

# EDGE Certification: Introductory Presentation



## The EDGE Certification System

# An Independent Third-Party System

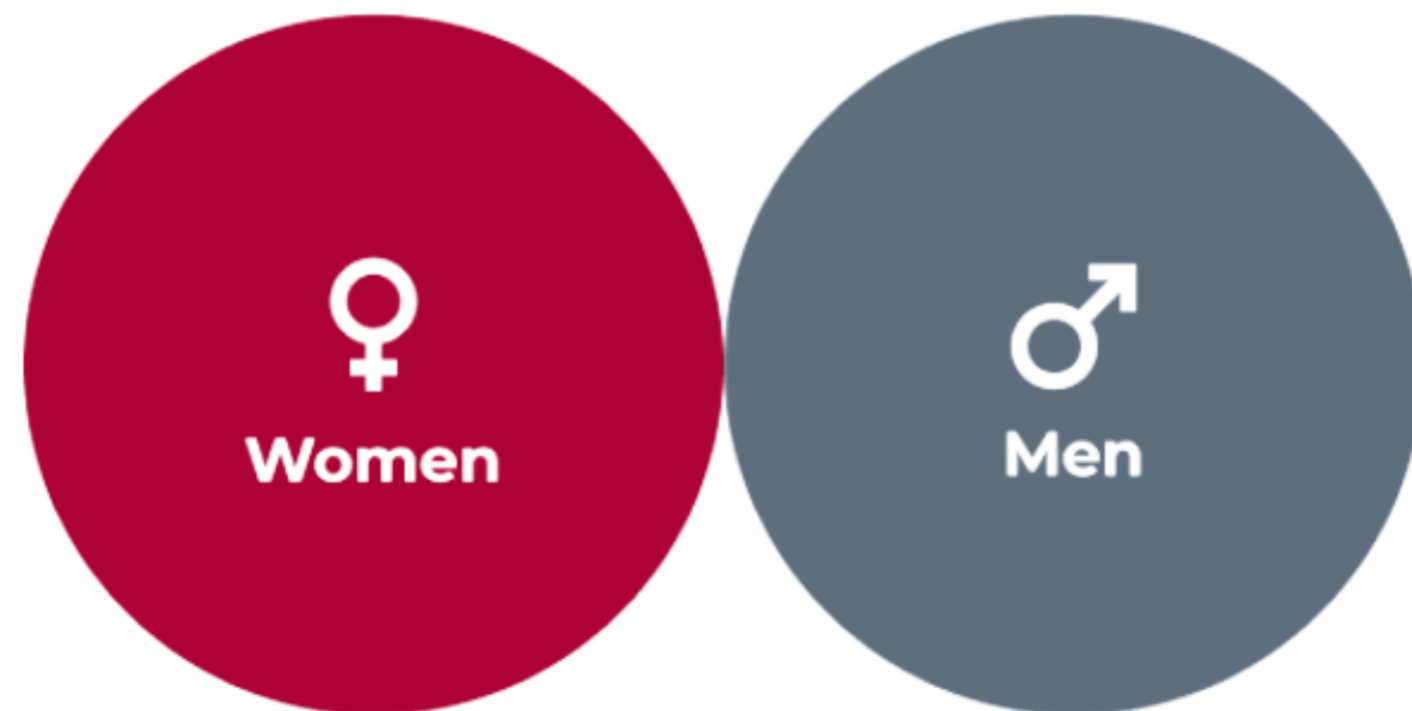


## The Basics of the EDGE Standards

# Our Global Standards

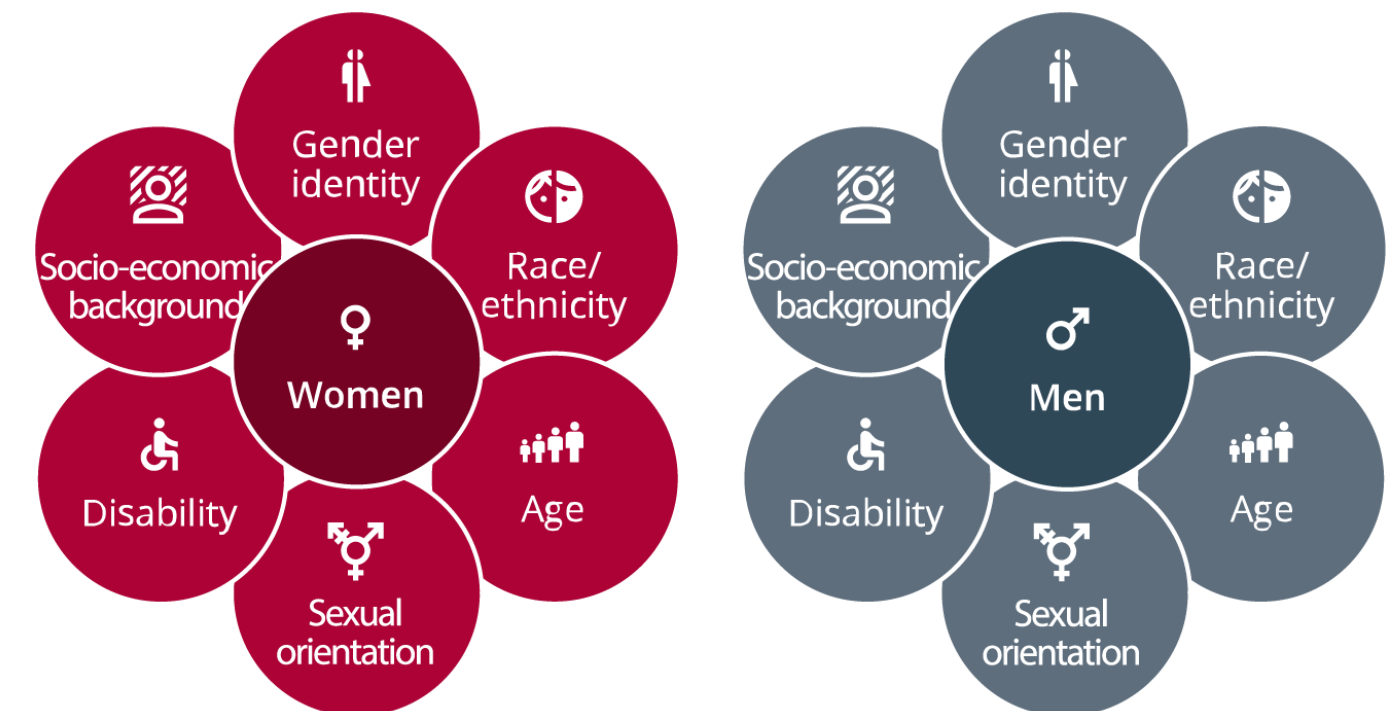
### EDGE (gender binary)

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.



