Certificate

SQS herewith certifies that the below-mentioned company has a remuneration system available which meets the requirements of the normative base specified below.

KPMG
cutting through complexity

KPMG AG
8004 Zurich
Switzerland

Certified area

Entire Company

Field of activity

Audit, Tax and Advisory services

Standard

Fair Compensation
Remuneration equity according to the criteria
of Association of Compensation & Benefits Experts

Swiss Association for Quality and
Management Systems SQS
Bernstrasse 103, CH-3052 Zollikofen
Issue date: July 12, 2013

This SQS Certificate is valid up to
and including July 11, 2016
Scope number 35
Registration number 40235

Swiss Made

Trusted Cert

X. Edelmann, President SQS

R. Glauser, CEO SQS

Certification «Fair Compensation»
Criteria by the Association of Compensation & Benefits Experts

Mandated by the Swiss Association for Quality and Management Systems (SQS), the experts of the Association of Compensation & Benefits Experts (acbe) assess companies on their internal fairness in compensation.

General information

Focus of the certificate	Fair compensation related to gender.
Method	Quantitative analysis of compensation with the use of Logib.
Logib	Logib is a statistical method developed by the Federal Office for Gender Equality (FOGE), which analyses salary differences between men and women by means of regression calculations. The method takes different criteria into consideration, especially: • attributes of personal qualification (seniority, work experience, education); • attributes of the job (complexity of the job, team management).
Criteria	Compliance with the tolerance level of 5% salary difference between men and women, as defined by the Bundesamt für Bauten und Logistik (BBL) in accordance with the regulations of public procurement.
Requirements	The company: • has at least 50 employees; • supplies the experts with sufficient data in accordance with the requirements; • confirms the validity and currentness of data in a "declaration of validity".
Certification	If the criteria are reached, the company will be certified with the label «Fair Compensation». The certification is valid for 3 years and requires an annual self evaluation.

Audit process

During the audit process, the experts analyse the data provided by the company. The data will be validated and if necessary, the experts request an insight in the company's payroll.

The validated data will be processed in order to meet the requirements of Logib. The results of Logib will be analysed and commented by the experts. In case of uncertainties the experts check back with the company.

To conclude the process, the experts hand over a report to SQS. The report contains a protocol of the audit and a recommendation for the issue of the certification.

acbe
Association of Compensation & Benefits Experts

SQS
Schweizerische Vereinigung
für Qualitäts- und Management-
Systeme (SQS)