



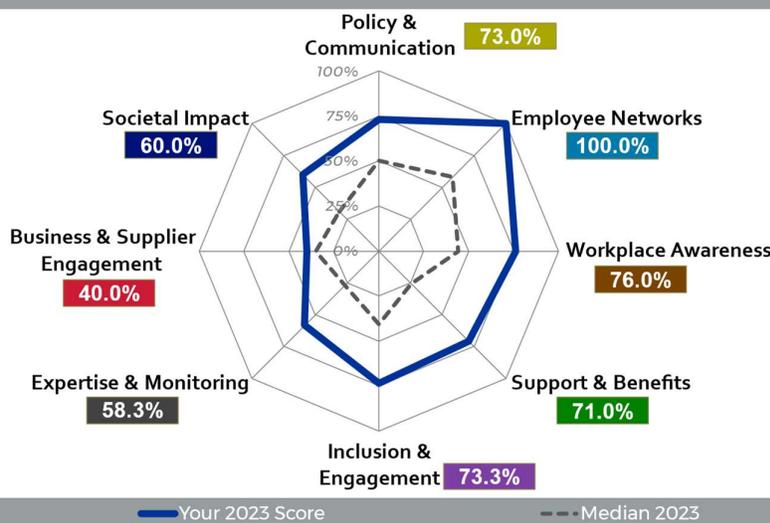
ABC Organization

Thank you for participating in the 2023 Workplace Pride Global Benchmark.

Below are the results of your submission. Your Relationship Manager can help you to interpret your results so that improvements can be made in the current year, and still be considered for the 2024 Global Benchmark.

2023 score:

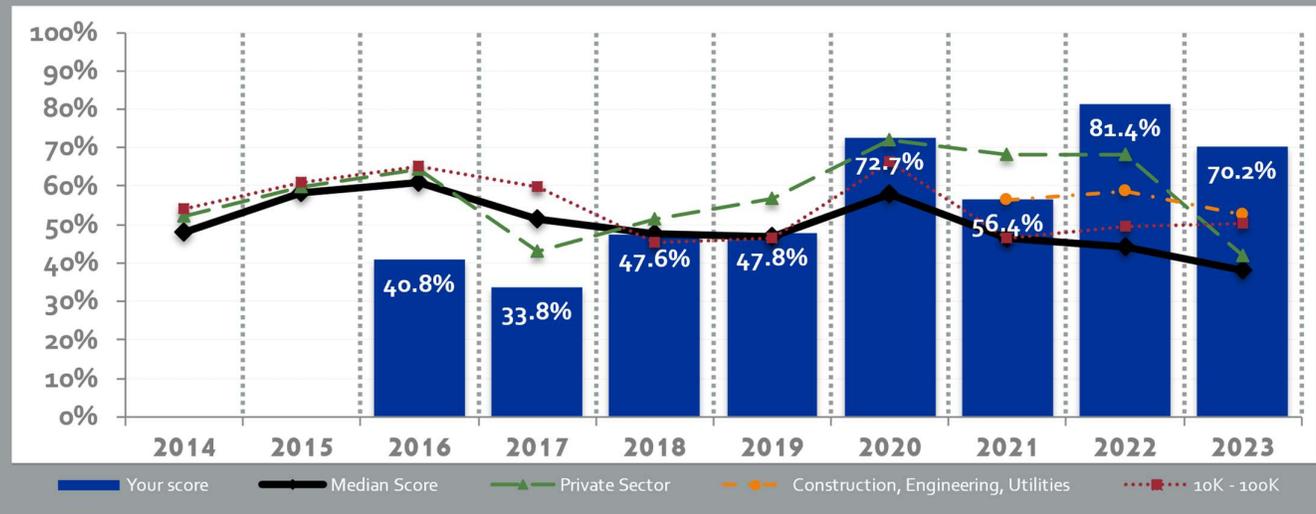
70.2%



Score comparison

your score compared to all 2023 participants and to those in your sector, in your industry grouping, and to organizations with a similar number of employees.

2023 Overall	
all 70 participants	Top
Sector	
Private Sector	Top
Industry	
Construction, Engineering, Utilities	Mid
Organization Size	
10K - 100K	Top





Section Results

This section shows your scores in the individual areas of focus of the Global Benchmark. The meter indicates how you compare to other participants per section and how your score in this section has changed over previous Global Benchmark submissions.

