**PwC the Netherlands obtains the equal-Salary certification**

**Vevey / Lausanne, September 23 2021** – The EQUAL-SALARY Foundation is pleased to announce that **PricewaterhouseCoopers B.V. in the Netherlands** has obtained the EQUAL-SALARY certification, symbol of excellence in terms of equal pay. After successfully passing the statistical analysis of its salaries, **PwC Netherlands** underwent an internal audit entrusted to SGS proving that it applied equal pay for women and men.

« *The certification of PwC Netherlands proves its commitment to equal pay for men and women and reinforces its objective to attract the best talents. Having PwC Netherlands among our certified companies is not only a great source of pride, but also shows a pioneering example of equal pay in Northern Europe and extends the reach of EQUAL-SALARY.*» commented Lisa Rubli, Co- CEO of the EQUAL-SALARY Foundation.

*« At PwC we strive to achieve an inclusive culture in which we embrace diversity. Inclusive means that everyone feels involved and valued – not in spite of, but thanks to their differences.*

*A key indicator in an inclusive culture is the extent of equal pay for equal work. Equality is important to us and in line with SDG 5 and 10 we wanted to gain insight into pay equality across the entire organisation. Hence, we committed ourselves to the external and independent certification process of the Swiss EQUAL-SALARY Foundation.*

*We are proud that we have successfully passed the certification process and are happy to communicate this to our colleagues, clients, and peers.»* added Olivier van Urk, Director Human Capital of PwC in the Netherlands*.*

**Equal pay in practice**

While most companies claim to pay women and men the same, the gender pay gap is still close to 20% on a worldwide level (source: ILO 2019), reaching an average of 14.1% in Europe. (source: eurostat November 2020, based on 2018 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.

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 one of our partners, who certifies the conformity of the process. During this phase, our audit partner 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 [lisa.rubli@equalsalary.org](mailto:lisa.rubli@equalsalary.org) M +41 78 720 9018