

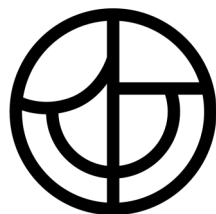
HÓPBÍLAR, HAGVAGNAR AND HAGVAGNAR SERVICE GET EQUAL PAY CERTIFICATION

It is with great pleasure that we announce that Hópbílar, Hagvagnar, and Hagvagnar Service have officially received equal pay certification in accordance with the requirements of the Equal Pay Standard ÍST85.

This certification is an important milestone in our efforts to ensure that equal pay is provided for work of equal value, regardless of gender or other irrelevant factors. It also confirms that we adhere to recognized procedures for wage decisions and are committed to maintaining equality within the company.

We are very proud of this achievement, and it not only recognizes the work that has already been done but also motivates us to continue making improvements. Our goal is to create a fair and just working environment where all employees have equal opportunities to thrive and grow, ensuring that our companies remain outstanding workplaces.

If you have any questions regarding the equal pay certification or equality issues within the company in general, we encourage you to contact the office.



EQUAL PAY
CERTIFICATE
2024 - 2027

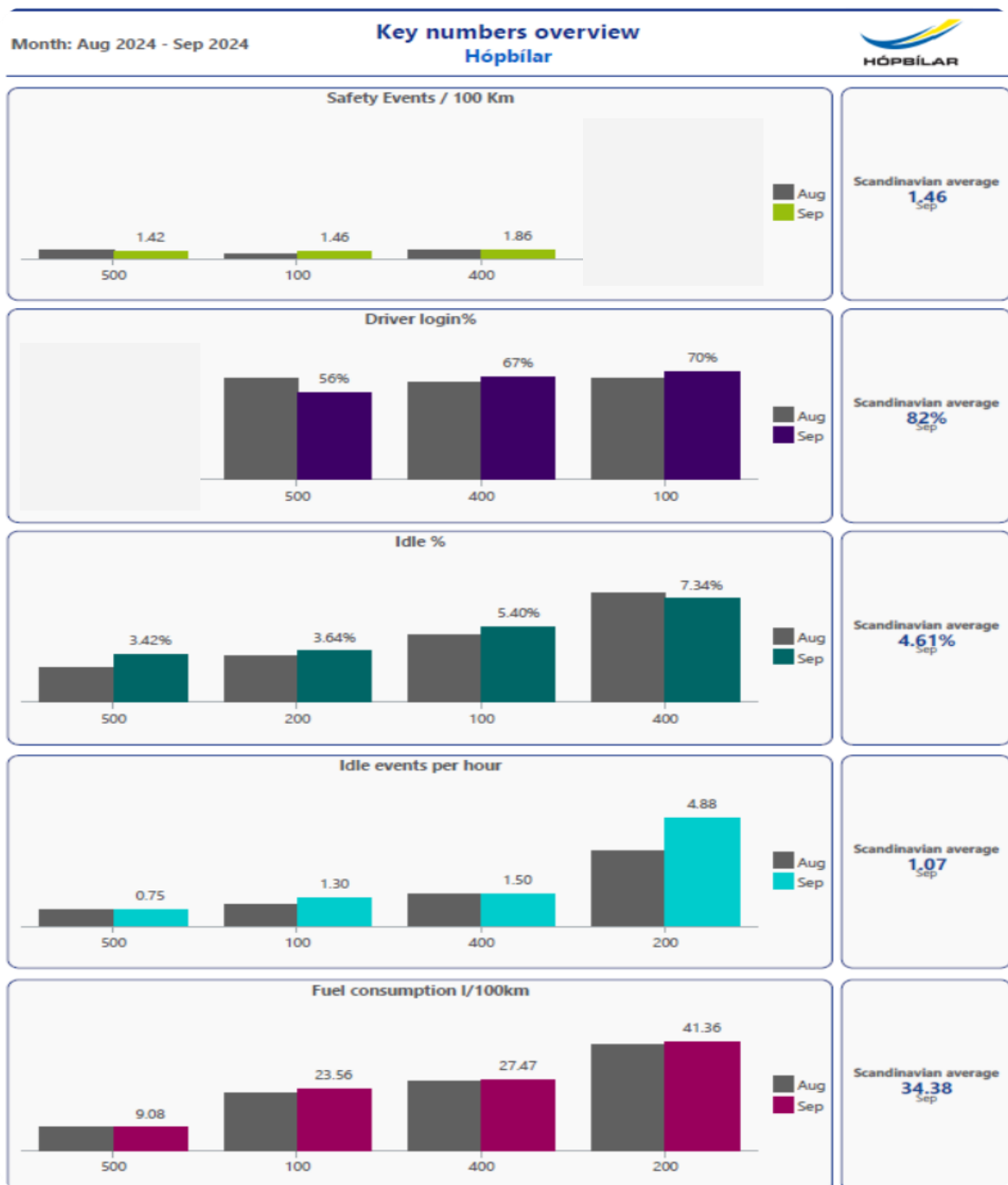


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DRIVING BEHAVIOUR AND STATISTICS FOR AUG-SEPT 2024

Here you can see a complete overview of the driving behaviour and comparison statistics of Hópbílar and Hagvagnar drivers. The whole group is divided into four smaller groups. Group 100 is the travel department, group 200 is the yellow bus, group 400 are the ones driving the countryside bus and group 500 is the driving service for disabled and elderly people. Please note that group 200 is a little bit behind in installation of the system.



LEISURE CAR AND CARE AT STOPS

As in early days of the project, Hópbílar provides leisure driving for the town of Hafnarfjörður. The project consists of primary school students being driven from school to leisure activities they choose to do. It can be anything from culture and arts to sports at the town's sport clubs.

There are many things to consider when it comes to a project like this. Hópbílar has a successful partnership with the town staff regarding planning. Timings, the number of students in each car, the size of the car, but not least where it is best for the leisure car to stop at each place, to pick up students or drop them off.

