

## ASPEN GLOBAL OBTAINS THE EQUAL SALARY CERTIFICATION

**Vevey / Mauritius December 9 2022** – The EQUAL-SALARY Foundation is pleased to announce that **Aspen Global** has obtained the EQUAL-SALARY certification, a symbol of excellence in terms of equal pay, for all employees of Aspen Global in Mauritius. After successfully passing the statistical analysis of its salaries, Aspen Global 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.

*"The EQUAL-SALARY Foundation is particularly pleased to welcome Aspen Global, the first Mauritian company and the first company in the Indian Ocean to obtain EQUAL-SALARY certification. Through this commitment, Aspen Global highlights the importance of equitable remuneration between men and women and gives concrete expression to the pioneering values of diversity and inclusion",* commented **Lisa Rubli** co-CEO of the EQUAL-SALARY Foundation.

*"When our CFO, Issam Sarkis, suggested participating in this certification, it was the easiest decision I have ever made. Our leadership team and I are very proud of our non-discrimination practices and our advocacy. We lead by example, and such an award confirms a deeply held system of beliefs in our company which we have made a priority since day one. My wish is that by our example other companies will follow our lead and make equal pay and non-discrimination the way of the future, where my two young daughters will one day reap the benefits of equality in the workplace.",* added **Samer Kassem**, CEO of Aspen Global.

### 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 2020<sup>1</sup>.

### 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.

<sup>1</sup> [https://www.ilo.org/wcmsp5/groups/public/---ed\\_dialogue/---act\\_emp/documents/publication/wcms\\_735949.pdf](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.

## 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.

### Press contact

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