

BHAASHA SÀRL BECOMES EQUAL-SALARY CERTIFIED

Vevey / Yverdon-les-bains, 15 May 2025 – The EQUAL-SALARY Foundation is pleased to announce that **Bhaasha Sàrl** has obtained the *Equal Pay and Opportunities, by EQUAL-SALARY* certification, a symbol of excellence in terms of equal pay and equal opportunities, for all employees of Bhaasha in Switzerland. After successfully passing the statistical analysis of its salaries, Bhaasha underwent an internal audit entrusted to PwC, proving that it applied equal pay and equal opportunities for women and men.

The *Equal Pay and Opportunities, by 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.

"Congratulations to Bhaasha on achieving the EQUAL-SALARY certification. By proving that women and men are paid equally and offered the same opportunities, Bhaasha demonstrates a strong commitment to equality. Its exemplary approach sends a clear message: equal pay is not only possible, it is essential to building fair, sustainable, and attractive workplaces", commented **Lisa Rubli**, co-CEO of the EQUAL-SALARY Foundation.

"With 2/3 female employees, equal pay is one of our key values and our responsibility to our employees. The Equal Salary label was an opportunity to recognise this, but also to find ways of continuously improving our HR policies and processes throughout the company", added **Gopal Krishnamani**, co-CEO of Bhaasha Sàrl.

About the EQUAL-SALARY Foundation

EQUAL-SALARY is a non-profit foundation established in 2010. It offers certification procedures based on a transparent and robust methodology comparable to an ISO standard for salaries and processes. The development of EQUAL-SALARY certification has been financially supported by the Federal Office for Equality (FOGE) and its methodology, developed in collaboration with the University of Geneva, has been recognised by the Swiss Federal Court. It is the only certification for equal pay recognised by the European Commission in a report on the pay gap. EQUAL-SALARY is also a member of EPIC - the International Coalition for Equal Pay, the United Nations Global Compact and the Alliance for Pay Transparency.

To date, the EQUAL-SALARY Foundation has certified companies in 90 countries, involving almost half a million employees. A number of certified companies have renewed their commitment up to 6 times, demonstrating a strong desire to promote fairness and strengthen the trust and respect of their employees, customers and partners. As an EQUAL-SALARY employer, an organisation is in an excellent position to attract and retain talent and to prove that it respects the rules of good governance.

About the *Equal Pay and Opportunities, by EQUAL-SALARY* certification process, a symbol of excellence

Similar to an ISO standard for wages, the *Equal Pay and Opportunities, by EQUAL-SALARY* process includes 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 to or lower than 5 per cent, phase 2 is initiated. Phase 2 consists of an audit conducted by major audit

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firms such as PwC, Forvis Mazars or SGS, who assess both the company's overall commitment to equal pay, equal opportunities, and its implementation in Human Resources processes. To allow comprehensive approach, top management, HR and 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 Pay and Opportunities, by EQUAL-SALARY* certification, proving their excellence in equal pay and equal opportunities.

The *Equal Pay and Opportunities, by EQUAL-SALARY* Certification allows organisations to verify and communicate that they pay their employees and offer equal opportunities fairly across gender, ethnicity, or both. It is a practical and scientific solution to achieve transparency while preserving confidentiality.

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