

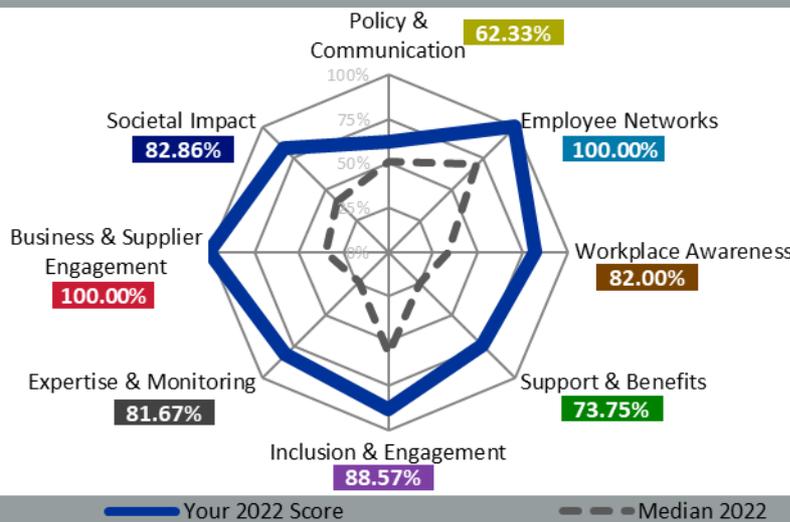


## Individual Report

Thank you again for participating in the 2022 Workplace Pride Global Benchmark. Below are the results of your submission. Your Relationship Managers can help you to interpret your results and explain the suggestions so that improvements can be made in the current year, and still be considered for the 2023 Global Benchmark.

2022 score:

# 81.4%



### Score comparison

compare your score to all 2022 participants and within 3 key segments.

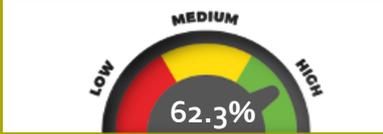
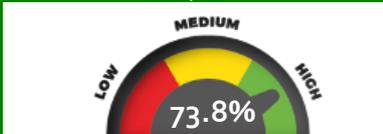
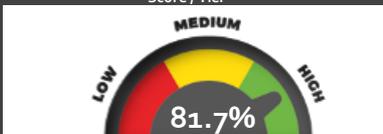
2022 Overall	
all 59 participants	Top
Sector	
Private Sector	Top
Industry	
Construction, Engineering, Utilities	Top
Organization Size	
10K - 100K	Top





## Section Results

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

PC	Policy & Communication	 <p>Score / Tier 62.3%</p>	Change from 2021	18.58% ↗
			Change since start	46.42% ↗
Clarity and implementation of your LGBTQI+ workplace equality policy and measures to ensure inclusive communications				
EN	Employee Network	 <p>Score / Tier 100.0%</p>	Change from 2021	55.00% ↗
			Change since start	10.00% ↗
the existence and structure of LGBTQI+-employee networks, and the role they play with regard to the organization's objectives				
WA	Workplace Awareness	 <p>Score / Tier 82.0%</p>	Change from 2021	-14.25% ↘
			Change since start	17.00% ↗
how you raise awareness around LGBTQI+ inclusion internally, in recruiting and onboarding, and the depth of your LGBTQI+ training content.				
SB	Support & Benefits	 <p>Score / Tier 73.8%</p>	Change from 2021	28.75% ↗
			Change since start	51.75% ↗
How prepared your support structure is for LGBTQI+ employees and how inclusive your benefits are for LGBTQI+ employees and their families.				
IE	Inclusion & Engagement	 <p>Score / Tier 88.6%</p>	Change from 2021	-1.43% ↘
			Change since start	38.57% ↗
How effectively you engage leadership, allies and LGBTQI+ employees in driving progress.				
EM	Expertise & Monitoring	 <p>Score / Tier 81.7%</p>	Change from 2021	18.33% ↗
			Change since start	55.95% ↗
how you collect information to monitor the state of your LGBTQI+ workplace diversity.				
BSE	Business & Supplier Engagement	 <p>Score / Tier 100.0%</p>	Change from 2021	46.67% ↗
			Change since start	66.67% ↗
the extent to which you profile yourself as LGBTQI+-inclusive internally and externally.				
SIM	Societal Impact	 <p>Score / Tier 82.9%</p>	Change from 2021	71.43% ↗
			Change since start	0.00% →
the extent to which you are active beyond your organizational boundaries in helping drive positive change for the LGBTQI+ community.				





