

EDGE Certification

DEMONSTRATE YOUR COMMITMENT ON WORKPLACE GENDER AND INTERSECTIONAL EQUITY



WHAT IS EDGE CERTIFICATION?

Launched at the World Economic Forum in 2011, EDGE Certification evaluates your practices across four pillars: representation, pay equity, career flows and cultural inclusiveness. Our EDGE Certification services enable you to measure and certify your organization's commitment to workplace diversity, equity and inclusion, focusing on gender and intersectionality.

WHO IS IT FOR?

Medium- and large-sized private and public organizations with more than 200 employees, as well as professionals in sustainability, human resources and marketing, serving corporate functions.

WHAT ARE THE DIFFERENT LEVELS OF EDGE CERTIFICATION?

EDGE Certification (gender-binary) comes in different levels:

- EDGE Assess: the first level of certification that confirms your commitment to gender equity through a comprehensive assessment of its policies, practices and data
- EDGE Move: the second level, which requires you to demonstrate improvements and measurable progress in closing gender equity gaps, such as equal pay and representation
- EDGE Lead: the highest level of certification, recognizing your organization as a leader in gender and intersectional equity, with proven results and best practices embedded in your operations

EDGEplus Certification (gender and intersectionality) is an add-on to EDGE (gender-binary) Certification. By adopting the EDGEplus approach, you publicly demonstrate your commitment to assessing gender in conjunction with other diversity dimensions, including non-binary gender identity, LGBTQ+, race/ethnicity, nationality, age and disability. Upon successful audit, an additional "+" EDGEplus seal will be added to your certification level.



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KEY BENEFITS

- Achieve global recognition for your commitment to equity
- Attract and retain top talent
- Improve business performance
- Track and improve equity over time
- Boost investor and consumer trust
- Align with global sustainability goals

HOW CAN YOU ACHIEVE EDGE CERTIFICATION?

A structured process is followed to evaluate and enhance progress toward gender and intersectional equity:

- Initial assessment
- Gap analysis
- Employee survey
- Statistical analysis (optional at EDGE Assess)
- Action plan
- Third-party audit
- Certification
- Continuous improvement

WHY SGS?

As an approved EDGE certification body, we are authorized to perform third-party audits and certification. Our in-depth expertise and global presence help your organization to navigate the certification process. Our qualified auditors, located worldwide, ensure that you meet the highest standards for diversity, equity and inclusion practices.

We are recognized for our ethical assessments and bring decades of experience in conducting thorough audits that add value to your business. With our extensive pool of EDGE-qualified professionals, we support organizations across industries and geographies, ensuring smooth certification processes no matter where you operate.

ABOUT SGS

We are SGS – the world's leading testing, inspection and certification company. We are recognized as the global benchmark for sustainability, quality and integrity.

For more information on our EDGE Certification services, email: certification@sgs.com.

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When you need to be sure