

Company news

Geneva, 01 May 2024

Givaudan receives recognition for its long-standing equal pay practices

Receiving external validation of its commitment to inclusion

On Labour Day, Givaudan, the global leader in Fragrance & Beauty and Taste & Wellbeing, today announces that it has achieved Fair-ON-Pay certification in multiple sites covering a significant number of employees.

As it aims to be recognised as a leading employer for inclusion, Givaudan has reached an important milestone by achieving certification across Switzerland, Spain, Mexico, Singapore, Argentina, France, Hungary, the Netherlands and the U.S. This certification is in line with the requirements set by the Equal Pay International Coalition (EPIC), a global organisation that works to reduce the gender pay gap.

"We are really proud of this recognition that reflects our dedication to creating a workplace that values fairness and inclusion, ensuring that individuals are fairly compensated for their contributions. We also acknowledge that there is more work ahead. We will continue to ensure that across all our Givaudan sites we recognise equal pay for work that is of equal value."

Gilles Andrier, CEO, Givaudan

The certification process with Fair-ON-Pay, uses a statistical model that looks at five objective criteria: job complexity, position, education, seniority, and experience. To be certified as an Equal Pay Employer, the pay differences between men and women at each site must not exceed 5%. This calculation takes into account important factors like skills, job role, experience, or performance. The final percentage represents the difference between men and women's salaries.



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Givaudan will continue its journey towards equal pay certification with additional sites being certified in the coming months. This is an important part of moving further towards its purpose ambition to be rated among the leading employers for inclusion globally before 2025.

About Givaudan

Givaudan is a global leader in Fragrance & Beauty and Taste & Wellbeing. We celebrate the beauty of human experience by creating for happier, healthier lives with love for nature. Together with our customers we deliver food experiences, craft inspired fragrances and develop beauty and wellbeing solutions that make people look and feel good. In 2023, Givaudan employed 16,260 people worldwide and achieved CHF 6.9 billion in sales with a free cash flow of 13.3%. With a heritage that stretches back over 250 years, we are committed to driving long-term, purpose-led growth by improving people's health and happiness and increasing our positive impact on nature. This is Givaudan. Human by nature. Discover more at www.givaudan.com

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