

# Certificate of Registration

EQUAL PAY MANAGEMENT SYSTEM - ÍST 85:2012

This is to certify that:

Tempra ehf.  
Íshella 8  
221 Hafnarfjörður  
Iceland

Holds Certificate No:

**EQ 771829**

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 Tempra ehf., including all employees.

For and on behalf of BSI:



Matt Page, Senior Vice President, EMEA Assurance

Original Registration Date: 2022-12-19

Latest Revision Date: 2025-09-22

Effective Date: 2025-12-19

Expiry Date: 2028-12-18

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...making excellence a habit.™