

## LA VAUDOISE IS NOW EQUAL-SALARY CERTIFIED

**Vevey/Lausanne 30.11.2018** – The EQUAL-SALARY Foundation is pleased to announce that, having met all requirements of the EQUAL-SALARY procedure, la Vaudoise is now an EQUAL-SALARY employer. La Vaudoise is the first company from the private insurance sector to obtain our certification, thus paving the way in a field where equal pay still remains a taboo topic.

*«La Vaudoise is the first company from the private insurance sector to become EQUAL-SALARY certified, in an area where the gender pay gap still exceeds 30% according to the Federal Statistical Office. In that context, I am particularly enthusiastic about la Vaudoise's commitment.»* commented Véronique Goy Veenhuys, Founder and CEO of the EQUAL-SALARY Foundation.

*«La Vaudoise is very proud to be EQUAL-SALARY certified. This certification confirms our commitment to equal opportunity and underlines the values we believe in. This label gives us an undisputable advantage as far as recruitment and talent retention is concerned.»* added Philippe Hebeisen, CEO of la Vaudoise.

### Equal pay in practice

While most companies claim to pay women and men the same, the gender pay gap is still close to 23% on a worldwide level, reaching an average of 16.2% in Europe. In Switzerland, in the financial and insurances sector, this gap still reaches 31% to date. (source: eurostat June 2018, based on 2016 data / Federal Statistical Office).

### About the EQUAL-SALARY Foundation

EQUAL-SALARY is a not-for-profit foundation established since 2010. It is the first and only certification that focuses on equal pay for women and men. The Foundation is a member of the UN Global Compact, has been highlighted by the European Commission in the report on Gender Pay Gap and its methodology was used as a reference by the Swiss Federal Court of High Justice.

As of December 2018, EQUAL-SALARY Foundation will have completed over 70 certification procedures. Many of the certified companies have renewed their commitment, demonstrating a strong will to promote fairness, building trust and respect for their employees.

As an EQUAL-SALARY employer, an organisation is in a better position to attract and retain talent and to prove it complies with the rules of good governance.

### EQUAL-SALARY certification process

Similar to an ISO for wages, the EQUAL-SALARY certification process includes two phases. First, experts contracted by EQUAL-SALARY run a statistical analysis of salary data based on a methodology developed with University of Geneva. Second, if the results are positive and show an overall gender pay gap under 5 percent, the process is moved further and an audit is contracted with our main auditing partner, who certifies the conformity of the process. During this phase, PwC assesses both the company's overall commitment to equal pay as well as its implementation in Human Resources processes. In order to be fully inclusive, employees are involved through a survey and interviews during the on-site audit. Only the companies having fulfilled all the

# EQUAL PAY IS A BASIC HUMAN RIGHT. LEAD BY EXAMPLE.

requirements of the procedure get the EQUAL-SALARY certification, meaning they have reached excellence in equal pay.

The EQUAL-SALARY certification allows organizations to verify and communicate that they pay women and men equally. It is a practical and scientific solution to achieve transparency, while preserving confidentiality.

## Press contact

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