

# THE RESULTS

This year's participants collectively employ **1,283,246** people.

**96%**  
96 per cent of entrants have one or more global senior champion for LGBT equality.

**84%**  
84 per cent of entrants have consulted in-country human rights organisations to understand the local context for LGBT people.

84 per cent of entrants promote themselves as being LGBT-inclusive on their global websites or social media platforms.

**48%**  
48 per cent of entrants have policies that protect LGBT staff from discrimination across global operations.

**16%**  
16 per cent of entrants have a transitioning at work policy covering more than half of their countries of operation and including information for the transitioning individual, their manager and colleagues.

16 per cent of entrants have partnered with local LGBT groups in more than half of their operational countries.



**88%**

88 per cent of entrants have a global team or position working on LGBT diversity and inclusion.

88 per cent of entrants have a global LGBT network group for LGBT staff.

**68%**

68 per cent of entrants have a global allies programme.

**56%**

56 per cent of entrants have senior leaders who advocated externally for legal equality for LGBT people in partnership with local LGBT groups.

**32%**

32 per cent of entrants offer LGBT-inclusive training in all operational countries. A further 40 per cent offered such training in some operational countries.

# HOW THE INDEX WORKS

The Global Workplace Equality Index is the definitive benchmarking tool for global LGBT workplace equality.

The Index enables organisations to navigate the challenge of upholding inclusive values globally and make progress towards LGBT equality, no matter where in the world they operate. It gives organisations a clear and rigorous action plan for their work across the globe.

Each entrant compiles a submission demonstrating their organisation's performance against a set of best-practice criteria accompanied by supporting evidence. The criteria are split across nine different areas of employment policy and practice, examining both global working structures and operational country activity:

Section 1: **Employee policy**

Section 2: **Training**

Section 3: **Staff engagement**

Section 4: **Leadership**

Section 5: **Monitoring**

Section 6: **Procurement**

Section 7: **Community engagement and understanding local context**

Section 8: **Global mobility**

Section 9: **Additional in-country activity**

Once submissions are received and marked, all entrants who achieve a certain score are celebrated as Stonewall Top Global Employers. Scoring is confidential between the organisation and Stonewall – as is participation by organisations who do not receive Top Global Employer status. Following the release of the Top Global Employers list, all entrants who are members of Stonewall's Global Diversity Champions programme benefit from a detailed feedback meeting with their account manager to understand their strengths and areas to focus on over the next year.

Find out more at [www.stonewall.org.uk/tge2018](http://www.stonewall.org.uk/tge2018)

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 **Stonewall**  
Acceptance without exception

# STONEWALL TOP GLOBAL EMPLOYERS 2018



With thanks to our launch partner, Herbert Smith Freehills.

 HERBERT SMITH FREEHILLS

 **Stonewall**  
Acceptance without exception

# INTRODUCTION

While there has undoubtedly been progress in the last century for lesbian, gay, bi and trans (LGBT) people worldwide, there remains a divergence in rights. Some countries are becoming increasingly accepting, others – increasingly repressive. Hard-won rights and freedoms are never guaranteed and cannot be taken for granted. Wherever you are in the world, LGBT people still face discrimination, violence and isolation.

Multinational organisations have influence and play a crucial role in tackling these issues. The best employers create truly inclusive workplaces, ensuring their LGBT staff are safe and supported wherever they're based. Those employers also build strong partnerships with local LGBT groups, and use their influence with governments, supply chains and others to advance LGBT equality.

Stonewall's Global Workplace Equality Index offers a clear roadmap and assessment tool to help do that - to advance LGBT equality at work and beyond. Each year, we celebrate the successes of our Top Global Employers. Those featured in our 2018 report have demonstrated their commitment to LGBT equality through innovative policies and initiatives, and engagement with LGBT issues on global and local levels. We celebrate the great work they've done and hope that sharing this will inspire other organisations to follow their lead.

The fight for equality is far from over though. There's still much more that organisations, including our Top Global Employers, can do. Multinational employers need to step up and recognise the unique challenges that different groups within global LGBT communities experience. We won't achieve equality if any part of the LGBT community gets left behind.

For now, please join me in congratulating our Top Global Employers and all those who entered the 2018 Global Workplace Equality Index. We are proud to work with you and look forward to further collaboration with you and other multinational employers to build a world where LGBT people are truly accepted without exception.



**RUTH HUNT**  
CHIEF EXECUTIVE,  
STONEWALL

# STONEWALL TOP GLOBAL EMPLOYERS 2018

accenture



ALLEN & OVERY



Baker  
McKenzie.



BARCLAYS

Simmons & Simmons



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# AWARD WINNERS

GLOBAL ALLY  
PROGRAMME AWARD

accenture

"In an organisation that spans 120 countries and 442,000 people, it is important to promote a sense of belonging for our LGBT people at work, even if they may not feel included due to local laws or cultural difference. We believe that our strength is in our diversity – it makes us stronger, smarter and more innovative." Andrew Wilson, Chief Information Officer and Global Pride Network Sponsor, Accenture

GLOBAL COMMUNITY  
ENGAGEMENT AWARD

accenture

"Our voice as Accenture is only one voice. By partnering with groups such as the Human Rights Campaign, Stonewall, Out & Equal, Out Right, Workplace Pride and more – we have the collective power of all our voices to advocate for social change that will improve the way the world works and lives." Sander van't Noordende, Group Chief Executive – Products and Global Executive Pride Sponsor, Accenture

GLOBAL LGBT  
NETWORK AWARD

Baker  
McKenzie.

"The network connects our LGBT+ people and their Allies, regardless of where they are located; it allows them to feel safe, supported and confident in bringing their full selves to work and contributes to the overall success of the business." Harry Small, Partner & Chair of Global LGBT+ Business Resource Group, Baker McKenzie

GLOBAL SENIOR CHAMPION AWARD:  
Vittorio Colao, Chief Executive

vodafone

"Being a Global Senior Champion encourages others within the company to be visible and take active leadership towards LGBT+ inclusion. It also acts as a beacon for external allies, helping us build coalitions with businesses, charities and NGOs to further inclusive working." Vittorio Colao, Chief Executive, Vodafone Group Plc