

2025 Global Benchmark Report



ABC Organisation

2025 Score: 80.9%

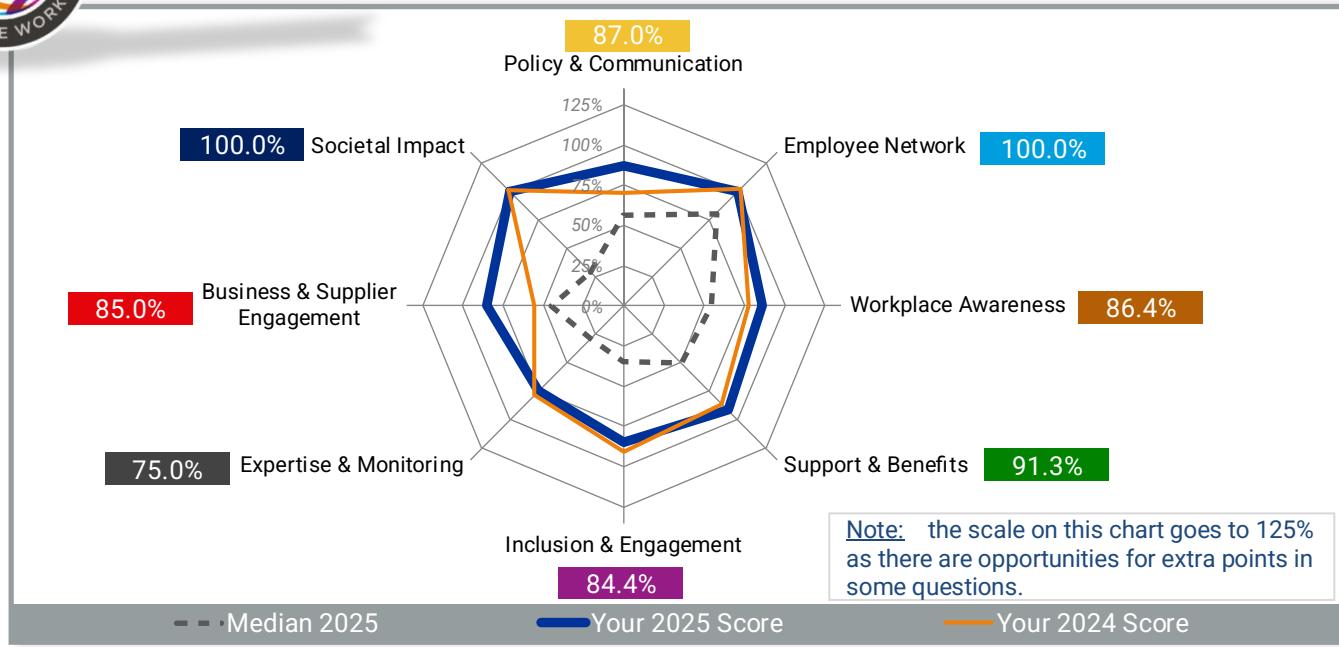


Workplace
Pride 2025
Ambassador

Workplace
Pride 2025
Ambassador

Your 2025 score:

80.9%

2025 TOTAL PARTICIPANTS: 57
OVERALL MEDIAN SCORE: 50.3%

Score comparison

(Top, Mid or Low third of scores)

