

LYRECO SWITZERLAND AG OBTAINS THE EQUAL-SALARY CERTIFICATION FOR THE THIRD TIME IN A ROW

Vevey, April 27, 2022 – The EQUAL-SALARY Foundation is pleased to announce that **Lyreco Switzerland AG** has obtained, for the third time in a row, the EQUAL-SALARY certification, symbol of excellence in terms of equal pay for all its staff in Switzerland. After successfully passing the statistical analysis of its salaries, Lyreco underwent an internal audit entrusted to PwC proving that it applied equal pay for women and men. The EQUAL-SALARY certification is valid for 3 years, during which, the company undergoes two monitoring audits. After 3 years, the organisation needs to renew the certification process with a new salary analysis and a full on-site audit.

« *Good things come in threes. This expression is more than ever aptly named. This third certification in a row for Lyreco asserts their strong commitment to a gender-fair wage policy. For the EQUAL-SALARY Foundation, this represents not only another victory towards universal equality, which we are striving for with strength and determination, but also a mark of mutual trust and recognition of the quality of our work* », commented **Lisa Rubli**, co-CEO of the EQUAL-SALARY Foundation.

« *We can rightly say that EQUAL-SALARY is not just a written declaration. Today, this theme is deeply rooted in our culture* », added **Thomas Illi** Managing Director of Lyreco.

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 retail sector in Switzerland:

- In Switzerland, in the retail sector, women earn in average 17,8% less than men.
- The unexplained part of this pay gap reaches over 65%.

(Source: Federal Statistical Office - Swiss Earnings Structure Survey)

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 120 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.

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%, the process is moved further and an audit is contracted, who certifies the conformity of the process. During this phase, the auditors assess 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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