India Workplace Equality Index 2026

# TOP EMPLOYERS REPORT



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# INTRODUCTION

The India Workplace Equality Index (IWEI) marks seven years of driving measurable progress on LGBT+ inclusion across corporate India. A joint initiative by the Keshav Suri Foundation (KSF), Pride Circle, and Stonewall, IWEI remains India's first and only comprehensive benchmarking framework that enables organisations to assess, strengthen, and celebrate their inclusion practices through a lens uniquely designed for the Indian context.

As we observe the eighth anniversary of the Section 377 verdict, which marked the decriminalisation of homosexuality, we acknowledge the transformative power of that moment, as well as the complex road that has followed. The 2023 Supreme Court ruling on marriage equality was a sobering reminder that the path toward full equality remains unfinished. Then came the amendments to the Trans Persons Protection of Rights Act this year, which took a share U-turn from the initial intent & spirit of the bill. While same-sex relationships are no longer criminalised, the absence of broader legal protections continues to leave many LGBT+ individuals vulnerable, underlining the vital role of corporate policies that safeguard dignity, inclusion, and psychological safety at work.

India's progress exists within a global landscape that reflects both advancement and adversity. While several countries have expanded legal rights and visibility for LGBT+ people, a parallel rise in anti-trans legislation, restrictive policies, and social backlash has reignited debates on equality and inclusion. In this climate, corporate leadership stands as a critical stabilising force, one capable of shaping culture, countering regression, and ensuring that workplaces remain safe, inclusive spaces for all.

The **IWEI Top Employers** featured in this report exemplify that leadership. Their sustained commitment to LGBT+ inclusion demonstrates how organisations can move from policy to practice, embedding equity across systems, culture, and everyday experience. This year, we are also proud to celebrate the exceptional individuals and networks whose efforts have advanced this mission through the **Special Awards**, honouring the Ally Trailblazer of the Year, LGBT+ Trailblazer of the Year, Pride Employee Resource Group (ERG) of the Year, DEI Champion of the Year, Pride Executive Sponsor of the Year, and Supplier Diversity Champion of the Year.

Through the **IWEI Employee Feedback Survey (EFS)**, we continue to provide organisations with a confidential, data-driven mechanism to understand the lived realities of LGBT+ employees. These insights are helping companies identify gaps, measure progress, and implement strategies grounded in authenticity and accountability.

The growing adoption of IWEI across industries reflects a collective recognition: that inclusion is not only a moral imperative but a strategic advantage. By facilitating peer benchmarking, sharing best practices, and offering a roadmap for sustained progress, IWEI empowers organisations to take tangible steps toward equality, transforming intent into measurable, lasting impact.

As we look ahead, our commitment remains clear: to continue supporting organisations in building workplaces that are inclusive, equitable, and courageous, where every individual, regardless of gender identity or sexual orientation, can thrive and bring their whole self to work.

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# FOREWORD FROM PARTNERS

As partners, we are proud to mark **seven years of the India Workplace Equality Index (IWEI)**, a journey that has grown from a bold vision into a powerful movement driving workplace inclusion across India. What began as a benchmarking exercise has become a catalyst for change, inspiring hundreds of organizations to move beyond statements of intent and embed equality into the heart of their business practices.

This year's IWEI comes at a time when the global discourse around LGBT+ rights is as complex as it is crucial. Around the world, we've witnessed both progress and pushback, yet within this climate, Indian employers continue to demonstrate remarkable resilience and leadership. They are building workplaces that uphold dignity, belonging, and safety, even as social narratives evolve.

In 2026, with **100 participating companies**, we celebrate those that are not only keeping inclusion on the agenda but elevating it as a strategic priority. They are investing in psychological safety, equitable policies, and inclusive leadership, ensuring that LGBT+ employees can bring their authentic selves to work without fear or compromise.

Our admiration goes out to every organization that has participated in this year's index and to our **Top Employers** for 2026, whose ongoing commitment continues to redefine what inclusion looks like in practice. Congratulations also to our **Special Award** winners, the Ally Trailblazer, LGBT+ Trailblazer, Pride ERG, DEI Champion, Pride Executive Sponsor, and Supplier Diversity Champion of the Year, for setting new benchmarks in driving change through action.

We extend our deepest gratitude to our partners for their continued belief in the power of collective action. The support of **JPMorganChase** as Vision Partner, **Deloitte in India & Deutsche Bank Group** as Headline Partner, and **EY, Macquarie, Morgan Stanley, Northern Trust, Randstad, Standard Chartered** and **ZS Associates** as Associate Partners has been instrumental in amplifying the reach and impact of IWEI. We also thank our partners, **HSBC, Mastercard, TIAA, Intuit, AllianceBernstein, Nasdaq**, and **Onity** who helped bring this initiative to life. Additionally, we appreciate **Pride Cares** and **Rainbow Bazaar** for being pillars of support to LGBT+ inclusion.

