

LIDL SLOVENSKÁ REPUBLIKA V.O.S OBTAINS THE EQUAL-SALARY CERTIFICATION

Vevey / Bratislava, January 27 2022 – The EQUAL-SALARY Foundation is pleased to announce that Lidl Slovenská republika v.o.s has obtained the EQUAL-SALARY certification, symbol of excellence in terms of equal pay. After successfully passing the statistical analysis of its salaries, Lidl Slovenská republika v.o.s underwent an internal audit entrusted to PwC proving that it applied equal pay for women and men. Lidl Slovenská republika v.o.s is the first food retailer company to obtain the EQUAL-SALARY certification **on a national territory**.

« Lidl Slovakia operates in a very competitive field and has not always been spared from political or societal debates. We are all the more proud that they have obtained the EQUAL-SALARY certification. They have gone beyond words and have undertaken a sincere and concrete approach. By opening their doors to our auditors, Lidl Slovakia has shown to be confident and transparent. We salute their approach and hope that this certification will set an example to other smart discounters.» commented Lisa Rubli, co-CEO of the EQUAL-SALARY Foundation.

"Diversity and inclusion should be in 21st century the stable part of daily routine in companies and in the society as well. Unfortunately, in Slovakia it is not obvious. Therefore we in Lidl are obliged to develop these topics further and as a responsible employer also inspire other companies. As the first in Slovak retail we have created the position ambassador of diversity, executed discussions with experts and internal ones, persistently communicated the topic inside and outside the organization and has worked on further strategic steps. The authenticity is crucial in communicating difficult topics and for that reason we have decided to show, that our words are compliant with our actions. The independent audit of equal salary of men and women was just a logical consequence. // The successful result of the audit is the proof, that in Lidl we take equal salary very seriously. But we are not at the end, on the contrary, on the solid foundations we would like to create our corporate culture, in which all colleagues would be accepted without exception. Furthermore we hope, that other Slovak employers will join us. » added Matúš Gála, CEO of Lidl Slovenská republika v.o.s

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 18% in Slovakia (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.

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

To date, the EQUAL-SALARY Foundation has completed over 110 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.

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