

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

2021 Hong Kong LGBT+ Inclusion Award Winners & Top Employers for LGBT+ Inclusion Announced

Hong Kong, 24 May 2021 – Community Business, a leading not-for-profit organisation advancing responsible and inclusive business practices in Asia, revealed its **2021 Hong Kong Top Employers for LGBT+ Inclusion** and the winners of its **2021 Hong Kong LGBT+ Inclusion Awards** last Friday. The results were announced at the fundraising Gala virtually on 21 May to kick off Pride Month in June. The virtual gala featured comedian, Vivek Mahbubani as emcee, a DJ performance from resident DJ of Petticoat Lane, Patrice Escalante, a cocktail mixology session from co-founder of Hong Kong’s first sustainable bar, Penicillin, Agung Prabowo and a drag queen performance from Gigi Reyes, Kween Mocha Diva, Miss Tina Uglyhaira and Violette Blanche.

Established in 2015, the annual Hong Kong LGBT+ Inclusion Awards celebrate efforts to promote LGBT+ equality and inclusion in the workplace and the community and provide an important platform for organisations and individuals to promote and amplify their meaningful achievements. The award nominations have been assessed based on the extent to which they are strategic, proactive, impactful, sustainable and paying it forward.

Also launched in 2015, the Hong Kong LGBT+ Inclusion Index, offered every two years, is Asia’s first benchmark on corporate policies and practices for creating inclusive workplaces for LGBT+ employees. This year, 37 organisations participated in the Index, varying from large multinationals to small NGOs. They represent multiple industries, including financial services, hospitality, pharmaceutical, technology, legal, media, properties & real estate and the third sector.

“The importance of the work being done by companies to advance LGBT+ inclusion in Hong Kong and across Asia has gained greater significance over the last two years, especially when we consider the increased burden that has been placed on minority groups during the current pandemic, and so it’s astounding to see how companies have once again risen to the challenge of addressing workplace inequalities. We are honoured to acknowledge and celebrate the achievements of each of the participating companies and are especially proud of those that have made it onto our 2021 Hong Kong Top Employers for LGBT+ Inclusion List and the winners of this year’s LGBT+ Inclusion Awards, for their committed endeavours towards creating inclusive workplaces for LGBT+ employees in Hong Kong. It is companies and individuals such as these that through their work are able to lead, inspire and motivate others to create a better environment for our LGBT+ community and for the next generation of LGBT+ employees. We thank you for your great work and the inspiration you provide others,” said **Peter Sargent, CEO of Community Business**.

2021 Hong Kong Top Employers for LGBT+ Inclusion

This year, twelve organisations achieved a Gold Standard in the Index. The media organization, **Thomson Reuters** received the 2021 Hong Kong Top Employer for the LGBT+ Inclusion Index, ranking number one in the Index and climbing from fifth in 2019. This is the first time that a media organisation has made it to first place in the Index.

The top ten ranked organisations in 2021 are:

1	Thomson Reuters
2	The Hongkong & Shanghai Banking Corporation Limited
3	Linklaters
4	J.P. Morgan Chase
5	Allen & Overy
6	Manulife
7	EY
8	Société Générale
9	BNY Mellon
10	Freshfields Bruckhaus Deringer

Gold, Silver and Bronze Standards

In addition to the Top Employer rankings, Community Business assigned Gold, Silver and Bronze Standards to participating organisations, acknowledging their level of performance in the Index. The following organisations, listed in alphabetical order, achieved Gold, Silver, or Bronze Standards. Many organisations use the Index to track and assess their progress. But not all organisations, especially those who are at an earlier stage in their LGBT+ inclusion journey, meet the Bronze Standard, and some choose to remain anonymous and not be publicly acknowledged. Therefore, the companies listed here do not include the entire list of participating organisations.



