

# EDGE Certified Foundation Annual Report 2024



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# I. Message from the Board

Some years are defined by steady progress; others by substantial shifts and decisive action. For the EDGE Certified Foundation, 2024 was a year of bold steps. Of evolving our standards and deepening our impact on diversity, fairness, and inclusion in workplaces worldwide.

This year was marked by divergent realities. On one hand, we witnessed encouraging global momentum: intergovernmental groups, including the G7, reaffirmed their commitment to closing the gender pay gap and actively encouraged organizations to pursue independent, data-driven certification of workplace gender equality. On the other hand, we encountered stubborn resistance to advancing equitable career pathways in certain regions—where the notion of merit is sometimes used to resist change, and inclusion is misrepresented as a lowering of standards.

In such a polarized environment, neutrality is not an option. Now is the time to double down, not back down, on the principles of transparency, measurable progress, transformational change, and independence in advancing diversity, fairness, and inclusion.

EDGE Certification offers organizations a credible, legally permissible, and objective framework to measure gender and intersectional equity in the workplace. This is achieved through rigorous evaluation against internationally recognized standards, a commitment to meaningful action, and independent third-party verification. We take pride in delivering a unique certification system that is intentional, measurable, and centred on value creation—empowering organizations to advance diversity, fairness, and inclusion with lasting impact.

In 2024, we undertook a comprehensive review of the EDGE and EDGEplus Standards. This process was grounded in best practices for voluntary sustainability standards, shaped by diverse stakeholder input, and focused on ensuring ongoing relevance, credibility, and impact. Our goal was to keep the standards scientifically rigorous, globally applicable, aligned with relevant anti-discrimination laws, resistant to politicization, and centred on what matters most: equal access to career opportunity based on merit.

We also expanded our pay equity methodologies, introducing a robust analysis framework for small and



"Now is the time to double down, not back down, on the principles of transparency, measurable progress, transformational change, and independence in advancing diversity, fairness, and inclusion."

medium-sized enterprises and enhancing our widely used Gender and Intersectional Pay Gap Analysis Methodology.

This year also brought recognition from outside of our own circles. EDGE Certified Foundation was named one of Fast Company's Most Innovative Companies of 2024. We see this not simply as a celebration of novelty, but as validation of our commitment to staying relevant and providing organizations with the framework and tools to excel in fostering diversity, fairness, and inclusion over the long term. True innovation lies in our ability to remain a trusted global leader, with a growing number of organizations independently certifying their performance against our standards.

We also deepened our research and collaboration efforts. In partnership with EqualVoice and EY Switzerland, we examined the complexities of intergenerational collaboration in Swiss workplaces, culminating in the publication of a white paper based on survey results. This ongoing collaboration continues to inspire new insights, and we look forward to further research with EqualVoice and EY in 2025.

Looking ahead, we do so with clarity. Clarity about our role, the standards we uphold, and the values we refuse to dilute. We remain steadfast in our commitment to enabling organizations to advance gender and intersectional equity with integrity and impact.

We are deeply grateful to the organizations and long-term partners who continue to walk this path with us. Your leadership is not only visible but vital.



**Priya Natarajan**

President of the Board



**Rupert Howes**

Member of the Board



## II. Our Vision, Mission, and Values



### OUR VISION

Our vision is to create a world of equal opportunities, a world where men and women are equally valued and respected in all aspects of economic, political, and social life.

### OUR MISSION

Our Mission is to use the EDGE Global Certification system to engage organizations across the world in fostering equal career opportunities for women and men across their different gender identities, race/ethnicities, sexual orientations, nationalities, age groups, and working with a disability status.

### OUR VALUES

Credibility.  
Rigour.  
Impact.



