

UEFA – THE UNION OF EUROPEAN FOOTBALL ASSOCIATIONS OBTAINS THE EQUAL-SALARY CERTIFICATION

Vevey, December 20, 2021 – The EQUAL-SALARY Foundation is pleased to announce that **UEFA and UEFA Events SA** have obtained the EQUAL-SALARY certification, symbol of excellence in terms of equal pay. After successfully passing the statistical analysis of its salaries, UEFA underwent an internal audit entrusted to PwC proving that it applied equal pay for women and men.

« We are extremely pleased to welcome UEFA among our EQUAL-SALARY certified organizations. Equal pay in the world of sports is an ongoing and very topical debate. UEFA is the first organization in the sports sector to be EQUAL-SALARY certified. It makes history and sends us a message of hope for a wider improvement of the situation in this area » commented **Noémie Storbeck**, co-CEO of the EQUAL-SALARY Foundation.

“As an employer, performing an equal salary audit has been a key milestone in our work on diversity and inclusion. We launched this detailed analysis of our situation back in 2019, to ensure that we really live by our values of respect in the way that we manage our organisation.

UEFA’s strategy outlines the need for all to come together for the future of football. We believe this was a project of great importance, ensuring that all those UEFA staff who work for the good of European football every day can trust that they are treated fairly for their work.

We are proud of our equal pay certification and see this as a great achievement in our consistent efforts to ensure an inclusive workplace of equal opportunities for all” added **Theodore Theodoridis**, UEFA General Secretary.

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).

... and especially in the sports sector:

Gender pay inequality between women and men in sports is a reality that regularly makes the front pages of the world news. It is urgent that sports associations and federations, clubs but also competition organizers take concrete actions to restore this situation. UEFA's example is a step in the right direction which we hope will soon be followed by many more.

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.

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

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 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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