In preparation Hópbílar have driven all the routes of the leisure car to check conditions at all waiting stations, but it is important that access is as good as possible. In addition, the operations manager and project manager of Hópbílar went around town and examined all the conditions with the municipality's leisure department manager. As a result, the location of several waiting stations had to be revised, as well as the need to move or install sign indication that there is a waiting station intended for the leisure car.



The leisure car project started at the beginning of 2010 as a joint project between Hópbílar, Rio Tinto, Fjarðarkaup, N1 and the town of Hafnarfjörður. The aim is to reduce the need for parents to stand in a time-consuming "shuttle" to get their children to and from sports and leisure activities, by offering a practical and safe alternative.

Hópbílar are truly proud participants in this important community project. It is clear to everyone that the project includes many benefits, including environmental and economic benefits, as well as contributing to an increased quality of life.



DRIVERS MEETINGS AUTUMN 2024

The autumn driver meetings at Hópbílar and Hagvagnar are coming up. Their schedule can be seen below.

At the meetings, various issues related to the work will be discussed, but as you can see, the meeting are organized in three parts of the country.



HVENÆR	KLUKKAN	HVERJIR	HVAR
15.10.2024	16:30-19:00	Hagvagnar	Verkalýðsfélagið Hlíf
16.10.2024	16:30-19:00	Hagvagnar	Verkalýðsfélagið Hlíf
22.10.2024	10:00-12:00	Landsbyggð Selfoss	Selfossi
23.10.2024	18:00-19:30	Akstursþjónusta	Verkalýðsfélagið Hlíf
24.10.2024	16:00-18:00	Landsbyggð Borgarnes	Borgarnesi
24.10.2024	11:00-13:00	Landsbyggð Suðurnes	Eyrartröð 2, 2. hæð
29.10.2024	18:00-19:30	Hópfærdæild	Eyrartröð 2, 2. hæð

DRIVERS BOWLING 2024

In order to further promote the Hópbílar and Hagvagnar spirit, an autumn bowling trip will be held for drivers and shift management. It will be held in Egilshöll where there will be a game of bowling and pizza afterwards.

Countryside bus drivers are further away so a different kind of local entertainment will be offered for that group.



Hópbílar hf.
Melabraut 18
220 Hafnarfirði

Editor:
Leifur S. Garðarsson
Project Manager



HÓPBÍLAR



9.10.2024	17:00-19:00	Hagvagnar	Egilshöll
10.10.2024	17:00-19:00	Hagvagnar	Egilshöll
30.10.2024	18:30-20:00	Akstursþjónusta	Egilshöll
5.11.2024	18:30-20:00	Hópfærdæild	Egilshöll
5.11.2024	18:30-20:00	Vaktstjórn	Egilshöll