

HYPOSWISS PRIVATE BANK GENÈVE SA OBTAINS THE EQUAL-SALARY CERTIFICATION

Vevey, 7 June, 2022 – The EQUAL-SALARY Foundation is pleased to announce that **Hyposwiss Private Bank Genève SA** has obtained the global EQUAL-SALARY certification, a symbol of excellence in terms of equal pay. After successfully passing the statistical analysis of its salaries in all its main hubs, Hyposwiss Private Bank Genève 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 organization needs to renew the certification process with a new salary analysis and a full on-site audit.

« *Congratulations to Hyposwiss Private Bank Geneva for leading the way in equality in the private banking sector. Every pioneer in a new sector contributes to the building of equality and we are convinced that other organisations will follow Hyposwiss in creating a new normality and the benchmark of tomorrow in terms of good governance for private banks* », commented **Noémie Storbeck**, co-CEO of the EQUAL-SALARY Foundation.

« *Hyposwiss Private Bank Geneva SA has always considered that its main success factor lies in the well-being, motivation and qualifications of its employees. Diversity, equal opportunities and fair pay for women and men are fundamental pillars of this. In this context, we are pleased and proud to receive the EQUAL-SALARY certification, which testifies to our continuous efforts to offer a fair, open and constantly improving working environment, essential elements to ensure the stability, reliability and sustainability that characterize Hyposwiss* », added **Niels Bom Olesen**, CEO of Hyposwiss Private Bank Genève SA.

Equal pay in practice

While most companies claim to pay women and men equally, the wage gap is still close to 23% at a global level, averaging 16.2% in Europe¹. In Switzerland, the wage gap is 19.6%².

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.

¹ Source: eurostat Juin 2018, basé sur les données de 2016

² Source : BFEG/OFS Janvier 2019, données 2016

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

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 organization 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, a symbol of excellence

Similar to an ISO for wages, the EQUAL-SALARY certification process includes two phases. First, experts contracted by EQUAL-SALARY run statistical analysis of salary data based on a methodology developed by 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.

Press contact

EQUAL-SALARY

aurelien.joly@equalsalary.org

M +41 76 823 51 14