

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

EQUAL-SALARY AND THE COMPETENCE CENTER FOR DIVERSITY, DISABILITY AND INCLUSION JOIN FORCES FOR WORKPLACE EQUALITY

Vevey/St. Gallen, February 6, 2026 – The EQUAL-SALARY Foundation is pleased to announce the official recognition of the “We Pay Fair” label, developed by the Competence Center for Diversity, Disability and Inclusion (CCDI) of the University of St.Gallen, as a valid salary analysis method within its *Certification of Equal Pay and Opportunities* (CEPO) process. Through this collaboration, EQUAL-SALARY and the CCDI strengthen their joint commitment to equal pay while promoting more responsible and inclusive corporate governance.

A company that has conducted a salary analysis with the CCDI within the past 12 months can now skip the statistical phase of the CEPO certification process and proceed directly to the on-site qualitative audit by EQUAL-SALARY to certify equal opportunities and fair processes.

“This partnership reflects a shared conviction: equality must be grounded in evidence, accountability, and long-term commitment. By aligning the EQUAL-SALARY certification with the We Pay Fair Label developed by the University of St. Gallen, we strengthen the scientific foundations of our work and keep pushing for equal pay, equal access to opportunities, fair career pathways, and working environments in which women and men can develop their potential on equal terms. Through this collaboration, organisations can continue to turn their ambition into measurable progress” said **Simonetta Sommaruga**, President of the Board of the EQUAL-SALARY Foundation.

« We are pleased to partner with the EQUAL-SALARY Foundation to further strengthen credible, science-based standards for equal pay. This cooperation enhances our shared mission to promote transparency, fairness, and measurable progress toward pay equity », commented **Gudrun Sander**, Director of the CCDI.

About the CCDI

The Competence Center for Diversity, Disability and Inclusion (CCDI) at the Institute for International Management and Diversity Management of the University of St. Gallen, is one of the leading research institutes in the field of Diversity & Inclusion (D&I) in Switzerland. The CCDI offers organisations targeted support, consulting, benchmarking analyses, equal pay analyses, in-depth HR data analyses as well as training to strengthen and manage D&I within the organisation. Since 2015 the CCDI has been carrying out equal pay analyses for private companies and public organisations. Both SMEs and large companies with over 20,000 employees are among the CCDI's clients. Every year, the CCDI awards companies with the “We Pay Fair” label, which demonstrates statistical pay equality between men and women and is widely used in the internal and external communication of the label-winning companies.

About the EQUAL-SALARY Foundation

EQUAL-SALARY is a non-profit foundation established in 2010 that offers companies a first-of-its-kind label for equal pay and equal opportunities, comparable to an ISO standard for pay and processes, and a second certification focused solely on equal pay. Both certification processes are based on rigorous, practical, and scientific methodologies. The Foundation's development has been financially supported by the Swiss Federal Office for Gender Equality (FOGE) and its salary analysis method was developed in collaboration with the University of Geneva and HEG Geneva. EQUAL-SALARY is a member of EPIC – the Equal Pay International Coalition, the United Nations Global Compact, and the Equal Pay Transparency Alliance.

To date, the EQUAL-SALARY Foundation has certified companies in over 90 countries, involving nearly half a million employees. Several companies have renewed their commitment up to six times, demonstrating a strong dedication to promoting fairness, and strengthening trust and respect among their employees, clients, and partners. An EQUAL-SALARY certified organization is well-positioned to attract and retain talent and to prove it upholds the principles of good governance.

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