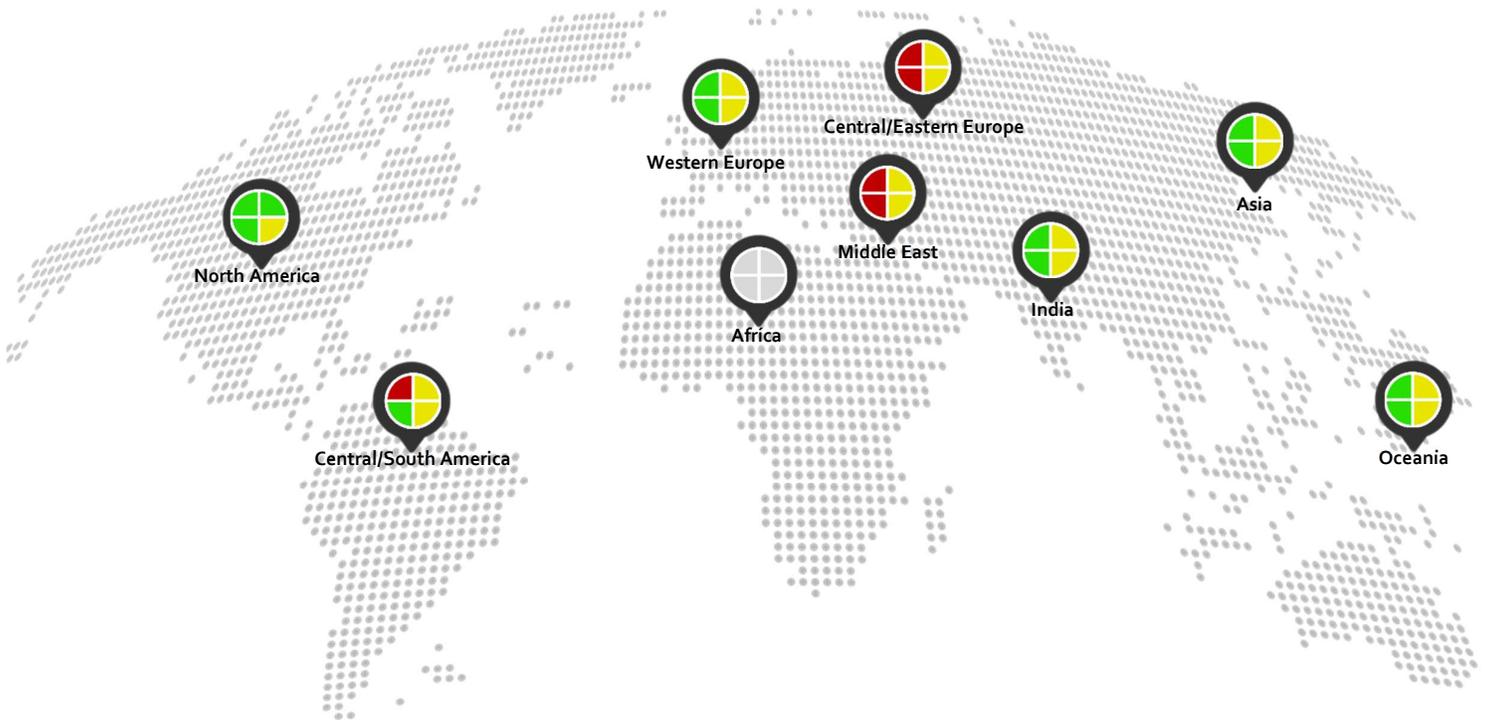
PC	<h3>Policy & Communication</h3> <p>Clarity and implementation of your LGBTIQ+ workplace equality policy and measures to ensure inclusive communications</p>	<p>Score / Tier</p> <p>73.0%</p>	<p>Change from 2022 10.67% ↗</p> <p>Change since start 57.09% ↗</p>
EN	<h3>Employee Network</h3> <p>The existence and structure of LGBTIQ+-employee networks, and the role they play regarding the organization's objectives</p>	<p>Score / Tier</p> <p>100.0%</p>	<p>Change from 2022 0.00% →</p> <p>Change since start 10.00% ↗</p>
WA	<h3>Workplace Awareness</h3> <p>How do you raise internal awareness around LGBTIQ+ inclusion and evaluate the effectiveness of training materials for recruitment and onboarding</p>	<p>Score / Tier</p> <p>76.0%</p>	<p>Change from 2022 -6.00% ↘</p> <p>Change since start 11.00% ↗</p>
SB	<h3>Support & Benefits</h3> <p>How prepared your support structure is for LGBTIQ+ employees and how inclusive your benefits are for LGBTIQ+ employees and their families.</p>	<p>Score / Tier</p> <p>71.0%</p>	<p>Change from 2022 -2.75% ↘</p> <p>Change since start 49.00% ↗</p>
IE	<h3>Inclusion & Engagement</h3> <p>How effectively do you engage leadership, allies and LGBTIQ+ employees in driving progress?</p>	<p>Score / Tier</p> <p>73.3%</p>	<p>Change from 2022 -15.24% ↘</p> <p>Change since start 23.33% ↗</p>
EM	<h3>Expertise & Monitoring</h3> <p>How do you gather data to monitor the current status of LGBTIQ+ workplace diversity?</p>	<p>Score / Tier</p> <p>58.3%</p>	<p>Change from 2022 -23.33% ↘</p> <p>Change since start 32.62% ↗</p>
BSE	<h3>Business & Supplier Engagement</h3> <p>The extent to which you profile yourself as LGBTIQ+-inclusive internally and externally.</p>	<p>Score / Tier</p> <p>40.0%</p>	<p>Change from 2022 -60.00% ↘</p> <p>Change since start 6.67% ↗</p>
SIM	<h3>Societal Impact</h3> <p>The extent to which you are active beyond your organizational boundaries in helping drive positive change for the LGBTIQ+ community.</p>	<p>Score / Tier</p> <p>60.0%</p>	<p>Change from 2022 -22.86% ↘</p> <p>Change since start n/a</p>