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The EDGE Standards and Certification System

# Four Pillars of Gender and Intersectional Equity



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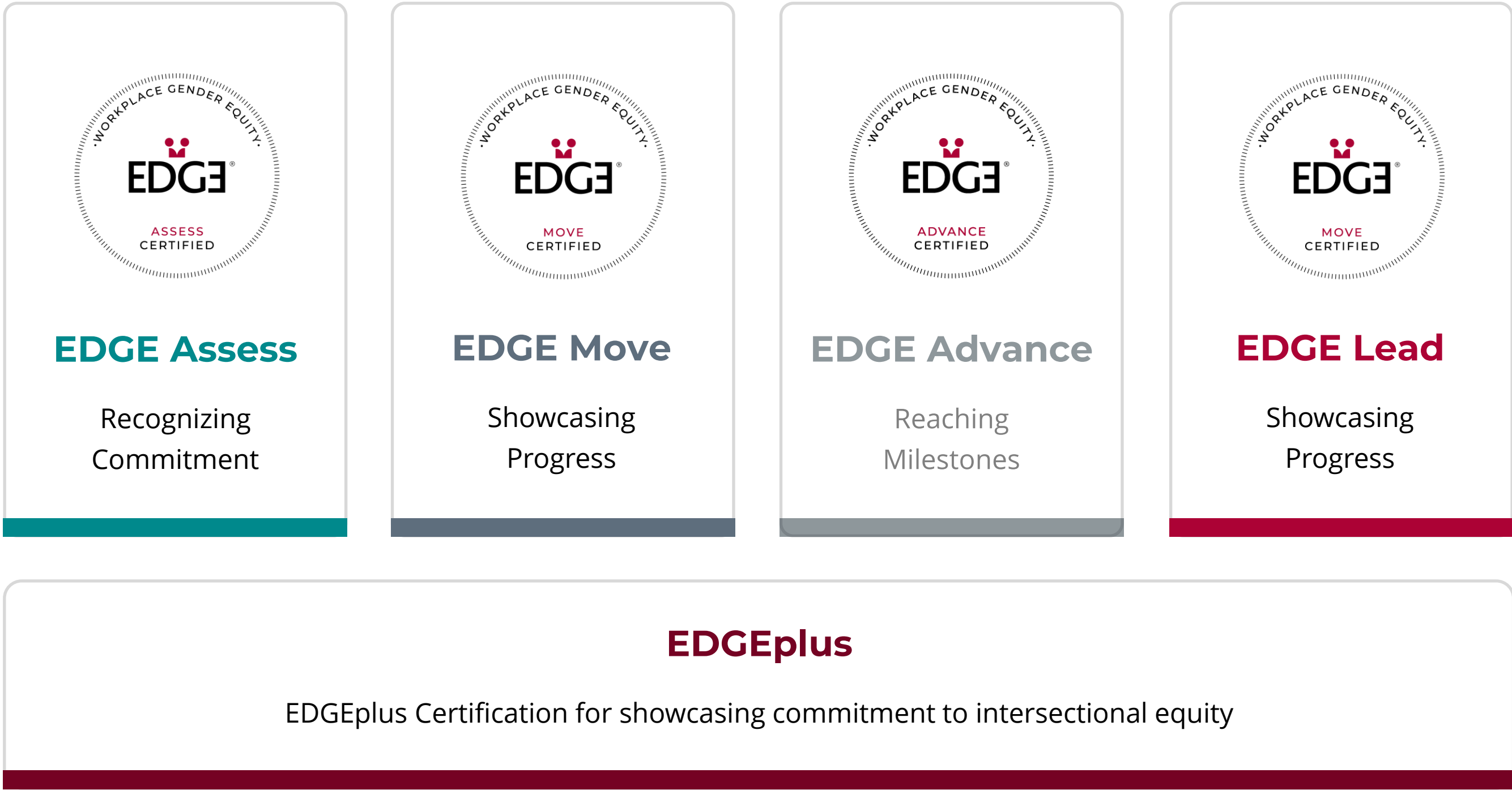
The EDGE Standards and Certification System

