

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

## PWC SWITZERLAND BECOMES EQUAL-SALARY CERTIFIED FOR THE 3<sup>ND</sup> TIME

**Vevey / Zurich, 15 January 2026** – The EQUAL-SALARY Foundation is pleased to announce that **PricewaterhouseCoopers AG** has obtained the *Equal Pay and Opportunities certification, by EQUAL-SALARY* certification, a symbol of excellence in terms of equality for all employees of PwC in Switzerland. After successfully passing the statistical analysis of its salaries, PwC 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.

*"With this third EQUAL-SALARY Certification, PwC demonstrates that fair processes, equal pay and equal opportunities are not one-off initiatives, but standards embedded in its daily operations and audited over time. This recertification confirms a sustained commitment to gender equality that is measurable, transparent and accountable. It sends a clear message to the world of work: fairness is not a statement of intent, it is action. Business excellence and verified equality go hand in hand, creating a workplace where women and men can thrive equitably,"* commented **Lisa Rubli**, CEO of the EQUAL-SALARY Foundation.

*"Being awarded the EQUAL-SALARY certification again is a meaningful recognition of our commitment to fairness and inclusion. We strive to create an environment where everyone has equal opportunities to thrive, and this certification reinforces the importance of staying true to those values every day."* added **Gustav Baldinger**, CEO of PwC Switzerland.

### About the EQUAL-SALARY Foundation

EQUAL-SALARY is a non-profit foundation established in 2010. It offers certification procedures based on a 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 more than 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.

### 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

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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 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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