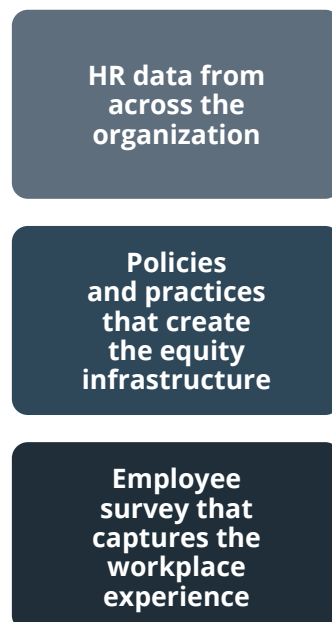
# III. The Standards

## Advancing Diversity, Fairness, and Inclusion Through the EDGE Standards and Certification System

1. EDGE Certification is the leading global standard for diversity, fairness, and inclusion, centred on a workplace gender and intersectional equity approach. The EDGE Standards and the Certification System are built on four pillars that define success in gender and intersectional equity: Representation across the talent pipeline, pay equity, effectiveness of policies and practices, and inclusiveness of the culture.



As an integral part of the assessment, three sources of information - statistics, policies and practices, and employee experience - are evaluated against the EDGE Standards. Depending on the specific results of each organization, an approved action plan may need to be developed to close identified gaps in the organization.



EDGE Certification currently works with three approved global Certification Bodies.



- EDGE Certification is based on objective and measurable evidence of an organization's current status of gender and intersectional equity in its workplace. Audited by an approved independent third-party certification body, it supports the integrity and credibility of data and information, and gives an organization a powerful way to communicate its diversity, fairness, and inclusion commitment and performance.

- EDGE Certification meets organizations where they are in their diversity, fairness, and inclusion journey. For the EDGE (gender-binary) assessment, three levels of certification are possible, EDGE Assess (recognizing commitment), EDGE Move (showcasing progress), and EDGE Lead (celebrating success). EDGEplus Certification (gender and intersectionality) is an add-on to EDGE (gender-binary) Certification, offering organizations the possibility to analyse data and information related to women and men as diversified groups, to deepen their understanding of, and to measure the intersectionality of gender and other aspects of diversity, such as non-binary gender identity, LGBTQ+, race/ethnicity, nationality, age, and working with a disability.



**EDGE Assess**

Recognizing Commitment



**EDGE Move**

Showcasing Progress



**EDGE Lead**

Celebrating Success

**EDGEplus**

EDGEplus Certification for showing commitment to intersectional equity



EDGE Certification is distinguished by its rigour and focus on impact, it remains valid for a period of two years.

## IV. Where Progress Falters: A Call for Renewed Focus and Resilience

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For the first time since 2005, women in C-suite positions across corporate America lost seats, reversing nearly two decades of progress.

[spglobal.com](https://spglobal.com)

77%

Women are paid just 77 cents for every dollar earned by men, a persistent gap that underscores ongoing gender pay inequity.

[worldbank.org](https://worldbank.org)

72%

72% of LGBTQ+ adults say they would feel less included or accepted at work if their employer deprioritized DEI efforts, highlighting the risks of backtracking on inclusion commitments.

[hrc.org](https://hrc.org)

29%

Only 29% of Gen Z employees report feeling highly motivated at work, compared to 41% of Baby Boomers, reflecting generational disparities in workplace engagement.

[ey.com](https://ey.com)

69%

69% of ethnic minority workers report experiencing discrimination in the workplace or during job applications, with 29% believing their race or ethnicity directly impacted their job prospects.

[cphr.com](https://cphr.com)

78%

78% of disabled employees had to personally initiate requests for workplace adjustments, underscoring systemic barriers to accessibility.

[businessdisabilityforum.org.uk](https://businessdisabilityforum.org.uk)

17%

Only 17% of C-suite leaders prioritize fairness, bias, and transparency when benchmarking AI systems, revealing a lack of focus on ethical and inclusive technology practices.

[mckinsey.com](https://mckinsey.com)

