

SJÓVÁ-ALMENNAR TRYGGINGAR HF. - ESG Statement 2023

Social

S1-6: Characteristics of the undertaking's employees	Unit	2023
<i>Total number of employees, by gender</i>		
Male	Headcount	106
Female	Headcount	98
Other	Headcount	-
Non reported	Headcount	-
Total	Headcount	204
<i>Number of permanent employees, by gender</i>		
Male	Headcount	99
Female	Headcount	88
Other	Headcount	-
Non reported	Headcount	-
Total	Headcount	187
<i>Number of temporary employees, by gender</i>		
Male	Headcount	8
Female	Headcount	10
Other	Headcount	-
Non reported	Headcount	-
Total	Headcount	18
<i>Number of non-guaranteed hours employees, by gender</i>		
Male	Headcount	-
Female	Headcount	-
Other	Headcount	-
Non reported	Headcount	-
Total	Headcount	-
<i>Employee turnover</i>		
Total number of employees who left the organization	Headcount	27
Total employee turnover rate	%	14,4%
S1-7: Characteristics of non-employees in the undertaking's own workforce		
Total non-employees in workforce	Headcount	-
S1-8: Collective bargaining coverage and social dialogue		
The percentage of total employees covered by collective bargaining agreements	%	93%
The global percentage of employees covered by workers' representatives	%	-
S1-9: Diversity metrics		
<i>Top management gender diversity</i>		
Male	Headcount	12
Female	Headcount	8
Other	Headcount	-
Non reported	Headcount	-
Male	%	60%
Female	%	40%
Other	%	-
Non reported	%	-
<i>Employee age distribution</i>		
<30 years old	%	17%
30-50 years old	%	49%
>50 years old	%	34%

S1-12: Persons with disabilities	Unit	2023
<i>The percentage of persons with disabilities amongst its employees</i>		
Male	%	-
Female	%	-
Other	%	-
Non reported	%	-
Total	%	-

S1-13: Training and skills development metrics	Unit	2023
<i>The percentage of employees that participated in regular performance and career development reviews</i>		
Male	%	100%
Female	%	99,5%
Other	%	-
Non reported	%	-
Total	%	97%
<i>The average number of training hours per employee and by gender</i>		
Male	hours	-
Female	hours	-
Other	hours	-
Non reported	hours	-
Total	hours	-

S1-14: Health and safety metrics	Unit	2023
The percentage of workforce covered by health and safety management system	%	97%
<i>Health and safety incidents</i>		
Fatalities as a result of work-related -injuries and -ill health	Count	-
Number of recordable work related accidents	Count	-
Rate of recordable work related accidents	x/1.000.000	-
The number of cases of recordable work-related ill health	Count	-
The number of days lost to work-related injuries and fatalities from work-related accidents	Count	-

S1-15: Work-life balance metrics	Unit	2023
The percentage of employees entitled to take family-related leave	%	97%
<i>The percentage of entitled employees that took family-related leave</i>		
Total	%	8%
Male	%	7%
Female	%	-
Other	%	-
Non reported	%	-

S1-16: Remuneration metrics (pay gap and total remuneration)	Unit	2023
The gender pay gap, defined as the difference of average pay levels between female and male employees, expressed as percentage of the average pay level of male employees	%	13%
The annual total remuneration ratio of the highest paid individual to the median annual total remuneration for all employees (excluding the highest-paid individual)	%	549%

S1-17: Incidents, complaints and severe human rights impacts	Unit	2023
<i>Work-related incidents of discrimination</i>		
Total number of incidents of discrimination, including harassment	Count	-

The number of complaints filed through channels for people in the undertaking's own workforce to raise concerns (including grievance mechanisms) and, where applicable, to the National Contact Points for OECD Multinational Enterprises related to the matters defined in paragraph 2 of the ESRS Own workforce topical Standard, excluding those already reported as incidents of discrimination, including harassment	Count	-
Total amount of fines, penalties and compensation for damages as a result of incidents and complaints related to discrimination, including harassment	ISK m	-
<i>Cases of severe human rights incidents</i>		
The number of severe human rights incidents connected to the undertaking's workforce	Count	-
The total amount of fines, penalties and compensation for damages related to severe human rights incidents	ISK m	-