

HUMAN RIGHTS

Principles 1 and 2

Businesses should support and respect the protection of internationally proclaimed human rights

Make sure that they are not complicit in human rights abuses

The ideological basis for Réttur's operation is firmly cemented in our belief that the role of the attorney is to defend human rights and dignity. Today, this belief continues to be a guiding principle in our practice and is best demonstrated in our interaction with our clients, employees and the community at large.

Throughout the year 2014, Réttur - Aðalsteinsson & Partners encouraged and supported active participation of our employees in all initiatives aimed at maintaining and enhancing knowledge and respect for human rights. Réttur - Aðalsteinsson & Partners employees' have undertaken active roles as adjunct professors, delivered guest lectures, at law schools and universities, namely Bifröst University, University of Iceland, Reykjavik University and the University of Akureyri. Our employees have also organized and participated in seminars, including Amnesty International's seminar on the UN Optional Protocol to the Convention against Torture and other Cruel, Inhuman or Degrading Treatment or Punishment, as well as authored various articles on human rights. Our employees have furthermore influenced the legislative process for legislation affecting human rights, for example by way of consultation with parliamentary representatives as well as submitted observations on legislative bills to parliament.

Réttur - Aðalsteinsson & Partners is furthermore proud of our continued cooperation with the United Nations Refugee Agency (UNHCR), *inter alia*, which tasked our firm with researching and drafting the first report on "*Mapping Statelessness in Iceland*", issued December 2014. Réttur - Aðalsteinsson & Partners has undertaken to defend the human rights of minorities and has carried out a vast number of litigations *pro bono* for immigrants and asylum seekers throughout the year. Additionally and by comparison, Réttur - Aðalsteinsson & Partners has successfully undertaken a large number of litigations concerning human rights violations purely financed by legal aid.

Réttur - Aðalsteinsson & Partners encourage and fully support our employees' voluntary contributions to the human rights initiatives of both governmental and non-governmental entities, such as the Red Cross's refugees and asylum seekers program, taking seat on the boards of UN Women in Iceland, the Women of Multicultural Ethnicity Network in Iceland, child's rights association and have a member of staff appointed to the Ministry of Welfare's, Welfare Watch. Both the

firm and individual employees have been recognized for their contribution to human rights in Iceland and the society as a whole through awards, which include the Icelandic Ethical Humanist Association — 2014 Humanist of the Year Award as well as the Exemplary Company Award — 2014 by Creditinfo, Iceland's leading credit information provider.

Within the company, we strive to offer all our employees an equitable and respectful working environment. We promote teamwork, health and wellness, welcome diversity among our employees and hold equality as well as the respect for family life at a high standard. Réttur - Aðalsteinsson & Partners value our employees and as such ensure that their right to compulsory and non-compulsory benefits are respected, which includes, paid parental leave, paid leisure, paid scheduled family oriented leisure activities, year-end bonuses as well as annual appreciation items.

LABOUR STANDARDS

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| Principle 3 | Businesses should uphold freedom of association & effective recognition of the right to collective bargaining |
| Principle 4 | The elimination of all forms of forced and compulsory labour |
| Principle 5 | The effective abolition of child labour |
| Principle 6 | Eliminate discrimination in respect of employment and occupation |

Réttur - Aðalsteinsson & Partners fully respect and recognize the importance of freedom of association and is fully committed to adhere to all applicable laws and regulations in the field of labour. Although employees are hired on an individual contractual basis, we nonetheless strive to ensure that wages and benefits meet or exceed legal requirements and or applicable collective agreements. Réttur - Aðalsteinsson & Partners furthermore endeavour to provide financial support to employees, to the extent possible, for participation in continued education programs as well as research initiatives.

Réttur - Aðalsteinsson & Partners employ a small yet diverse workforce and ensure that equality is guaranteed with respect to recruitment, promotion and work conditions. At Réttur - Aðalsteinsson & Partners we foster inclusion and employees are guaranteed a work environment free of any form of discrimination on the basis of gender, race, gender identity, origin, background, religion, marital status, sexual orientation, disability or age. Being a small company with a small workforce creates a unique opportunity for employees, who each has an opportunity to influence and

structure the company's policy in terms of its sustainability efforts. Réttur - Aðalsteinsson & Partners permits flexible working hours as well as flex-work from home whenever feasible.

Réttur - Aðalsteinsson & Partners recognize that we cannot achieve our ambitions to create the best labour standards alone, and thus encourages active communication with employees in respect of work conditions and or any other work related concerns. All concerns are usually rapidly addressed and the company welcomes suggestions from employees aimed at influencing change. At Réttur - Aðalsteinsson & Partners, we regularly consult with employees on operational changes and or any internal decisions.

ENVIRONMENT

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| Principle 7 | Businesses should support a precautionary approach to environmental challenges |
| Principle 8 | Undertake initiatives to promote greater environmental responsibility |
| Principle 9 | Encourage the development and diffusion of environmentally friendly technologies |

Réttur - Aðalsteinsson & Partners continue to improve our role as a responsible global citizen and have, during the fiscal year 2014, undertaken new initiatives aimed at promoting environmental protection. Our goal is to continue these efforts and expand on them during the coming year.

Throughout the year, Réttur - Aðalsteinsson & Partners encouraged environmentally responsible and friendly behaviour among our employees by offering incentives, such as commuter stipends to those who used public transport instead of individual vehicles. The company placed greater emphasis on conserving energy, utilizing to a large extent electronic invoicing to clients as well as safely storing and disposing toxic waste.

Réttur - Aðalsteinsson & Partners recognize the importance of environmental considerations and we are dedicated to taking further actions aimed at improving environmental performances in all aspects of our day-to-day operations. The company has therefore embarked upon restructuring its environmental policy for the fiscal year 2015-2016 with the aim of minimizing significantly its operational footprint. To advance on these goals, we will further increase recycling and reusing materials wherever practicable, minimize printing, utilize print friendly paper and ink

during printing process. In addition to protecting the environment, the company finds that restructuring its environmental policy is strategically critical to reducing cost and increasing return

ANTI-CORRUPTION

Principle 10

Businesses should work against all forms of corruption, including extortion and bribery

Réttur - Aðalsteinsson & Partners fully respect and recognize our role to work against all forms of corruption and we are fully committed to adhering to all applicable laws and as well as the attorneys' codes of ethics. Recognizing that our outstanding reputation as respected officers of the court is conducive to our business practices, Réttur - Aðalsteinsson & Partners require strict compliance from employees, clients and potential clients.

In the event of a violation, Réttur - Aðalsteinsson & Partners is committed to taking all necessary and appropriate actions.