

EURO 2024 GMBH OBTAINS THE EQUAL SALARY CERTIFICATION

Vevey / Frankfurt am Main May 27, 2024 – The EQUAL-SALARY Foundation is pleased to announce that **EURO 2024 GmbH** has obtained the EQUAL-SALARY certification, a symbol of excellence in terms of equal pay, for all employees of EURO 2024 in Germany. After successfully passing the statistical analysis of its salaries, EURO 2024 underwent an internal audit entrusted to Mazars proving that it applied equal pay and equal opportunities for women and men.

The EQUAL-SALARY certification is valid for 3 years, during which, the company undergoes two monitoring audits. After 3 years, if the organization wants to keep its label, it needs to renew the certification process with a new salary analysis and a full on-site audit.

"Congratulations to EURO 2024 on achieving the EQUAL-SALARY certification! This landmark accomplishment underscores their commitment to equal pay and equal opportunities for all staff, setting a powerful precedent for inclusivity and fairness in one of Europe's premier sporting events. Their dedication to equality enriches the tournament and inspires the global sports community to champion workplace equity and follow their example", commented **Lisa Rubli** co-CEO of the EQUAL-SALARY Foundation.

"Diversity and inclusion are of the utmost importance for us as an employer and a key pillar of our sustainability strategy. Receiving the equal pay certification is a great achievement in our consistent efforts to ensure an inclusive workplace of equal opportunities for all. These efforts started during the bidding process and continue during our final steps to UEFA EURO 2024 – with currently 41 different nationalities and a gender split of 57% men and 43% women we are on a good way", added **Markus Stenger**, Managing Director EURO 2024.

Equal pay in practice...

While most companies claim to pay women and men the same, the gender pay gap is still close to 20% on a worldwide level, according to the ILO report published on February 2020¹.

About the EQUAL-SALARY Foundation

EQUAL-SALARY is a not-for-profit Foundation established in 2010. It is the first and only certification, based on a robust and transparent methodology, that focuses on equal pay and equal opportunities. The development of the EQUAL-SALARY Certification was financially supported by the Federal Office for Gender Equality and its methodology was used as a reference by the Swiss Federal Court of High Justice. EQUAL-SALARY is the first certification for equal pay highlighted by the European Commission in a report on Gender Pay Gap. EQUAL-SALARY is a member of EPIC (Equal Pay International Coalition) and of the UN Global Compact Network. EQUAL-SALARY has been recognized by Equileap (the world leading provider of data and insights on gender diversity and equal opportunities in companies) as a gender equality auditor.

To date, the EQUAL-SALARY Foundation has completed over 150 certification procedures throughout the world. Many of the certified companies have renewed their commitment, demonstrating a strong will to promote fairness, gaining trust and respect from their employees, clients and partners as a result.

¹ https://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---act_emp/documents/publication/wcms_735949.pdf

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

About the EQUAL-SALARY certification process, symbol of excellence

Similar to an ISO standard for wages, all EQUAL-SALARY Certification processes include two phases: First, experts contracted by EQUAL-SALARY run statistical analyses of salary data. Upon having concluded phase 1 successfully, demonstrating an overall pay gap equal or lower than 5 percent, phase 2 is initiated. Phase 2 consists of an audit conducted by major audit firms such as PwC, Mazars or SGS who assess both the company's overall commitment to equal pay and its implementation in Human Resources processes. To allow further investigation and a more comprehensive approach, employees are involved by means of surveys and interviews during the on-site audit. Only the companies that meet all requirements of all phases successfully are awarded the EQUAL-SALARY Certificate, proving their excellence in equal pay and equal opportunities.

The EQUAL-SALARY Certification allows organizations to verify and communicate that they pay their employees fairly across gender, ethnicity, or both. It is a practical and scientific solution to achieve transparency while preserving confidentiality.

Press contact

EQUAL-SALARY

aurelien.joly@equalsalary.org

M +41 76 823 51 14