

Independently verified. Globally recognized. Locally relevant.



Demonstrate your commitment to pay equity and transparency with an independently verified certification aligned to the EDGE Standards.

EDGE Pay Equity and Transparency Certification validates that your organization measures, monitors, and proactively advances pay equity and pay transparency through a rigorous, evidence-based assessment. The certification provides credible, third-party recognition that strengthens employer brand, builds trust with employees and stakeholders, and supports regulatory readiness.

Available as a standalone country-level certification or as part of the comprehensive EDGE Certification®, it provides trusted recognition of your organization's progress and leadership in building fair workplaces for all.

For organizations with 30+ employees

Annual cycle

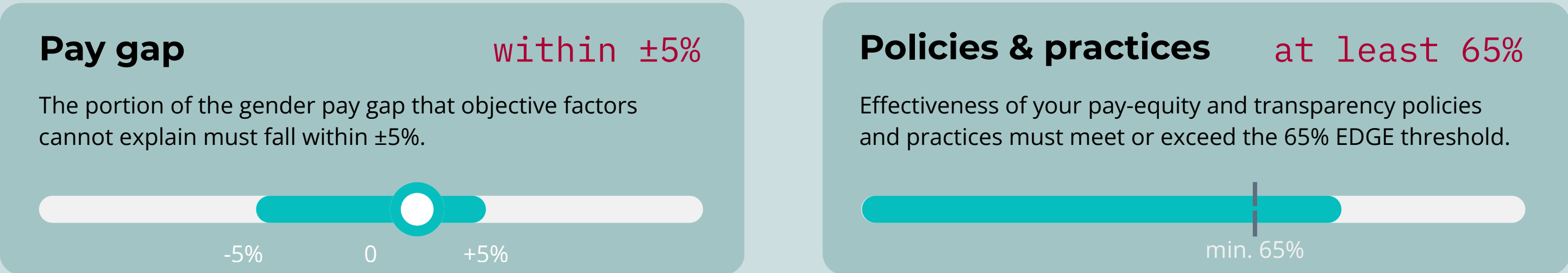
Simplifies local regulation compliance such as EU Pay Transparency Directive

Talk to us

WHAT GETS INDEPENDENTLY VERIFIED AND CERTIFIED

Equity and transparency: processes and outcomes

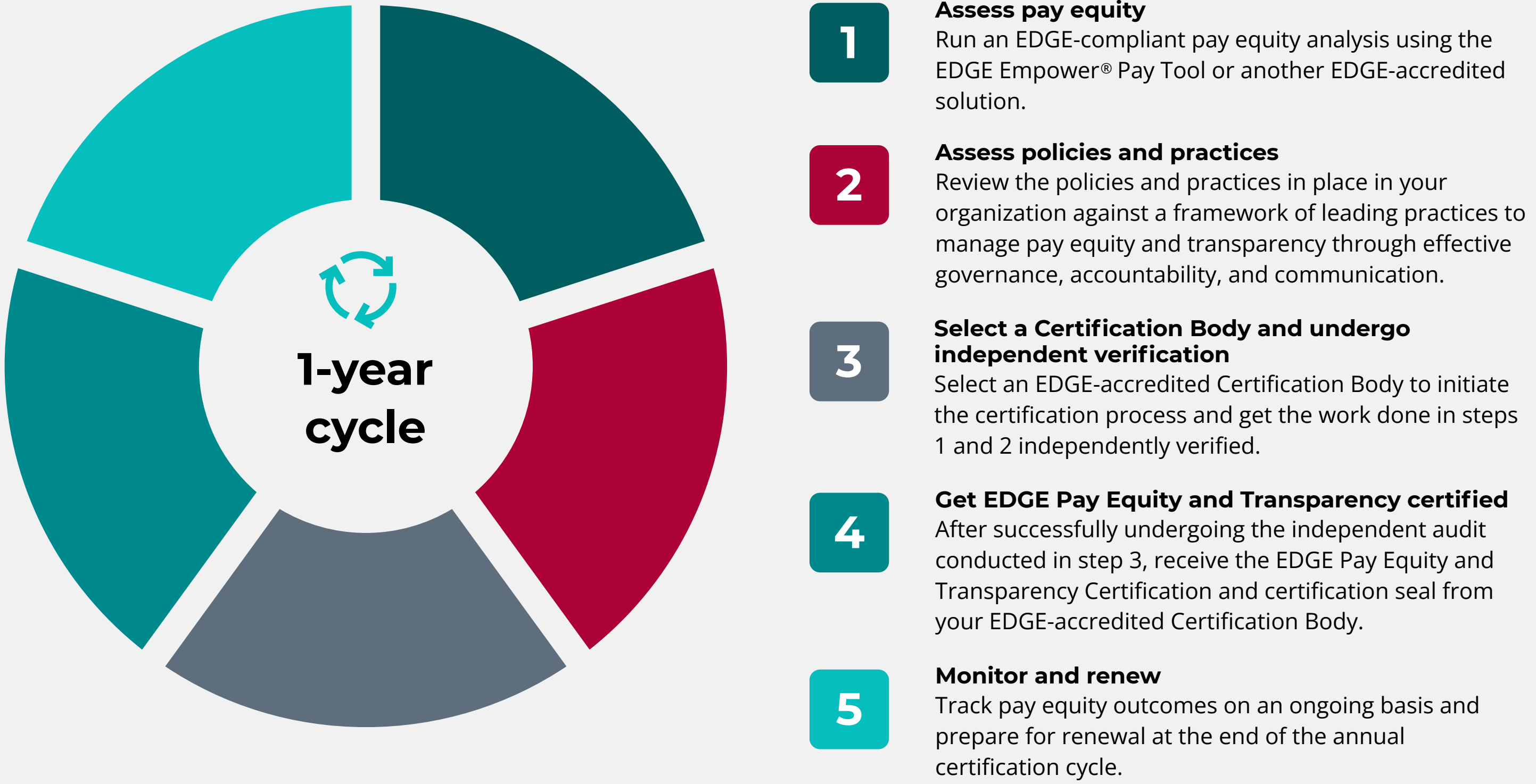
The certification requires an EDGE-compliant pay gap analysis and an assessment of the policies and practices to ensure pay equity and transparency: to get EDGE Pay Equity and Transparency certified, both must meet the EDGE thresholds.