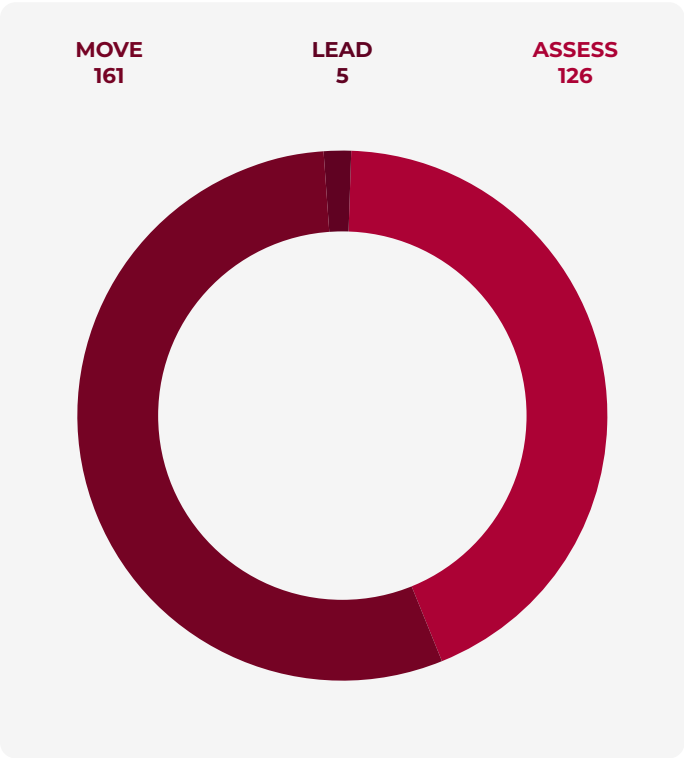




# V. Certified Organizations

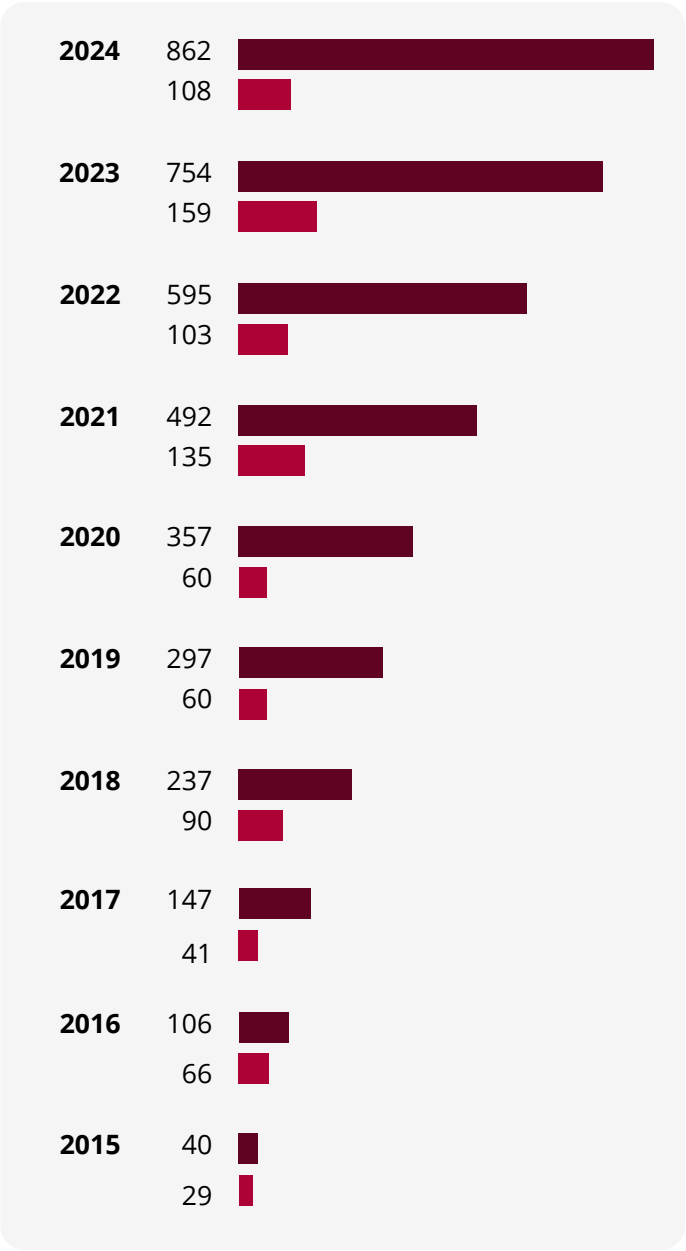
## 1. Overview of EDGE Certifications

Figure 1. Total valid EDGE Certificates at the end of 2024 by EDGE level.



292 VALID CERTIFICATES IN 2024

Figure 2. Overview of EDGE Certificates granted per year from 2015 – 2024.



