

There is no way back

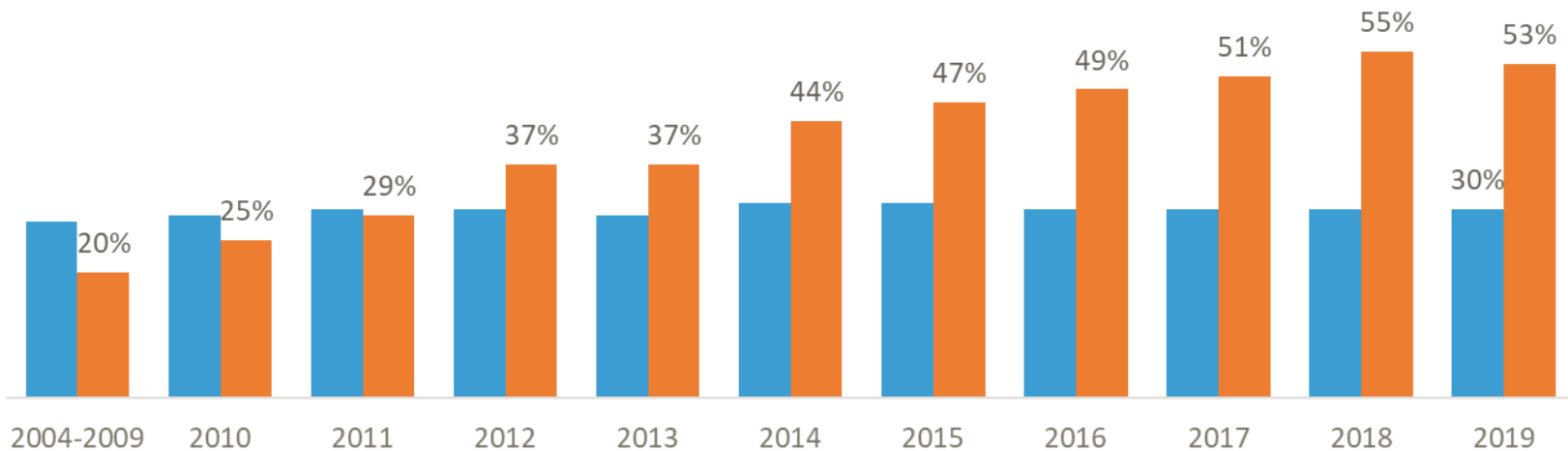
Human resource
perspective

Vidir Ragnarsson

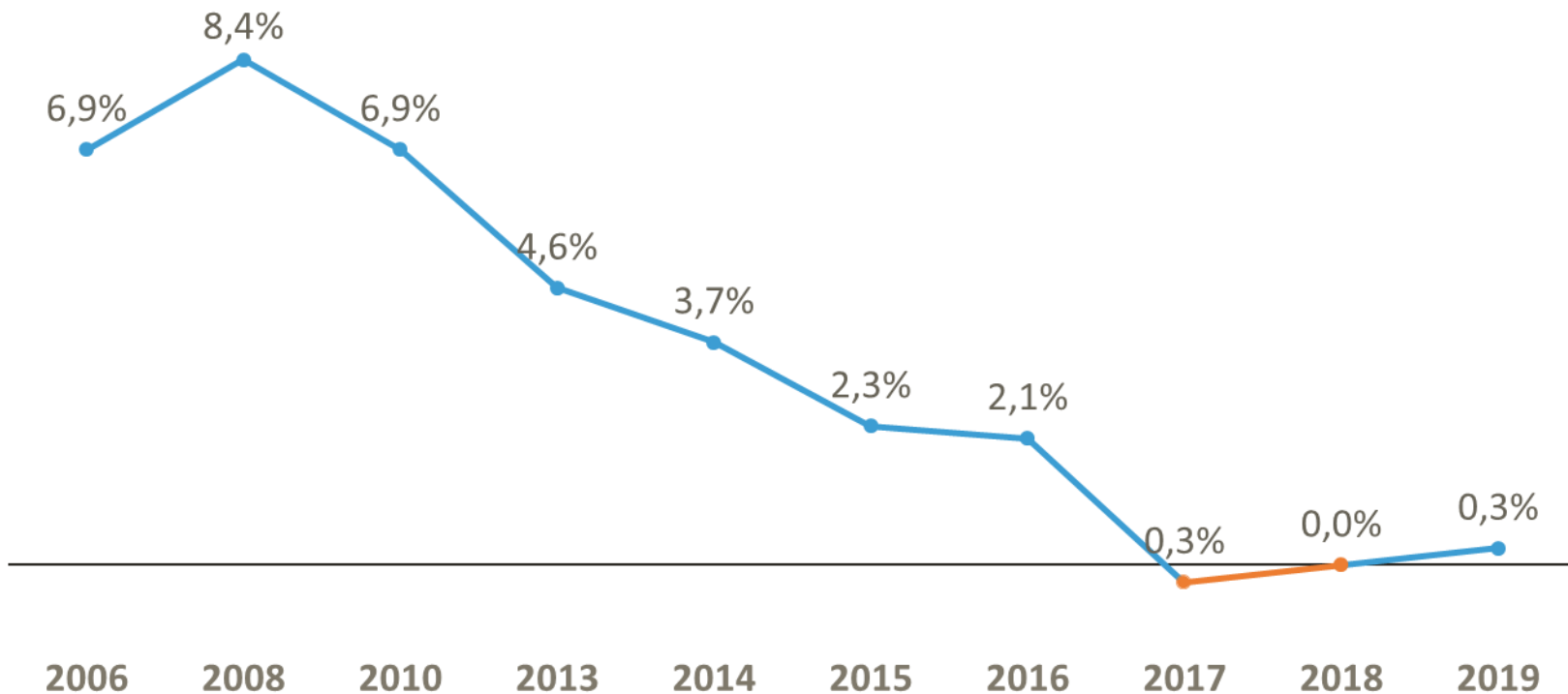
Group Head of People Analytics

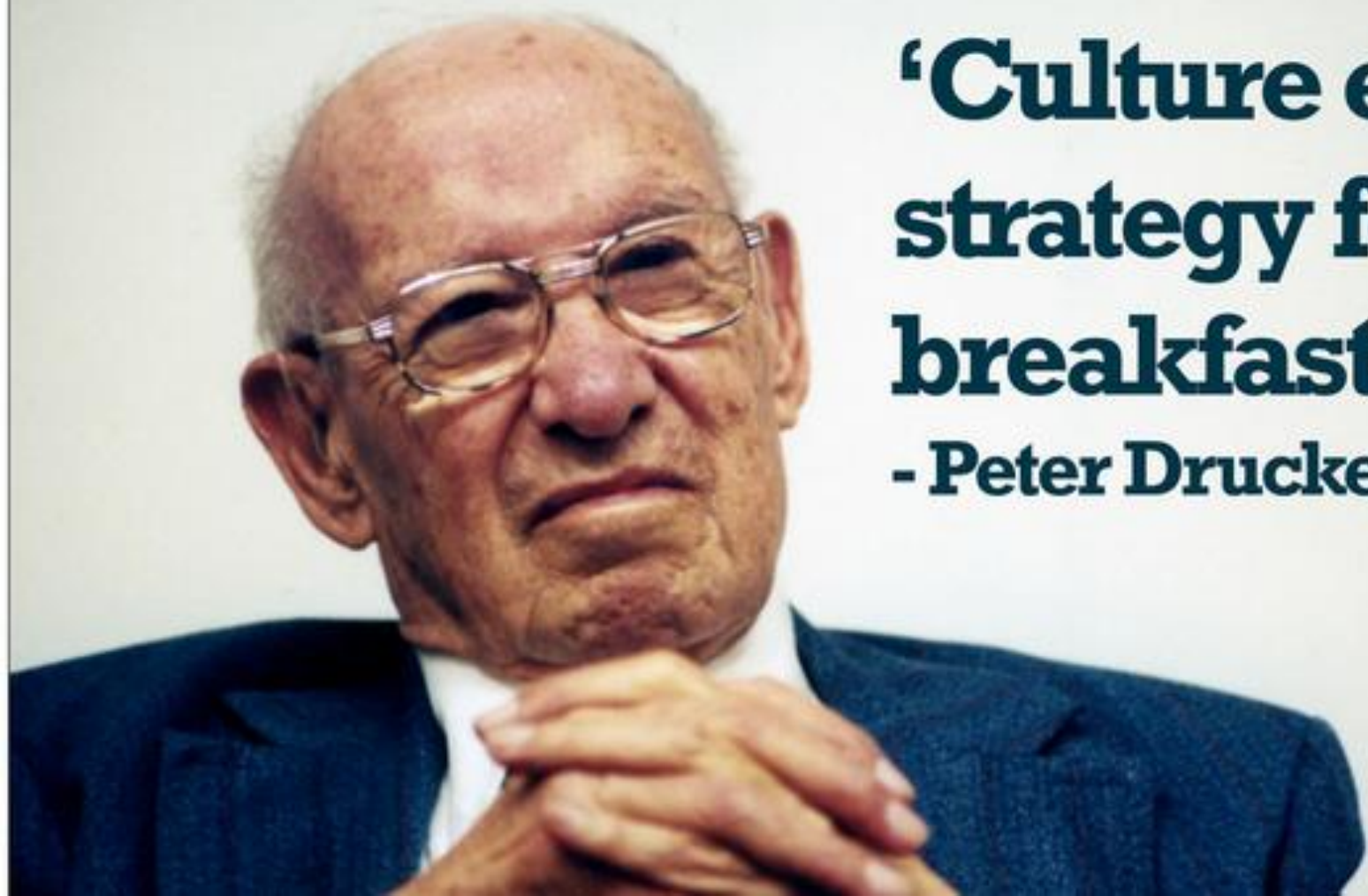


■ Women in workforce ■ Women in management



Gender Pay-gap





**‘Culture eats
strategy for
breakfast’
- Peter Drucker**

