

## LYRECO SWITZERLAND AG BECOMES EQUAL-SALARY CERTIFIED FOR THE 4<sup>TH</sup> TIME

**Vevey / Dietikon, 14 July 2025** – The EQUAL-SALARY Foundation is pleased to announce that **Lyreco Switzerland AG** has obtained the *Equal Pay and Opportunities*, by EQUAL-SALARY certification, a symbol of excellence in terms of equality for all employees of Lyreco in Switzerland. After successfully passing the statistical analysis of its salaries, Lyreco Switzerland underwent an internal audit entrusted to PwC, 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.

*"For the past ten years, Lyreco Switzerland has been demonstrating that equal pay and equal opportunities can be demonstrated over the long term with rigour and consistency. In a context where more than half of Swiss companies still do not comply with equal pay requirements, Lyreco is setting an example and exceeding expectations. With this fourth EQUAL-SALARY certification, Lyreco extends its commitment to inclusion, diversity and continuous improvement. Congratulations on this exemplary consistency, which makes you a real driver of change!"* commented **Lisa Rubli**, co-CEO of the EQUAL-SALARY Foundation.

*"For the fourth time now, EQUAL-SALARY certification confirms that at Lyreco we consistently live our values of equal pay and equal opportunities. These principles are firmly anchored in our corporate culture - and this new distinction encourages us to continue along this path with conviction",* added **Paloma Petschen**, People & Culture Director of Lyreco Switzerland AG.

### Equal pay in practice

While most companies claim to pay women and men the same, the gender pay gap is still close to 17% on a worldwide level. (Source: statistat february 2025)

#### ... and especially in the retail sector in Switzerland:

- In Switzerland, in the retail sector, women earn in average 17,8% less than men.
- The unexplained part of this pay gap reaches over 48%.

(Source: Federal Statistical Office - Swiss Earnings Structure Survey)

### 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

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

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 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.

### Press contact

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