early 2026, in accordance with Article 7 of Act No. 150/2020. The certification will be renewed every three years.

The following are the objectives of Reykjavík Residence Hotel:

1. Employees shall receive equal pay and terms for the same or equally valuable work, regardless of gender.
2. All job vacancies shall be equally open to all applicants, regardless of gender.
3. Emphasis shall be placed on ensuring that training and continuing education are available to all employees, regardless of gender.
4. Emphasis shall be placed on enabling employees to reconcile working hours and family life as much as possible.
5. Employees shall be supported, to the best of our abilities, in returning to work after maternity and parental leave, or after absence due to urgent family circumstances.
6. Bullying, gender-based violence, gender-related harassment, and sexual harassment will not be tolerated in the workplace.

Equal Pay

According to Article 6 of Act No. 150/2020:

“Women, men, and individuals registered with a neutral gender in the National Registry shall be paid equal wages and enjoy the same terms of employment for the same or equally valuable work. Equal pay means that wages shall be determined in the same manner for all employees regardless of gender. The criteria used as the basis for wage determination must not involve gender-based discrimination. Employees shall always be permitted to disclose their wages if they so choose.”

Recruitments / Vacant Positions

Article 12 of Act No. 150/2020 states:

“Any job vacancy shall be equally open to women, men, and individuals registered with a neutral gender in the National Registry, cf. however Paragraph 2 of Article 16.”

That provision allows for special measures that do not contravene the law. The same applies if objective reasons justify hiring a person of a particular gender due to factors related to the position.

Training and Continuing Education

Article 12 of Act No. 150/2020 states:

“Employers shall take the necessary measures to ensure that women, men, and individuals registered with a neutral gender in the National Registry enjoy the same opportunities for further education, continuing education, and vocational training, as well as to attend courses intended to increase professional competence or to prepare for other jobs.”

Work-life Balance

Article 13 of Act No. 150/2020 states:

“Employers shall take the necessary measures to enable employees to reconcile their work duties with their family responsibilities, regardless of gender. Such measures shall, among other things, aim to increase flexibility in the organization of work and working hours, taking into account both employees’ family circumstances and the needs of the workplace. This includes facilitating employees’ return to work after maternity and parental leave or leave due to urgent family circumstances.”

Bullying, Gender-Based Violence, Gender-Based Harassment, and Sexual Harassment

Article 14 of Act No. 150/2020 states:

“Employers and managers of institutions, associations, and sports and youth organizations shall take specific measures to prevent employees, trainees, and service users from being subjected to gender-based violence, gender-based harassment, or sexual harassment in the workplace, in institutions, in associations, or in schools.”

Disputes

If a dispute arises concerning equality matters, it may be referred to the Managing Director or HR department.

Review of Reykjavík Residence Hotel Equality Plan

Continuous improvements will be made to the policy, with follow-up and corrective action taken where necessary. The policy shall be reviewed regularly, at least every three years, in connection with the review of the equal pay system related to Equal Pay Certification. It is important that the objectives and action plans remain aligned with the daily operations of Reykjavík Residence Hotel.

The Equality Plan of Reykjavík Residence Hotel is valid until the end of 2028.