Overall: n=57

Sector: n=42

Industry: n=11

Org Size: n=24

all 2025 participants

Top

Private Sector

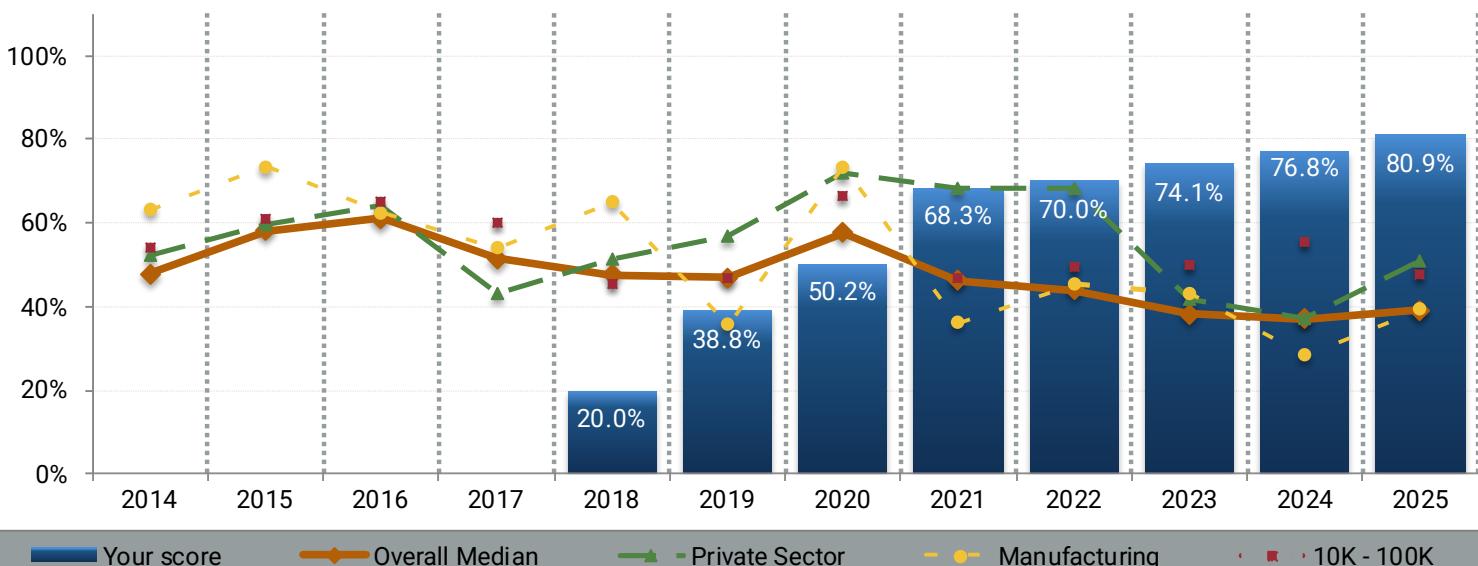
Top

Manufacturing

Top

10K - 100K

Top



Section Focus

This section displays your scores for each area of the Global Benchmark. Your score shows the percentage of points you achieved in each section. The tier indicates your ranking compared to other participants (top, middle, or lower third), and the change indicators show how your score has changed since previous submissions.

PC Policy & Communication <small>Clarity and implementation of your LGBTIQ+ workplace equality policy and measures to ensure inclusive communications</small>	Score	Tier	Change from 2024	16.50% ↗
	87.0%	Top	Change since start	60.80% ↗
EN Employee Network <small>The existence and structure of LGBTIQ+ employee networks, and the role they play regarding the organization's objectives</small>	Score	Tier	Change from 2024	-3.10% ↘
	100.0%	Top	Change since start	30.00% ↗
WA Workplace Awareness <small>How do you raise internal awareness around LGBTIQ+ inclusion and evaluate the effectiveness of training materials for recruitment and onboarding</small>	Score	Tier	Change from 2024	9.10% ↗
	86.4%	Top	Change since start	71.40% ↗
SB Support & Benefits <small>How prepared your support structure is for LGBTIQ+ employees and how inclusive your benefits are for LGBTIQ+ employees and their families</small>	Score	Tier	Change from 2024	4.90% ↗
	91.3%	Top	Change since start	86.30% ↗
IE Inclusion & Engagement <small>How effectively do you engage leadership, allies and LGBTIQ+ employees in driving progress?</small>	Score	Tier	Change from 2024	-6.20% ↘
	84.4%	Top	Change since start	64.40% ↗
EM Expertise & Monitoring <small>How do you gather data to monitor the current status of LGBTIQ+ workplace diversity?</small>	Score	Tier	Change from 2024	-3.00% ↘
	75.0%	Top	Change since start	75.00% ↗
BSE Business & Supplier Engagement <small>The extent to which you profile yourself as LGBTIQ+-inclusive internally and externally</small>	Score	Tier	Change from 2024	29.40% ↗
	85.0%	Top	Change since start	65.00% ↗
SI Societal Impact <small>The extent to which you are active beyond your organizational boundaries in helping drive positive change for the LGBTIQ+ community</small>	Score	Tier	Change from 2024	n/a
	100.0%	Top	Change since start	n/a

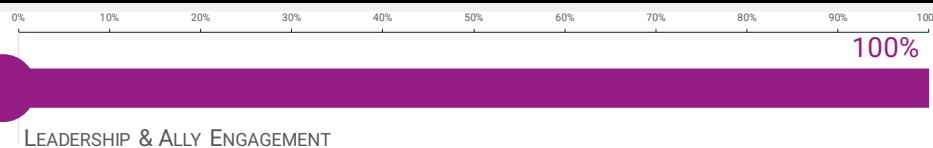


Topic Focus

Workplace Pride has identified key topics essential for successful LGBTIQ+ workplace inclusion. Data for each topic comes from relevant questions throughout the Global Benchmark survey. The graph shows your scores on these specific items.

