

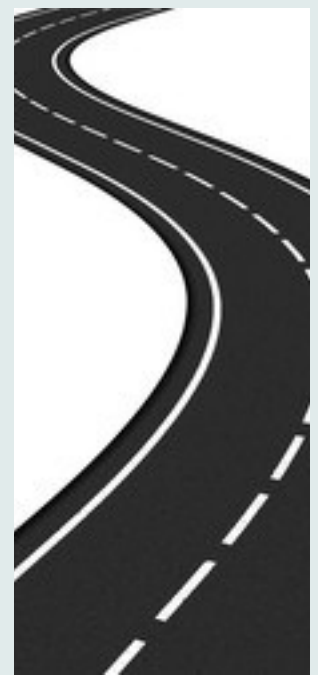
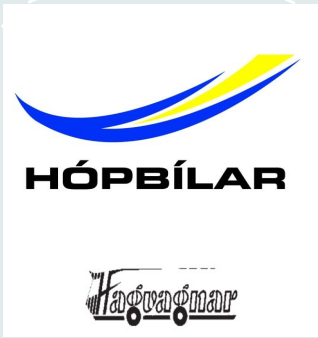
REDUCED IDLING

It has sometimes been argued that switching off a diesel engine is bad for a car's engine, knowing that it will have to be started shortly thereafter. This may have been the case some years ago. In some cases, it may actually be necessary to let larger cars run for 2-3 minutes but only after a long drive.

By installing the Traffilog system in our cars we get a wide range of information about drivers driving behaviour and use of their cars. One of topics is idling. In the coming seasons and months we will review the current data collection. Providing information to managers and employees is an important factor so that everyone can work together to improve what can be done better and praise for what is done well.

It is easy to start by focusing on less idling in certain company projects. Thus, there should be no idling at all at schools, kindergartens, after school areas, sport facilities or hotels. Idling is also not feasible in residential areas. It is also easy for us to avoid idling where many vehicles are waiting for passengers. These include the School festival in Hafnarfjordur or when waiting for passengers from cruise ships on the harbour quay. It is also important to rule out all idling at our operation unit at Melabraut/Eyarrörð, e.g. when cleaning cars.

In this newsletter you will find information from our data collection over the past month.



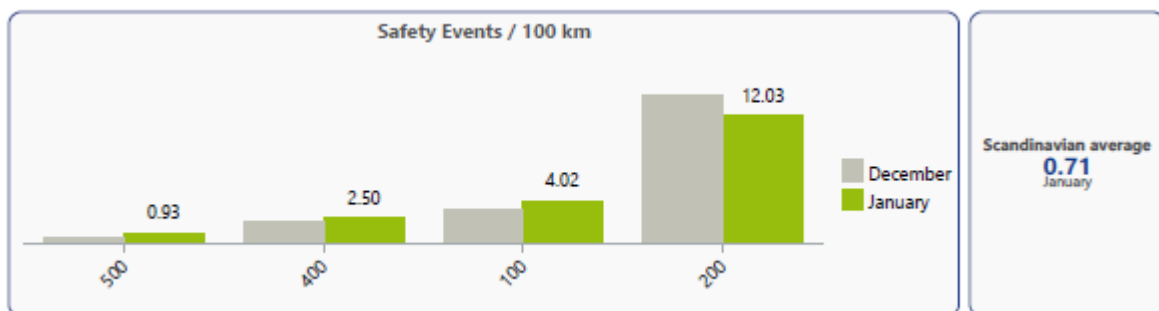
In the newsletter

Reduce idling	1
Safety events	2
Log in	2
Idling	3
Bradford scale.....	4

SAFETY EVENTS

BRAKING, ACCELERATION, TURNS

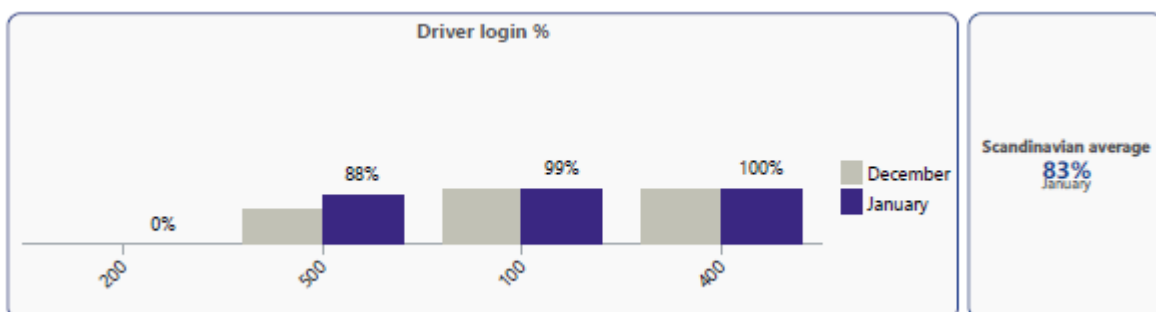
The Traffilog system provides the company with important information about car usage and drivers driving behaviour. Driving in each number category is certainly different as the cars are different and their driving routes and tasks are different. However, the system provides us with a month-to-month comparison within each category. In addition, we get comparative statistics from comparable companies in the Nordic Region (Scandinavian average) Statistical results are truly an incentive for someone to do better as well as being a compliment to others for that is well done.



