

JTI HEADQUARTERS BASED IN GENEVA ARE NOW EQUAL-SALARY CERTIFIED

Vevey / Geneva, January 21, 2019 – The EQUAL-SALARY Foundation is pleased to announce that, having met all requirements of the EQUAL-SALARY procedure, JTI Headquarters in Geneva are now EQUAL-SALARY certified. JTI Headquarters in Geneva have demonstrated compliance with our Standards and successfully completed the on-site audit, showing principles of fairness for all employees at the workplace and offering equal opportunity and equal pay to women and men.

« With the certification of JTI Headquarters, EQUAL-SALARY Foundation takes another step towards the globalization of its label. It is very important that big industries take the lead in tackling the gender pay gap. With every single action, it is the whole movement of equal pay that grows and gets increased attention » commented Véronique Goy Veenhuys, Founder and CEO of the EQUAL-SALARY Foundation during the certification ceremony this afternoon.

« We are delighted that our commitment to pay all our employees fairly is now recognized and endorsed by the independent EQUAL-SALARY Foundation, » said Guergana Andreeva, Global HQ HR Vice President. *“Gender pay equity is essential to us. It establishes a culture of trust within our organization and is a key asset in the recruitment of future talent. »*

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. (source: eurostat June 2018, based on 2016 data).

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 January 2019, EQUAL-SALARY Foundation will have completed over 75 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

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

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 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 fairly. It is a practical and scientific solution to achieve transparency, while preserving confidentiality.

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