## **EDGE Certification: Introductory Presentation**

February 2025





### The EDGE Standards and Certification System Four Pillars of Gender and Intersectional Equity





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# The EDGE Standards and Certification System Three Sources of Information



HR data from across the organization



Policies and practices that create the equity infrastructure



Employee survey that captures the workplace experience



### EDGE Certification Outcomes EDGE Certification Levels – EDGE Certification Seals



### **EDGEplus**

EDGEplus Certification for showcasing commitment to intersectional equity



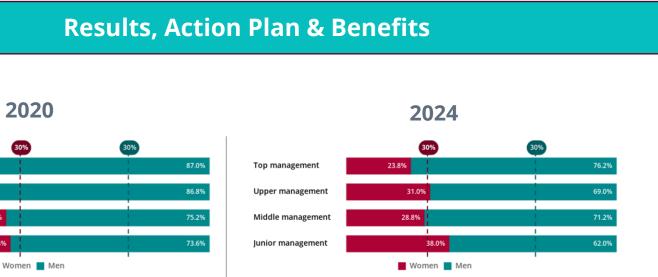
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Celebrating Success

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## Real case – Representation Driving Progress with the EDGE Certification

Client's profile	The Challenge	
<b>Industry:</b> Energy	Considering that the industry is heavily dominated by men, the client wanted to properly focus human resources efforts on improving women representation within the company, especially at the management levels.	Results
###Number of#######employees:Ca. 1800	The Process	<ul> <li>Action Plan</li> <li>The action pla and promotio</li> </ul>
Number of certifications: 3	Upload your data Implement your Action Plan and track progress Get your baseline independently verified	<ul> <li>both from a point</li> <li>Benefits during</li> <li>The client exponsion from junior to of 30% accord</li> <li>At the same times sustainable in</li> </ul>





lan focused on working in the areas of pay equity, recruitment on, as well as leadership development training and mentorship, policy and process perspective.

#### g EDGE Recertification

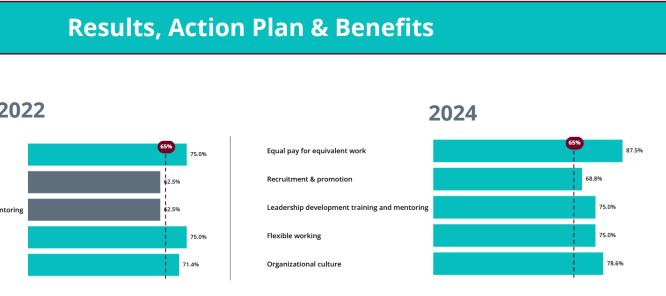
perienced a noticeable improvement in all management areas, to top management, almost reaching the minimum required level rding to the EDGE Standards.

time, the client established policies and practices that are n the long term to identify, recruit, and promote female talent.

## Real case – Policies & Practices Driving Progress with the EDGE Certification

Client's profile	The Challenge	
<b>Industry</b> : Finance	The client sought to focus human resources efforts on the development, implementation and alignment of the DE&I Strategy with an effective action plan that would lead to sustainable organizational change for policies and practices.	Results 20 Equal pay for equivalent work Recruitment & promotion Leadership development training and mentor Flexible working Organizational culture
Mumber ofMinimiemployees:Ca. 320	The process	<ul> <li>Action Plan</li> <li>The action pla as well as lead</li> </ul>
Number of certifications: 2	Upload your data Upload your data Implement your Action Plan and track progress Get your baseline independently verified	<ul> <li>Benefits</li> <li>The client exp processes to e</li> <li>The leadershi strategy, and talent retention</li> </ul>





lan focused on improving recruitment and promotion practices, adership development training and mentoring.

sperienced a measurable improvement supported by sustainable o ensure equity and gender parity within the organization. hip team's commitment, alignment with the organization's DE&I d dedication to the EDGE action plan resulted in high levels of ion and acquisition.

## EDGE Certified Organizations EDGE Certified Organizations

More than 800 EDGE Certificates have been granted to large organizations in 63 countries representing 41 industry sectors, across the three levels of EDGE Certification.





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