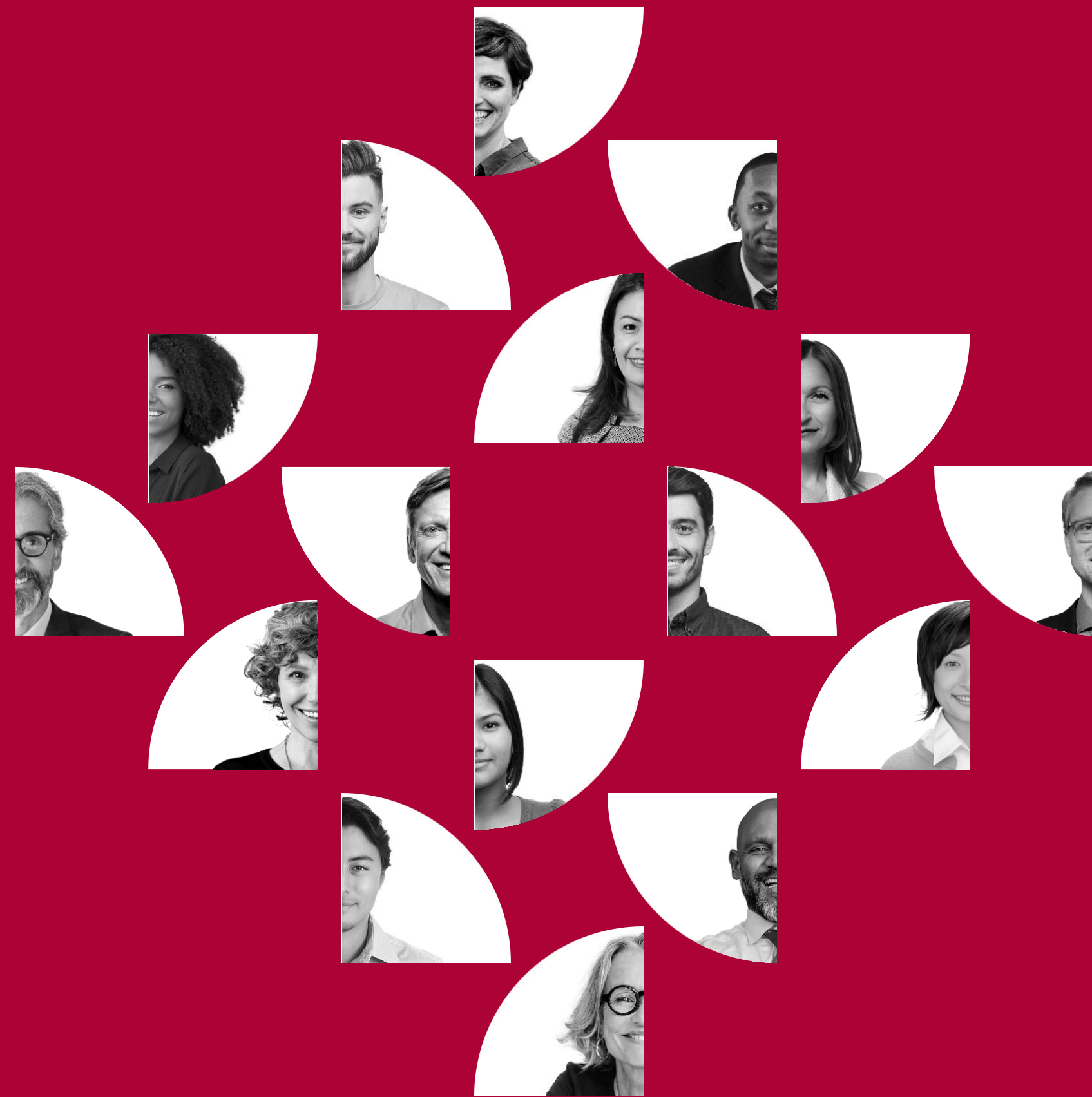

EDGE GENDER ASSESSMENT AND EDGE CERTIFICATION

UNIVERSITY OF GENEVA
MARCH 2022





ABOUT EDGE CERTIFICATION

AMONGST OUR CLIENTS



EDGE is the leading global assessment and business certification for gender and intersectional equity. EDGE Certification involves a rigorous third-party review of representation across the pipeline, pay equity, effectiveness of policies and practices, and inclusiveness of an organization's culture. As an integral part of the assessment, statistical data is analysed, policies and practices are reviewed and employees' experiences of career development opportunities in the current workplace are accounted for. Depending on the specific results of each organization, an action plan is formulated, and firm commitments towards its implementation.