## LGBTIQ+ network & policy landscape

This chart visualizes the world regions where you have employees, and where there is an LGBTIQ+ employee network present, and if there are LGBTIQ+ workforce inclusion policies enforced in that region.



Legend



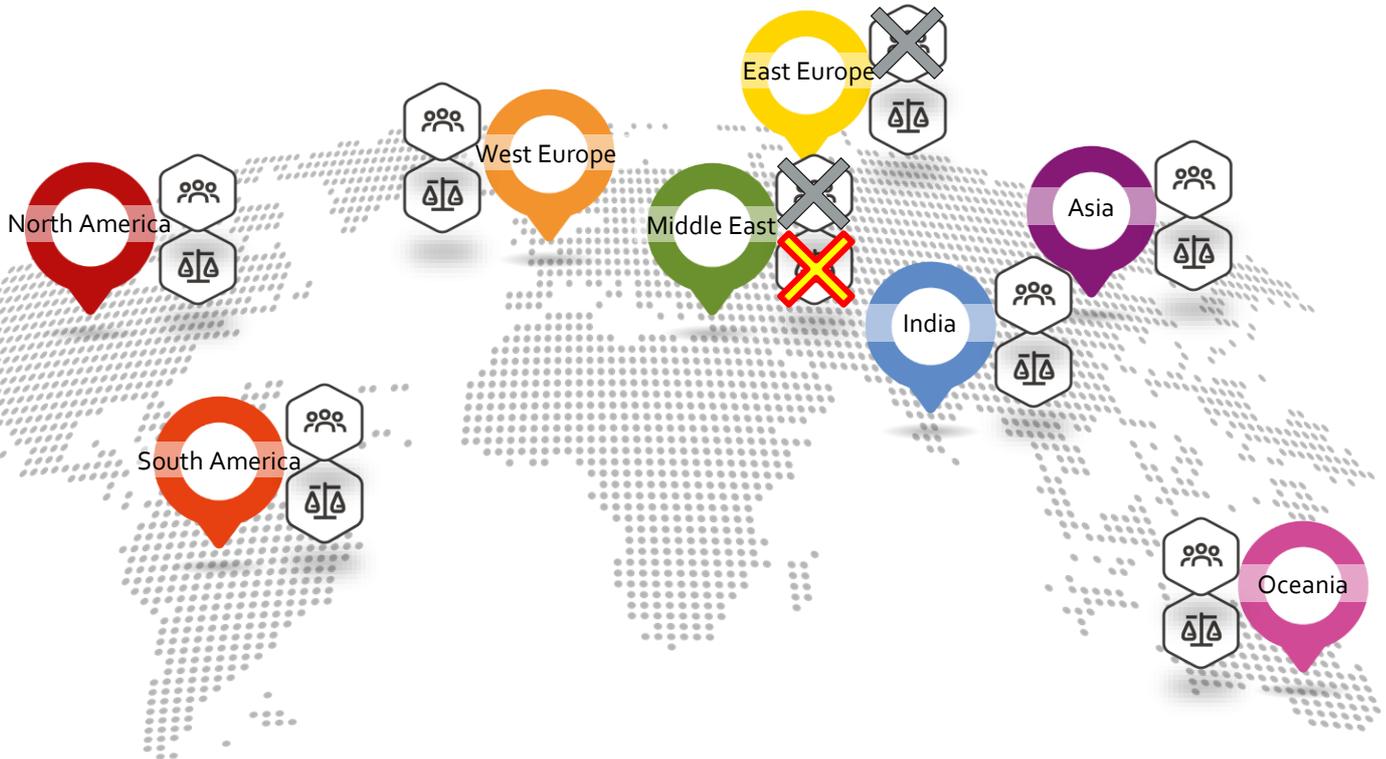
Employees in this region



LGBTIQ+ Policy In Place



LGBTIQ+ Employee Network



**Issue** - missing LGBTIQ+ workplace policy in:  
Middle East



**Suggestion** - consider expanding your LGBTIQ+ employee network to:  
Middle East, Central/Eastern Europe





## Declaration of Amsterdam / Scoring Summary

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

Declaration of Amsterdam - dashboard			
			ABC Org
1	Safe and equal opportunities	<span style="color: green;">●</span>	Support Structures 6
2	Share knowledge	<span style="color: orange;">●</span>	Include communications and principles 7
3	Involve leaders	<span style="color: green;">●</span>	Establish Measures 8
4	Active LGBT+ colleagues	<span style="color: green;">●</span>	Dedicate budget to support and develop 9
5	LGBT+ colleagues guide the organisation	<span style="color: green;">●</span>	Improve working environments 10
<b>LEGEND</b> <span style="color: green;">●</span> Complete <span style="color: orange;">●</span> In Progress <span style="color: red;">●</span> Not at all <span style="color: black;">●</span> Not specified			

### Declaration of Amsterdam

This chart reflects your status on the 10 points in Workplace Pride's Declaration of Amsterdam. The information that you provided in Q13 of the survey is informational and does not impact your score.

Using these points as a reference for actions and plans can be very helpful in driving overall progress for LGBTIQ+ Workplace Inclusion.

## Scoring summary

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

- Submission** – points are totalled for all options that you checked on the survey that you submitted.
- Evidence** – evidence submitted is evaluated in support of your survey. Where evidence is missing or insufficient to support the given item, the corresponding points are deducted. If evidence provided supports additional items not checked, points are increased accordingly.
- Policy** (*new in 2022*) – points are deducted for each region where you have employees, but do not have an implemented workplace policy or code of conduct that includes LGBTIQ+ Inclusion.

Here is a summary of the scoring for your 2022 Global Benchmark submission.

More information about evidence adjustments can be found in the attached action plan.

ABC Org	
<b>Submission</b> - Points for all options selected in the submitted survey.	<b>85.7%</b>
<b>Evidence</b> - Adjustments based on evidence submitted	<b>-3.2%</b>
