

CARTIER EXTENDS ITS CERTIFICATION TO CARTIER JOAILLERIE INTERNATIONAL SAS IN FRANCE

Vevey, October 29 2021 – The EQUAL-SALARY Foundation is pleased to announce that **Cartier Joaillerie International SAS** has obtained the EQUAL-SALARY certification, symbol of excellence in terms of equal pay, for all employees of Cartier Joaillerie International in France. After Cartier SA in Switzerland and Cartier UAE, Cartier Joaillerie International SAS is the third entity of the Maison Cartier to obtain the EQUAL-SALARY certification.

After having successfully passed the statistical analysis of its salaries, Cartier Joaillerie International SAS underwent an internal audit entrusted to PwC and proved that it practiced equal pay for women and men.

"We are delighted to add Cartier Joaillerie International SAS in France to the list of EQUAL-SALARY certified companies of the Maison Cartier, which thus demonstrates a strong will to contribute to equal pay at the international level. Cartier Joaillerie International SAS is the first company in the luxury sector to obtain EQUAL-SALARY certification in France," commented **Noémie Storbeck**, co-CEO of EQUAL-SALARY.

"The EQUAL-SALARY Certification is an important milestone for a global organisation like ours. Today's times require transparency and evidences. Evidences that the intention and efforts come to measurable impacts and results. At Cartier we strive to provide working environment where each individual is welcome, included, can develop, is heard, and is compensated in fair and equitable manner. EQUAL-SALARY Certification analyses facts and data, and certifies that these principles and commitments are met in real life. We are pleased and proud to receive this certification, and look forward to its full deployment worldwide in our Maison" added **Cyrille Vigneron**, CEO of Cartier.

Equal pay in practice

While most companies claim to pay women and men the same, the gender pay gap is still close to 19% on a worldwide level, reaching 13.3% in France (source: [ILO 2019](#)).

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.

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

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.

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