

## Gender Equality Plan 2024-2026

Comply with Act 150/2020, in particular Articles 4-14. <https://www.althingi.is/lagas/nuna/2020150.html>

Goal	Operation	Responsibility	Timeframe
6. Article 150/2020 Ensure equal pay and benefits for the same and equivalent jobs.	The Mátís policy regarding salaries is to base wages on the education, experience, and responsibility required by each position, without letting gender or other such factors have any impact. Action to ensure this: a) Equal pay appraisal b) Salaries adjusted if necessary.	CEO	Completed 2021
	Maintain equal pay certification	CEO	Annually
	The Equal pay policy is accessible to the public, employees, and management at Mátís and introduced to management and new employees	HR manger	Completed /regularly presented
	Yearly wage analysis to analyze employees' wages	HR manger	Annually (Jan/Feb/Mars)
12 Article 150/2020 Even the gender ratio in management and influential positions.	Annual summary of gender ratios in all divisions/Job categories	HR manger	Annually (Jan/Feb/Mars)
	Overview of advertised jobs and analysis of applicants and recruitment by gender	HR manger	Annually (Jan/Feb/Mars)
	Seeking to equalize the gender ratio in job categories by encouraging all genders to apply for jobs and hire the gender that is in disadvantage if equally qualified individuals apply, where appropriate	HR manger	Regularly /when hiring
Ensure that all personnel have access to courses, conferences, training, independent of gender.	Numerical analysis of who attends conferences and courses.	HR manger	Biannually (Dec.)
14. Article 150/2020 Ensure no tolerance policy regarding sexual and gendered harassment.	Policy and procedures accessible to employees and management at Mátís and introduced to new employees	HR manger	Completed /regularly presented
	Regular education about unconscious bias	HR manager	Completed every two to three years
	The results of a survey on bullying, harassment and violence presented and further actions examined if necessary	HR manger	Annually (March/April)
	Examine in a survey whether employees feel that everyone enjoys equality at Mátís, regardless of e.g. Sex, race.	HR manger	Annually (March/April)

	Foster an atmosphere and attitude within Matis where prejudice is not tolerated (e.g. because of gender, ethnicity, gender identity, sexual orientation, disabilities etc.)	Employees who do not have Icelandic as their first language have access to Icelandic language teaching	HR manger	Regularly
13. Article 150/2020	Ensure staff has the conditions and tools to have a healthy work-life balance.	Policy about flexible working hours (part of the gender equality policy) accessible to the public, employees and management and introduced to new employees	HR manger	Regularly
		Offer flexible working hours and shortening of the working week	HR manger	Completed/ Ongoing
		Offer remote work where applicable and basic equipment for remote work	HR manger	Ongoing
		Employees attitudes to flexible working hours are regularly surveyed through an opinion poll or in employee interviews	HR manger	Annually (March/April)
5. Article 150/2020	Equality agenda easily accessible and a living document.	Review the status of projects in the gender equality plan at least twice a year	HR manger	Every 6th month (May/Dec.)
		Progress and update of the gender equality plan presented to management	HR manger	Annually (Dec.)
		Gender equality policy / plan accessible to the public, employees and management on the website and introduced to management and new employees	HR manger	Completed /regularly presented
		Gender equality plan in English and Icelandic	HR manger	Completed



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