

POSTE ITALIANE OBTAINS THE EQUAL-SALARY CERTIFICATION

Vevey / Roma, November 28 2022 – The EQUAL-SALARY Foundation is pleased to announce that **Poste Italiane**, Italy largest employer, has obtained the EQUAL-SALARY certification, a symbol of excellence in terms of equal pay, for all employees in Italy. After successfully passing the statistical analysis of its salaries, Poste Italiane 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, 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.

"We are delighted to welcome Poste Italiane, Italy's largest employer, as an EQUAL-SALARY certified company. With more than 120'000 employees, Poste Italiane becomes the largest organization to ever be granted the EQUAL-SALARY certification. This milestone is a historical moment for the cause of gender equality in Italy and the world. We are very proud of this great achievement, and we are confident that it will inspire other companies to join the equal pay movement", commented **Noémie Storbeck** co-CEO of the EQUAL-SALARY Foundation.

"As a listed company and Italy's largest employer, we are very pleased with this recognition, which attests to the concrete application of the principles of pay equity and confirms Poste Italiane's ongoing commitment to diversity and inclusion policies [...].", added **Matteo Del Fante**, CEO of Poste Italiane.

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 Italy¹

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 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.

¹ Source ILOSTAT : https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_779314.pdf

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

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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