Both components can be produced in the **EDGE Empower® Pay Tool**. No separate workbook, no separate workstreams needed.

FROM ANALYSIS TO CERTIFICATION

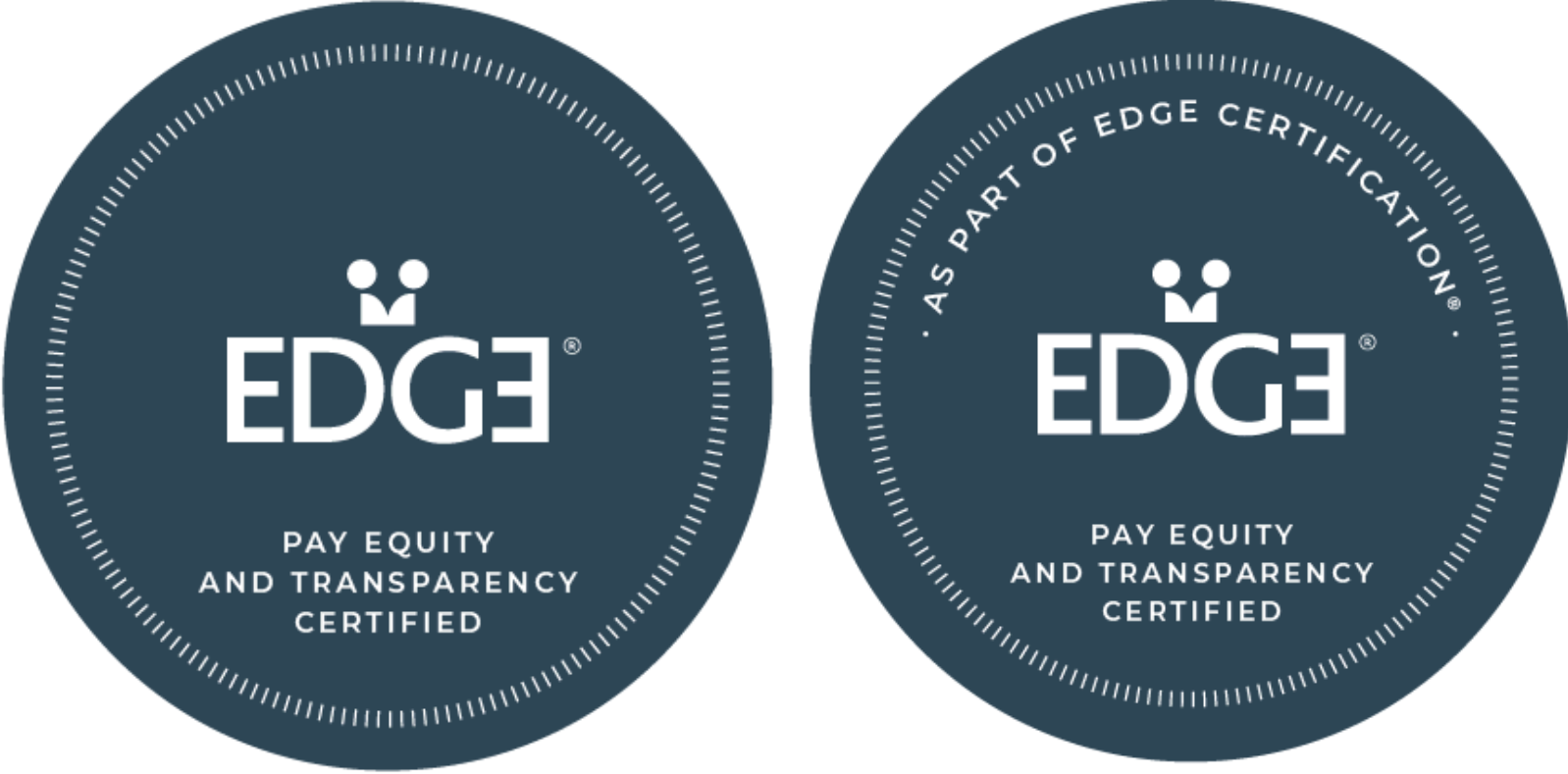
A five-step, annual journey



INDEPENDENT CERTIFICATION

Independently verified and certified by an accredited Certification Body

The independent audit for the EDGE Pay Equity and Transparency Certification is conducted by one of the EDGE-accredited Certification Bodies: the guarantee of credibility for employees, investors, and regulators. The certification is awarded standalone, or as part of the comprehensive EDGE Certification®.



Ready to get certified?

EDGE Pay Equity and Transparency Certification

Talk to us