CUMULATIVE CERTIFICATES EVER GRANTED  
CERTIFICATES GRANTED PER YEAR



## 2. Geographic Distribution of EDGE Certified Organizations

Figure 1. Overview of EDGE Certified organizations in 2024 by region.

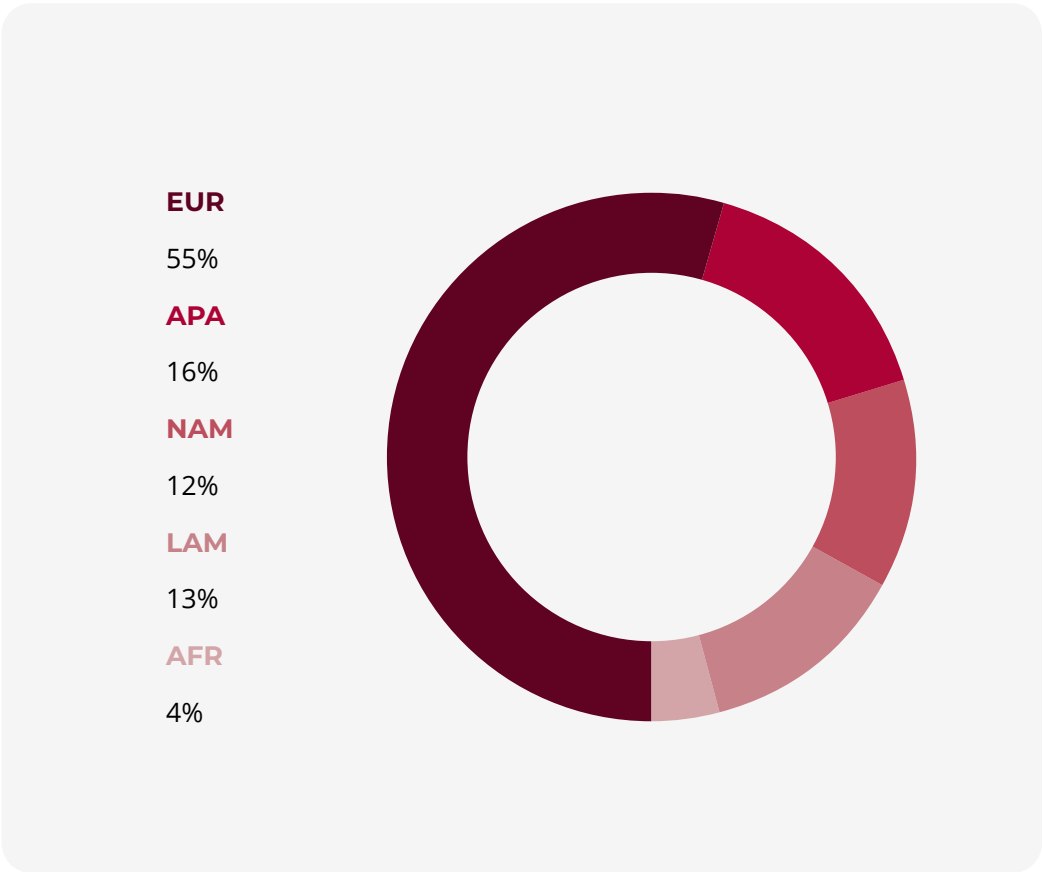


Figure 2. Overview of EDGE Certified organizations in 2024 by Country.



# VI. EDGE Standards Review

The EDGE Certified Foundation is committed to the continual improvement of the EDGE and EDGEplus Standards. In 2024, the Board of the EDGE Certified Foundation initiated a comprehensive root-and-branch review of the EDGE Standards and Certification Requirements to ensure their continued relevance, scientific rigour, and fitness for purpose.

The [Standards Review](#) process commenced in July 2024 and continued into 2025, following good practice for sustainability systems. It included structured stakeholder engagement, targeted data analysis, and expert consultation. The process also drew on the latest research, evolving approaches to workplace diversity, fairness, and inclusion, and the changing needs of organizations committed to advancing gender and intersectional equity.

A central component of the review was the work of the Standards Review Technical Committee, composed of independent experts with deep knowledge of diversity, fairness, and inclusion, workplace dynamics, and sustainability-related standards systems. Their deliberations were complemented by input from the EDGE Certified Foundation Academic & Scientific and Global Advisory Councils, as well as an open consultation period that welcomed diverse stakeholder voices.

