

Certificate of Registration

EQUAL PAY MANAGEMENT SYSTEM - ÍST 85:2012

This is to certify that:

Terra umhverfisþjónusta hf.
Berghella 1
221 Hafnarfjörður
Iceland

Holds Certificate No:

EQ 713598

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 Terra umhverfisþjónusta hf., including all employees.

For and on behalf of BSI:



Matt Page, Senior Vice President, EMEA Assurance

Original Registration Date: 2020-06-15

Latest Revision Date: 2026-06-01

Effective Date: 2026-06-15

Expiry Date: 2029-06-14

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