

EQUAL-SALARY Certification is good for business

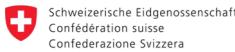
www.equalsalary.org



Organisations are recognising that workforce inclusion and diversity is key to business success. This advantage is driven by: improved financial performance, better talent attraction and retention, more innovation, and deeper customer insight.



**The European Commission
recognizes EQUAL-SALARY
as an approach to verify the
fairness of pay between men
and women.**



**The Swiss Federal Office
for Gender Equality has
financially supported the
development of EQUAL-
SALARY.**

Globally the wage earning workforce consists of 52% men and 48% women, so gender equality is a top priority for organisations. Many countries are introducing legislation to drive gender diversity at the C-suite level, and are taking other measures to enable the equal pay of men and women for equal work.

Currently the global pay gap between men and women performing equal work is approximately 20%; this widens to 45% for the top 1% of earners and varies from country to country (source: ILO 2016/2017 Global Wage Report).

'EQUAL-SALARY' is an independent non-profit foundation, which aims to promote equal pay for men and women around the world. In collaboration with the University of Geneva, the foundation has developed a robust methodology for objective pay analysis.

PwC: Your partner in becoming an EQUAL-SALARY Certified employer

**Some reasons why
more than
20 companies
have obtained the
EQUAL-SALARY
Label:**

- Attract quality candidates
- Increase productivity
- Increase employee retention
- Increase workforce diversity
- Improve employee satisfaction
- Increase performance
- Improve company reputation
- Reduce legal risks

**Will your company
be next?**

Our Inclusion & Diversity Team

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Recognized by the
Swiss Federal Office
for Gender Equality
and the European
Commission.



EQUAL-SALARY Certification





How can your organisation commit to Inclusion & Diversity?

Become EQUAL-SALARY Certified



Step 1: Statistical analysis

Company employee data is provided to the EQUAL-SALARY Foundation for analysis through a secured IT platform. All data is made anonymous prior to analysis and compensation data is destroyed after the audit report has been transmitted. The EQUAL-SALARY statistical regression model analyses the wage difference; this difference needs to be inferior or equal to 5% and the regression strength (R^2) must exceed or equal 90% in order to proceed to Step 2. A list of individual employee cases falling outside these criteria is generated, enabling the company to put in place a specific action plan.



Step 2: On-site Audit (PwC)

An on-site audit is carried out by the PwC EQUAL-SALARY Team following international standards on quality management to assess:

- 1. Management commitment** to equal pay for men and women;

- 2. Integration of equal pay strategies within the HR processes and policies;**
- 3. Employee perception** of the company pay practices.



Step 3: Certification

Depending on a successful outcome from the PwC audit, the company is awarded the EQUAL-SALARY Label from the EQUAL-SALARY Foundation. This label is a clear demonstration of a company's commitment to equal pay for men and women, and can be used on all company communications.



Step 4: Monitoring Audits

The EQUAL-SALARY Certification is valid for three years. During this period certified companies complete two monitoring audits, which monitor their fulfilment of the assigned



actions to apply a fair, non-discriminatory wage policy between men and women.