



ABC Organization



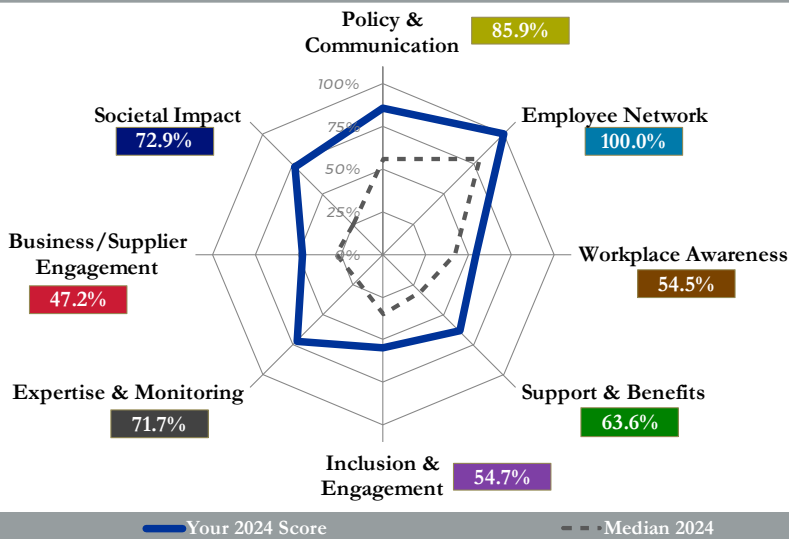
Thank you for participating in the 2024 Workplace Pride Global Benchmark.

Your Relationship Manager can help you interpret your results so that you can take action in 2024 which can contribute to a higher score on the 2025 Global Benchmark.

2024 score:

73.5%

participating organisations: 68
2024 median score : 37.1%



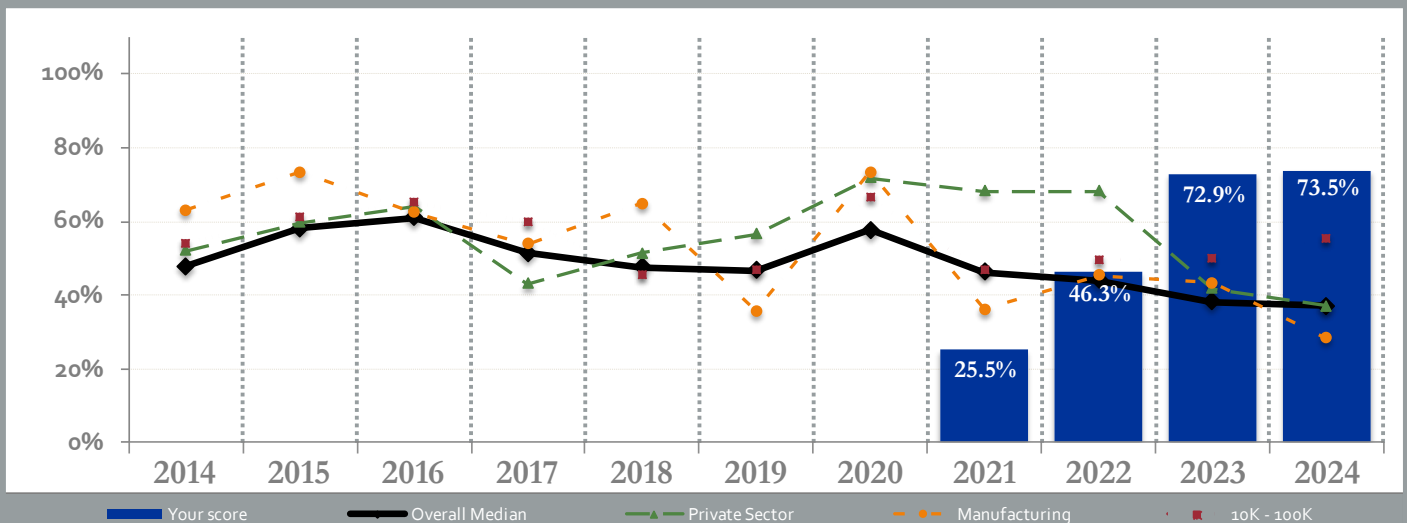
Score comparison

How your score compares to others.

