

MAIORA S.R.L OBTAINS THE EQUAL-SALARY CERTIFICATION

Vevey, June 22, 2022 – The EQUAL-SALARY Foundation is pleased to announce that Italian supermarket chain **Maoira S.r.l** has obtained the EQUAL-SALARY certification, symbol of excellence in terms of equal pay. After successfully passing the statistical analysis of its salaries, Maioira S.r.l underwent the EQUAL-SALARY audit entrusted to PwC proving that it applied equal pay for women and men for all its employees in Italy.

*« We are delighted to welcome Maioira S.r.l. as an EQUAL-SALARY certified company. The retail sector, with its very high percentage of low-paid female jobs¹, is an absolutely key sector to allow improvement towards equal pay, and Maioira is now positioning itself as a pioneer », commented **Noémie Storbeck**, co-CEO of the EQUAL-SALARY Foundation.*

« We wanted to be the first to bring the EQUAL-SALARY certification to the large-scale retail sector in Southern Italy, and we are very proud to have succeeded, for this land and for all the people who work with passion, getting better every day. » added **Pippo Cannillo**, CEO of Maioira.

Equal pay in practice

While most companies claim to pay women and men equally, the pay gap is still close to 19% worldwide and as high as 11% in Italy (source : [OIT 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.

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.

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.

¹ Source : ILOSTAT mars 2021, based on 2019 data

<https://ilostat.ilo.org/how-women-are-being-left-behind-in-the-quest-for-decent-work-for-all/>

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

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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