EDGE Certification meets organizations where they are in their gender balance journey (EDGE) and in their intersectional equity journey (EDGEplus) through its three levels of certification: Assess, Move and Lead. A certification at the EDGE Assess level recognizes commitment, one at the EDGE Move level showcases progress and a certification at the EDGE Lead level celebrates success in fostering gender equitable workplaces. An EDGEplus certification further recognizing its commitment to analysing intersectional issues between gender and one or several of the following additional dimensions: gender identity, race/ethnicity, LGBTQI+, working with a disability, nationality and age.

EDGE Certification is built around the independent third-party certification of data and information and is distinguished by its rigour and focus on impact granted by one of the EDGE accredited independent third-party certification bodies – SGS, Intertek or FloCert, and it remains valid for a period of two years. EDGE's current customer base consists of over 200 large organizations in 50 countries across five continents, representing 30 different industries.

AVENUES TO ASSESS GENDER & INTERSECTIONAL EQUITY

EDGE

Looking at women and men as two homogeneous groups.

WOMEN

MEN



EDGEplus

Looking at women and men as diversified groups and measuring their intersectionality of gender and other aspects of diversity.



- + Race & Ethnicity + Gender Identity
- + Nationality + LGBTQ +
- + Age + Working with a Disability

QUALITATIVE + QUANTITATIVE PROCESSES AND OUTCOMES

1

REPRESENTATION



Along the pipeline, across different types of jobs and different levels of responsibility.

2

PAY EQUITY



Equal pay for equivalent work.

3

EFFECTIVENESS OF POLICIES & PRACTICES



Ensuring equitable career flows when it comes to pay, recruitment and promotion, training, flexible working and organizational culture.