- > Top = top 1/3 of others in this group
- > Mid = middle 1/3 of others in this group
- > Low = lower 1/3 of others in this group

2024 comparisons

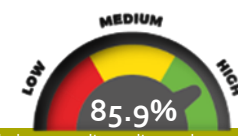

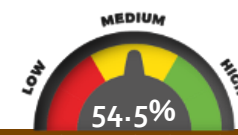
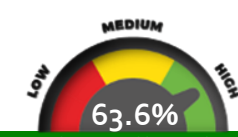
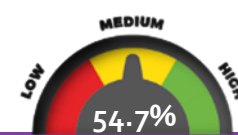
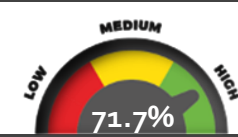
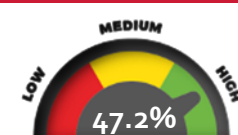
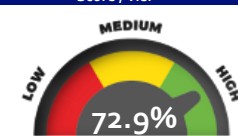
all 68 participants	Top
Sector	
Private Sector	Top
Industry	
Manufacturing	Top
Organization Size	
10K - 100K	Top





Section Focus

This section shows your scores in the individual sections of the Global Benchmark. The meter graphic indicates whether you are in the top, middle or lower third compared to all other participants in that section. The figures on the right show how your score in this section has changed over previous Global Benchmark submissions.

PC	<p>Policy & Communication</p> <p>Clarity and implementation of your LGBTIQ+ workplace equality policy and measures to ensure inclusive communications</p>	<p>Score / Tier</p>  <p>85.9%</p>	<p>Change from 2023 10.90% ↗</p> <p>Change since start 49.70% ↗</p>
EN	<p>Employee Network</p> <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 2023 0.00% →</p> <p>Change since start 35.00% ↗</p>
WA	<p>Workplace Awareness</p> <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>54.5%</p>	<p>Change from 2023 -15.50% ↘</p> <p>Change since start 17.00% ↗</p>
SB	<p>Support & Benefits</p> <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>63.6%</p>	<p>Change from 2023 -14.40% ↘</p> <p>Change since start 26.10% ↗</p>
IE	<p>Inclusion & Engagement</p> <p>How effectively do you engage leadership, allies and LGBTIQ+ employees in driving progress?</p>	<p>Score / Tier</p>  <p>54.7%</p>	<p>Change from 2023 -2.00% ↘</p> <p>Change since start 33.90% ↗</p>
EM	<p>Expertise & Monitoring</p> <p>How do you gather data to monitor the current status of LGBTIQ+ workplace diversity?</p>	<p>Score / Tier</p>  <p>71.7%</p>	<p>Change from 2023 28.40% ↗</p> <p>Change since start 71.70% ↗</p>
BSE	<p>Business & Supplier Engagement</p> <p>The extent to which you profile yourself as LGBTIQ+-inclusive internally and externally.</p>	<p>Score / Tier</p>  <p>47.2%</p>	<p>Change from 2023 -2.80% ↘</p> <p>Change since start 47.20% ↗</p>
SI	<p>Societal Impact</p> <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>72.9%</p>	<p>Change from 2023 -10.40% ↘</p> <p>Change since start 72.90% ↗</p>

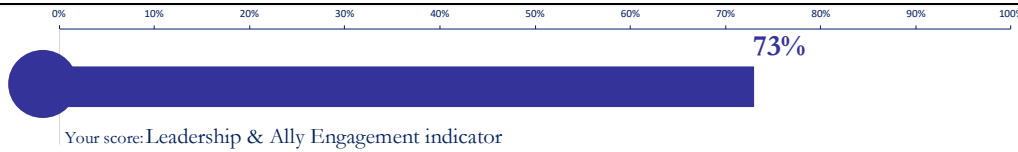


Topic Focus

New for 2024 - Workplace Pride has created 4 new indicators based on topics that are key to being successful in your LGBTIQ+ workplace inclusion efforts. The indicators below show how you have scored on combine data about each topic that is collected from questions across multiple sections of the Global Benchmark survey.

Topic: Leadership & Ally Engagement

Leaders and Allies who proactively take action and speak out in support of LGBTIQ+ inclusion make an enormous impact. Investing time to help them understand the challenges can be a game-changer.

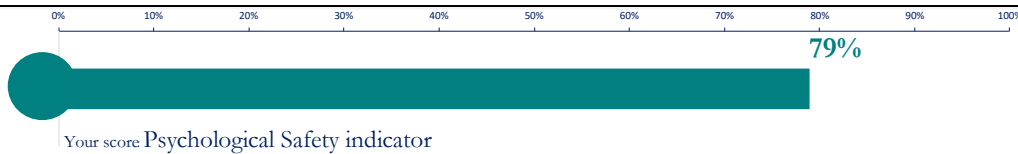


Question/items included in this index:

1-3.7	2-1.4	2-2.4
5-1.2	5-1.3	5-1.4
	5-2.3	5-2.5

Topic: Psychological Safety

Using specific LGBTIQ+ related words such as “sexual orientation”, “gender identity”, “gender expression”, “non-binary”, “intersex”, “same-sex partner” in policies, employee benefits, company systems, surveys and guidelines, and general communications make it clear to employees (and candidates) that the organization welcomes LGBTIQ+ employees.