## Three Sources of Information



EDGE Certification Outcomes

# EDGE Certification Levels – EDGE Certification Seals



## Real case – Gender Representation

# Driving Progress with the EDGE Certification

## Client's profile



**Industry:**  
Energy



**Number of employees:**  
Ca. 1800



**Number of certifications:**  
3

## The Challenge

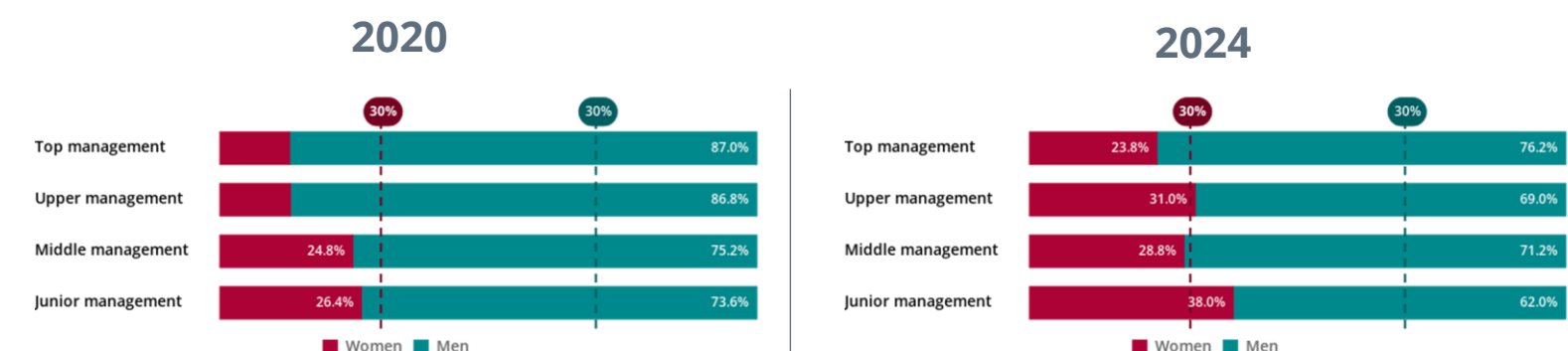
Considering that the industry is heavily dominated by men, the client wanted to effectively focus human resources efforts on improving women representation within the company, especially at the management levels.

## The Process



## Results, Action Plan & Benefits

## Results



## Action Plan

- 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.

## Benefits from EDGE Recertification

- 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.
- At the same time, the client established policies and practices that are sustainable in the long term to identify, recruit, and promote female talent.

Real case – Equitable Policies & Practices

# Driving Progress with the EDGE Certification

**Industry:**  
Finance

**Number of employees:**  
Ca. 320

**Number of certifications:**  
2

**The Challenge**

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.

**The Process**

**Results, Action Plan & Benefits**

**Results**

	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%

**Action Plan**

- The action plan focused on improving recruitment and promotion practices, as well as leadership development training and mentoring.

**Benefits from EDGE Recertification**

- The client experienced a measurable improvement in almost all focus areas of the EDGE Standards with respect to equitable policies & practices. They notably met the EDGE Standards across all areas in recertification.
- 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.



# 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](https://edge-cert.org)**

**Thank You**



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