

## RICHEMONT OBTAINS THE EQUAL-SALARY CERTIFICATION GLOBALLY

**Vevey/Geneva 5 march, 2023** – The EQUAL-SALARY Foundation is pleased to announce that **Richemont International SA** has obtained the global EQUAL-SALARY certification covering more than 38 000 employees across 39 countries around the world across. 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, Richemont 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.

*"We congratulate Richemont on being the first luxury goods group to earn global EQUAL-SALARY certification. A major international company achieving such a certification is not only very good news for its more than 38 000 employees, but also for the cause of gender equality all over the world. While most companies claim to pay women and men the same, the gender gap is still close to 20% globally<sup>1</sup>, so it is very important to recognize companies like Richemont for leading by example with energy and commitment to continuous improvement to achieve and maintain equal pay"* commented **Noémie Strobeck**, co-CEO of the EQUAL-SALARY Foundation.

### About the EQUAL-SALARY Foundation

EQUAL-SALARY is a not-for-profit Foundation established in 2010. It is the first and only certification, based on a robust and transparent methodology, that focuses on equal pay and equal opportunities. 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 first 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 Network. EQUAL-SALARY has been recognized by Equileap (the world leading provider of data and insights on gender diversity and equal opportunities in companies) as a gender equality auditor.

To date, the EQUAL-SALARY Foundation has completed over 150 certification procedures throughout the world. Many of the certified companies have renewed their commitment, demonstrating a strong will to promote fairness, gaining trust and respect from their employees, clients and partners as a result.

### About the EQUAL-SALARY Certification process, a symbol of excellence

Similar to an ISO standard for wages, all EQUAL-SALARY Certification processes include two phases: First, experts contracted by EQUAL-SALARY run statistical analyses of salary data. Upon having concluded phase 1 successfully, demonstrating an overall pay gap equal or lower than 5 percent, phase 2 is initiated. Phase 2 consists of an audit conducted by major audit firms such as PwC, Mazars or SGS who assess both the company's overall commitment to equal pay and its implementation in Human Resources processes. To allow further investigation and a more comprehensive approach, employees are involved by means of surveys and interviews during the

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<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.

on-site audit. Only the companies that meet all requirements of all phases successfully are awarded the EQUAL-SALARY Certificate, proving their excellence in equal pay and equal opportunities.

The EQUAL-SALARY Certification allows organizations to verify and communicate that they pay their employees fairly across gender, ethnicity, or both. It is a practical and scientific solution to achieve transparency while preserving confidentiality.

**Press contact**

EQUAL-SALARY

[aurelien.joly@equalsalary.org](mailto:aurelien.joly@equalsalary.org)

M +41 76 823 51 14