<b>Policy</b> - Adjustments based on regional policy implementation	<b>-1.1%</b>
<b>Final score</b>	<b>81.4%</b>



# ABC Org

The items below are actions that correspond with questions-items that you either did not check on the Global Benchmark survey, or items that were not fully supported by evidence.

We suggest that you read through the entire list, but that you choose a few groupings (e.g. 'policy content and wording', 'engagement of allies' etc.) to focus on in the coming year.

**\*\* note - items beginning with \*\* were checked in your survey but not fully supported by evidence**

## PC : policy content and wording

Q14-5 add "intersex status" to anti-harassment policy and or business code of conduct

## PC : policy implementation

Q11 & 16 implement your LGBTIQ+ policy in all regions where you have employees

Q15-4 \*\* implement process that requires employees to sign your workplace inclusion policy

Q15-5 \*\* implement process that requires employees to sign your workplace inclusion policy periodically (e.g. annually)

## WA : training availability

Q24-4 make your D&I training mandatory for all employees

Q24-6 make your training available outside your organization to partners, suppliers, and customers

## WA : onboarding

Q27-6 offer all new LGBTIQ+ employees a mentor to help them getting started in your organization

## SB : employee support

Q28-5 create and implement a plan for providing individual support for issues specifically related to Intersex employees

## SB : employee services

Q29-3 ensure that information about LGBTIQ+ safety considerations is readily available and included in your travel planning processes

Q29-4 \*\* ensure that LGBTIQ+ specific safety considerations are included in your travel processes

## SB : employee benefits

Q30-2 extend specific LGBTIQ+ benefits to all or your operating locations where not prohibited by law

Q30-7 create and execute plan to check benefits to ensure they are and remain LGBTIQ+ inclusive

## IE : leadership involvement

Q31-5 leverage the points from the Declaration of Amsterdam to get senior leadership to act

## IE : LGBTIQ+ employee engagement

Q33-5 create opportunities for development that are specifically allocated to LGBTIQ+ employees

## EM : monitoring progress

Q34-4 participate in benchmarking to understand where your stand with respect to LGBTIQ+ workplace inclusion

## EM : LGBTIQ+ monitoring

Q36-4 analyze the distribution of employee that have self-identified as LGBTIQ+ by grade or organizational level (e.g. individual contributor, manager, director, c-suite etc.)

**BSE : supplier diversity**

Q37-2 add LGBTQ+ to supplier/business engagement process

**SIM : community engagement**

Q40-4 make connections with local LGBT+ NGO's or the local LGBTQ+ community directly