

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 with respect to 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 2022, the EQUAL-SALARY Foundation (ESF) has undertaken the following actions:

- ESF has certified 51 organizations in the following sectors: luxury, retail, health, banking, energy, education, telecommunication, food, automotive and transport. Over 200'000 women and men have been directly impacted.
- Amongst these organization, ESF has certified 4 companies globally: Wintershall Dea, Coca-Cola İçecek, Ferrari and Richemont involving over 50'000 employees.
- In 2022 and 2023, the EQUAL-SALARY Foundation became the facilitator of the UN Global Compact Target Gender Equality Accelerating Program in Switzerland, Lichtenstein, and Germany. During those 2 years, 51 companies participated in the program.
- In April 2023, ESF launched the *EQUAL-SALARY Ambassador Program* to create an international community of passionate, like-minded individuals committed to the cause of equal pay and equal opportunities. This initiative provides an opportunity to meet, train and connect people committed to advocate for equality all around the world.
- In October 2023, ESF spoke to 50 high-level participants at the *EPIC (Equal Pay International Coalition) Annual Technical Meeting* – in collaboration with the ILO about practical tools to advance equal pay for work of equal value.
- In November 2023, ESF introduced 2 new EQUAL-SALARY Certifications accounting for ethnicities as an explanatory factor for pay discrimination on top of gender, furthering the Foundation's reach and commitment to equal pay and equal opportunities. Companies can now become EQUAL-SALARY certified for Gender, Ethnicity, or the intersection of both.
- Since 2022, the EQUAL-SALARY Certification has been recognized by *Swiss Triple Impact*, *Swisstainable* and *Gender Lens Initiative* as a sustainable development indicator for companies in Switzerland.
- ESF continues its global mission with numerous candidate organizations applying for its certification in various countries across the world.

The whole ESF Team continues to be committed to strive towards equal pay globally. Our team firmly believes that EQUAL PAY IS A BASIC HUMAN RIGHT and that now is the right time to act and lead by example.

Vevey, Switzerland, February 2024

Noémie Storbeck
co-CEO


Lisa Rubli
co-CEO
