

Press release
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Making history, the EQUAL-SALARY Foundation certifies top Fortune 500 multinational company as "GLOBALLY CERTIFIED"

The EQUAL-SALARY Foundation is proud to announce that it has awarded the EQUAL-SALARY "GLOBALLY CERTIFIED" certificate to a global international company for the first time. This certificate attests to the existence of a fair wage policy between women and men within a global organisation in all its subsidiaries around the world.

The recipient of this historical milestone is Philip Morris International (PMI). PMI becomes the first multinational to certify equal pay between women and men on a global level. Certification affects operations in more than 90 countries and nearly 100,000 employees. In doing so, the global movement for equal pay is taking a leap forward.

After more than one year of procedures to verify compliance with all requirements, the certificate was presented at a ceremony attended by management and employees. On this occasion, Véronique Goy Veenhuys, Founder of EQUAL-SALARY declared: "By its global character, the certification of Philip Morris International is a major step for pay equality between women and men. That a leading Fortune 500 company makes such commitments is a strong signal. We are proud of the international scale that PMI's Global Certification gives to our cause. "

"The global EQUAL-SALARY certification demonstrates the great amount of work our colleagues across the world have accomplished in confirming equal pay for equal work throughout PMI worldwide," said André Calantzopoulos, CEO of PMI. "We need to use this moment to celebrate and continue building an inclusive, gender-balanced organization as we deliver upon our transformation and a smoke-free future."

This world premiere is not just another step towards the internationalization of the EQUAL-SALARY Foundation and its strategic partner, PwC. It is also a new opportunity for Switzerland to position itself as a pioneer in promoting equal pay for women and men. This comes soon after the Federal Office for Gender Equality (FOGE) received a UN Award of Excellence in recognition of Switzerland's commitment to equal pay. FOGE has financially supported the development of EQUAL-SALARY certification.

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.

About the EQUAL-SALARY Foundation

Launched in 2005, EQUAL-SALARY was established as a non-profit foundation in 2010. EQUAL-SALARY is the first certification to focus on equal pay for women and men. Comparable to an ISO for wages, the EQUAL-SALARY certification allows companies to verify and communicate that they pay women and men fairly. It is a practical and scientific solution to achieve transparency while preserving confidentiality.

The EQUAL-SALARY Foundation has been recognized by the European Commission in a report on the pay gap and its methodology has been used as a reference in an order from the Swiss Federal



Court. The Foundation is a member of the United Nations Global Compact and EPIC, the international coalition for equal pay co-founded by the ILO, the OECD and UN Women.

To date, the EQUAL-SALARY Foundation has completed more than 75 certification procedures. Several certified companies have renewed their commitment, demonstrating a desire to promote pay equity, strengthening the trust and respect of its employees.

The EQUAL-SALARY certification process

The certification process covers two phases. Firstly, experts commissioned by EQUAL-SALARY perform an analysis of salary data based on methodology developed in partnership with the University of Geneva. Secondly, if the results of the analysis show an average wage gap of less than 5%, an audit is conducted to assess the company's commitment to pay equity and the existence of efficient HR processes. To be completely inclusive, a survey of company employees and interviews complete the process. The responsibility for the audit is entrusted to PwC.

Only companies that have fulfilled all the requirements of the procedure may be EQUAL-SALARY certified, synonymous with excellence in the field of equal pay.

Equal pay for women and men is the basis of any attempt to achieve equal opportunities.

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