

Leading with Inclusion: 2026 Global Benchmark Reveals Progress Through Challenging Times

Amsterdam, 10 July, 2026 - Workplace Pride announces the release of the 2026 Global Benchmark results, a comprehensive international assessment of LGBTIQ+ workplace inclusion.

The 2026 Workplace Pride Global Benchmark comes at a time when organisations around the world are reassessing their Diversity, Equity and Inclusion (DEI) strategies in response to a rapidly changing external environment. While the overall median score declined by 5.7%, the results provide a clear picture of where organisations are succeeding and highlight the strategies that continue to drive meaningful progress in LGBTIQ+ workplace inclusion.

Across participating organisations, the Benchmark demonstrates how leadership commitment and a strategic focus on inclusion continue to make a measurable difference. Organisations achieving the strongest results did more than maintain existing initiatives — they found new ways to embed LGBTIQ+ inclusion into everyday business practices, demonstrating that inclusive workplaces are built through deliberate choices, continuous learning, and long-term commitment.

The 2026 Workplace Pride Global Benchmark provides organisations with valuable insights, practical examples, and a roadmap for advancing LGBTIQ+ workplace inclusion, whatever challenges the broader environment may present.

Foremost among this year's achievements are the organisations that scored above 90% on the Workplace Pride Global Benchmark, earning the title of **Advocate**. These organisations are setting the standard for LGBTIQ+ workplace inclusion and helping drive broader societal change. This year, **KLM Royal Dutch Airlines and Lenovo** join the Advocate level, alongside returning **Advocates: De Nederlandsche Bank, ING, McKinsey & Company, PwC, RELX, Shell, Sodexo, and Unilever**.

We also congratulate the Ambassador organisations, which **scored between 70% and 90%: Aegon Ltd., Ministerie van EZK en LNVN, and Robeco**.

The 2026 Global Benchmark also highlights strong progress from both new and returning participants. In particular, **Eneco improved its score by more than 20%** compared with 2025, demonstrating measurable progress and sustained commitment.

David Pollard, Executive Director of Workplace Pride, said:

"The 2026 Global Benchmark results are a reminder that leading with inclusion isn't about the size of the budget or the ease of the moment—it's about the choices organisations make when it matters most."

The Benchmark also recognises the highest-performing organisations across sectors, including **McKinsey & Company** (Private Sector and Services), **De Nederlandsche Bank** (Public Sector and Public Administration), **Unilever** (Manufacturing), **Kite Pharma EU B.V.** (Healthcare, Pharma and Biotech), **ING** (Financial and Insurance), **RELX** (Information and Communication), **KLM Royal Dutch Airlines** (Transportation and Storage), **Shell** (Construction, Engineering, Energy and Utilities), **Erasmus University Rotterdam** (Top-scoring Academic Institution), and **Ministerie van EZK en LNV** (Top-scoring Government Organisation).

Launched in 2014 with support from Leiden University and global partners, the Workplace Pride Global Benchmark is the leading tool for measuring LGBTIQ+ workplace inclusion. It provides organisations with detailed insights across eight key areas: Policy & Communication, Employee Networks, Workplace Awareness, Support & Benefits, Inclusion & Engagement, Expertise & Monitoring, Inclusive Sourcing, and Societal Impact, enabling organisations to measure progress and drive meaningful change.

Editor's Note: For more information about Workplace Pride, please contact Executive Director David Pollard at david@workplacepride.org.

About Workplace Pride: The Workplace Pride Foundation is a global platform dedicated to improving the lives of LGBTIQ+ people in workplaces worldwide. Founded in 2006, it has more than 100 member organisations employing millions of people across nearly every country. For more information, visit www.workplacepride.org.