

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

THE EUROPEAN BROADCASTING UNION (EBU) IS EQUAL-SALARY CERTIFIED

Vevey / Geneva, October 12, 2020 – The EQUAL-SALARY Foundation is pleased to announce that, after passing both a scientific salary analysis and an internal audit led by PwC with success, EBU, the world's leading alliance of public service media has obtained the EQUAL-SALARY certification. EBU is the first organization from the public service media sector to be EQUAL-SALARY certified.

«EBU leads by example in the public media sector. At the EQUAL-SALARY Foundation, we strongly believe that commitments like EBU just gave with its certification will open the path to other organizations and bring the future of equal pay to the next level.» **Véronique Goy Veenhuys**, Founder of the EQUAL-SALARY Foundation.

«We are completely committed to ensuring that everyone at the EBU is paid equally and has the same opportunities for development and growth. It's a core part of our values. But it's not only the right thing to do, it's also the best for our business. Our organization thrives on a diversity of views and ideas and we want to ensure we attract, and retain, the very best talent irrespective of gender. Equal salary certification demonstrates our commitment to a fair wage policy that benefits everyone.» **Noel Curran**, Director General EBU.

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, based on a robust and transparent methodology, that focuses on equal pay for women and men. The Foundation was financially supported by the Federal Office for Gender Equality and its methodology was used as a reference by the Swiss Federal Court of High Justice.

EQUAL-SALARY is the only certification for equal pay highlighted by the European Commission in a report on Gender Pay Gap. EQUAL-SALARY is a member of EPIC (Equal Pay International Coalition) and of the UN Global Compact.

To date, the EQUAL-SALARY Foundation has completed over 90 certification procedures throughout the world. 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.

About the 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.

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

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

EQUAL-SALARY

noemie.storbeck@equalsalary.org

M +41 76 382 29 85