

GAVI, THE VACCINE ALLIANCE BECOMES EQUAL-SALARY CERTIFIED FOR THE 3RD TIME

Vevey / Geneva, 6 March 2025 – The EQUAL-SALARY Foundation is pleased to announce that **Gavi, the Vaccine Alliance** has obtained the EQUAL-SALARY certification, a symbol of excellence in terms of equal pay, for the 3rd time. After successfully passing the statistical analysis of its salaries, Gavi, the Vaccine Alliance underwent an internal audit entrusted to PwC proving that it applied equal pay and equal opportunities 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 organisation wants to keep its label, it needs to renew the certification process with a new salary analysis and a full on-site audit.

"Gavi's third EQUAL-SALARY certification sends the powerful signal that workplace equality is both achievable and essential. Gavi's achievement – the first global health organisation to obtain 3 EQUAL-SALARY certifications – strengthens its position as an employer of choice, attracting top talent. Congratulations to Gavi, its leadership, HR team, and employees. Keep leading the way and shaping the future of workplace equality!", commented **Noémie Storbeck** co-CEO of the EQUAL-SALARY Foundation.

"Being certified for the third time as an equal salary employer is a significant milestone for Gavi. We believe that equal pay for equal work is not just the right thing to do, but a practice that drives innovation and excellence. We remain committed to creating a workplace where everyone has the opportunity to thrive and contribute to our collective success", added **Sania Nishtar**, CEO of Gavi, the Vaccine Alliance.

Equal pay in practice...

While most companies claim to pay men and women fairly, in high-income countries, the gender pay gap is still 13% in 2023, even after accounting for education, experience, and job type (ILO Global Wage Report 2024-25, November 2024)¹.

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.

¹ https://www.ilo.org/sites/default/files/2024-11/GWR-2024_Layout_E_RGB_Web.pdf

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

About the EQUAL-SALARY certification process, 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, Forvis 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.

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