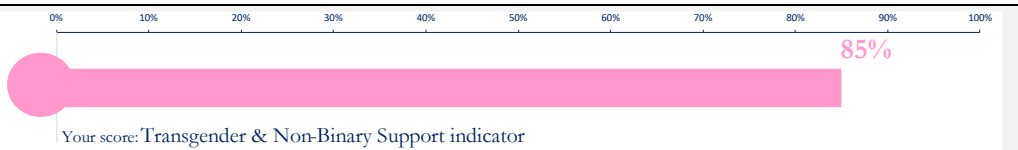


Question/items included in this index:

1-1.3	1-1.4	1-1.5
1-1.6	1-3.8	4-2.2
4-2.3	4-3.4	4-3.5
	4-3.6	6-1.3

Topic: Transgender & Non-Binary Support

Organizations that are leading the way in LGBTIQ+ workplace inclusion focus on gender identity and gender expression – ensuring that policies, benefits, dress codes, facilities and communications respect and support transgender and non-binary employees.

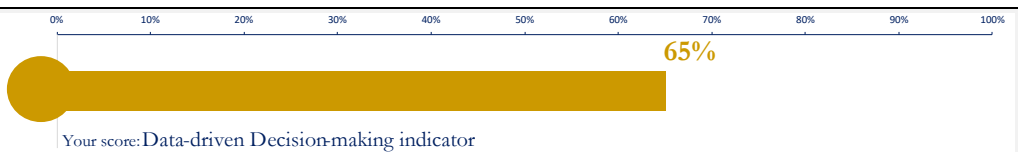


Question/items included in this index:

1-1.4	1-1.6	3-1.1
3-2.1	4-1.4	4-1.6

Topic: Data-driven Decision-making

Supporting LGBTIQ+ direction and initiatives with data that illustrates how LGBTIQ+ employees are developing, contributing and thriving within their team and the organization as a whole elevates the discussion from being “the right thing to do” toward being a business imperative.



Question/items included in this index:

1-3.7	3-2.3	5-3.6
6-1.3	6-2.3	6-2.4
6-2.5	6-3.2	6-3.3
	6-3.4	



Regional Focus

Workplace Pride strongly encourages you to undertake LGBTIQ+ Inclusion in all locations where you have employees around the world. This chart show the world regions and indicates your LGBTIQ+ inclusion measures and activities in each region

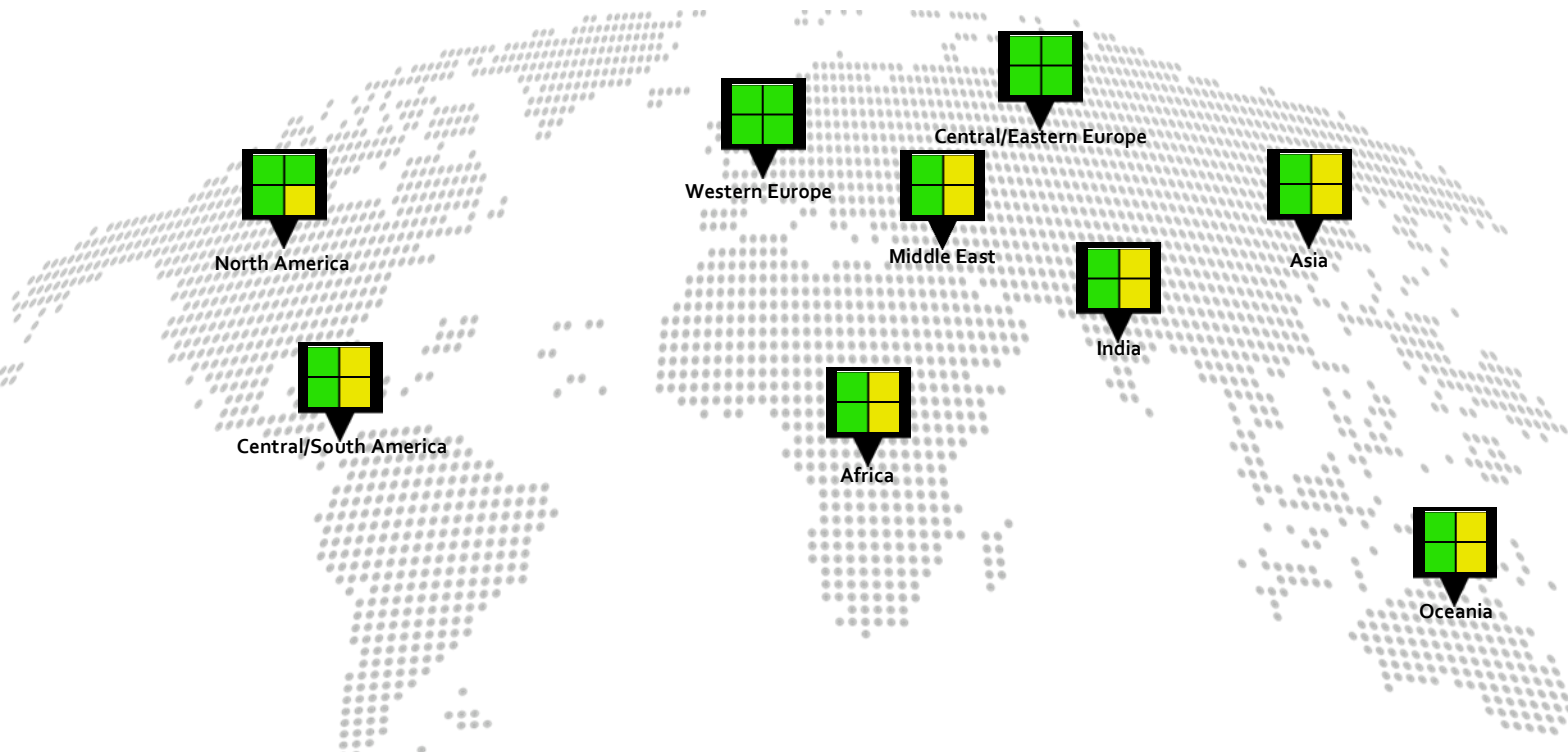
We use 4 indicators to look at LGBTIQ+ inclusion across all regions where an organization has employees working.

