

ŻABKA POLSKA SP. Z O.O. OBTAINS THE EQUAL-SALARY CERTIFICATION

Vevey, 19 September 2022 – The EQUAL-SALARY Foundation is pleased to announce that **Żabka Polska Sp. Z o.o.** has obtained the EQUAL-SALARY certification, a symbol of excellence in terms of equal pay. After successfully passing the statistical analysis of its salaries, Żabka Polska Sp. Z o.o. underwent an internal audit entrusted to PwC proving that it applied equal pay amongst women and men.

The EQUAL-SALARY certification is valid for 3 years, during which, the company undergoes two monitoring audits. After 3 years, if the organization wants to keep its label, it needs to renew the certification process with a new salary analysis and a full on-site audit.

« Żabka Polska is the first Polish food retail company to achieve the EQUAL-SALARY certification. By opening its doors to our auditors, Żabka Polska went beyond words and took a concrete, transparent and innovative step toward equal pay and inclusion. Through good governance, Żabka Polska increases its attractiveness and competitiveness. We are proud of this achievement » commented **Noémie Storbeck**, co-CEO of the EQUAL-SALARY Foundation.

« *In Żabka we have been consistently building an organizational culture based on values for years. Trust in the company is the result of our actions and builds the credibility of processes in which employees participate. The Payroll Policy we have adopted ensures that the remuneration of employees depends solely on their skills, the results achieved, and the impact on the organization. In the teams that make up our organization, we value the ingenuity and fresh look, which is ensured by the diversity of experience and competencies of the people employed. In this way, we can meet the ambitious business challenges we face and effectively build our competitive advantage* », added **Tomasz Suchański**, CEO of Żabka Group.

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, according to ILO report published on February 2020¹.

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 close to 130 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 https://www.ilo.org/wcmsp5/groups/public/--ed_dialogue/--act_emp/documents/publication/wcms_735949.pdf

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

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