

WIND TRE SPA OBTAINS THE EQUAL-SALARY CERTIFICATION

Vevey / Milan, March 3, 2022 – The EQUAL-SALARY Foundation is pleased to announce that **Wind Tre SpA** has obtained the EQUAL-SALARY certification, symbol of excellence in terms of equal pay. After successfully passing the statistical analysis of its salaries, Wind Tre SpA underwent an internal audit entrusted to PwC proving that it applied equal pay for women and men. Wind Tre SpA is the first organization in the ICT (Information and Communication Technology) field to obtain the EQUAL-SALARY certification.

« Around the world women are less likely to be employed in the technology sector and when they are, they usually get paid less. According to ILOSTAT data in 2019, women earn 21% less than men in the ICT sector worldwide. The EQUAL-SALARY certification of Wind Tre is excellent news for a growing sector where digital skills are in demand. We hope that the certification of Wind Tre will encourage other telecom companies to take a stand » commented Noémie Storbeck, co-CEO of the EQUAL-SALARY Foundation.

« We are proud to be the first telecommunication company in the world to reach this extraordinary milestone », said Jeffrey Hedberg, CEO of WINDTRE. He adds: « Gender equality in remuneration policies and career development is an essential element to build a corporate culture oriented to inclusion, one of the four core values of WINDTRE ».

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, reaching almost 25% in Italy. (Source: ILO 2019).

... and especially in the ICT sector

When women do get a digital job in the ICT field (Information and Communication Technology), they face a median gender pay gap of 21%¹. According to the ILO Global Wage Report 2018/19, when women enter the information and communications technologies (ICT) workplace, they tend to be concentrated in less well-paid occupations such as ICT project managers, rather than the better paid ICT software development positions.

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.

¹ ILO, 2019, <https://ilostat.ilo.org/techs-persistent-gender-gap/>

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

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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