

BRITISH AMERICAN TOBACCO SWITZERLAND SA OBTAINS EQUAL-SALARY CERTIFICATION

Vevey, March 7, 2021 – The EQUAL-SALARY Foundation is pleased to announce that **British American Tobacco Switzerland SA** (BAT) has obtained the EQUAL-SALARY certification, symbol of excellence in terms of equal pay, for all its employees in Switzerland spread over 2 sites in Lausanne and Boncourt. After successfully passing the statistical analysis of its salaries, BAT underwent an internal audit entrusted to PwC proving that it applied equal pay for women and men.

"At the dawn of International Women's Day, it is a great satisfaction to be able to announce a new EQUAL-SALARY certification. Every company has a role to play in advancing equality between women and men. I welcome BAT among our certified companies." comments **Véronique Goy Veenhuys**, Founder of EQUAL-SALARY.

"We at BAT Switzerland are proud to receive the EQUAL-SALARY certification. Besides offering proof that BAT Switzerland pays its employees fairly irrespective of their gender, it also shows our commitment to diversity and inclusion in our organization and generally in BAT through strong policies and the application thereof" said **Mads Larsen**, Country Manager.

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 development of the EQUAL-SALARY certification 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. Several 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, symbol of excellence

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 PwC, 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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