





Certificate of Registration

EQUAL PAY MANAGEMENT SYSTEM - ÍST 85:2012

This is to certify that:

Terra umhverfisþjónusta hf Súðarvogur 2 Reykjavik IS 104 Iceland

Holds Certificate No:

EQ 713598

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

The Equal Pay management system at Terra umhverfisþjónusta hf, including all employees.

For and on behalf of BSI:

Andrew Launn, EMEA Systems Certification Director

Original Registration Date: 2020-06-15 Latest Revision Date: 2020-06-15 Effective Date: 2020-06-15 Expiry Date: 2023-06-14

Page: 1 of 1



...making excellence a habit."

This certificate was issued electronically and remains the property of BSI and is bound by the conditions of contract. An electronic certificate can be authenticated <u>online</u>. Printed copies can be validated at www.bsi-global.com/ClientDirectory or telephone +31 (0)20 3460 780.