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Whom It May Concern

Milan, December 20th, 2023

Subject: Validation of the EDGE Certification Standards and Assessment Methodology

UNI – Italy (Ente Italiano di Normazione) developed and published pre-standard (reference practice) UNI/PdR 125:2022 on gender equality, with the help of the Working Table on the gender certification of companies provided by Mission 5 in the PNRR (Italy's National Recovery Plan).

The pre-standard has been strongly supported by the Italian Ministry for Equal Opportunities as a tool to put into force the National Strategy on Gender Equality 2021-2025 (inspired by the Gender Equality Strategy 2020-2025 of the European Union) and Law 162/2021 on salary parity.

The UNI/PdR 125:2022 pre-standard guides companies toward creating robust management systems (comprising strategy, governance, policies & processes, and metrics) for building gender equality in the workplace, but also to set and monitor targets for improvement.

The EDGE Certification Standards and Assessment Methodology offer a holistic framework against which organizations can measure where they stand in terms of Diversity, Equity, and Inclusion in the workplace. The framework consists of requirements and specifications against which conformance is audited by an independent third-party leading to EDGE Certification.

SGS is an accredited Certification Body, approved and trained to audit and certify organizations against the EDGE Certification Standards. SGS Italia acts as the EDGE Certification System manager and coordinator for SGS globally.

SGS Italia has performed a review of the EDGE Certification Standards and Assessment Methodology, to establish the alignment with the UNI/PdR 125:2022 pre-standard.

The EDGE Standards serve as a framework for organizing and analyzing gender and intersectional equity-related data and information in a systematic manner. This involves grouping, combining, and logically assessing factors and variables to measure gender and intersectional equity within a client organization. The EDGE Standards and the Certification System are built on four pillars that define success in gender and intersectional equity:

- Representation at all levels of the organization.
- Pay equity.
- Effectiveness of policies and practices to ensure equitable career flows in terms of equal pay for equivalent work, recruitment and promotion, leadership development training and mentoring, flexible working, and organizational culture.
- Inclusiveness of the culture, as reflected in employees' ratings in terms of career development opportunities.

On behalf of SGS Italia, I am happy to herewith confirm that the EDGE Certification Standards and Assessment Methodology is a relevant methodology for organizations to use to support compliance with the UNI/PdR 125:2022 pre-standard. The EDGE Certification Standards and Assessment Methodology are consistent with and enable EDGE certifying organizations to align to all six of the indicator areas of the UNI/PdR 125:2022 requirements that are being used to measure how well an organization is creating a diverse and inclusive work environment.

Best Regards,

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Knowledge

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