The purpose of the review was to assess whether the EDGE Standards continue to:

**1. Drive measurable, lasting impact**

**2. Reflect evidence-based practices**

**3. Ensure clarity, consistency, and usability**

**4. Remain aligned with global expectations for credible certification systems**

The insights gathered through this process shaped the development of Version 6 of the EDGE and EDGEplus Standards. The revised standards were approved by the EDGE Certified Foundation Board in March 2025, with (initial) public communication and updates beginning in June 2025.

This process is part of our ongoing commitment to uphold the credibility, rigour, and impact of the EDGE Certification system, ensuring it remains a robust, globally relevant framework for assessing and accelerating gender and intersectional equity in the workplace.



## VII. Partnerships, Global Recognition, and Thought Leadership

### 1. EDGE Standards Reviewed for Compliance with U.S. Law

In 2024, the EDGE Certified Foundation deepened its commitment to credibility and rigour, by inviting renowned civil rights advocate and former U.S. Equal Employment Opportunity Commissioner, Chai Feldblum, to conduct an independent third-party review of the EDGE and EDGEplus Standards. Her [thorough legal analysis confirmed that our standards align with current U.S. anti-discrimination law](#), providing employers with a legally sound and operationally effective framework to advance diversity, fairness, and inclusion.

This important assurance was further explored in an [EDGEtalks](#) conversation between Chai Feldblum and the Managing Director of EDGE Certified Foundation, David Pritchett. Their dialogue illuminated the shifting legal and political context in the United States and the strategic responses required from organizations committed to workplace diversity, fairness, and inclusion. In a moment where coordinated efforts are challenging the legitimacy of these initiatives, this exchange offered clear guidance for organizations seeking to uphold their commitments while staying within the bounds of the law.



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## 2. Forbes Council Thought Leadership on Diversity, Fairness, and Inclusion

As a member of the [Forbes Business Council](#), EDGE Certified Foundation founder Aniela Unguresan contributed thoughtful analysis on the evolving landscape of diversity, fairness, and inclusion. Over the course of the year, her published articles examined:

- [How voluntary sustainability standards can help organizations make measurable progress on diversity, equity, and inclusion;](#)
- [Why legal compliance is only a starting point for building fair and successful workplaces;](#)
- [How emerging technologies like AI can support inclusion efforts;](#)
- [What women's sports can teach us about diversity, equity, and inclusion in the workplace.](#)

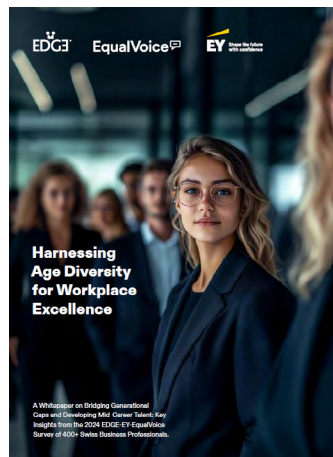
These contributions reflect Aniela's ongoing commitment to advancing rigorous, actionable dialogue on fairness and inclusion in the workplace and beyond.





### 3. New and Updated Pay Gap Methodologies

We introduced two methodological advancements to support more inclusive and accurate pay equity analysis. The new [EDGE Gender Pay Gap Analysis Methodology for Small and Medium-Sized Enterprises](#) provides a rigorous approach tailored to organizations with 50 to 99 employees, ensuring they can assess gender pay equity with scientific integrity. We also published Version 1.3 of the [EDGEplus Gender and Intersectional Pay Gap Analysis Methodology](#), which enables the measurement of unexplained pay gaps between women and men of different racial and ethnic backgrounds. These tools empower organizations to examine compensation practices through both gender and intersectional lenses, helping to build fairer, more transparent workplaces.



### 4. A Closer Look at Age Inclusion in the Workplace

We partnered with EqualVoice and EY Switzerland to examine the complexities of intergenerational collaboration in Swiss workplaces. With five generations often working side by side, understanding their diverse needs and expectations is essential to fostering truly inclusive environments.