DRIVERS LOG-IN

GREAT STATISTICS IN CERTAIN GROUPS

One of the most important aspects of the installation of the Traffilog system in our cars is the login of drivers into each car. The use of the driver card in the tachograf machine is also a matter of law and is punishable by fines for both drivers and the company in the event of failure. An item that should always be in order. It is safe to say that we are generally doing well here, although good things can be improved. It should be noted that the logins to cars with 200 numbers is done differently, as well as connectivity issues with cars with 500 numbers was fixed mid-January.



IDLING

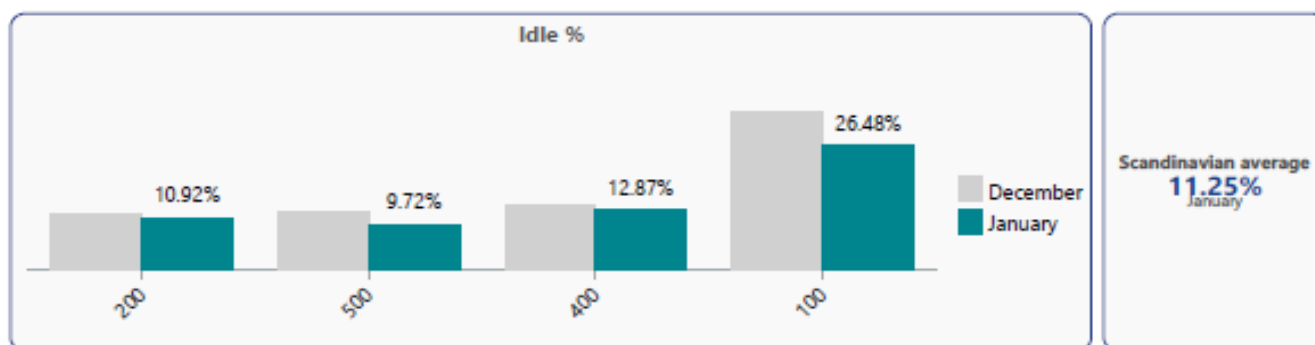
IMPORTANT TO REDUCE IDLING

One of the factors that the company places great emphasis on is the reduction of the idling of the vehicle fleet. It is important not to pollute unnecessarily. As most people know, idling vehicles cause health hazardous pollution. Fewer people may know that it is forbidden to let a stationary vehicle run for more than a brief period unless there is a special situation.

Rules on idling of cars are set out in Article 6.2 of Regulation No. 788/1999 on the prevention of air pollution by mobile sources also provides that: „ Vehicles must not be left running when abandoned. At the same time, stationary vehicles engines may not be operated for more than a brief period except in exceptional circumstances”.

An idling vehicle emits large amounts of air pollutants that are harmful to health. Breathing in high levels of air pollution can cause people considerable discomfort such as irritation of the respiratory system and eyes. It is too common to see van drivers unload the car while it is running and that cars are left idling next to schools when children are being shuttled to and from school. The driver himself then inhales most of the pollution. There is therefore an important work for the driver to reduce pollution from the car by not idling it, where possible.

It is positive to see from the statistics of our cars below that idling decreases in all categories between December and January. However, it can also be seen that the idling of our cars is much higher than that of comparable companies in the Nordic countries. It is therefore clear that we can do much better here, which will be one of our main goals in the coming months.



BRADFORD SCALE

CLEAR LINES AND COMMUNICATION PROCESSES REGARDING STAFF ABSENCES AND ILLNESSES

The company's human resources department relies on the so-called Bradford scale when managing staff absences/sickness. In the case of repeated short-term absences of an employee due to illness, they are assessed using the Bradford scale.

The Bradford scale was developed with the purpose of highlighting the impact of short term illness on operations. Studies have shown that repeated short term illnesses have a worse effect on the workplace than long-term illnesses that occur less frequently. The Bradford scale emphasizes that the number of times an employee is absent is more important than the number of days absent. When using the scale, illness is assessed based on points, i.e. the number of sick days is converted into points. The number of points determines the actions.

Note that in case of influenza, medical operations, accidents or similar, the Bradford scale should not be used. It is only intended to respond to frequent short term illnesses. Absences due to children's illness are not included.

Either a 52-week period or a 13-week period is used when using the Bradford scale. The number of sick days and absences are converted into points according to a certain method. If an employee exceeds a certain number of points, the person is invited to an interview and an action plan may be drawn up. It should be noted that the scale has already been used and interviews with a certain number of employees have taken place.

Hópbílar hf.
Melabraut 18
220 Hafnarfirði

Umsjón, skrif og ábyrgð:
Leifur S. Garðarsson
Verkefnastjóri



HÓPBÍLAR



Experience has shown that open discussion at workplaces about absence due to illness is positive and can reduce absenteeism. The purpose is not to take away valid sick days from employees, but to create clear lines of sick leave, communication processes and create a formal forum to discuss an employee's absence from work when appropriate.

Employees who are often, long or regularly away from work are invited to a so-called absence interview. The criterion for when to invite the conversation is based on the Bradford scale.

The aim of the conversation is i.e. to find ways to assist the person in maintaining full working capacity. The employee is not obliged to give information about personal or health-related matters in the conversation. Illness is a private matter, but absence affects the workplace and needs to be discussed. The conversation is then followed up if needed to ensure it delivers the desired results.