

DUFRY SA (SWITZERLAND) IS EQUAL-SALARY CERTIFIED

Vevey / Basel / Zurich, February 20, 2019 - The EQUAL-SALARY Foundation is pleased to announce that Dufry SA in Basel and Zurich has obtained EQUAL-SALARY certification. Dufry SA is the first company in the tourism sector and, more specifically, the duty-free trade to obtain EQUAL-SALARY certification. Dufry SA has demonstrated its compliance with our standards and has successfully completed the corporate audit, upholding the principles of equity for all employees in the workplace and offering equal opportunities and equal pay for women and men.

On the eve of the publication of the second edition of the World Tourism Organization's World Report on Women in Tourism (UNWTO) the position of women in this sector is increasingly in the spotlight. In addition, according to a study conducted by an American university, women are now responsible for 92% of tourism purchases.

"It is women who are driving strong growth in the tourism sector. In this context, it is extremely important that companies like Dufry SA lead by example and come out in support of the United Nations Sustainable Development Goal 5 (SDG5)" according to **Véronique Goy Veenhuys**, Founder and CEO of EQUAL-SALARY.

Julian Diaz, CEO Dufry, said: *"Dufry's vision of remaining the leading Travel Retailer with a fair and unbiased reward structure, enables our employees to develop and thrive in their careers. We foster a diverse, inclusive culture which will enable us to achieve our strategy of profitable growth. We are proud to be recognized as a certified EQUAL-SALARY employer in Switzerland".*

Pay equity in practice ...

While most companies claim to pay women and men fairly, the wage gap is still close to 23% globally, averaging 16.2% in Europe. (source: eurostat June 2018, based on 2016 data).

... and especially in the tourism sector:

- In most parts of the world, the majority of the tourism industry labour force are women
- Traditionally women in the tourism sector are to be found in lower-level and lower-paid jobs
- Women perform a significant number of unpaid tasks in family tourism businesses (source UNWTO 2010 / ed.: the second world report on women in tourism is out March 6, 2019).

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 PAY IS A BASIC HUMAN RIGHT. LEAD BY EXAMPLE.

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 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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