

PWC POLSKA SP. Z O.O. BECOMES EQUAL-SALARY CERTIFIED

Vevey / Warsaw, 27 May 2025 – The EQUAL-SALARY Foundation is pleased to announce that **PwC Polska Sp. z o.o.** 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 PwC in Poland. After successfully passing the statistical analysis of its salaries, PwC Poland underwent an internal audit entrusted to Forvis Mazars, proving that it practices equal pay and equal opportunities for women and men.

The *Equal Pay and Opportunities, by EQUAL-SALARY* certification is valid for three 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.

"We are proud to welcome PwC Polska as part of the community of EQUAL-SALARY certified companies! As an EQUAL-SALARY audit partner, they have held themselves to the same expectations they promote in others by implementing equal pay and equal opportunities with credibility and purpose. Being EQUAL-SALARY certified not only means long-term success and organisational resilience, it also strengthens the appeal of PwC Polska to top talent in a competitive global market", commented **Lisa Rubli**, co-CEO of the EQUAL-SALARY Foundation.

"Being only the third company in Poland to achieve this mark is not just an honour but also a reason for deeper reflection. The pay gap remains a major challenge for Polish companies. Only 28% of the CEOs of large, listed companies in Poland are women – a stark figure. New EU regulations mandating female representation on company boards are a step in the right direction, but real change must start within the internal policies of organisations. We strive to integrate equality processes into our daily operations, and I hope that both this approach and the certification EQUAL-SALARY can serve as a signal for the entire market – not just within the professional services sector in which we operate", added **Katarzyna Komorowska**, Partner at PwC Poland and Leader of the People & Organization team.

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 Gender 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 six 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.

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

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 concluding phase one successfully, demonstrating an overall pay gap equal to or lower than 5 per cent, phase two is initiated. Phase two 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 equal opportunities, and its implementation in Human Resources processes. To allow a comprehensive approach, top management, HR and employees are involved by means of surveys and interviews during the on-site audit. Only the companies that successfully meet all requirements of all phases 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 fairly and offer equal opportunities across gender, ethnicity, or both. It is a practical and scientific solution to achieve transparency while preserving confidentiality.

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