Topic: Leadership & Ally Engagement

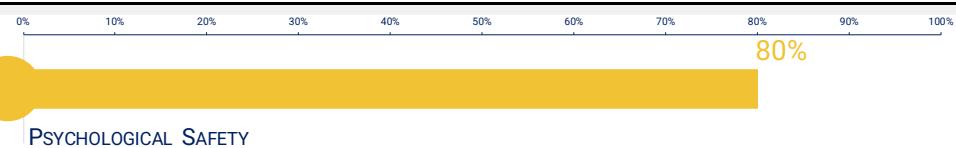
Leaders and allies who actively support LGBTIQ+ inclusion have a significant impact. Helping them understand the challenges involved will make a real difference.



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

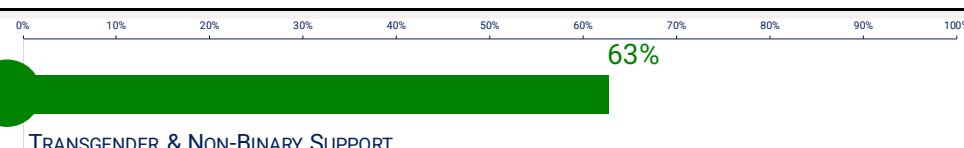
Including specific LGBTIQ+ terms like "sexual orientation", "gender identity", "intersex", "non-binary" and "same-sex partner" in policies, benefits, systems, surveys, and communications clearly shows that the organization welcomes LGBTIQ+ employees and candidates.



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

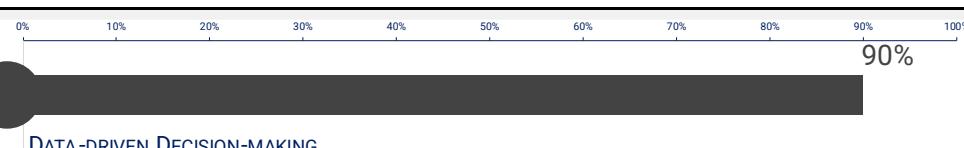
Leading organizations in LGBTIQ+ inclusion ensure their policies, benefits, dress codes, facilities, and communications respect and support transgender and non-binary employees.



Items included in this index:
 1-1.4 1-1.5 1-1.6
 3-3.3 4-1.2 4-3.6
 Reg-3 Reg-4

Topic: Data-driven progress

Supporting LGBTIQ+ initiatives with data showing how these employees develop, contribute, and thrive shifts the conversation from a moral choice to a business necessity.

