

MANUFACTURES CARTIER HORLOGERIE OBTAINS THE EQUAL-SALARY CERTIFICATION

Vevey / La Chaux de Fond, July 3 2023 – The EQUAL-SALARY Foundation is pleased to announce that **Manufactures Cartier Horlogerie** has obtained the EQUAL-SALARY certification, a symbol of excellence in terms of equal pay, for all employees of Manufactures Cartier Horlogerie in the Switzerland. After successfully passing the statistical analysis of its salaries, Manufactures Cartier Horlogerie underwent an internal audit entrusted to PwC proving that it applied equal pay and equal opportunity 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.

"Having worked in the watchmaking industry for several years in Switzerland, this certification is one-of-a-kind. At the time, I would have been proud to work for an EQUAL-SALARY-certified company, because beyond figures, this certification creates a climate of trust for employees. This certification also rewards management's commitment and transparency towards its employees, and we are proud to welcome Manufactures Cartier Horlogerie among our certified companies!" commented **Noémie Storbeck** co-CEO of the EQUAL-SALARY Foundation.

"Today's world needs action, transparency, and tangible results; proof that intention and effort are bearing fruit and that their impact is measurable. At Cartier, we strive to offer a working environment where everyone finds their place, is integrated, where everyone can develop, be heard and be remunerated fairly and equitably. EQUAL-SALARY audits the facts and analyzes the data, to certify that these principles and commitments are respected. We are pleased and proud to receive this first certification for our company, and look forward to extending it worldwide", 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 2020

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.

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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