

MAZARS BECOMES AN EQUAL-SALARY AUDIT PARTNER

Vevey / Lausanne, February 10 2022 – The EQUAL-SALARY Foundation is pleased to announce that Mazars has become an audit partner for its certification. Mazars will strengthen the EQUAL-SALARY auditors' team, alongside PwC, its privileged partner since 2017 and SGS, its historical partner.

Employing more than 44,000 people worldwide, Mazars is a leading audit and advisory company present in over 90 countries. Mazars' expertise in the field of social and environmental responsibility will undoubtedly enable the EQUAL-SALARY Foundation to increase its impact in favor of equality.

"The cause of equal pay for women and men now has a new ally. We still have a long way to go and there can never be too many of us to achieve our goal. We look forward to this collaboration and are delighted to have the invaluable support of Mazars in our fight for equality", says Lisa Rubli, EQUAL-SALARY co-CEO.

"We are very pleased to have been chosen by the EQUAL-SALARY Foundation to audit companies wishing to obtain EQUAL-SALARY certification. This partnership is very important for us because acting responsibly and contributing to a fair and prosperous world are part of our values", adds Michael Ackermann, partner at Mazars in Switzerland.

Equal pay in practice...

While most companies claim to pay women and men equally, the wage gap is still close to 20% worldwide¹, averaging 14.1% in Europe². In Switzerland, the wage gap amounts to 19%³.

About the EQUAL-SALARY Foundation

EQUAL-SALARY is a non-profit foundation established in 2010. It is the only certification procedure based on a transparent and robust methodology to focus on equal pay for women and men. The development of the EQUAL-SALARY certification has been financially supported by the Federal Office for Equality and its methodology has been used as a reference in a decree of the Swiss Federal Court. It is the only certification for equal pay recognised by the European Commission on the pay gap report. EQUAL-SALARY is a member of EPIC - International Coalition for Equal Pay and the United Nations Global Compact.

To date, the EQUAL-SALARY Foundation has completed more than 90 certification processes worldwide. Several certified companies have renewed their commitment, demonstrating a strong commitment to promoting justice, building trust and respect for their employees.

As an EQUAL-SALARY employer, an organisation is in an excellent position to attract and retain talent and to demonstrate good governance.

The EQUAL-SALARY certification process, a symbol of excellence

Similar to an ISO for wages, the certification process includes two phases. Firstly, experts

¹ Global Wage Report 2018/2019

² Source: eurostat November 2021, based on 2019 data

³ Source : OFS – Wage gap

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

commissioned by EQUAL-SALARY carry out an analysis of salary data based on a methodology developed in collaboration with the University of Geneva.

Secondly, if the results of the analysis show an average pay gap below 5%, an audit is carried out by one of our audit partners. During this phase, based on the EQUAL-SALARY framework, the audit partner assesses the commitment of the top management in terms of equal pay and the implementation of HR processes that avoid gender bias. In order to be fully inclusive, a survey administered to the company's employees and individual interviews complete the procedure. Only companies that have fulfilled all the requirements of the procedure receive the EQUAL-SALARY certification, which is synonymous of excellence in the field of equal pay.

EQUAL-SALARY certification allows companies to verify and communicate that they pay women and men fairly. It is a practical and scientific solution to achieve transparency while maintaining confidentiality.

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