

## LYRECO SWITZERLAND AG IS EQUAL-SALARY CERTIFIED FOR THE SECOND TIME IN A ROW

**Vevey / Zurich, May 28, 2019** – At the eve of the Swiss Women Strike of June 14, the EQUAL-SALARY Foundation is pleased to announce that Lyreco Switzerland AG has obtained the EQUAL-SALARY certification for the second time in a row. The EQUAL-SALARY certification is valid for 3 years, during which, the company undergoes two monitoring audits. After 3 years, the organisation needs to renew the certification process with a new salary analysis and a full on-site audit.

Lyreco Switzerland AG is the first company from the retail sector, more specifically from the retail of office supplies, to obtain the EQUAL-SALARY certification. Stimulated by its first experience, Lyreco Switzerland AG chose to renew its commitment, thus showing a strong will to take an active part in supporting the equal pay movement.

*"By renewing the EQUAL-SALARY certification, Lyreco proves its strong commitment to equal pay. Lyreco takes the lead in terms of good governance, thus setting an example for other companies of the retail sector – where equal pay still has a long way to go."* said **Véronique Goy Veenhuys**, Founder and CEO of EQUAL-SALARY.

**Thomas Illi**, CEO of Lyreco Switzerland AG, said: *"For Lyreco Switzerland AG, equal opportunities has been an evidence for years. This is a matter of culture, and lastly, it is also the personal responsibility of each collaborator"*.

### 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 retail sector in Switzerland:

- In Switzerland, in the retail sector, women earn in average 17,8% less than men.
  - The unexplained part of this pay gap reaches over 65%.
- (Source: Federal Statistical Office - Swiss Earnings Structure Survey)

### 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.

## **Press contact**

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