The resulting [white paper](#) highlighted key generational tensions, particularly around collaboration and access to development opportunities. Baby Boomers reported high satisfaction, while Gen Z expressed concern. At the same time, Millennials and Gen X identified gaps in professional development, raising important questions about long-term engagement and the strength of leadership pipelines. The findings underscore the value of intentional and age-inclusive practices.





## 5. EDGE Certified Foundation Named Among Fast Company's Most Innovative HR Companies

We were honoured to be named one of [Fast Company's 10 Most Innovative Companies in Human Resources for 2024](#). This recognition reflects the strength of our Standards and Certification System and our commitment to advancing gender and intersectional equity. It affirms our role in equipping organizations with a credible and measurable framework to drive lasting, inclusive change.



## 6. G7 Leaders Back Gender Equality Certification Systems

Following the G7 Summit in Apulia, where world leaders committed to gender equality and endorsed the role of gender equality certification systems, [EDGE welcomed](#) this recognition as both timely and essential. The summit's emphasis on structural reform and economic empowerment underscored the urgency of scalable, effective solutions—an area where independent certification plays a pivotal role.

To further this dialogue, we hosted a [webinar with Equileap and IFF](#) to explore how data-driven certification systems can help organizations assess and accelerate gender and intersectional equity. The discussion brought together voices from across the ecosystem: Equileap's Heather Larson shared global data trends and the role of gender audits; Jessica Gilbert offered firsthand insights into the tangible value and internal challenges of certification for organizations; and David Pritchett highlighted the growing importance of third-party standards in meeting stakeholder expectations, managing risk, and ensuring regulatory alignment.

This webinar complemented the launch of a [four-part article series](#) on the key characteristics and benefits of third-party certification, reinforcing the EDGE Certified Foundation's role as both a standard-setter and a strategic partner for organizations striving for genuine, measurable, and sustainable impact in workplace diversity, fairness, and inclusion.





## 7. Priya Natarajan Named to TIME 100

We are proud to recognize Priya Natarajan, Chair of the EDGE Certified Foundation Board, for being named to the [TIME 100 Most Influential People of 2024](#). A distinguished theoretical astrophysicist, Priya was honored for her pioneering contributions to understanding the formation of supermassive black holes. Her early theoretical work, recently validated by observations from the James Webb Space Telescope, exemplifies the deep curiosity and scientific integrity she brings to everything she does.





# Appendix

## EDGE Lead Certified organizations at 31/12/2024

Firmenich & Cia. Ltda

Firmenich de Mexico S.A de C.V

One Allianz Ayudhya Thailand

Standard Chartered Bank (Vietnam) Limited

Zurich Colombia Seguros S.A.

## + EDGEplus Certified • Global Certification HQ Entity

## EDGE Move Certified organizations at 31/12/2024

Abt Associates Australia Pty. Ltd.

Abt Associates Inc •

Allianz Australia Insurance Ltd

Allianz Bulgaria

Allianz China Life Insurance Co., Ltd

Allianz Colombia (Allianz SegurosS.A.)

Allianz Compania de Seguros y Reaseguros SA

Allianz Deutschland Gruppe •

Allianz Elementar Versicherungs-AG (Austria)

Allianz France

Allianz Global Corporate & Specialty SE (France)

Allianz Global Corporate & Specialty SE (Germany) •

Allianz Global Corporate & Specialty SE (UK)

Allianz Global Risk Canada

Allianz Global Risk US

Allianz Holdings PLC

Allianz Investment Management Germany (AIM Germany) •

Allianz Ireland p.l.c.

Allianz Italy S.p.A.

Allianz Life Insurance Company of North America

Allianz Malaysia Berhad

Allianz Partners India (AWP Assistance Private Limited & AWP Services Private Limited)

Allianz Partners International Assistance Services (Beijing) Co. Ltd

Allianz Partners Poland

Allianz Partners SAS and Allianz Partners P&C •

Allianz Reinsurance Germany

Allianz SE

Allianz Services Germany •

Allianz Services Romania

Allianz Sigorta A.S.

Allianz Slovenska poistovna a.s.