- Allen & Overy
- BNY Mellon
- Citibank N.A.
- EY
- Freshfields Bruckhaus Deringer
- J. P. Morgan
- Linklaters
- Manulife
- Société Générale
- Standard Chartered Bank (Hong Kong) Limited
- The Hongkong & Shanghai Banking Corporation Limited
- Thomson Reuters



- Eversheds Sutherland
- Fidelity International
- Hogan Lovells
- KPMG
- Moody's Corporation
- Morgan Stanley
- Nielsen
- Nomura



- Baker McKenzie
- BNP Paribas
- British Consulate-General Hong Kong
- Deloitte
- Gilead Sciences Hong Kong Limited
- JLL
- Kirkland & Ellis
- Macquarie Group
- Procter & Gamble Hong Kong Limited
- Willis Towers Watson

Top Companies by Industry

This year, Community Business also recognised the top three ranked organisations on the 2021 LGBT+ Inclusion Index from the Financial Services and Legal industries, the two sectors from which there were the highest number of participating organisations.

	Financial Services	Legal
1	HSBC	Linklaters
2	J.P Morgan Chase	Allen & Overy
3	Société Générale	Freshfields Bruckhaus Deringer

Launch of 2021 Hong Kong LGBT+ Inclusion Index Report

The full report of the 2021 Hong Kong LGBT+ Inclusion Index will be launched in July and will present the collective findings from all participating organisations, providing critical benchmarking data and highlighting best practices. Please stay tuned for more information on [our website](#).

2021 Hong Kong LGBT+ Inclusion Award Winners

To recognise the significant contribution made by companies, individuals and community organisations towards LGBT+ inclusion in Hong Kong, Community Business also announced the winners of its 2021 Hong Kong LGBT+ Inclusion Awards, which include:

Award	Winner
LGBT+ Network Award sponsored by J.P. Morgan	Nomura International (Hong Kong) Limited, LGBT+ Network AEJ
LGBT+ Executive Sponsor Award sponsored by Morgan Stanley	Robert Head, Thomson Reuters
LGBT+ Inclusion Champion Award sponsored by Thomson Reuters	Jasmine Eve Titmuss, Credit Suisse
LGBT+ Ally Award sponsored by Goldman Sachs	Sören Seitz, Manulife
LGBT+ Community Impact Award	Midnight Blue 午夜藍, LGBT+ Media Guide 性/別小眾媒體報道指引

Full biographies for each award winner can be found [here](#).

To assist in the selection of the final winner for each award, Community Business convened a [judging panel](#) comprising of two external experts, a senior executive from the award sponsor (if any), and two judges from Community Business.

For more information on each award, please refer to [Community Business' website](#).

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About Community Business

Community Business is a not-for-profit organisation (Hong Kong Charity Number 91/6560) whose mission is to lead, inspire and support businesses to have a positive impact on people and communities. A recognised leader in advancing responsible and inclusive business practices in Asia, Community Business facilitates networks, conducts research and events, leads programmes and campaigns and provides training and consulting. Our focus on responsible business is aligned to four mission-led themes:

- Building responsible leadership
- Tackling workplace inequality
- Ensuring employee wellbeing
- Promoting social inclusion

Within the tackling workplace inequality theme, Community Business' [Creating Inclusive Workplaces for LGBT+ Employees Campaign](#), launched in 2008, has been a long-term and sustained effort designed to encourage and support companies to put LGBT+ inclusion firmly on their corporate agenda.

The campaign aims to:

- Raise awareness of LGBT+ inclusion as a business issue
- Increase understanding of LGBT+ issues from an Asian perspective
- Encourage and support companies to create inclusive workplaces for their LGBT+ employees in Asia
- Advocate for positive change in wider society

Founded in 2003 and headquartered in Hong Kong with a presence in India and working with dedicated partners and consultants across Asia, Europe and the Americas, Community Business works with companies of all sizes and from diverse industries across Asia, harnessing the power of business to drive social change. For more information, please visit www.communitybusiness.org.

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