

## YILDIZ HOLDING A.Ş. OBTAINS THE EQUAL SALARY CERTIFICATION

**Vevey / Istanbul, July 10, 2024** – The EQUAL-SALARY Foundation is pleased to announce that **Yıldız Holding A.Ş.** has obtained the EQUAL-SALARY certification, a symbol of excellence in terms of equal pay, for all employees of Yıldız Holding in Turkey. After successfully passing the statistical analysis of its salaries, Yıldız Holding 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 Yıldız Holding on achieving the prestigious EQUAL-SALARY Certification, a testament to their commitment to gender equality in the workplace. This certification validates Yıldız Holding's commitment to providing equal pay and equal opportunities between women and men and positions them as a leader in DEI within their industry. By prioritising diversity and inclusion, Yıldız Holding is gaining a competitive advantage by doing the right thing: demonstrating transparency, instilling confidence among stakeholders and strengthening its ability to attract and retain the best talents* », commented **Lisa Rubli** co-CEO of the EQUAL-SALARY Foundation.

“At Yıldız Holding, we support all our employees' access to equal opportunities within the framework of our values of inclusion and diversity. We continue to work determinedly towards our goal of increasing diversity at all management levels by 2030. Equal Pay approach is also an issue that we have been focusing on since our establishment. We are happy these efforts were recognized by international organizations as well and Yıldız Holding received the EQUAL-SALARY certificate. In the upcoming period, we will continue to strengthen our transformative leadership in the business world with inspiring initiatives aimed at promoting equal opportunities”, added **Mehmet Tütüncü** Vice Chair and CEO of Yıldız Holding.

### 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 2020<sup>1</sup>.

### 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,

<sup>1</sup> [https://www.ilo.org/wcmsp5/groups/public/---ed\\_dialogue/---act\\_emp/documents/publication/wcms\\_735949.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---act_emp/documents/publication/wcms_735949.pdf)

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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.

## **Press contact**

EQUAL-SALARY

[aurelien.joly@equalsalary.org](mailto:aurelien.joly@equalsalary.org)

M +41 76 823 51 14