Allianz Technology GmbH (Austria)

Allianz Technology SE, Germany •

Allianz Technology SE, India

Allianz Technology SE, Spain

Allianz Technology Thailand Co., Ltd

Avangrid (Iberdrola)

AWP Assistance UK Ltd

AWP Australia Pty Ltd

AWP Austria GmbH AWP P&C S.A.

AWP Espana P&C S.A.

AWP France / Fragonard Assurances

AWP Health & Life SA, Ireland

AWP Services Thailand Co. Ltd

AXA Investment Managers Germany +

AXA Investment Managers S.A. + •

AXA Investment Managers UK +

AXA Investment Managers US +

Banca d'Italia +

Banco de México

Banque Lombard Odier & Cie SA +

Banque Pictet & Cie (Europe) SA +

Banque Pictet & Cie SA + •

Bayer Italy

Capgemini Americas Inc. +

Capgemini Brasil +





Capgemini Canada +	Reconstruction and Development (EBRD) +	IFF Peru +
Capgemini France + ●	European Central Bank +	IFF Russia +
Capgemini Germany +	European Investment Fund +	IFF Singapore +
Capgemini Maroc +	Fédération Internationale de l'Automobile +	IFF Slovenia +
Capgemini Poland +	Firmenich & Cie SAS	IFF Spain +
Capgemini Technology Services India Limited +	Firmenich Aromatics (China) Co. Ltd	IFF UK +
Capgemini The Netherlands +	Firmenich Aromatics (India) Private Ltd.	IFF USA + ●
Capgemini UK plc +	Firmenich Asia Private Ltd	Infonavit
Caribbean Development Bank	Firmenich Belgium S.A. Main Office & Factory	Inter-American Development Bank - IDB +
Chevron U.S.A. Inc. +	Firmenich Inc. +	International Finance Corporation (global)
Comisión Federal de Competencia Económica	Firmenich S.A. ●	Iveco Group Brazil +
Companhia de Seguros Allianz Portugal, S.A.	Firmenich SA (Spain)	Iveco Group Germany +
Council of Europe Development Bank	Iberdrola España S.A.U.	Iveco Group Spain +
CPP Investments ●	Iberdrola S.A. ●	Laboratorios Siegfried +
CPP Investments - UK	IDB Invest +	L'Oréal Australia
Danper Trujillo SAC	IFF Argentina +	L'Oréal Brazil +
Decathlon Canada +	IFF Belgium +	L'Oréal Canada
Decathlon España +	IFF Brazil +	L'Oréal India
Decathlon Sports India +	IFF China +	L'Oréal Russia (ZAO L'Oréal)
ENGIE Australia (ENGIE ANZ)	IFF Denmark +	L'Oréal USA +
ENGIE Brasil Participações ●	IFF Finland +	Maxport Limited Vietnam
ENGIE Energía Chile	IFF France +	MTN Nigeria Communications PLC
ENGIE Energía Perú	IFF Germany	Neoenergia S/A
ENGIE México	IFF Hungary +	Nextcare Claims Management LLC (Dubai)
ENGIE North America +	IFF India +	OECD +
ENGIE Romania SA	IFF Indonesia +	Pictet Asset Management Ltd. + ●
Euler Hermes Belgium	IFF Israel +	PT Asuransi Allianz Utama Indonesia
Euler Hermes Germany SA	IFF Mexico +	PT Firmenich Indonesia
Euler Hermes Romania	IFF Netherlands +	Radio Télévision Suisse (RTS)
European Bank for		

Ringier AG +

SC Allianz Tiriac Asigurari SA

ScottishPower

Société Générale Marocaine de Banques

Standard Chartered Bank (Malaysia) Berhad

Standard Chartered Bank Sri Lanka

Standard Chartered Bank UK +

Standard Chartered Ghana PLC

UniCredit Bank AG Germany

Union Cycliste Internationale

United Nations Development Programme UNDP +

United Nations Population Fund - UNFPA +

WOM Chile

World Bank Group (global)

Zurich Insurance Company - Spain +

Zurich Ireland

Zurich Mexico

**EDGE Assess Certified organizations at 31/12/2024**

African Development Bank

AIA Sri Lanka

Air-e S.A.S E.S.P

Alfa Laval - San Bonifacio site

Allianz Benelux S.A.

Allianz Brazil

Allianz Hungaria Zrt

Allianz Nederland Groep N.V.

