

# EDGE Certification: Introductory Presentation

February 2025



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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



EDGE Certification Outcomes

# EDGE Certification Levels – EDGE Certification Seals



## EDGE Assess

Recognizing  
Commitment



## EDGE Move

Showcasing  
Progress



## EDGE Lead

Celebrating  
Success

## EDGEplus

EDGEplus Certification for showcasing commitment to intersectional equity

Real case – Representation

# Driving Progress with the EDGE Certification

Client's profile	The Challenge	Results, Action Plan & Benefits															
<p> <b>Industry:</b> Energy</p> <p> <b>Number of employees:</b> Ca. 1800</p> <p> <b>Number of certifications:</b> 3</p>	<p>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.</p> <p><b>The Process</b></p>	<p><b>Results</b></p> <table border="1"> <thead> <tr> <th></th> <th>2020</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Top management</td> <td>23.8% Women, 76.2% Men</td> <td>31.0% Women, 69.0% Men</td> </tr> <tr> <td>Upper management</td> <td>24.8% Women, 75.2% Men</td> <td>28.8% Women, 71.2% Men</td> </tr> <tr> <td>Middle management</td> <td>26.4% Women, 73.6% Men</td> <td>38.0% Women, 62.0% Men</td> </tr> <tr> <td>Junior management</td> <td>26.4% Women, 73.6% Men</td> <td>38.0% Women, 62.0% Men</td> </tr> </tbody> </table> <p><b>Action Plan</b></p> <ul style="list-style-type: none"> <li>The action plan focused on working in the areas of pay equity, recruitment and promotion, as well as leadership development training and mentorship, both from a policy and process perspective.</li> </ul> <p><b>Benefits during EDGE Recertification</b></p> <ul style="list-style-type: none"> <li>The client experienced a noticeable improvement in all management areas, from junior to top management, almost reaching the minimum required level of 30% according to the EDGE Standards.</li> <li>At the same time, the client established policies and practices that are sustainable in the long term to identify, recruit, and promote female talent.</li> </ul>		2020	2024	Top management	23.8% Women, 76.2% Men	31.0% Women, 69.0% Men	Upper management	24.8% Women, 75.2% Men	28.8% Women, 71.2% Men	Middle management	26.4% Women, 73.6% Men	38.0% Women, 62.0% Men	Junior management	26.4% Women, 73.6% Men	38.0% Women, 62.0% Men
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Real case – Policies & Practices

# Driving Progress with the EDGE Certification

Client's profile	The Challenge	Results, Action Plan & Benefits																		
<p> <b>Industry:</b> Finance</p> <p> <b>Number of employees:</b> Ca. 320</p> <p> <b>Number of certifications:</b> 2</p>	<p>The client sought to focus human resources efforts on the development, implementation and alignment of the DE&amp;I Strategy with an effective action plan that would lead to sustainable organizational change for policies and practices.</p> <p><b>The process</b></p>	<p><b>Results</b></p> <table border="1"> <thead> <tr> <th></th> <th>2022</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Equal pay for equivalent work</td> <td>65%</td> <td>87.5%</td> </tr> <tr> <td>Recruitment &amp; promotion</td> <td>62.5%</td> <td>68.8%</td> </tr> <tr> <td>Leadership development training and mentoring</td> <td>62.5%</td> <td>75.0%</td> </tr> <tr> <td>Flexible working</td> <td>75.0%</td> <td>75.0%</td> </tr> <tr> <td>Organizational culture</td> <td>71.4%</td> <td>78.6%</td> </tr> </tbody> </table> <p><b>Action Plan</b></p> <ul style="list-style-type: none"> <li>The action plan focused on improving recruitment and promotion practices, as well as leadership development training and mentoring.</li> </ul> <p><b>Benefits</b></p> <ul style="list-style-type: none"> <li>The client experienced a measurable improvement supported by sustainable processes to ensure equity and gender parity within the organization.</li> <li>The leadership team's commitment, alignment with the organization's DE&amp;I strategy, and dedication to the EDGE action plan resulted in high levels of talent retention and acquisition.</li> </ul>		2022	2024	Equal pay for equivalent work	65%	87.5%	Recruitment & promotion	62.5%	68.8%	Leadership development training and mentoring	62.5%	75.0%	Flexible working	75.0%	75.0%	Organizational culture	71.4%	78.6%
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## 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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[edge-cert.org](http://edge-cert.org)

**Thank You**



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