



Can You Trust Your Pay Equity Data?

Webinar 16th April 2026

Henrike von Platen

CEO/ Founder
Fair Pay Innovation Lab



Sadie Percell

Head of Rewards Advisory
Pihr



Pay equity data exists. Trust has to be built.

Compliance ≠ credibility

Compliance answers regulators,
not employees or the public

Analysis ≠ governance

Numbers explain outcomes.
Governance explains decisions.

Data ≠ trust

Insight alone does not create
legitimacy.

The UNIVERSAL FAIR PAY CHECK® certifies companies across three maturity levels

ANALYZE your position · DEVELOP your measures · LEAD by example



Fair Pay Analyst

...have analyzed their salary structures and identified areas where action is needed to close existing pay gaps.

This stage establishes the baseline for targeted fair pay initiatives.

Fair Pay Developer

...are closing identified pay gaps and implementing targeted measures in exchange with other companies. Progress is tracked annually to ensure sustainable impact.

Fair Pay Leader

...have closed unjustified pay gaps and actively prevent gaps from reopening through robust pay structures.

They publish pay gaps and share best practices.

EUIPO-Certified Certification Trademark

Developed by the FPI Fair Pay Innovation Lab in Berlin, the UNIVERSAL FAIR PAY CHECK® was closely examined by the European Union Intellectual Property Office (EUIPO). Since May 2022, it is recognised as an official EU certification trademark to guarantee defined properties of services and to identify the mark as a quality seal for fair pay.

The Universal Fair Pay CHECK® meets the highest standards of neutrality, verification, and transparency, ensuring global credibility and trust.

FPI's goal is to make the certification process seamless while maintaining top standards, assuring stakeholders that certified companies truly provide fair pay.

Beyond certification, FPI connects companies committed to fair pay.

The Universal Fair Pay Check® is open to companies of all sizes and industries worldwide. Certified and registering companies come together in **Fair Pay Management Circles** to exchange best practices, learn faster, and strengthen their fair pay journey.



Outcome:

A recognised EU certification trademark, transparent pay maturity level, and ongoing credibility in fair pay.

Register at www.fpi-lab.org

Lead by example.



HR's Maturity Journey

Awareness:

- Map current state
- Set priorities
- Plan
- Execute

1

2

Implementation:

- Job Architecture
- Internal & External benchmark
- Salary Ranges
- Policies & Governance

3

Transparency:

- Data driven analysis
- Communication
- Trainings (managers & employees)

4

Strategy:

- Integrated equality and fair pay
- Brand building strategy
- Sustainable outcomes

Neutrality Guarantees Fair Pay

FPI - the Certifier

The FPI certifies with the Universal Fair Pay Check[®] and organizes best practice exchanges.

The certification decision is made by the FPI Screening Board, a panel of international experts.

Certified Companies and Organizations

A company registers directly with FPI. Two people can attend six FPI Circles per year. The company performs a pay equity analysis with an audited FPI partner. The results are shared in the application for the Universal Fair Pay Check[®].

Audited FPI Partner

Consulting firms and software providers can be found in the FPI Tool Compass. FPI curates and audits all partners who conduct pay equity analysis and ensure documentation complies with the certification standards.

Fair leaders do better business

Henrike von Platen, CEO & Founder, hvp@fpi-lab.org | www.fpi-lab.org

Q&A

Thank you!

Join the session!

Beyond the Webinar

28th April 2026