Allianz Partners - Reunion Island (AWP Réunion SAS)

Allianz Partners Canada

Allianz Partners Germany

Allianz Partners Italia (AWP P&C S.A.)

Allianz Partners Multiasistencia Espana (SERCOMA, Multiasistencia and Sigma)

Allianz Partners United States

Allianz Pojistovna, a.s.

Allianz Services India Private Limited

Allianz Services Mauritius

Asian Infrastructure Investment Bank - AIIB

Avolta Italy - Food & Beverage +

Avolta Italy - Retail +

Avolta Netherlands - Food & Beverage +

Avolta Spain - Retail +

Avolta Switzerland - Food & Beverage +

Avolta Switzerland - Global Headquarters +



Avolta Switzerland - Retail +	Decathlon Services United +	Lavazza Professional UK +
Avolta USA - Food & Beverage +	Decathlon Sports United +	L'Oréal Suisse
Avolta USA - Retail +	Decathlon Thailand +	Luigi Lavazza S.p.A. +
AWP Mexico SA de CV	Decathlon UK +	MANE +
AWP Service Brazil LTDA	Electrabel S.A.	Mars Italia S.p.A. +
Banco Solidario	ENGIE Energía Chile	Metalsa, S.A.P.I. de C.V. +
Borçelik Çelik Sanayii Ticaret A.S.	ENGIE Energía Perú	Moncler S.p.A. (Industries S.p.A.)
Caisse de dépôt et placement du Québec - CDPQ +	ENGIE Germany	National Development Bank PLC
Candriam Belgium +	Engie Renouvelables France	NEPI Investment Management ●
Candriam France +	ESPRINET Italy ●	Nigerian Exchange Group PLC. (NGX Group)
Candriam Luxembourg + ●	ESPRINET Spain	NMB Bank
Cemex México +	Euler Hermes Italy	OCP Group
City of Chaska	Euler Hermes Netherlands	PT Asuransi Allianz Life Indonesia
Datasite LLC ●	Euler Hermes Poland	PT PLN (Persero)
Datasite UK Ltd.	Euler Hermes Services ●	Regional SAB de CV
Decathlon Bangladesh +	Euler Hermes UK	Rhodes PNG Ltd
Decathlon Belgium +	Euler Hermes United States	Rockcastle Poland
Decathlon Brasil +	Ferrer (Grupo Ferrer Internacional S.A.) +	Sephora Canada Beauty Inc. +
Decathlon Chile S.p.A. +	FONPLATA Banco de Desarrollo +	Sephora USA +
Decathlon China +	Grupo Aeroportuario del Pacífico SA de CV +	Singapore Life Ltd. +
Decathlon Czech Republic +	International Federation of Red Cross and Red Crescent Societies - IFRC +	Sofia Commercial Centre Eood
Decathlon Digital +	Iveco Group Czech Republic +	Standard Chartered Bank Kenya
Decathlon France Logistics +	Iveco Group France +	Standard Chartered Bank PLC - Singapore
Decathlon France Magasins + ●	Iveco Group Italy + ●	Storengy France
Decathlon Germany +	KazFoodProducts LLC (plus 4 subsidiaries)	Swiss Life Asset Managers Deutschland
Decathlon Hungary +	Khaadi Corporation Ltd	Swiss Life Asset Managers France
Decathlon Industrial Processes +	Korzinka Anglesey Food Limited Liability Company	Swiss Life Asset Managers Switzerland ●
Decathlon Italy +	Lavazza North America Inc. +	Swissquote Bank SA
Decathlon Poland +		TEAM Marketing AG +
Decathlon Portugal +		
Decathlon Romania +		



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Tetra Tech ARD +

Tiffany & Co. France

TUIR Allianz Polska S.A.

UniCredit Bank Austria AG

UniCredit Bank Bulgaria

UniCredit Bank Croatia

UniCredit Bank Czech Republic  
and Slovakia

UniCredit Bank Hungary

UniCredit Bank Romania

UniCredit Bank Serbia

UniCredit Italian Perimeter •

VinaCapital Fund Management  
Joint Stock Company

Wadi Group

Yokogawa Corporation of  
America +



**EDGE Certified Foundation**  
**Annual Report 2024**

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