



Media Release

IKEA Switzerland is the first company worldwide to reach highest level of gender equality certification from EDGE

Spreitenbach, Switzerland, September 29th, 2015 * EDGE is the leading global standard for gender equality and has assessed IKEA Switzerland's policies, practices and numbers in five different areas: equal pay for equivalent work, recruitment and promotion, leadership development training and mentoring, flexible working and company culture. As a result, IKEA Switzerland is the first company worldwide to reach LEAD, the highest level of EDGE certification.**

The vision of IKEA is to create a better everyday life for the many people, which includes the IKEA co-workers around the world. For years IKEA Switzerland has been committed to establishing gender equality amongst its 3000 co-workers. "With the EDGE certification we have the opportunity to verify whether our ambition to treat men and women equally at IKEA is a living reality", says Simona Scarpaleggia, CEO of IKEA Switzerland. "By reaching the highest level of certification, we are tightening IKEA's company structure and culture to prevent pay gaps, underrepresentation of women in management positions and different career paths for women", Scarpaleggia continues. More than 100 companies from 31 different countries have been certified or are in the process of becoming certified by EDGE for the first or second level so far.

1004 employees were interviewed

The EDGE assessment included company statistics, interviews with more than 1000 employees and in-depth interviews with IKEA Switzerland's HR professionals. The analysis of salaries has shown that IKEA has a statistically insignificant unexplained gender pay gap.

"We are proud to have certified IKEA Switzerland at the EDGE Lead level, which means that there is a strong gender balance across the different levels of the organisation, that the principle of equal pay for equivalent work is thoroughly applied, that there is a solid organisational infrastructure in terms of policies and practices pertaining to gender equality and that the culture of the company is genuinely inclusive for both men and women", says Aniela Unguresan, co-founder of EDGE Certified Foundation. "IKEA



Switzerland is the success story of gender-enlightened, sustainable business.”

About EDGE certification

EDGE is the leading global assessment methodology and business certification standard for gender equality. The EDGE assessment methodology was developed by the EDGE Certified Foundation and launched at the World Economic Forum in 2011. EDGE Certification has been designed to help companies not only create an optimal workplace for women and men, but also benefit from it. EDGE stands for Economic Dividends for Gender Equality and is distinguished by its rigour and focus on business impact. The methodology uses a business rather than theoretical approach that incorporates benchmarking, metrics and accountability into the process. It assesses policies, practices and numbers across five different areas of analysis: equal pay for equivalent work, recruitment and promotion, leadership development training and mentoring, flexible working and company culture. EDGE Certification has received the endorsement of business, government and academic leaders from around the world.

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EDGE Certification

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About IKEA

“To create a better everyday life for the many people”, this is the IKEA vision. The business idea of IKEA is “to offer a wide range of well-designed, functional home furnishing products at prices so low that as many people as possible will be able to afford them”. 164,000 people work for the IKEA Group. In total the IKEA Group operates 361 furniture stores in 28 countries and is active in 49 countries. Online shops are offered in 13 markets. Further information can be found at www.IKEA.com