

SGS SWITZERLAND SA OBTAINS THE EQUAL-SALARY CERTIFICATION

Vevey, 5 May 2022 – The EQUAL-SALARY Foundation is pleased to announce that **SGS Société Générale de Surveillance SA** has obtained the EQUAL-SALARY certification, symbol of excellence in terms of equal pay for all of its staff members in Switzerland. After successfully passing the statistical analysis of its salaries, SGS underwent an internal audit entrusted to PwC proving that it applied equal pay for women and men.

« *SGS is our historical partner for audits, as such its certification means a lot to the EQUAL-SALARY Foundation. While leading by example in applying principles of equality and demonstrating its commitment to consider employees fairly and with respect, SGS becomes an essential building block of the future of diversity and inclusion in the labour market* » commented **Noémie Storbeck**, co-CEO of the EQUAL-SALARY Foundation.

« *SGS is committed to all employees having equal opportunity and being treated with dignity, consideration and respect in all work-related settings. As a leader in Testing, Inspection and Certification, we strongly believe in third party certification to provide trust to all stakeholders. The Equal Salary Certificate, which demonstrates that SGS Switzerland is providing fair compensation to all employees, regardless of gender, is another milestone for equality at SGS and provides a benchmark for our other locations. Treating gender equally is a key pillar for our success and our ability to attract the best talent.* » added **Frankie Ng** CEO of SGS.

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).

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 119 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.

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.

Press contact

EQUAL-SALARY

noemie.storbeck@equalsalary.org

M +41 76 382 2985