



# Human Resources Policy

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## Human Resources Policy

The goal is for Ölgerðin to be deemed a desirable workplace. We want to attract and retain the most qualified employees through an encouraging corporate culture that is free from prejudice and focused on equal opportunities. A diverse group achieves the best results.

The key to achieving this goal is in the company's human capital, where positivity, reliability, efficiency, and progressiveness are guiding principles.

The Human Resources Policy aims to ensure that all decisions concerning the relationship between Ölgerðin and its employees create the conditions for the company's objectives to be realized.

The objective of the Human Resources Policy is to promote employee satisfaction and to ensure that Ölgerðin has competent, well-educated, and motivated employees who together create an ambitious and positive working environment free from prejudice.

Good and satisfied employees are the foundation of a well-run company. Therefore, the employees of Ölgerðin are one of the company's most important resources, and the Human Resources Policy serves as a strategic and supportive framework aligned with Ölgerðin's values, thereby strengthening the company's competitiveness.

We emphasize that Ölgerðin's employees embody the company's values and that a foundation is created to make this possible. We achieve this with a strong Human Resources department that, among other things, promotes:

- Equal status of all employees and equal opportunities regardless of gender, age, or origin
- Professional practices in recruitment and onboarding
- Emphasis on training and career development
- Attention to employee safety, health, and well-being
- Strong information flow
- Continuous improvement and innovation
- Professional guidance and support for managers
- Regular surveys, analyses, and measurements
- Professional performance management

In this way, we create a fun, inspiring workplace and a strong team that achieves Ölgerðin's goals to the benefit of our customers, society, employees, and shareholders.