

# EDGE Certification: Introductory Presentation



The EDGE Certification System

# An Independent Third-Party System

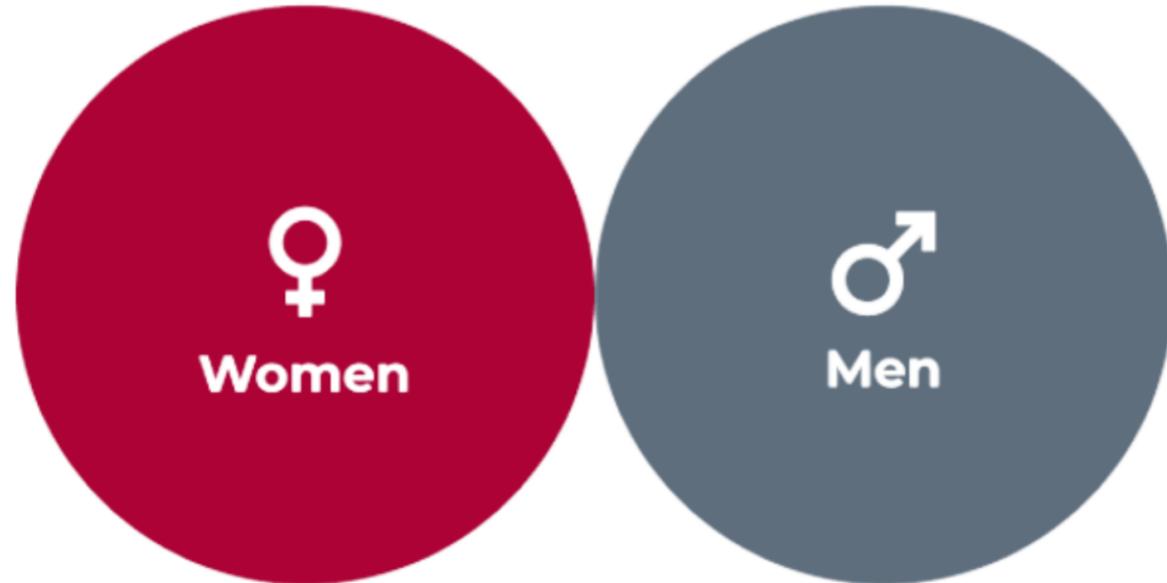


The Basics of the EDGE Standards

# Our Global Standards

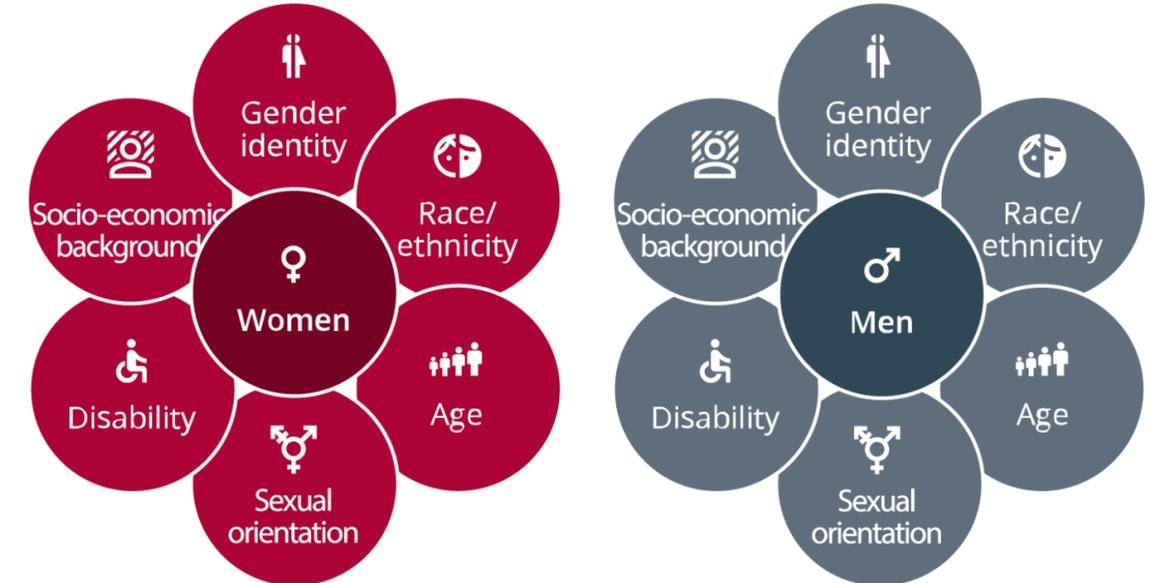
## EDGE (gender binary)

Looks at men and women as two homogeneous groups. It offers organizations the possibility to analyse data and information related to women and men.