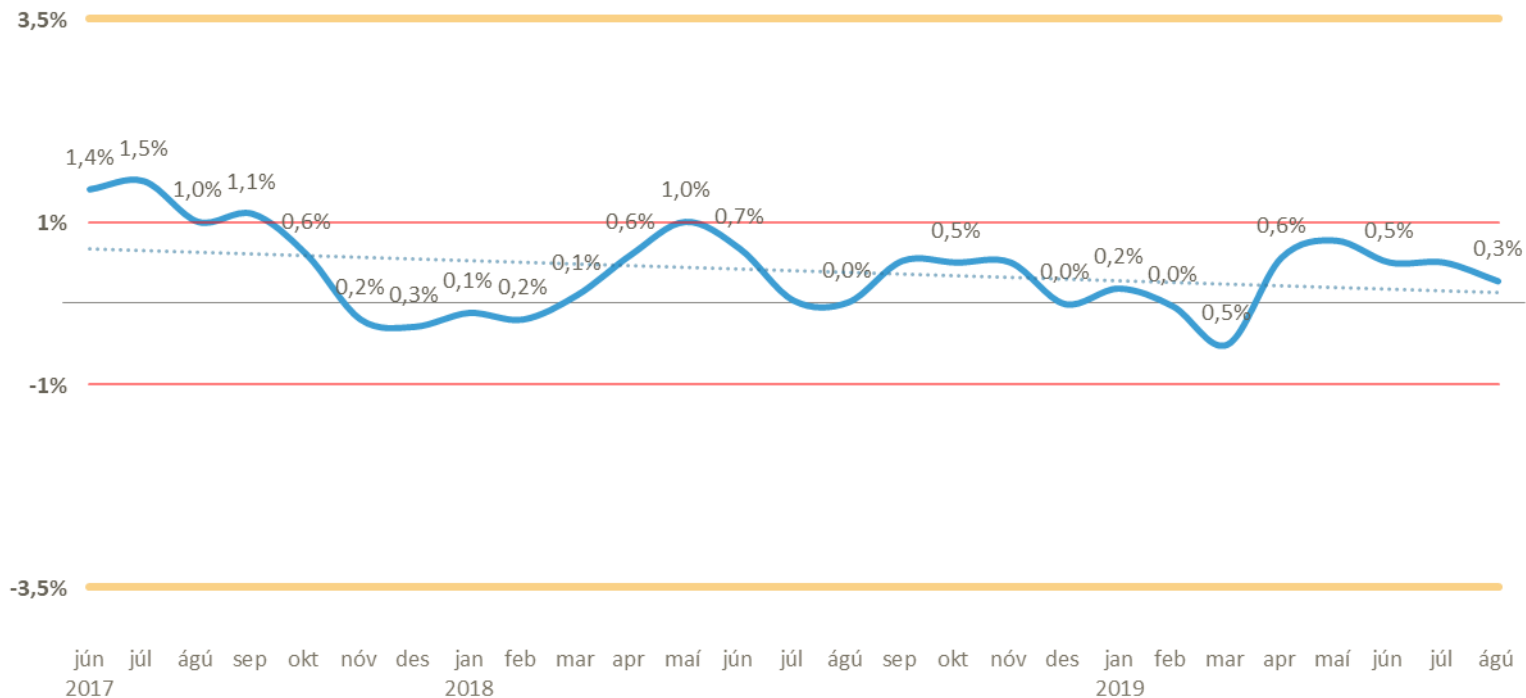


Equality won't happen by itself

Being equal takes a lot of work

- We are fighting our own unconscious biases every day
- We are aware of that
- Have systems in place to aid us
- Right tools to keep us equal
- Walking the talk, taking tough decisions in favor of a culture of equality

Gender Pay-gap 2017-2019



How we keep us there

Centralized pay decisions

Monthly measure of gender pay-gap

Monthly review of pay recommendation from PayAnalytics

Salary outliers

Who are the employees we are paying in the most unfair way

Analyze the impact of every:

Hiring and promotion decision

Ad-hoc salary decision

The logo for PayAnalytics, featuring a white equals sign icon followed by the text "PAYANALYTICS™" in a white, sans-serif font, all set against a dark blue rectangular background.

= PAYANALYTICS™

Costs & benefits

Fair pay is a business case



Aligning pay with business strategy and operational objectives

Paying for what is valuable for the company

Fair pay is a human rights issue



Gender pay gap

Pay gap stemming from origin

What does Reykjavik Energy value?



