

NEWS/BUSINESS/FINANCE/LIFESTYLE EDITORS  
[For Immediate Release]

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## *2023 Hong Kong LGBT+ Inclusion Index Results Announcement*

# **Trailblazers and Top 10 Employers Demonstrate the Importance of Sustainability in LGBT+ Inclusion**

### **Results Announcement Cocktail Reception**

Community Business, the leading not-for-profit organisation committed to advancing Diversity, Equity and Inclusion in Asia, announced the results of the [2023 Hong Kong LGBT+ Inclusion Index](#) on Wednesday 7 June 2023. The event was sponsored by Brunswick Group and saw the announcement of the Top 10 Employers, the recipients of Gold, Silver and Bronze Rankings, as well as three new awards. A total of 34 organisations in Hong Kong participated in the 2023 iteration of the Index, with 29 of them achieving ranked standards.

*"It was an honour and a privilege to announce the 2023 Hong Kong LGBT+ Inclusion Index Top 10 Employers and to present our three new awards. I was delighted to see such a great turnout for the first in-person event for our Index since 2019, with over 40 organisations represented in the audience. Participating organisations included returnees, as well as many new faces, which serves as a reminder of how important and impactful the Index is for organisations in Hong Kong,"* said **Janet Ledger, CEO of Community Business.**

### **History of the LGBT+ Inclusion Index**

Launched in 2015, the Hong Kong LGBT+ Inclusion Index was Asia's first benchmarking tool for assessing policies and practices around creating inclusive workplaces for the LGBT+ community. The Index is regarded as an important platform for organisations to share their achievements, as well as learn best practices from each other. The Index has been a staple form of measurement in this market. After the repeal of Section 377A in Singapore and at the request of organisations based in this market, Community Business opened participation to companies based in Singapore for the 2023 LGBT+ Inclusion Index. While Community Business was encouraged to see the appetite for a benchmarking tool in LGBT+ Inclusion in a new market, the well-established Hong Kong Index saw greater participation and will only hold a results announcement event for the Hong Kong Index.

## Additional Comments From Community Business' CEO

**Community Business' CEO Janet Ledger** stated, "Having personally been involved in the assessment process, this year and in previous iterations, I have seen how high the bar has risen. The 2023 Index Assessment period covered a time where Hong Kong saw its tightest COVID-19 restrictions, as well as changes to legislation around LGBT+ rights around the globe, which made it even more meaningful that our participants showed continued commitment to creating inclusive workplace environments and reducing inequalities through challenging times.

With many organisations' rankings and standards changing from the previous iteration, the results of the 2023 LGBT+ Inclusion Index reinforced the importance of sustainability in policies, practices and commitment to continuous improvement and measurement.

Organisations whose LGBT+ inclusion efforts and initiatives were created with sustainability in mind scored higher and the increased attention on measurement demonstrates that this is becoming a priority for many. With this in mind, it was a great honour to present the Trailblazer Award to the three organisations which achieved Gold Standard in five consecutive iterations of the Index.

Congratulations to the Top 10 employers and the recipients of our new awards, but most importantly thank you to all the participating organisations who continue to demonstrate their commitment to advancing LGBT+ inclusion in Hong Kong!"

## Top 10 Employers

The Top 10 Employers represent the highest scoring organisations of the 2023 LGBT+ Inclusion Index.

### Top 10 Employers

- 1 J.P. Morgan
- 2 Linklaters
- 3 Allen & Overy
- 4 Standard Chartered Bank (HK) Limited
- 5 Morgan Stanley
- 6 HSBC
- 7 BNY Mellon
- 8 Freshfields Bruckhaus Deringer
- 9 Citibank N.A.
- 10 Fidelity International

## Top Ranked Organisations by Industry

### Top 3 Financial Services

- 1 J.P. Morgan
- 2 Standard Chartered Bank (HK) Limited
- 3 Morgan Stanley

### Top 3 Legal Services

- 1 Linklaters
- 2 Allen & Overy
- 3 Freshfields Bruckhaus Deringer

## Best LGBT+ Inclusion Newcomer

The Best LGBT+ Inclusion Newcomer was awarded to the highest scoring organisation that participated in the Index for the first time.

This was awarded to:

**Mayer Brown**

## Most Improved LGBT+ Inclusion Champion

The Most Improved LGBT+ Inclusion Champion was awarded to the organisation whose score improved the most from the previous iteration of the Index.

This was awarded to:

**White & Case**

## The Trailblazer Award

The Trailblazer Award was given to organisations who participated in all five iterations of the Index and consecutively achieved Gold Standard.

These organisations received the Trailblazer Award:

**HSBC**

**J.P. Morgan**

**Standard Chartered Bank**

## Organisations Which Achieved Gold, Silver and Bronze Standards

These organisations achieved a Gold, Silver or Bronze Standard in the 2023 Hong Kong LGBT+ Inclusion Index\* (in alphabetical order)



Allen & Overy  
BNY Mellon  
Citibank N.A.  
Freshfields Bruckhaus Deringer  
HSBC  
J.P. Morgan  
Linklaters  
Morgan Stanley  
Standard Chartered Bank (HK) Limited



Barclays  
EY  
Fidelity International  
Hogan Lovells  
International Business Machines  
KPMG  
Macquarie Services (Hong Kong) Limited  
Manulife  
Mayer Brown  
Morrison Foerster  
Thomson Reuters



Cathay Pacific  
Deloitte China  
DLA Piper  
Gilead Sciences Hong Kong Limited  
Jones Lang LaSalle Ltd  
Marriott International  
Moody's Asia Pacific Ltd  
Page Group  
White & Case  
WTW

\*Please note that this list only includes companies which have requested public acknowledgement.

## Launch of the Main Report

The main report for 2023 Hong Kong LGBT+ Inclusion Index will be available for download on the Community Business website from September 2023. This will present consolidated findings from the Index submissions and provides a valuable benchmark for all companies committed to creating inclusive workplaces for LGBT+ employees in Hong Kong.

## About Community Business

Community Business is a leading not-for-profit committed to promoting diversity, equity and inclusion in companies across Asia. A membership-led organisation, Community Business grounds all its work in research, applying Asia-led insights to interpreting global practices and policies since our foundation in 2003. Community Business is committed to the United Nations Sustainable Development Goals, working specifically to further them in the following areas:

### **SDG 3: Good Health & Wellbeing**

Working with companies to broaden their understanding of work-life harmony and adopt strategies designed to empower employees to be happy, healthy and engaged.

### **SDG 5: Gender Equality & SDG 10: Reduced Inequalities**

Leading companies in developing an intersectional approach to diversity, equity and inclusion, highlighting and examining key issues from a local market perspective, facilitating dialogue and sharing best practices, tools and resources.

### **SDG 8: Decent Work & Economic Growth**

Encouraging companies to look beyond the boundaries of their organisation and proactively create opportunities for disadvantaged or under-represented groups to participate more fully in society.

### **SDG 17: Partnership for the Goals**

Working directly with leaders - current and future - increasing their understanding of key issues, motivating them to act and encouraging them to be bold in their pursuit of responsible and inclusive business practices.

For more information, please visit [www.communitybusiness.org](http://www.communitybusiness.org)

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