## EDGEplus (intersectional equity)

An add-on to EDGE (gender-binary) that enables certifying organizations to deepen their understanding of gender-related matters by measuring and analysing the intersectionality of gender and other aspects of diversity.



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

 <p><b>EDGE Assess</b></p> <p>Recognizing Commitment</p>	 <p><b>EDGE Move</b></p> <p>Showcasing Progress</p>	 <p><b>EDGE Advance</b></p> <p>Reaching Milestones</p>	 <p><b>EDGE Lead</b></p> <p>Showcasing Progress</p>
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**EDGEplus**

EDGEplus Certification for showcasing commitment to intersectional equity

## Real case – Gender 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 effectively focus human resources efforts on improving women representation within the company, especially at the management levels.</p>	<div data-bbox="1725 620 1869 658"> <h3>Results</h3> </div> <div data-bbox="1725 677 3002 958"> <table border="1"> <caption>Gender Representation Data</caption> <thead> <tr> <th>Year</th> <th>Level</th> <th>Women (%)</th> <th>Men (%)</th> </tr> </thead> <tbody> <tr> <td rowspan="4">2020</td> <td>Top management</td> <td>23.8%</td> <td>76.2%</td> </tr> <tr> <td>Upper management</td> <td>31.0%</td> <td>69.0%</td> </tr> <tr> <td>Middle management</td> <td>28.8%</td> <td>71.2%</td> </tr> <tr> <td>Junior management</td> <td>38.0%</td> <td>62.0%</td> </tr> <tr> <td rowspan="4">2024</td> <td>Top management</td> <td>23.8%</td> <td>76.2%</td> </tr> <tr> <td>Upper management</td> <td>31.0%</td> <td>69.0%</td> </tr> <tr> <td>Middle management</td> <td>28.8%</td> <td>71.2%</td> </tr> <tr> <td>Junior management</td> <td>38.0%</td> <td>62.0%</td> </tr> </tbody> </table> </div> <div data-bbox="1725 1005 1925 1043"> <h3>Action Plan</h3> </div> <div data-bbox="1725 1089 3035 1211"> <ul style="list-style-type: none"> <li>The action plan focused on collecting data, notably in the areas of pay equity, recruitment and promotion, as well as leadership development training and mentorship.</li> </ul> </div> <div data-bbox="1725 1258 2335 1296"> <h3>Benefits from EDGE Recertification</h3> </div> <div data-bbox="1725 1343 3035 1596"> <ul style="list-style-type: none"> <li>The client experienced a noticeable improvement in all management levels, 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> </div>		Year	Level	Women (%)	Men (%)	2020	Top management	23.8%	76.2%	Upper management	31.0%	69.0%	Middle management	28.8%	71.2%	Junior management	38.0%	62.0%	2024	Top management	23.8%	76.2%	Upper management	31.0%	69.0%	Middle management	28.8%	71.2%	Junior management	38.0%	62.0%
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## Real case – Equitable 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 Gender Strategy with an effective action plan that would lead to sustainable organizational change for policies and practices.</p>	<div data-bbox="1725 620 1869 658"><b>Results</b></div> <table border="1" data-bbox="1725 671 3035 971"> <thead> <tr> <th></th> <th>2022</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Equal pay for equivalent work</td> <td>75.0%</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> <div data-bbox="1725 1001 1925 1039"><b>Action Plan</b></div> <ul data-bbox="1725 1084 3012 1170" 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> <div data-bbox="1725 1215 2335 1253"><b>Benefits from EDGE Recertification</b></div> <ul data-bbox="1725 1298 3052 1590" style="list-style-type: none"> <li>The client experienced a measurable improvement in almost all focus areas of the EDGE Standards with respect to equitable policies &amp; practices. They notably met the EDGE Standards across all areas in recertification.</li> <li>The leadership team's commitment to the EDGE Action Plan, and alignment with the organization's overall strategy, also resulted in high levels of talent retention and acquisition and supported improved gender representation.</li> </ul>			2022	2024	Equal pay for equivalent work	75.0%	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 1000 EDGE Certificates have been granted to large organizations in 77 countries representing 46 industry sectors, across the four levels of EDGE Certification.



**EDGE Certified Foundation**  
**Vorstadt 2 CH-6300 Zug, Switzerland**

[edge-cert.org](http://edge-cert.org)

**Thank You**



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