

EQUAL-SALARY FOUNDATION'S COMMUNICATION ON ENGAGEMENT

We confirm the continued support of the EQUAL-SALARY Foundation to the UN Global Compact initiative.

In renewing our commitment, we pledge to keep supporting the Global Compact in advancing the 10 principles, in particular principles 1, 2, and 6 of the UN Global Compact concerning human rights, and labour.

The EQUAL-SALARY Foundation drives companies and institutions to commit to equal pay for women and men by offering a rigorous "high level" certification process. Comparable to an ISO for wages, the EQUAL-SALARY certification allows companies to verify, confirm and communicate that they provide equal pay.

Since 2020, the EQUAL-SALARY Foundation (ESF) has undertaken the following actions:

- ESF has certified 31 organizations in the following sectors: luxury, retail, health, sports, education, telecommunication, food, and transport. Over 100'000 women and men have been directly impacted.
- On October 29 and 30, 2021, ESFs co-CEO, Lisa Rubli participated to The Women's Session at the Federal Palace in Bern, Switzerland where elected women from all walks of life came together to discuss critical issues and demand that policymakers see politics from a female perspective.
- On November 21, 2021, ESF launched its first webinar showcasing the positive effects of the ESF certification on inclusion and diversity and highlighting specifically its contribution to the United Nations Sustainable Development Goals.
- In February 2022, EQUILEAP, a leading provider of data & insights on gender equality for the financial sector, included the ES certification as an EQUILEAP-recognized gender audit.
- In March 2022, ESF announced the global certification of IATA – International Air Transport Association, making it the second company to be certified globally by ESF.
- To further the reach of its commitment to equal pay, ESF developed an "ES-Lab" where new ideas and concepts are searched and analyzed in order to provide more "equal pay tools" for companies willing to close the pay gap in all fields of action.
- ESF continues its global mission with numerous candidate organizations applying for its certification in various countries across the world.

Since 2021, ESF welcomed 2 new co-CEOs and 2 new staff members to take on more workload and to diversify and enhance advocacy for equal pay globally. Our team firmly believes that EQUAL PAY IS A BASIC HUMAN RIGHT and that now is the right time to take action and lead by example.

Vevey, Switzerland, April, 2022



Noémie Storbeck
co-CEO



Lisa Rubli
co-CEO