



Declaration in support of stronger professional equality within the private sector

In order to advance equality between women and men in the private sector, we commit to

1. Ending wage inequalities between women and men

Equal pay for employees providing equal work with an equal level of experience: we will work towards eliminating the pay gap between women and men, in particular by making available to employees and their representatives all the data and criteria used to define their wage and career progression. We commit to make public, for each type of position, the minimum, maximum and median wage in the company, both at the time of hiring and during individual wage negotiations, to enable women to better negotiate their pay. We set targets for progress in companies to reduce the pay gap and encourage social dialogue on these issues. We commit to make public and available the pay gap between women and men, and explain its causes.

2. Increasing the share of women among employees, in management positions and in administrative and supervisory boards

We set a minimum threshold of 40% of women in the administrative and supervisory boards of our companies and ensure fair opportunities in every process for promotion to leadership and management positions. We implement strategies to achieve gender balance in recruitment and encourage mentoring programs within the company.

3. Raising awareness and training on unconscious bias in recruitment and career progression

We commit to run annual training courses for new starters and existing staff to address unconscious bias for management, recruiters, assessors and human resources staff. We will regularly circulate anonymous evaluation questionnaires to report on progress and the perceived work environment of employees.

4. Making the workplace a safe space for women

We are committed to fighting gender-based violence and harassment and actively promoting a protective policy for women in the workplace. We implement internal strategies, including the appointment of safety officers, reporting possibilities without professional prejudice, victim support, counselling and mediation possibilities, as well as training and awareness-raising for employees and managers. We also ensure safe transport options from home to work.

5. Encouraging work-life balance

We encourage flexible working hours policies and the use of teleworking. We encourage paternity leave and parental leave for fathers. After parental leave, we support the return to employment by removing negative impacts on salary and career progression. We promote a model of equal sharing of family responsibilities among women and men. We examine the organisation of working time and situations of involuntary part-time work, with a view to promoting access to quality jobs for all women.

We commit to pushing forward these five priorities over the long term, and to reporting on our progress and challenges on 8 March 2023.

Accenture (Ireland) ; Antolin (Spain) ; AVL (Austria) ; Bank of Valetta (Malta) ; Granit Bank (Hungary) ; Novo Nordisk (Denmark) ; Publicis (France) ; Pain quotidien (Belgium) ; Podravka (Croatia) ; Purever (Portugal) ; RMS Mezzanine (Czech Republic) ; Salzburger Aluminium (Austria) ; Start up KP (Slovakia) ; Varis Lendava (Slovenia).