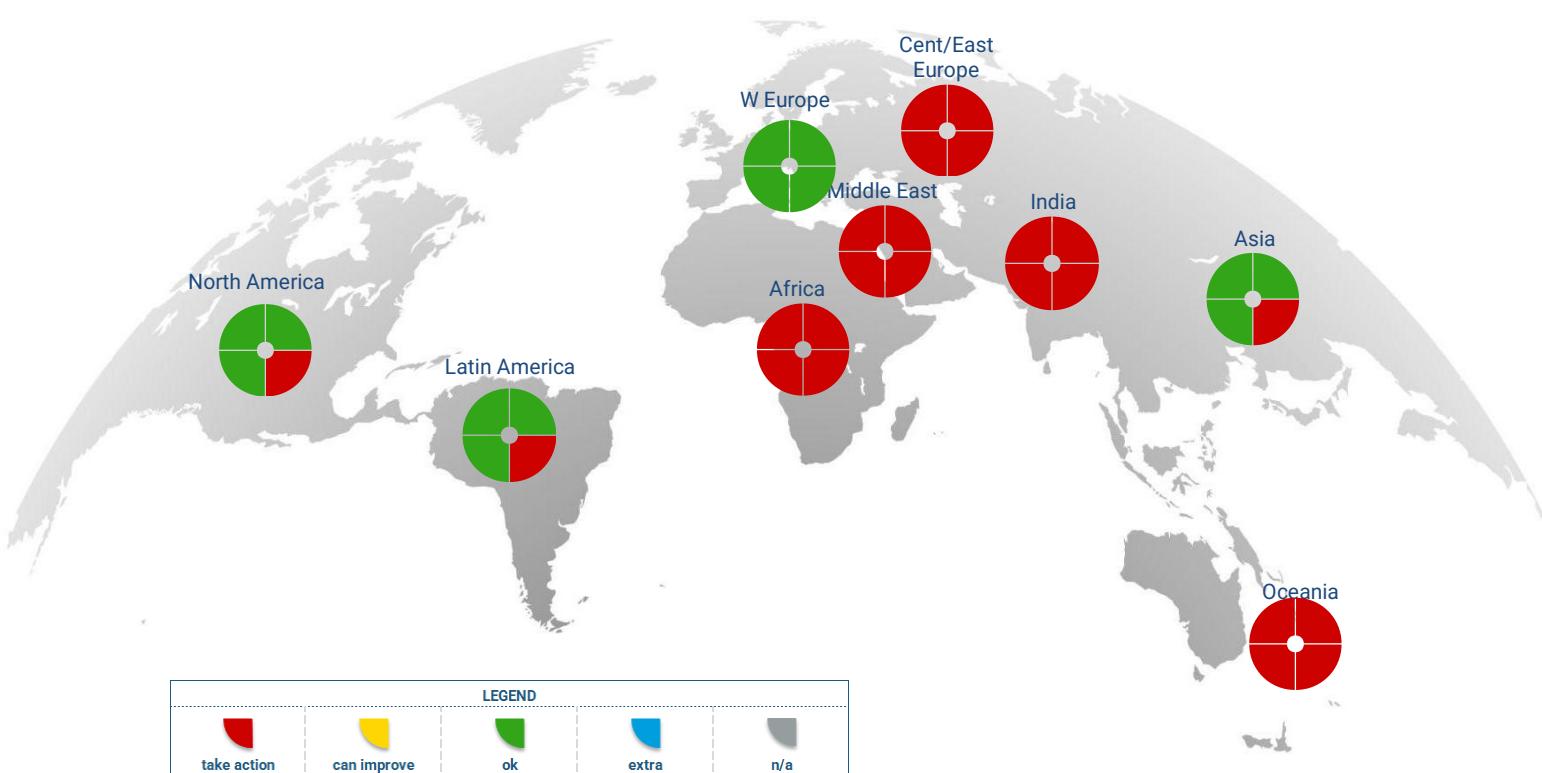


Items included in this index:
 1-3.7 3-2.3 5-3.6
 6-1.3 6-2.3 6-2.4
 6-2.5 6-3.2 6-3.3
 6-3.4

Regional Focus

Workplace Pride encourages LGBTIQ+ inclusion in every location where you have employees. This chart shows your LGBTIQ+ inclusion activities by world region, using four key indicators:

	LGBTIQ+ inclusive policy Clear, specific policies should apply in all regions. Ensure employees everywhere are aware of and follow these policies.
	LGBTIQ+ employee network -or- initiatives An active LGBTIQ+ employee network signals psychological safety and the business value of inclusion. If visibility is risky, promote awareness through other initiatives.
	Transgender benefits Inclusive benefits should support transgender employees through medical, legal, and social aspects of gender affirmation.
	All-gender washrooms All-gender washrooms offer safety and privacy for transgender, non-binary, and all other employees.





Scoring Summary - Global Benchmark 2025

Here is a summary of the scoring for your 2025 Global Benchmark submission. More information about evidence adjustments can be found in your 2025 Action Plan which is provided as a separate document.

ABC Organization		Your score:
1. Submission	91.6%	
Points are awarded for each option you selected in the survey.		
2. Regional adjustment	-9.6%	
Points are deducted if, in any region where you have employees, you have not:		
<ul style="list-style-type: none"> - Enforced LGBTIQ+ inclusive policy - LGBTIQ+ employee network awareness initaitive. - Offered transgender benefits - Provided gender-inclusive washrooms 		
there were deductions for these regions (see Regional Focus page for details)		
N America, Latin America, Oceania, Asia, Africa, Middle East, India, Cent/East Europe		
3. Evidence	-4.4%	
Points are deducted if supporting evidence is missing or insufficient. If evidence supports additional unchecked items, points are added.		
your evidence only partially supported these items	your evidence did not support these items	
4-1.7, 6-1.7	3-4.5, 4-3.6	
4. Extra	+3.3%	
Bonus points can be awarded for:		
<ul style="list-style-type: none"> + LGBTIQ+ inclususoin in challenging regions + certain questions where extra critera were met. + actions in 2024 that exceed benchmark expectations. 		
your evidence earned you extra points in these items		
4-other, bonus-1		
5. Final score	80.9%	Your score:

About the Global Benchmark

The Workplace Pride *Global Benchmark* is the leading measurement tool designed to assess the LGBTIQ+ policies and practices of internationally active employers. Since its launch in 2014, the Benchmark has provided critical insights for organisations working to embed diversity and inclusion across global operations—especially in regions where legal, cultural, or social challenges may stand in the way of progress.

The Global Benchmark identifies two categories for top performers:



Advocates: Organisations that score 90% or higher.



Ambassadors: Organisations that score between 70% and 90%.

By participating, organisations gain a comprehensive understanding of their current performance, identify areas for improvement, and strengthen their commitment to meaningful LGBTIQ+ inclusion.

Join the movement toward greater workplace equality.

For more information or assistance, please contact: benchmark@workplacepride.org