

PLZEŇSKÝ PRAZDROJ OBTAINS THE EQUAL-SALARY CERTIFICATION

Vevey / Pilsen January 12 2023 – The EQUAL-SALARY Foundation is pleased to announce that **Plzeňský Prazdroj** has obtained the EQUAL-SALARY certification, a symbol of excellence in terms of equal pay, for all employees of Plzeňský Prazdroj in the Czech Republic. After successfully passing the statistical analysis of its salaries, Plzeňský Prazdroj 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 proud to certify brewery Plzeňský Prazdroj, making it the second company in the Czech Republic to obtain the EQUAL-SALARY certification. Actions speak louder than words and by opening its doors to our auditors, Plzeňský Prazdroj proved its commitment to equal pay and equal opportunity in the workplace, regardless of gender. We applaud this achievement and hope it inspires other organizations to follow suit" commented **Lisa Rubli** co-CEO of the EQUAL-SALARY Foundation.

"For Prazdroj and for me personally, supporting equal opportunities for men and women is very important. We strive for women to have the best chances to achieve their career goals and fulfil their ambitions. And equal remuneration should be a natural part of the approach by modern employers to their employees. I am really happy that this prestigious certificate has confirmed that our corporate culture, processes and actual remuneration practices reflect our commitments in the area of diversity and equality", added **Dragos Constantinescu**, Managing Director of Plzeňský Prazdroj.

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. In Czech Republic, the gender gap reaches 16.4%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 and is recognized by the Bloomberg Gender-Equality Index.

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.

¹ https://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---act_emp/documents/publication/wcms_735949.pdf

² <https://ec.europa.eu/eurostat/web/products-eurostat-news/-/edn-20220307-2>

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

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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