4

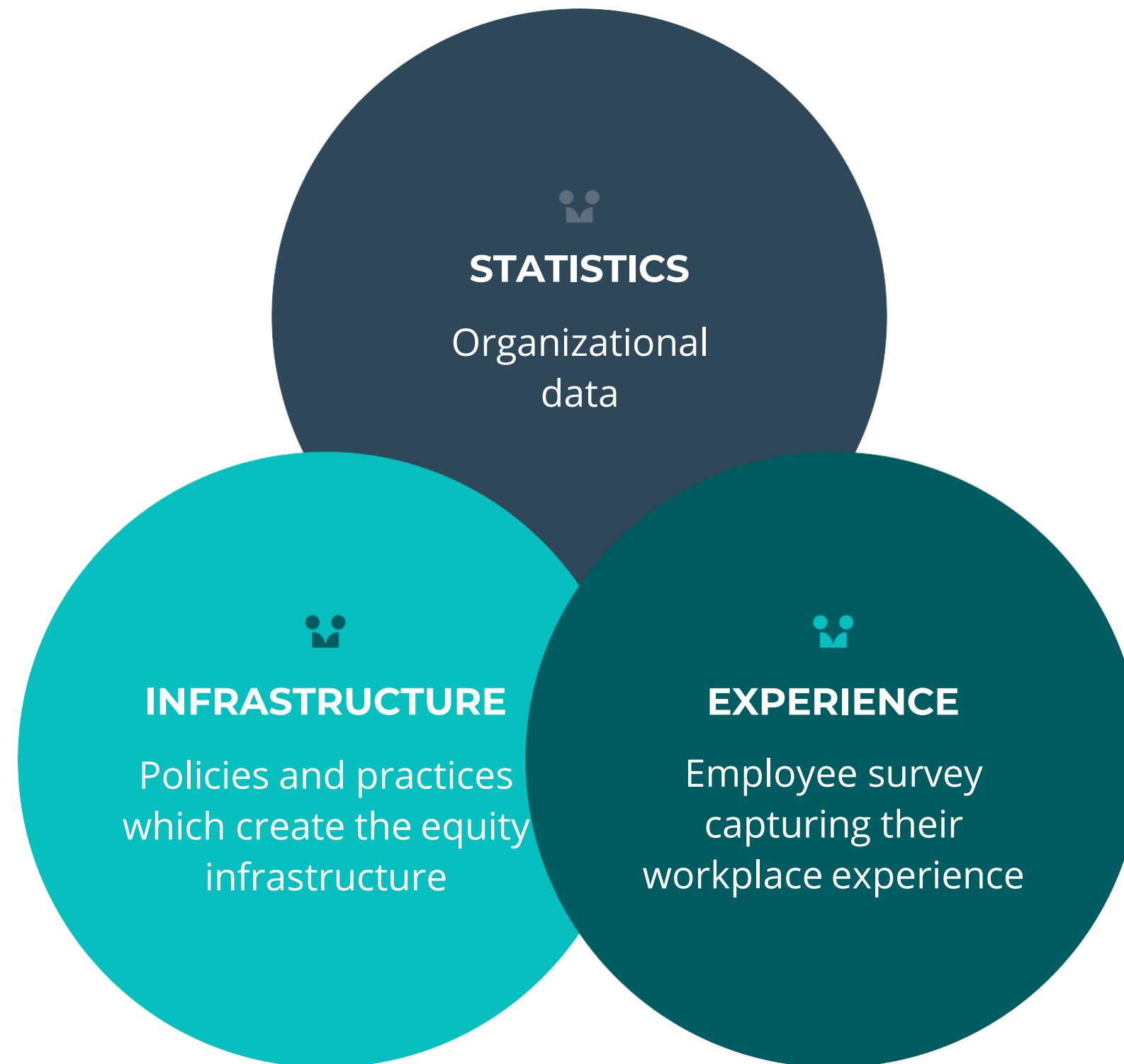
INCLUSIVENESS OF THE CULTURE



As reflected in employees' experience in terms of career development opportunities.

EDGE ASSESSMENT FRAMEWORK

SOURCES OF INFORMATION





EDGE LEVELS OF CERTIFICATION

ASSESS, MOVE, LEAD + EDGEplus

EDGE Certification **meets you where you are** in your journey and it keeps you **focused on continuing it**.
There is no pass or fail, just commitment to transparency and accountability for progress.

Granted by one of the EDGE accredited independent third-party certification body (Intertek, SGS, FloCert),
EDGE Certification remains valid for two years.



EDGE ASSESS
Recognizing Commitment



EDGE MOVE
Showcasing Progress



EDGE LEAD
Celebrating Success

EDGEplus

Publicly committed to analysing intersectional issue/s relating to gender equity and other aspects of diversity.

