

CARTIER EXTENDS ITS EQUAL-SALARY CERTIFICATION TO SOCIÉTÉ CARTIER S.A.S

Vevey / Paris December 2 2022 – The EQUAL-SALARY Foundation is pleased to announce that **Société Cartier S.A.S** (comprising of 11 stores and 2 offices) as obtained the EQUAL-SALARY certification, a symbol of excellence in terms of equal pay, for all employees of Société Cartier S.A.S in France. After successfully passing the statistical analysis of its salaries, Société Cartier S.A.S underwent an internal audit entrusted to PwC proving that it applied equal pay for women and men.

With Cartier SA in Switzerland, Cartier UAE, Cartier Joaillerie International SAS and Cartier International SNC, Société Cartier S.A.S is the fifth entity of Maison Cartier to obtain the EQUAL-SALARY certification.

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.

"The EQUAL-SALARY Foundation is delighted to add Société Cartier S.A.S to the list of certified companies of the House of Cartier. With five entities now certified, Cartier continues its remarkable commitment to equal pay for men and women in the international luxury sector. In the current socio-economic context, investing in people is investing in the future", commented **Noémie Storbeck** co-CEO of the EQUAL-SALARY Foundation.

"The EQUAL-SALARY Certification is an important milestone for a global organisation like ours. Today's times require transparency and evidence. Evidence that the intention and efforts come to measurable impacts and results. At Cartier we strive to provide a working environment where each individual is welcome, included, can develop, is heard, and is compensated in a fair and equitable manner. EQUAL-SALARY Certification analyses facts and data and certifies that these principles and commitments are met in real life. We are pleased and proud to receive this certification and look forward to its full deployment worldwide in our Maison", added **Cyrille Vigneron**, CEO of Cartier.

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 the 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.

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.

To date, the EQUAL-SALARY Foundation has completed over 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.

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 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 one of our partners, who certifies the conformity of the process. During this phase, our audit partner 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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