



## PRESS RELEASE

# Deloitte Switzerland advances in gender equity with EDGE Move certification

The organization is the first in the professional services industry in Switzerland to certify at EDGE Move level

**ZUG/ZURICH/GENEVA [20. July 2022]** Deloitte Switzerland, part of the global network of Deloitte, has obtained EDGE Move certification, showcasing progress in workplace gender equity. This is the second certification for Deloitte Switzerland after its first EDGE Assess certification in 2013.

EDGE is the leading global assessment and business certification for gender and intersectional equity. The certification process 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 receive a comprehensive survey to assess perceptions of career development opportunities in the workplace.

Reinitiating its EDGE certification journey, Deloitte Switzerland is demonstrating its commitment and progress towards its goal of achieving workplace gender equity. The assessment showcased the firm's balanced gender representation at the more junior grades along with a positive employee experience in terms of career development opportunities.

Deloitte Switzerland has a good framework of effective policies and practices in place to ensure equitable career flows in equal pay for equivalent work recruitment and promotion. The firm has established female development and mentoring programs, addressing students and graduates as well as managers and senior leadership. In addition, Deloitte has invested significantly in trainings for inclusive leadership and overcoming unconscious bias.

As part of its EDGE action plan, Deloitte will be taking bold measures as part of its attraction and retention efforts to accelerate its journey towards gender balance, especially at the more senior levels. By 2030, the firm aims to achieve a 50:50 representation of females firm-wide, with 45% female leadership and 30% female partners.

Aniela Unguresan, Founder of EDGE Certified Foundation, believes that the firm's continued journey toward workplace gender equity emphasizes the relevance of the subject in recent times: "Deloitte Switzerland is exhibiting its commitment to gender equity in the workplace, leading the way in an industry which traditionally has been struggling to maintain a gender-balanced representation at the top of the talent pipeline. The organization in the future will continue working to create a more gender-balanced workplace with the goal of addressing the



underrepresentation of women at the highest level of responsibility. Deloitte has opportunities to continue improving women's perception regarding the compatibility of career and family by securing the uptake of flexible work models by both men and women".

Liza Engel, Chief People Officer at Deloitte: "The Edge Move certification recognises Deloitte's progress to become an even more diverse and inclusive firm. We stand for equality and will continue to invest in a work environment where all our people can thrive and have access to the same opportunities for personal growth and development."

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### **FOR MORE INFORMATION**

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### **ABOUT DELOITTE SWITZERLAND**

Deloitte is a leading accounting and consulting company in Switzerland and provides industry-specific services in the area of Audit & Assurance, Consulting, Financial Advisory, Risk Advisory and Tax & Legal. With around 2,400 employees at six locations in Basel, Berne, Geneva, Lausanne, Lugano and Zurich (headquarters), Deloitte serves companies and organizations of all legal forms and sizes in all industry sectors.

Deloitte AG is an affiliate of Deloitte North South Europe (NSE), a member firm of the global network of Deloitte Touche Tohmatsu Limited (DTTL) comprising around 345,000 employees in more than 150 countries.

### **ABOUT EDGE CERTIFICATION**

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, 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.