

Purpose and Objectives

At Ístex, we believe that the best defense is a good offense. Our human resources policy is designed to create a protective shield around those working in the Icelandic wool sector. We are committed to doing what is right and maintaining a workplace where gratitude and respect are paramount. We are patient and always ready to help those who seek it. Whether it's about providing opportunities or helping them advance with knowledge, professionalism, and foresight as their guiding principles, we are here. Our aim is to build a workplace that is secure, inclusive, and where everyone feels valued and part of a strong team spirit.

Focus Areas

At Ístex, we are committed to creating a safe and excellent work environment for all our employees. Respect and consideration are not just words, but guiding principles in our workplace. We ensure that everyone has equal opportunities to enjoy their energy and develop their talents at work. Discrimination has no place in our company, and we prioritize respect and consideration for all.

Equality

At Ístex, we firmly believe in equality, regardless of gender, age, sexual orientation, family circumstances, nationality, skin color, religion, or political beliefs. This belief is not just a principle, it's a commitment. Our equality plan is designed to ensure that every employee has the opportunity to shine, to be valued for their own merits, and to receive fair rewards. This commitment is at the core of our human resources policy, and it's something we take very seriously.

Career Advancement and Knowledge

At Ístex, we understand that our employees are our greatest asset. We are professionals in the wool industry and are in the public eye. We understand the importance of professionalism and knowledge in our operations. That's why we provide our employees with ample opportunities for career development, along with continuing and further education. All open positions are available to anyone with the necessary skills to do a good job. Our recruitment process is professional, ensuring we select competent, trustworthy, and results-oriented staff. We warmly welcome new employees and provide targeted and useful training. We believe in showing full respect and care at the end of employment, just as we do throughout an employee's tenure.

Balancing Family and Work

Family comes first! Flexibility, trust, and communication should be ensured so employees can easily manage their affairs and enjoy their free time. Employees should be able to balance their work duties and family responsibilities regardless of their situation. It is essential that maternity and paternity leave or other circumstances related to childbirth are positive and do not negatively affect career advancement, further education, termination, working conditions, and other such factors. Overtime should be used sparingly and, in such cases, should be within reasonable limits, flexible, and temporary.

Gender-Based Violence and Dishonesty

All employees have the right to be treated with respect and not be subjected to harassment or violence of a gender-based or sexual nature. It is essential to understand that mutual respect and recognition of diversity in the workplace strengthen the company. Gender-based dishonesty is not tolerated.

Good Communication

Everyone must get to shine. Clear communication channels and straightforward interactions are essential. We aim to maintain good communication and promote strong information flow so that employees know the company and their coworkers as best as possible. Training in Icelandic and other languages that facilitate communication is offered.

Facilities and Safety

We aim to ensure good facilities and the utmost safety, as there are many factors to consider. The safety policy emphasizes a safe working environment and prioritizes the safety of employees and visitors. Hearing protection is always available.

Responsibility

The human resource policy summarizes Ístex's focus on human resource matters. It is the joint responsibility of management and staff to implement the policy to create a good workplace.

On behalf of Ístex,



Sigurður Sævar Gunnarsson
CEO