



EQUAL-SALARY certification

(equal pay for women and men)

How would the working environment within your company change if everyone knew they were being rewarded fairly? What would it mean for your company to be seen as a leader in equal pay? Have you ever wondered how equal pay can affect the loyalty and motivation of your employees or potential job applicants? Are you aware that equal pay can be the key not only to ethics but also to your company's economic performance?

Focusing on equal pay is not just a matter of complying with the law driven by Equal Pay Directive 2023/970 – it's a strategic advantage that strengthens team culture, increases employee engagement and leads to greater overall effectiveness. It is now on the agenda of company leaders, especially those in charge of HR. Achieving EQUAL-SALARY certification allows organisations to demonstrate that they reward their employees, both women and men, equally and adds significant value.

EQUAL-SALARY certification is issued by the EQUAL-SALARY Foundation, an independent

Swiss non-profit organisation that promotes equal pay – and thus equal opportunities – for women and men in companies around the world. The certification is based on a rigorous scientific approach and was developed in collaboration with the University of Geneva and financially supported by the Swiss Confederation.

Any organisation with at least 50 employees, of which at least 10 are women, can apply for this certification.

Equal pay: what are the benefits for employers?

- 1. Increased reputation and exemplarity:** The EQUAL-SALARY certificate increases employee confidence and improves the company's reputation as a fair employer in the marketplace.
- 2. Attractiveness to talent and employees:** Equal pay leads to higher employee satisfaction, which can reduce turnover and increase productivity. Equal pay leads to higher employee satisfaction, which can reduce turnover and increase productivity.
- 3. Diversity and Inclusion:** By positioning your organization as a leader in diversity and inclusion, you are committing to a more just and sustainable world.
- 4. Reducing vulnerability:** Adhering to equal pay policies helps companies avoid the legal risks associated with discrimination claims.
- 5. Challenging stereotypes:** The company shows its responsibility and commitment to social values, which is increasingly appreciated not only among customers, suppliers, but also in the wider public.

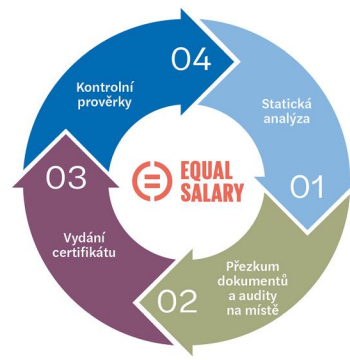
Our EQUAL-SALARY certification services

Over the past few years, Forvis Mazars has built up a multidisciplinary team of consultants who specialize in various CSR (Corporate Social Responsibility) certification audits.

As an accredited partner of the EQUAL-SALARY Foundation, we are authorised to carry out audits leading to EQUAL-SALARY certification.

How does the Equal Pay Salary certification service work – step by step

EQUAL-SALARY is an internationally recognized certification based on a four-step methodology based on ISO 9000 quality standards.



1. The statistical analysis is carried out by the EQUAL-SALARY Foundation on the basis of a methodology developed in collaboration with the University of Geneva. The EQUAL-SALARY Foundation collects salary data for all employees in an anonymous and confidential manner. This data is then analysed to determine whether the gender pay gap is less than or equal to 5% and to highlight a list of specific cases that will need to be explained or addressed if necessary.
2. Once the analysis has been carried out and if the company achieves a satisfactory result, Forvis Mazars is asked to carry out qualitative audits leading to the EQUAL-SALARY certificate. This phase includes documentary checks and on-site audits by accredited auditors. The auditors examine, among other things, the HR processes in place and management's commitment to equal pay and conduct interviews to obtain the views of employees.
3. On the basis of Forvis Mazars' report, the EQUAL-SALARY Foundation decides whether to issue a certificate. The organisation then has the right to use the "EQUAL-SALARY certified" logo for three years.
4. During this period, the company must undergo two audits. After that, the process of renewing the certificate starts again.

Certification goes far beyond salary analysis. It requires a clear and sustained commitment from management and the existence of effective HR processes that enable continuous improvement of gender equality in the company.



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