

# Certificate of Registration

EQUAL PAY MANGEMENT SYSTEM - ÍST 85:2012

This is to certify that:

Advania  
Guðrúnartún 10  
105 Reykjavík  
Iceland

Holds Certificate No:

**EQ 699577**

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, including all employees

For and on behalf of BSI:



Andrew Launn, EMEA Systems Certification Director

Original Registration Date: 2019-02-04

Latest Revision Date: 2019-02-04

Effective Date: 2019-02-04

Expiry Date: 2022-02-03



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