

stonewall

**Top Global
Employers
2025**

Impact Report



Stonewall Top Global Employers 2025

This year's Global Workplace Equality Index takes place during a time when we are seeing increased uncertainty and concern in the LGBTQ+ community around the rollback of hard-won rights and freedoms. Employers play a vital role in championing LGBTQ+ rights and helping to push for positive change that we know is possible.

We spend much of our time at work, so the culture and environment in our workplaces has a huge impact on our day-to-day lives. We know that people perform best when they feel welcome - that's why it's vital to ensure every single LGBTQ+ person is treated with dignity and respect at work.

Whether it's through implementing inclusive workplace policies, supporting LGBTQ+ staff resource groups or publicly advocating for human rights, each step workplaces take to protect LGBTQ+ staff and provide them with a safe working environment enables our global movement to progress. Every positive action, no matter how big or small, is part of the journey to equality.

On behalf of the team at Stonewall, a huge thank you to every organisation that took part in the Global Workplace Equality Index 2025. The continued commitment that you demonstrate towards inclusion in your workplace, and all the hard work to advance LGBTQ+ equality across the globe is deeply appreciated.

Finally, a massive congratulations to each of our Top Global Employers 2025 and to our individual award winners, who we are celebrating in this report. The impactful work you are delivering changes lives, and we hope that you celebrate your inspiring achievements with pride.



2025 Highlights

Employers representing **10 sectors** entered the Global Workplace Equality Index 2025

21 workplaces achieved Top Global Employer status

Organisations applying collectively employ over **1.25 million people** across **152 countries**

Top Global Employers 2025



Capgemini
Clyde & Co
GSK
Herbert Smith Freehills Kramer
Pinsent Masons
Vodafone Group plc



A&O Shearman
BCLP
Coca-Cola Europacific
Partners
Freshfields
Novartis
PA Consulting
Reckitt
Sandoz
Simmons & Simmons LLP
Skyscanner Ltd
Wipro Limited
Zurich Insurance Group



Deliveroo
NetApp Inc.
Imperial Brands plc



2025 Awards

Changemaker of the Year

Our Changemaker of the Year awards celebrate individuals who have gone above and beyond to create workplaces and communities globally where every LGBTQ+ person can reach their potential. This award recognises both LGBTQ+ and non-LGBTQ+ individuals.

Global Network Group of the Year

Our Global Network Group of the Year awards celebrate network groups who have gone the extra mile to raise awareness and supported their organisations to go further on its LGBTQ+ inclusion journey.

Innovation Awards

Our Innovation Awards give special recognition to employers that has delivered an outstanding project or initiative that has achieved positive change for LGBTQ+ people.

Changemakers of the Year

Eleonore Murauer, Reckitt

As one of the founders of Reckitt's LGBTQ+ Employee Resource Group (ERG) in 2020, Ellie has championed the role of a diverse community of colleagues driving business growth, supporting the ERG which now has more than 500 members worldwide, fostering a culture of inclusion and visibility across the organisation and supporting the Reckitt team to bring their whole selves to work.

Ellie has proudly shared her personal perspective on life as a working LGBTQ+ parent, connecting to colleagues and the wider community through impactful storytelling and her relentless leadership. Ellie's shared experience has also influenced inclusive business practices across Reckitt—such as shaping proactive LGBTQ+ representation in Reckitt's Future Leaders Program.

In the brand space, Ellie authored Durex's first-ever LGBTQ+ inclusivity brand guidelines and led the launch of #MySexMyWay—the brand's first LGBTQ+ sex survey in the UK—marking a bold step forward in inclusive marketing.

Juuso Nummi, GSK

A passionate and strategic leader in LGBTQ+ inclusion, Juuso has played a pivotal role in advancing GSK's global LGBTQ+ inclusion agenda. As the Strategic Programmes Lead for SPECTRUM Global (GSK's Global Employee Resource group), he has spearheaded high-impact initiatives that extend beyond the organisation.

In partnership with *Open for Business*, Juuso led two landmark projects:

- Uganda: Supported the development of a legal briefing for the Ugandan Constitutional Supreme Court, advocating against anti-LGBTQ+ legislation.
- Southeast Asia: Collaborated with GSK Malaysia to produce a business case report demonstrating the economic and cultural benefits of LGBTQ+ inclusion across the region.

