

# TRANSPORT POLICY



The aim of Brim's transport policy is to encourage the company's employees to use environmentally friendly, economical, and healthy means of transport for the good of the environment.

Employees are offered a transport agreement if they want to commit to using environmentally friendly means of transport. It involves the employees' commitment to use environmentally friendly means of transport, such as walking, cycling, running or using public transport.

- An annual pass is purchased for employees who normally use the bus for trips to/from work.
- The value of an annual bus pass in the Reykjavík area is paid to employees who normally walk, run or cycle to and from work or carpool two or more in a car.
- For employees who normally use environmentally friendly means of transport, the companies pay taxi costs in the event of an emergency during working hours, for example due to children's illness.
- Employees who travel domestically on behalf of the company are encouraged to share trips with taxis and rental cars as much as possible. In the case of group transportation vehicles, environmentally friendly vehicles are used when possible.
- Employees are encouraged to use telephone and teleconferencing equipment as much as possible to reduce the transportation footprint.
- Regular educational meetings are held with the aim of increasing employee awareness about environmentally friendly transport.
- A transport agreement is only for permanent employees who have worked for the company for three months or more.

Approved by the Board of Directors of Brim hf. December 17, 2020.