

## UCB FARCHIM SA BECOMES EQUAL-SALARY CERTIFIED FOR THE SECOND TIME

**Vevey/Bulle, 19 September 2023** – The EQUAL-SALARY Foundation is pleased to announce that **UCB Farchim SA** has obtained the EQUAL-SALARY certification for the second time, symbol of excellence in terms of equal pay for all its employees in Switzerland. After successfully passing the statistical analysis of its salaries, UCB 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, the organization needs to renew the certification process with a new salary analysis and a full on-site audit.

« *With a second EQUAL-SALARY certification, UCB reaffirms its strong commitment to equality. As the first pharmaceutical organization to be EQUAL-SALARY certified, UCB is demonstrating transparency and positioning itself as a pioneering company in Switzerland and worldwide. This success improves employee motivation and well-being, organizational performance, the attractiveness and retention of talent, and equality in the family sphere. Our cause continues to advance, and we are very proud to have UCB as part of the large family of EQUAL-SALARY certified companies.* », commented **Noémie Storbeck**, co-CEO of the EQUAL-SALARY Foundation.

« *Equity is at the heart of discussions within many organisations and, paradoxically, there has been little change in the pay gap in Switzerland. However, there is a growing proportion of exemplary companies that have understood that diversity, equity and inclusion accelerate our collective intelligence, creativity and results. UCB has been one of them for 3 years now! Today, this certification should no longer be a matter of pride, it should be the norm* », added **Nicolas Tièche**, Head of UCB Bulle Site.

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

### ...and in the Swiss private sector

In 2020, the median standardized gross monthly salary in the Swiss public sector as a whole was CHF 6,594 for women and CHF 8,103 for men, a difference of 19.5%. (FSO report, April 2022<sup>2</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.

<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)

<sup>2</sup> <https://www.bfs.admin.ch/bfs/fr/home/statistiques/travail-remuneration/salaires-revenus-cout-travail/niveau-salaires-suisse/ecart-salarial.html>

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

To date, the EQUAL-SALARY Foundation has completed over 120 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.

## **Press contact**

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