Internally, Juuso is widely recognized as a driving force behind LGBTQ+ advocacy. He led the planning and execution of Ahead Together Days, a global event uniting Employee Resource Groups (ERGs) from across GSK, engaging over 2,200 employees worldwide in meaningful dialogue and celebration of inclusion.

Changemakers of the Year

Kai Wisser, Wipro

Kai has been instrumental in building Wipro's US LGBTQ+ Employee Resource Group, with a particular focus on trans and nonbinary visibility across his organisation. Since stepping into a leadership role in late 2022, Kai has used his voice and creativity to drive meaningful change.

He first shared his story as an openly trans man during Transgender Awareness Week 2022, participating in a panel on trans inclusion that sparked broader conversations across Wipro. His internal and external blog, "Who's in the Room" (Pride 2023), further amplified his message of authenticity and inclusion.

Kai has flourished in his volunteer ERG role, leading the development of events and resources such as "Both Sides of the Closet Door" – a Coming Out Day 2023 resource empowering colleagues to navigate their own journeys.

Currently, Kai is leading a policy review initiative to ensure gender-neutral and inclusive language across Wipro's documentation. He is also working to launch a safe space for open conversations through the Pride ERG, continuing to push Wipro towards deeper inclusion and equity.

Vivane Nascimento, Capgemini

Vivane is a passionate and proactive member of Capgemini's OUTfront committee in Brazil, where she has played a key role in advancing LGBTQ+ visibility and inclusion both internally and externally.

In 2024, she proudly represented Capgemini at the São Paulo LGBTQ+ parade, one of the largest Pride events in the world. Her presence and advocacy helped elevate the company's profile as a committed ally to the LGBTQ+ community.

Beyond the corporate sphere, Vivane dedicates her time to NGOs such as Pajubá Tech—which supports transgender and marginalised communities in Recife—and Mães da Resistência, an organisation that uplifts mothers of LGBTQ+ individuals. Through these partnerships, she has led workshops and discussion groups on inclusive recruitment and selection practices, bridging corporate knowledge with grassroots impact.

Vivane leads by example, inspiring colleagues to engage in meaningful action. Her consistent involvement in events and campaigns has significantly contributed to building a more inclusive and accepting workplace culture at Capgemini.

Network Groups of the Year

SPECTRUM, GSK

Founded in 1996, SPECTRUM is one of GSK's most established employee networks. Following a 2022 demerger, SPECTRUM underwent a significant transformation, emerging as a more focused and globally aligned ERG with a renewed mission: "Leading a culture of inclusion and support for LGBTQ+ individuals and allies."

Despite the challenges of a major corporate restructure, SPECTRUM has continued to thrive, growing the membership to an all-time high despite the demerger; launching a Global Transgender Toolkit globally, and delivering regular allyship training.

SPECTRUM continues to be a cornerstone of GSK's inclusion efforts, evolving with the organisation while staying true to its mission of visibility, support, and empowerment.



Wipro Pride, Wipro

Established during the pandemic, Wipro Pride has grown into a vibrant and impactful network with strong representation in the UK, USA, Philippines, and India.

Since being established, key achievements include launching a train-the-trainer programme globally; co-developing and launching e-learning, which has been completed over 8,000 times; and delivering various global events such as a Bi Visibility Day panel and a book club session with a UK-based trans author.

Wipro Pride shows how a globally minded network can drive meaningful change by educating allies and embedding inclusion across the organisation.



Innovation Awards

2024 Pride Campaign

A&O SHEARMAN

Pride 2024 marked the first major Diversity, Equity & Inclusion (DE&I) celebration for the newly merged firm of Allen & Overy and Shearman & Sterling. It served as a powerful opportunity to unite colleagues across the expanded global network and reaffirm the firm's commitment to LGBTQ+ inclusion.

The DE&I team launched a global campaign themed "A Future Where...", inviting colleagues to envision a more inclusive and equitable world for LGBTQ+ communities. A global working group ensured the campaign reflected local nuances of LGBTQ+ inclusion across the jurisdictions A&O Shearman operate in.

The campaign reached colleagues from 20 global offices, spotlighted the firm's advocacy work globally on LinkedIn, and led to donations to two LGBTQ+ charities.

This campaign not only celebrated Pride but also laid the foundation for a unified, inclusive culture across the newly merged firm, demonstrating the importance of inclusion during times of change.

