**KT&G obtains the equal-Salary certification**

**Vevey / Daejeon, October 11 2021** – The EQUAL-SALARY Foundation is pleased to announce that **KT&G** has obtained the EQUAL-SALARY certification, symbol of excellence in terms of equal pay. After successfully passing the statistical analysis of its salaries, **KT&G** underwent an internal audit entrusted to PwC proving that it applied equal pay for women and men.

"*By committing to equal pay for men and women, KT&G is setting an example and proves that it offers its employees an equitable working environment that favours equal opportunities, whether in the field of recruitment, evaluations or promotion. We are proud of this certification, which confirms that our action for equal pay has no boundaries*", commented **Lisa Rubli**, co-CEO of EQUAL-SALARY.

*« We are so pleased to announce that KT&G is the first EQUAL-SALARY certified company among listed companies in Korea. KT&G will continue to develop inclusive and fair policies for all employees, and we believe that equality of opportunity and salary will lead to enhance the company’s fundamental competitiveness. » added* **Bok-In Baek**, CEO of KT&G Corporation.

**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 26.2 in South Korea (source: [ILO 2019](https://www.ilo.org/global/about-the-ilo/multimedia/maps-and-charts/enhanced/WCMS_650829/lang--en/index.htm)).

**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**

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