

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

## RETRAITES POPULAIRES OBTAINS THE EQUAL-SALARY CERTIFICATION

**Vevey / Lausanne, June 30 2021** – The EQUAL-SALARY Foundation is pleased to announce that **RETRAITES POPULAIRES** has renewed the EQUAL-SALARY certification, symbol of excellence in terms of equal pay- After successfully passing the statistical analysis of its salaries, RETRAITES POPULAIRES underwent an internal audit entrusted to PwC proving that it applied equal pay for women and men.

*"By renewing its EQUAL-SALARY certification for the fourth time, Retraites Populaires is demonstrating its pioneering and unwavering commitment to equal pay for women and men. It is naturally a great satisfaction to have this key player in the Vaud economy on board since 2011. "* says **Véronique Goy Veenhuys**, Founder and CEO of EQUAL-SALARY.

*"It is a great recognition of our commitment to receive a new EQUAL-SALARY certification. Since 2011, this label awarded to Retraites Populaires confirms our firm commitment to equality between women and men. Rich in our heritage as a mutualist, we are constantly committed to ensuring gender equality and valuing the skills of all. "* adds **Philippe Doffey**, MANAGING DIRECTOR OF RETRAITES POPULAIRES.

### 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 about a hundred 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.

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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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