

Benchmarking is about more than reward management!



In the war for talent, fair employers offering competitive compensation have a crucial advantage.

Benchmarking matches internal jobs with market pay data, by using a salary survey aiming to identify the market pay rate for each position. It's a vital component of your organisation's talent management strategy and contributes to your employee engagement strategy.

Why benchmark compensation?

- Make sure that your company's current market position attracts and retains the best talent.
- Determine the right salary to offer for new positions in your company.
- Align and ensure internal equity for jobs located in different countries, sub-markets or regions, and across different lines of business; driving consistency and fairness across your organisation.
- Ensure that your employees are rewarded fairly (equal pay for equal work or for work of equal value).
- Get accurate and impartial data and the insights you need for critical decisions on your reward strategy.
- Ensure a transparent decision-making process for reward, building trust with your shareholders and stakeholders.
- Boost transparency and employee engagement.
- Manage the costs of reward and incentives.
- Identify potential improvements for your compensation strategy and define actions.
- Support your performance management.
- Develop a consistent yet personalised reward strategy and recognition approach.
- Help to define your reward policies, compensation structure, short-term and long-term incentives, benefits, eligibility and more.

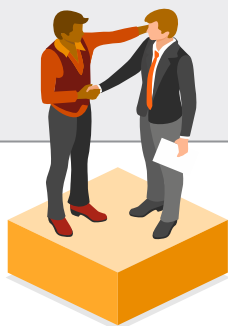


How can PwC help?

Our compensation and benefit experts can support you, by:

- Understanding your needs;
- Defining scope: jobs and functions, markets, compensation elements;
- Helping to select data providers;
- Job mapping: map your jobs with those in the market*;
- Aiding in peer group composition, data collection and analysis;
- Identifying gaps with market data and inconsistencies;
- Making recommendations for reward policy and helping you to define an action plan.

* Job-matching is crucial to ensure that your benchmarking is reliable, accurate and relevant. The degree of accuracy in the data collection depends on the quality of the job evaluation process, which often relies on the job description. Our experts can assist you in introducing or reviewing your job classification system.



Did you know that PwC can conduct an annual salary survey for your firm?

The Executive Remuneration Survey gives companies valuable insight into remuneration policy for executive and non-executive directors compared to your (listed) competitors. Interested in participating? Reach out to us!

Want to know more?

Don't hesitate to contact Bart Van den Bussche, Isabelle Meuleman or Aurore Zadeling for an initial exploratory discussion (free of charge).



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