

BAT SWITZERLAND OBTAINS THE EQUAL SALARY CERTIFICATION FOR THE 2ND TIME

Vevey / Lausanne, July 1, 2024 – The EQUAL-SALARY Foundation is pleased to announce that **British American Tobacco Switzerland SA** (BAT Switzerland) has obtained the EQUAL-SALARY certification for the second time, a symbol of excellence in terms of equal pay, for all employees of BAT in Switzerland. After successfully passing the statistical analysis of its salaries, BAT Switzerland underwent an internal audit entrusted to PwC 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 British American Tobacco Switzerland on achieving their second EQUAL-SALARY certification, a testament to their ongoing pursuit of excellence in equal pay. This renewed commitment underscores BAT's dedication to monitoring and advancing gender equality, treating it with the same rigour as other critical business imperatives. With the EQUAL-SALARY continuous improvement approach, BAT ensures that the principles of equal pay and equal opportunities are grounded as fundamentals in the company's operations", commented **Noémie Storbeck** co-CEO of the EQUAL-SALARY Foundation.

"First certified in 2021, BAT Switzerland is now reaffirming its commitment to gender equality with a second EQUAL-SALARY certification. This year, the salary review uncovered an unprecedented 0.0% difference in pay between men and women. BAT Switzerland entity is a pioneer within the group in achieving this result. Moreover, various focus groups confirmed the perception of an overall culture of equality and fairness within the company. Our group's objective is to increase female representation in senior management to at least 40%, and in Switzerland, we have reached almost parity between women and men employees (48%W, 52%M). Let's continue to shape a better tomorrow within our organization and fully live our values by being stronger together!", added **Kakhaber Benidze**, General Manager of BAT Switzerland.

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.

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.

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.

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, Forvis 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.

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