Trans and non-binary inclusion



In Italy, where local legislation doesn't support gender recognition, Capgemini has taken bold and proactive steps to support trans and non-binary colleagues in the workplace.

Working in close partnership with a local LGBT+-led NGO, they've developed a comprehensive set of policies and guidance to ensure all employees can be their authentic selves at work. Key initiatives include:

- Recognition of name, gender, and pronouns across internal systems.
- Mandatory manager training for all line managers in the region to shape inclusive leadership.
- Creation of peer support forums specifically for trans and non-binary employees.

These efforts have led to a positive trend in well-being among trans employees, with strong internal feedback highlighting the impact of these inclusive practices.

Capgemini's work in Italy stands as a role model for how global companies can lead with empathy and action, even in regions with restrictive legal frameworks.

About Stonewall

We are Stonewall: a charity working to make the world a safe and equal place for LGBTQ+ people to live, work and thrive. Our vision is of a world where everyone, everywhere has equal rights. We will work until every person who is lesbian, gay, bi, trans or queer+ is living free from discrimination, prejudice and inequality; making our shared future safer, fairer and more prosperous.

Stonewall is part of a vibrant, growing and global movement advocating for LGBTQ+ rights. It was founded in 1989 by a small group of people who wanted to break down barriers to equality. Over the last 35 years, we have helped create transformative change in the lives of LGBTQ+ people in the UK. Our work has driven positive change in public attitudes and public policy and there are now over 3000 LGBTQ+ organisations across the UK.

We deliver campaigns, programmes and policy work that is focussed on achieving deep, sustainable change, through convening, collaboration and conversation. We support parliamentarians and lawmakers; design policies and campaigns and deliver programmes and services all focussed on achieving equal rights for LGBTQ+ people.

Everyone, everywhere, deserves equal rights.

Registered Charity No 1101255 (England and Wales) and SC039681 (Scotland)

Stonewall is proud to provide information, support and guidance on LGBTQ+ inclusion, working towards a world where we're all free to be. This does not constitute legal advice and is not intended to be a substitute for legal counsel on any subject matter.



Working with Stonewall

We know inclusive workplaces can increase financial success, attract and retain the best talent, and tap into a unique and loyal consumer base.

By joining [Stonewall's Proud Employers Programme](#), you will be sending a strong message to current and prospective employees, customers and other stakeholders that you are committed to LGBTQ+ inclusion across your global workplace.

Starting from just £2,575 + VAT per year, you will be able to access support from the following areas:

1. Understanding good practice

- Access to a library of over 100 **resources** on key inclusion topics, with more added every year.
- A monthly **newsletter** distilling all the information you need to know about LGBTQ+ inclusion in the workplace
- Monthly **webinars** on key inclusion topics, free for your team to attend.

2. Access to expertise

- Entry into the **Proud Employers Accreditation** to understand your work, gain accreditation, receive expert feedback and get a report showing trends and innovations across hundreds of workplaces.
- Unlimited access to a **helpdesk** where our inclusion experts can provide swift answers to your questions.
- Four hours of **consultancy** to use to support your goals, with the choice of a range of global specialists to suit your needs.

3. Opportunities to network

- Invitations to **regular networking events**, held across the UK and online, allowing you to connect with organisations across a range of key topics.
- Membership of our **online Proud Employers forum**, enabling you to share good practice and gather ideas and suggestions from other organisations committed to inclusion at work.

If you would like to find out more, reach out to us via prospect@stonewall.org.uk.

About the Global Workplace Equality Index

The [Global Workplace Equality Index](#) is our benchmarking and assessment tool designed to support global workplaces to create inclusive environments where their LGBTQ+ colleagues can thrive.

Completing the Global Workplace Equality Index is a voluntary exercise which enables employers to measure their progress on LGBTQ+ equality in the workplace.

Organisations that enter the Index submit evidence detailing their LGBTQ+ practice across eight areas:

1. Workplace Policy
2. Employee Network Groups
3. Leaders and Changemakers
4. Talent and Development
5. Safe Travel
6. Supply Chains
7. Human Rights, Partnerships and Advocacy

Stonewall inclusion experts carefully review each submission to develop our library of good practice and provide bespoke feedback and guidance to workplaces who enter the Global Workplace Equality Index. Those organisations who achieve a gold, silver, or bronze award earn Top Global Employers status.



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