Job category



Financial responsibility



Education



Span of control



Responsibility

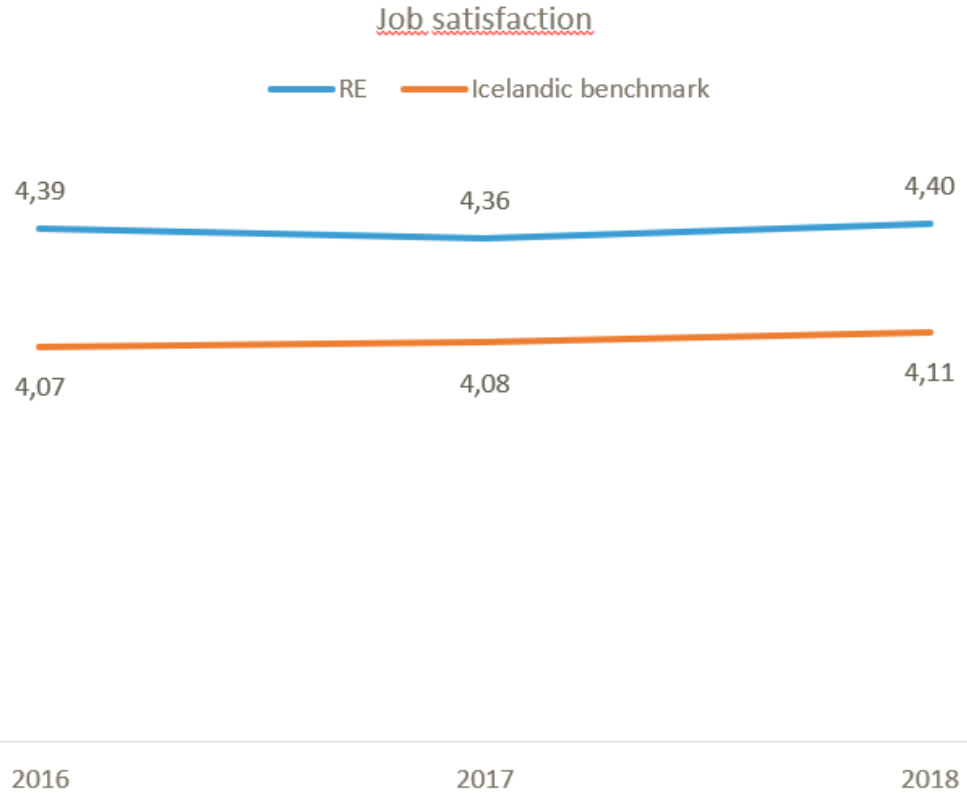


Performance

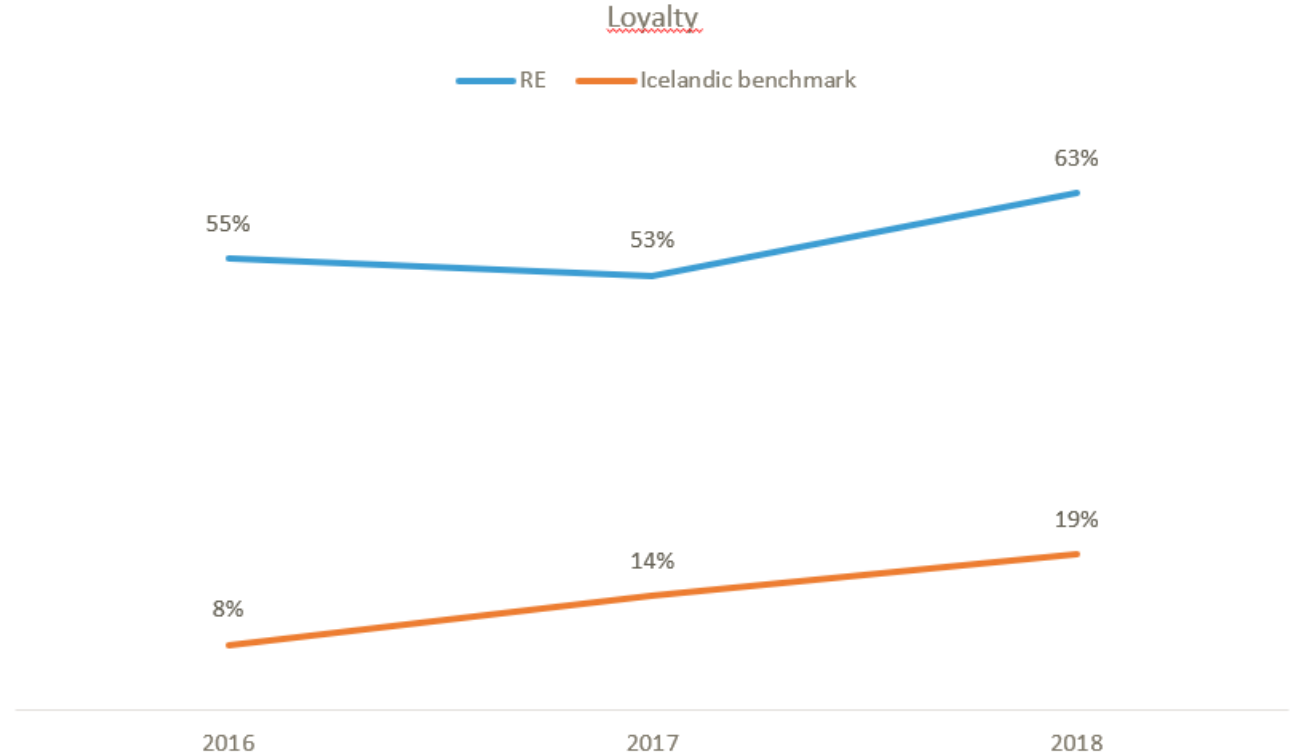


Growth potential