- LGBTIQ+ INCLUSIVE POLICY** (top left indicator – see legend)
 Your policies and guidelines should be clear and specific in all regions where you operate. Where global policies are in place, we encourage specific efforts to ensure that employees in all regions are aware of the policies and agree to abide by them.
- LGBTIQ+ EMPLOYEE NETWORK -OR- INITIATIVES** (bottom left indicator – see legend)
 An active LGBTIQ+ employee network is living proof that you welcome LGBTIQ+ employees. Where it is dangerous for LGBTIQ+ employees to be visible, we encourage you to educate and create awareness of your LGBTIQ+ efforts in your other locations.
- TRANSGENDER BENEFITS** (top right indicator – see legend)
 Gender affirmation involves medical treatment, legal changes, psychological support, professional and social adaptation. Inclusive benefits support transgender individuals with the challenges and complexities that they face during their transition.
- ALL-GENDER WASHROOMS** (bottom right indicator – see legend)
 All-gender washrooms provide a safer alternative, reducing the risk of negative encounters for transgender and non-binary employees and offer privacy for all employees (e.g. parents with children of a different gender)

LEGEND

LGBTIQ+ inclusive policy	Transgender benefits		OK
LGBTIQ+ network -or- initiatives	All-gender washrooms		be aware
			take action
			not applicable

** Note: points are deducted where there is a **RED** indicator (“take action”)





Scoring Summary

All Global Benchmark submissions are carefully reviewed and analyzed. Participants are asked to provide additional clarification where evidence submitted does not fully support the questions. Final scores are calculated taking all of the information provided into account.

Calculation of the final score takes place using the following information:

1. Submission	Points are totaled for all options you checked on the submitted survey.
2. Evidence	Points are deducted when evidence is missing or insufficient to support a given item. If the evidence provided supports additional items not checked, points are increased accordingly.
3. Regional	Points are deducted when you have employees in a region but in that region ...: <ul style="list-style-type: none"> ...you do <u>not</u> publish and enforce an LGBTIQ+ inclusive policy (e.g. anti-harassment, code of conduct etc.) you do <u>not</u> have an active employee network, and you did not undertake any activity in the region to raise awareness about LGBTIQ+ workplace inclusion.
4. Extra	Depending on the evidence submitted, extra points can be awarded for: <ol style="list-style-type: none"> The Bonus question (where you have supported your LGBTIQ+ employees in locations where laws and culture are challenging for LGBTIQ+ people) For other noteworthy actions taken in 2023 where the evidence submitted went above and beyond our benchmark expectations.

Here is a summary of the scoring for your 2024 Global Benchmark submission.

More information about evidence adjustments can be found in your 2024 Action Plan which is provided as a separate document.

ABC Organization	
1. Submission	
- Points for all options selected in the submission	78.7%
2. Evidence	
- where evidence did not (fully) support your submission <i>** detailed information can be found in 2024 Action Plan provided separately</i>	-9.9%
3. Regional	
- where you have not taken action in regions (where you are active)	0.0%
4. Extra	
- bonus points for noteworthy achievement (see below)	4.7%
1-3.8 (policy compliance)	
3-1.6 (engaging your workforce)	
3-4.6 (recruiting)	
8-2.4 (community engagement)	
bonus-1 (challenging locations)	
Final score	73.5%