UNIGE CERTIFICATION LEVEL: EDGE ASSESS

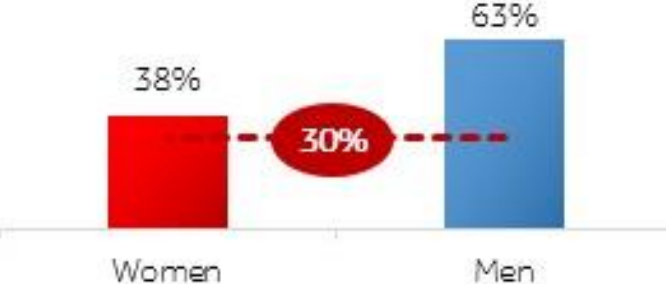
YOUR PERFORMANCE AT A GLANCE

1. Gender representation

Proportionate retention



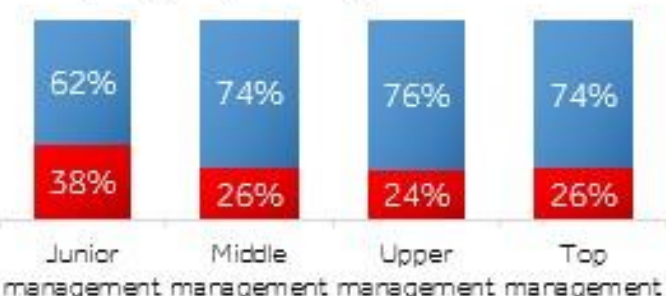
Board composition



Additional representation requirement for Lead



Budgetary responsibility



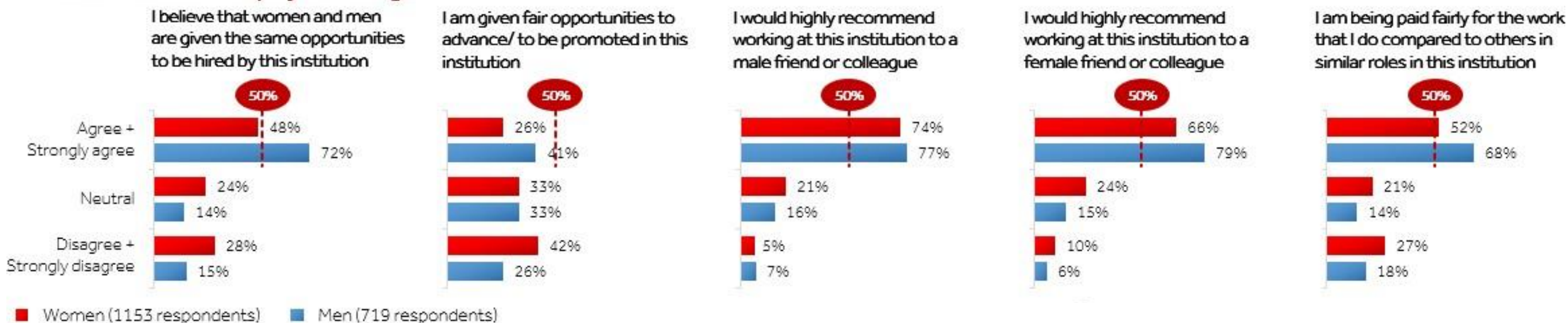
2. Unexplained gender pay gap



3. Effectiveness of policies and practices



4. Inclusive culture – employees' ratings





UNIGE CERTIFICATION LEVEL: EDGE ASSESS

THE GENDER PAY GAP ANALYSIS

Equal pay for equivalent work is the principle according to which individuals who perform jobs that require substantially equal skill, effort and responsibility, and that are performed under similar working conditions within the same organization, should receive the same remuneration. The EDGE Methodology assesses how this principle is applied by measuring both the effectiveness of an organization's policies and practices to ensure equal pay for equivalent work for men and women as well as if there is any pay gap which cannot be explained by any other factors than gender.

The EDGE Gender Pay Gap Analysis Methodology is a **scientific, legally compliant method** to investigate gender pay equity in the workplace. Using a linear regression model with Ordinary Least Squares, the EDGE methodology measures whether an organization has an Unexplained Gender Pay Gap, a pay gap that cannot be explained by any other factors than gender. It covers all employees in an organization and includes both salary (base salary) and pay (base salary plus bonuses and other cash benefits), which are measured against the following objective and non-discriminatory explanatory variables:

- Variables related to personal characteristics of the employee: tenure, age.
- Variables related to the type of job of the employee: responsibility of the role, type of performed function, level of responsibility.

More details on the EDGE methodology to measure if there is any unexplained gender pay gap can be found here: <https://edge-cert.org/faqs/>.

SELECTED ACTIONS TO FOSTER WORKPLACE GENDER EQUITY

Area of intervention	Rationale/results of the analysis	Selected actions
Equal pay for equivalent work	Equal pay for equivalent work regardless of gender is demanded by the law and therefore the institution has not formulated a specific policy in this regard	Conduct yearly gender pay gap assessments which cover base salaries, but also bonuses and other cash benefits by using a regression analysis. Systematically remediate any identified unexplained gender pay gaps. Frequently and openly communicate on the institution's proactive management of gender pay equity across all levels of responsibility
Equal pay for equivalent work	The institution conducts irregular gender pay-gap assessments and/or analyzes aggregate mean pay-gap by gender and job categories. The institution implements ad-hoc corrective measures for certain cases. The institution partially communicates on its proactive management of gender pay equity, only on some aspects, or only for some levels of responsibility	Write a policy on equal pay for equivalent work with a specific mention of gender
Recruitment and promotion	The institution requires gender diverse candidate pools for some positions	Systematically require gender diverse candidate pools for all management positions
Recruitment and promotion	The institution conducts awareness trainings of potential gender biases for some individuals involved in recruitment, promotions or performance evaluations	Systematically conduct awareness trainings of potential gender biases for all individuals involved in recruitment, promotions or performance evaluations
Leadership development training and mentoring	The institution has formal mentoring programmes for men and for women (with consistent findings across data sources), but does not measure their effectiveness in terms of the promotion rates of men and women mentees	Set up formal mentoring programmes for men and women and measure their effectiveness in terms of the rates of promotions of men and women mentees
Flexible working	There is limited uptake of flexible work models, and the perception regarding the compatibility of career and family for men and/or for women is not optimistic	Continue to secure the uptake of flexible work models by both men and women
Flexible working	The institution systematically encourages men to use the paternity/parental leaves that are available to them, with consistent findings across information sources	Continue to systematically encourage men to make use of paternity or parental leaves that are available to them
Flexible working	The institution offers direct childcare support (such as facilities or subsidies)	Continue offering childcare support (such as facilities or subsidies)
Organizational culture	The institution has a policy on prohibiting and preventing sexual harassment and all forms of violence at the workplace, and there are dedicated resources to implement the policy	Continue to allocate dedicated resources to implement the policy to prevent sexual harassment and all forms of violence at the workplace including procedures for employees to report instances and, in addition, evidence of the use of an impartial third-party investigator or of an internal independent investigation function that reports directly to the board. At the same time, have the top leadership team communicate internally and externally that the institution does not tolerate sexual harassment and all forms of violence at the workplace
Organizational culture	All members of the top leadership team are visibly and systematically committed to achieving gender equality in the institution, but this is not reflected in the female employees' perception	Continue securing the entire leadership's team support for workplace gender equality and ensure that they frequently communicate internally and externally the institution's commitment to progress on this topic by explicitly highlighting the shared benefits for men and women working for the institution as well as for the institution itself

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