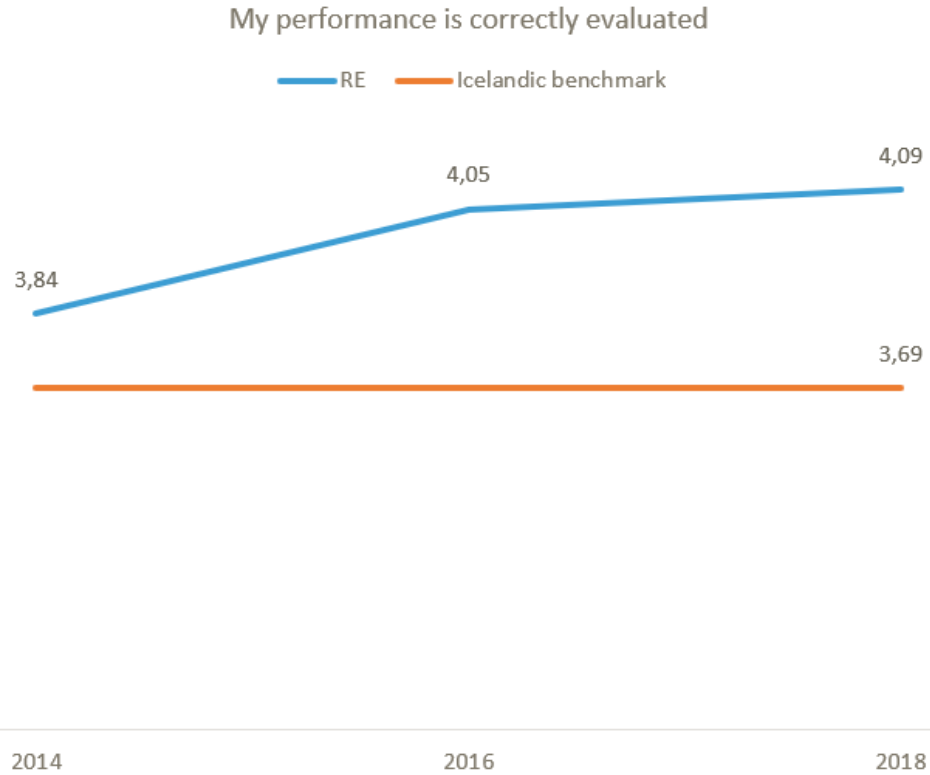
Our employees are happy



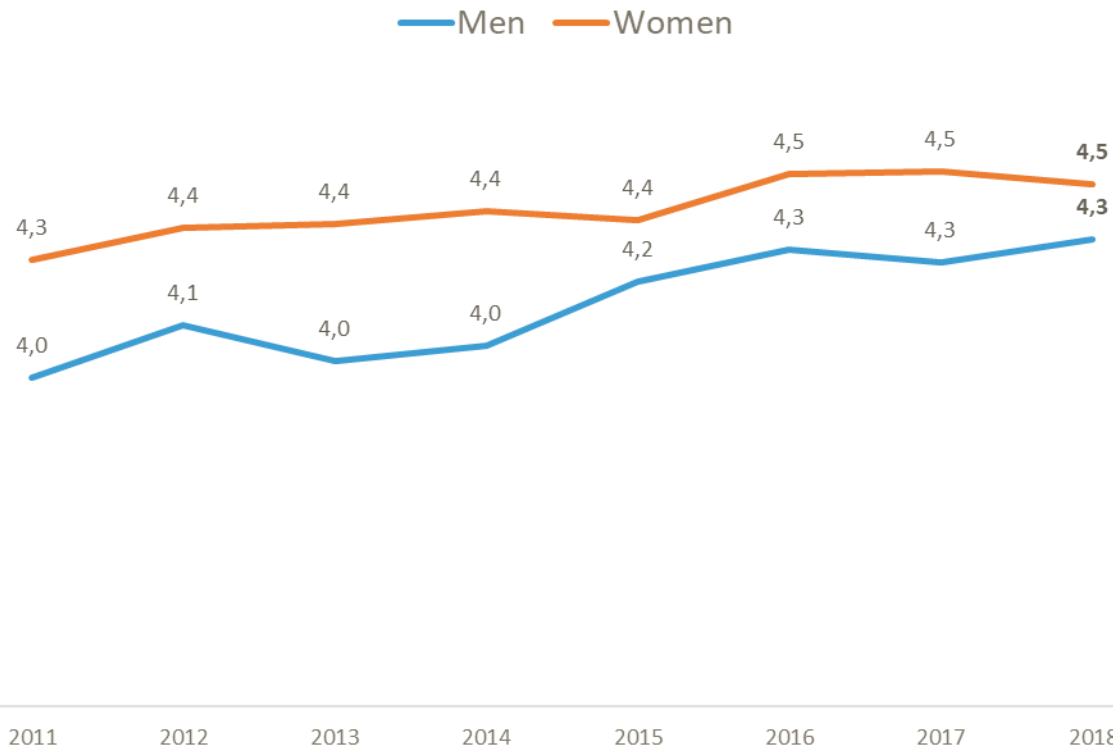
Our employees are loyal



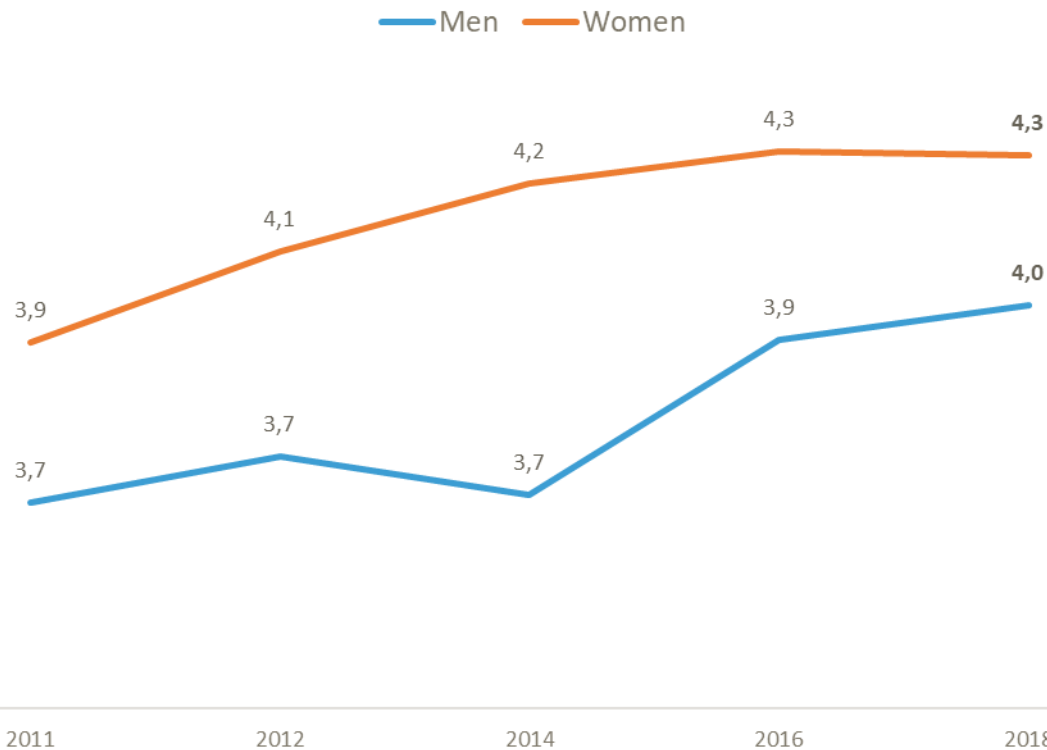
Our employees feel appreciated



