

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

BDO SWITZERLAND JOINS THE EQUAL-SALARY FOUNDATION AS NEW AUDIT PARTNER

Vevey / Berne, 13 October 2026 – The EQUAL-SALARY Foundation is pleased to announce that **BDO Switzerland** has joined its network of accredited audit partners for its EQUAL-SALARY certifications. As a new Authorised Entity, BDO Switzerland will expand EQUAL-SALARY's audit network, conducting on-site assessments for companies pursuing certification and evaluating their commitment to equal pay and equal opportunities for women and men.

BDO is one of Switzerland's leading audit, fiduciary and consulting firms, with over 40 locations and 1,800 professionals. Its expertise in social responsibility will help the EQUAL-SALARY Foundation amplify its impact in advancing equality.

"Welcoming BDO Switzerland as a new audit partner strengthens the independent expertise behind the EQUAL-SALARY certifications. Equal pay and equal opportunities are not achieved through commitments alone. They require facts, rigorous verification and the willingness to measure progress over time. With BDO Switzerland, we are extending our ability to bring this rigorous approach to more companies across the country and turn the principle of equal pay into lasting practice", commented **Simonetta Sommaruga**, Board President of the EQUAL-SALARY Foundation.

"Fair pay and equal opportunities are key elements of responsible corporate governance for many companies today. With the EQUAL-SALARY Foundation, we now have a strong partner by our side and can offer a recognised certification. This enables us to show companies where they need to take a closer look and help them make tangible improvement", added **Thomas Studhalter**, CEO of BDO 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.

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

Similar to an ISO standard for wages, EQUAL-SALARY's certification process comprises two phases and leads to two distinct certifications. In phase one, experts contracted by EQUAL-SALARY run a statistical analysis of the company's salary data; if it demonstrates an overall pay gap equal to or lower than 5 per cent, the company is awarded the Certification of Equal Pay, confirming fair pay on the basis of that statistical evidence alone. Companies that wish to go further proceed to phase two, an audit conducted by major audit firms such as Forvis Mazars, SGS or BDO Switzerland, who assess both the company's overall commitment to equal pay and equal opportunities and its implementation in Human Resources processes; top management, HR and employees are all involved, through surveys and interviews, during the on-site audit. Companies that successfully complete both phases are awarded the Certification of Equal Pay and Opportunities, EQUAL-SALARY's most comprehensive certification, proving their excellence in both equal pay and equal opportunities.

Whether through the Certification of Equal Pay or the more comprehensive Certification of Equal Pay and Opportunities, EQUAL-SALARY certification allows organisations to verify and communicate that they pay their employees fairly and, for the latter, that they also offer equal opportunities across gender, ethnicity, or both. It is a practical and scientific solution to achieve transparency while preserving confidentiality.

About BDO

BDO is one of the leading audit, fiduciary and consulting firms in Switzerland. The service portfolio covers Audit, Business Solutions, Tax & Legal, Financial Services and Advisory and is complemented by BDO Digital. Operating out of more than 40 locations, BDO has the largest network of offices in the industry. With around 1,800 professionals, personal proximity and expertise form the basis of long-term client relationships. BDO audits and advises small and medium-sized enterprises (SMEs) as well as large and listed companies, public authorities and non-profit organisations. BDO is the legally independent Swiss member firm of the international BDO network. For cross-border engagements and clients with an international focus, BDO draws on a global network spanning more than 160 countries.

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