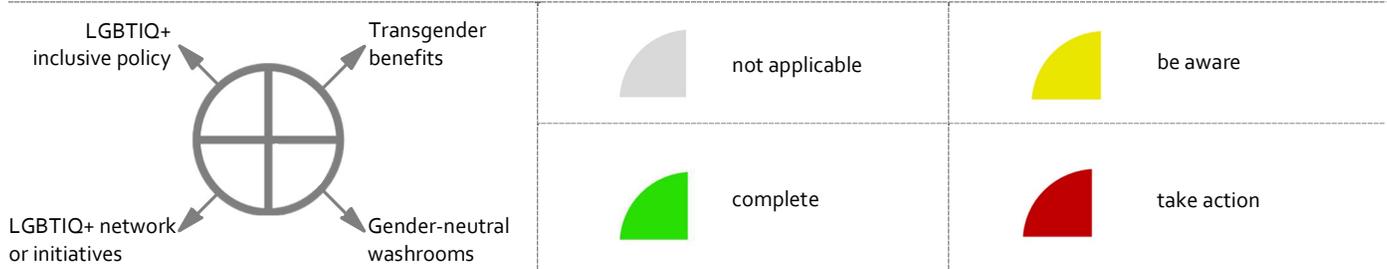


LGBTIQ+ Regional landscape

This chart visualizes the world regions where you have employees and indicates how far along you are in implementing LGBTIQ+ inclusion measures in each region.



Legend





Scoring Summary

A summary of additional information provided and information about the scoring process for your submission.

Scoring of the Global Benchmark takes place in a series of steps, all of which impact the final score awarded.

1. Submission	<i>Points are totaled for all options you checked on the submitted survey.</i>
2. Evidence	<i>The evidence submitted is evaluated in support of your survey. The corresponding points are deducted when evidence is missing or insufficient to support the given item. If the evidence provided supports additional items not checked, points are increased accordingly.</i>
3. Regional	<i>Points are deducted for each region where you have employees. But 2022 did not have an enforced LGBTIQ+ inclusive policy, and where you did not have an active LGBTIQ+ employee network or did not run any LGBTIQ+ initiatives.</i>
4. Bonus (new in 2023)	<i>Points were awarded for significant and concrete actions taken in 2022 to support your LGBTIQ+ employees in locations where laws and culture discriminate against LGBTIQ+ people.</i>

Here is a summary of the scoring for your 2023 Global Benchmark submission.

More information about evidence adjustments can be found in the attached action plan which will be provided as a separate spreadsheet.

ABC Organization	
1. Submission	
- Points for all options selected in the submitted survey.	76.9%
2. Evidence	
- Adjustments based on evidence submitted	-6.0%
3. Regional	
- Adjustments based on regional policy implementation	-1.7%
4. Bonus	
- Adjustments for bonus question	1.0%
Final score	70.2%



