

COCA-COLA İÇECEK OBTAINS THE EQUAL-SALARY CERTIFICATION

Vevey/Istanbul, August 08, 2023 – The EQUAL-SALARY Foundation is pleased to announce that Coca-Cola İçecek (CCI) has obtained the global EQUAL-SALARY certification covering its 10,000 employees in Azerbaijan, Iraq, Jordan, Kazakhstan, Kyrgyzstan, Pakistan, Syria, Tajikistan, Türkiye, Turkmenistan and Uzbekistan. The international EQUAL-SALARY certification is a symbol of excellence in terms of equal pay and equal opportunities, combining a statistical analysis of all the salaries and an on-site audit entrusted to PwC. With our certification, CCI proves that it applies equal pay and equal opportunities for women and men globally.

The global EQUAL-SALARY certification is valid for 3 years, during which, the company undergoes two monitoring audits. After 3 years, the organization needs to renew the certification process with a new salary analysis and a full on-site audit.

« *Coca-Cola İçecek is the first bottling company to be globally EQUAL-SALARY certified. Having set sustainability as a priority, CCI has decided to invest in its diverse workforce and it's the right thing to do. EQUAL-SALARY certification is a solid foundation for building a sustainable future in its broadest sense* », commented **Noémie Storbeck**, co-CEO of the EQUAL-SALARY Foundation.

« *At Coca-Cola İçecek, we hold sustainability at the core of everything we do. Among our sustainability commitments, improving diversity and inclusion standards, as well as human rights practices in our ecosystem, holds significant importance. Therefore, it is my honor and joy to receive the EQUAL-SALARY Certification on behalf of all CCI employees as a testament to our commitments. With this achievement, CCI is one step closer to realizing its vision of becoming the best FMCG company with its One Team approach. I am extremely proud that this certificate marks CCI as the first bottling company to be EQUAL-SALARY certified in the Coke System, the first globally certified company operating with a multinational Turkey HQ, and the first company certified in Uzbekistan, Iraq, Azerbaijan, Kyrgyzstan, Turkmenistan, and Tajikistan* », added **Burak Başarır**, CEO of Coca-Cola İçecek.

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 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 and equal opportunities 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 140 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 organization 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, a symbol of excellence

Similar to an ISO for wages, the EQUAL-SALARY certification process includes two phases. First, experts contracted by EQUAL-SALARY run statistical analysis of salary data based on a methodology developed by the 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 PwC, our main auditing partner, who certifies the conformity of the process. During this phase, PwC 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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