

## MAZARS IN SWITZERLAND BECOMES EQUAL-SALARY CERTIFIED

**Vevey/Geneva, April 25, 2024** – The EQUAL-SALARY Foundation is pleased to announce that **Mazars Holding SA** has obtained the EQUAL-SALARY certification for all its employees in Switzerland. 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, Mazars proves that it applies equal pay and equal opportunities for women and men.

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.

« *Since 2022, Mazars has been one of our trusted partners for audits. The certification of a partner is a significant step for the EQUAL-SALARY Foundation. Following a rigorous assessment by our auditors, Mazars can now serve as an example and strengthen its central position in promoting wage equality and equal opportunities in the labor market* », commented **Noémie Storbeck**, co-CEO of the EQUAL-SALARY Foundation.

« *Taking part in the EQUAL-SALARY certification process was a natural step for us, because it's a question of fundamental fairness. It also embodies the values that form the DNA of our company and guide us in everything we do, in the way we respond to the needs of our customers, in the development of our employees and in the role we play within our communities. At Mazars, we believe that it's by acting today that we can ensure the future we want to build for tomorrow* », added **José Caneda**, CEO of Mazars in Switzerland.

### 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 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 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.

<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 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 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**

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