



**Workplace
Pride**

THE INTERNATIONAL
PLATFORM FOR LGBTIQ+
INCLUSION AT WORK

Press Release

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Workplace Pride's Global Benchmark results show that more organisations are focusing on LGBTIQ+ inclusion in spite of challenges.

With a growing number of participants, 2022 findings indicate that more organisations are taking changes to society and workplaces more seriously than in the past.

Ongoing social changes alongside the aftermath of the global pandemic have dramatically changed how employers look at the dynamic of workplaces for both employees and clients. It also impacts their relationship with the LGBTIQ+ community. Workplace Pride is encouraged to see that the results of our 2022 Global Benchmark, the international measurement instrument for LGBTIQ+ workplace inclusion, testify to this fact.

Congratulations go to those organisations that have each scored higher than 90% on the Workplace Pride Global Benchmark survey. Receiving the title of "Advocate", these organisations are breaking new ground for LGBTIQ+ inclusion in their activities around the world and setting the tone for change beyond the workplace in society at large.

ADVOCATES: Top level achievement (90%+) for the 2022 results include:
(in reverse alphabetical order)

SODEXO, RELX Elsevier, PwC Netherlands, IBM, Dow, Accenture

AMBASSADORS: Distinguished achievement (70%-90%) for the 2022 results include:
(in reverse alphabetical order)

Unilever, Stantec Consulting, Shell plc, Palo Alto Networks, Nokia, KLM Royal Dutch Airlines, ING, Deloitte, Arcadis, Aegon

*"Organisations participating in the 2022 Global Benchmark represent millions of employees in over 100 countries worldwide and we applaud their engagement!" said **David Pollard, Executive Director, Workplace Pride**. "Particularly in these very challenging times for everyone, these employers are in a unique position to influence cultural change not just within their own walls, but also with governments and in the communities and countries in which they operate".*

Congratulations also go to those organisations who have made the greatest strides in LGBTIQ+ workplace inclusion over the past year:

Most Improved over 2021 Global Benchmark score:

Lenovo EMEA	+33.4%
IFF	+30.1%
De Nederlandsche Bank	+26.0%
Dutch Ministry of Health, Welfare and Sport	+25.5%
Arcadis	+25.0%
Dutch Ministry of Social Affairs and Employment	+23.0%
Avery Dennison	+20.8%

The Workplace Pride Global Benchmark was first released in 2014 as an annually recurring survey that allows participants to track their progress. It has been developed under the leadership of Workplace Pride and with the support of the University of Leiden and major employers and NGOs from several different countries.

The Benchmark represents the ideal of LGBTIQ+ workplace inclusion around the world and is designed to provide management the data to measure, and thereby improve, LGBTIQ+ workplace inclusion in their organisations, wherever they are. Each participating organisation receives a detailed overview of their progress broken down into the following 8 categories: Policy & Communication, Employee Networks, Workplace Awareness, Support & Benefits, Inclusion & Engagement, Expertise & Monitoring, Business & Supplier Engagement, Societal Impact

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The Workplace Pride Foundation is the international platform dedicated to improving the lives of LGBTIQ+ people in workplaces around the globe. Initiated in 2006, its more than 110 members employ millions of people in almost every country in the world.