

GAVI, THE VACCINE ALLIANCE IS NOW EQUAL-SALARY RECERTIFIED

Vevey/Geneva, 25.03.2022 – The EQUAL-SALARY Foundation is pleased to announce that **Gavi, the Vaccine Alliance** has obtained the EQUAL-SALARY recertification symbol of excellence in terms of equal pay, for the second time in a row. After successfully passing the statistical analysis of its salaries, Gavi underwent an internal audit entrusted to PwC proving that it applied equal pay for women and men.

« We are extremely proud of the recertification of Gavi, which demonstrates a strong commitment to equal pay and gender equality and the willingness of continuous improvement. With its recertification, Gavi stands out as a top employer where principles of fairness, diversity, inclusion and good governance are the foundation for success », commented Noémie Storbeck, co-CEO of the EQUAL-SALARY Foundation.

« I am extremely proud that Gavi has been recertified as an EQUAL-SALARY employer. This is a testament to our deep and unwavering commitment to gender equality in all aspects of our work – both at the global level and in the countries we support. This EQUAL-SALARY recertification is recognition of our efforts to guarantee not only equal pay regardless of gender, but also meaningful representation, voice and respect for women at all levels of decision-making. Gender equality at Gavi has enriched our strategy, policies and programmes. We continue our work to reduce gender-related barriers to immunization, to ensure a person's health is not dictated by their gender – and that mothers and other primary caregivers everywhere are able to access quality health services for their children », added Anuradha Gupta, Deputy CEO of Gavi, the Vaccine Alliance.

Equal pay in practice

While most companies claim to pay women and men the same, the gender pay gap is still close to 20% on a worldwide level, according to an International Labour Organization (ILO) report published in February 2020.

About the EQUAL-SALARY Foundation

EQUAL-SALARY is a not-for-profit foundation established in 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 organization is in a better position to attract and retain talent and to prove it complies with the rules of good governance.

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

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 the 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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