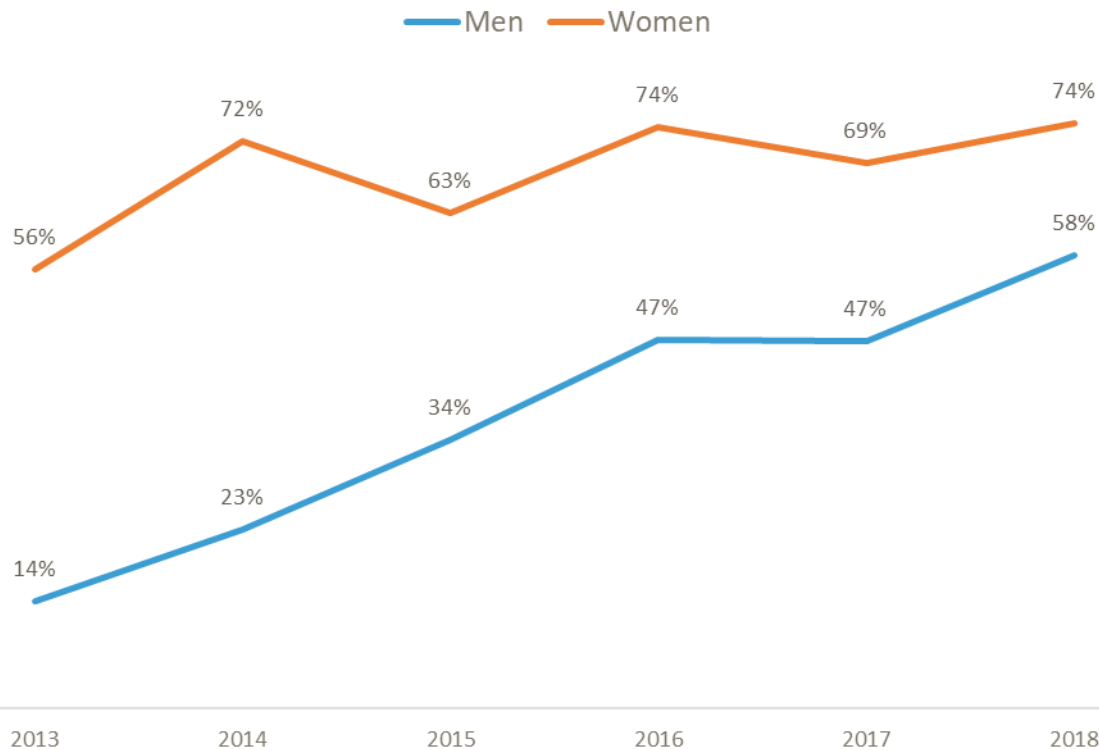
Job satisfaction



My performance is correctly evaluated



I would recommend to others to apply for a job at RE



- „It is reassuring to work for a company that objectively measures and guards pay and invites conversation about pay and performance“

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Vidir Ragnarsson

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