As we celebrate the results of the seventh annual IWEI, we are reminded that inclusion is not a milestone, it's a continuum. The dedication, courage, and empathy shown by India Inc. in 2026 prove that even in uncertain times, progress is possible when organizations choose to lead with purpose.



**Ramkrishna Sinha**
Co- Founder

Pride Circle

Celebrating the seventh year of the India Workplace Equality Index is a bitter-sweet moment. The year was marked by hesitation, pull backs, but also some progress & steadiness as companies face dynamic global scenarios of changing compliance needs, social media pressure, and complex business case of inclusion. As companies rush to adopt AI, deploy agents, pushing efforts to nurture inclusion and humanization becomes a key differentiator. Congratulations to the 100 companies that registered for IWEI 2026! This reflects phenomenal leadership in the participating companies that continue to prioritize and invest in their staff, bringing comfort for queer people and allies in witnessing their employer's consistency and commitment in action. Many congratulations to the Top 10, Gold, Silver and Bronze Top Employers, and the individuals and ERG for their Special Award Recognition. Thank you for advancing LGBT+ inclusion and leading the way. You make the future better!

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**Keshav Suri**
Founder

KESHAV SURI FOUNDATION
Embrace, Empower and Mainstream

Long before global policies caught up, India recognised more than two genders; a truth our culture has always lived by. Inclusion isn't new to us; it is part of who we are. As we release the 7th India Workplace Equality Index, it is inspiring to see organisations leading with intent and creating workplaces where members of the LGBTQIA+ community are seen, respected, and celebrated. This is India's moment to remind the world that inclusion isn't imported, it is inherited. Let's continue building workplaces that move beyond compliance to compassion, beyond diversity to true belonging. When India includes, India leads.

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**Simon Blake OBE**
Chief Executive

Stonewall

The India Workplace Equality Index is now in its seventh year. Thank you to every organisation that has taken part, and to everyone who keeps showing up for LGBTQ+ people in workplaces across India. Seven years in, the case for inclusion is no less urgent. If anything, it matters more. When LGBTQ+ rights are being questioned around the world, employers who stand firm send a powerful message to their people and to wider society. To everyone who has received a Top 10, Gold, Silver or Bronze award this year: congratulations. Be proud of what you have achieved. Progress like this does not happen by accident. It comes from leaders who choose to act, teams who carry that work forward, and LGBTQ+ colleagues who trust their employers enough to be themselves at work. You are showing, year after year, that inclusion and belonging are good for individuals, good for teams and good for business. Finally, thank you to our partners, the Keshav Suri Foundation and Pride Circle. You invited Stonewall to support your work, and you have helped us shape our programme so it works for this region. It is a privilege to share this journey of change with you, and we look forward to the next chapter together.

We look forward to seeing how these efforts continue to grow and to celebrating the next chapter of workplace inclusion together in the year ahead.

# Building a future that belongs to everyone

We believe that everyone deserves the opportunity to thrive.

**See our impact at jpmorganchase.com/DOI**

JPMorganChase

# HOW IWEI WORKS

The India Workplace Equality Index (IWEI) is the definitive benchmarking tool for LGBT+ workplace inclusion in India. The IWEI tackles the challenges of LGBT+ inclusion by offering in-depth assessments to measure your company's current state, providing a clear, tailored roadmap with planning structures, best practices, and actionable guidelines.

## EMPLOYER SURVEY

The Index studies **9 parameters** across different areas of employment policy and practice. Each participating company compiles a submission, accompanied by supporting evidence, which demonstrates their performance against a set of best-practice criteria. The IWEI team then thoroughly reviews each submission to give companies a holistic picture of where they stand on inclusion.

**Section 1: Policies and Benefits** determine if the company has policies ensuring equal treatment of LGBT+ employees, and benefits to support the needs of the community.

**Section 2: Employee Lifecycle** assesses how the company engages with all employees to raise awareness of LGBT+ issues and looks at the entire employee lifecycle with a lens of inclusion.

**Section 3: Employee Resource Group** evaluates the company's facilities for LGBT+ employees to network, consult, and offer feedback.

**Section 4: Allies And Role Models** examines the company's support for developing LGBT+ and ally role models.

**Section 5: Senior Leadership** inspects the initiatives and the leadership's efforts to promote LGBT+ equality.

**Section 6: Monitoring** assesses how the company enables its LGBT+ staff to self-ID.

**Section 7: Procurement** studies how the company engages with LGBT+ suppliers and sensitises their supply chain.

**Section 8: Community Engagement** evaluates the company's support for LGBT+ community groups and public promotion of LGBT+ equality outside the workplace.

**Section 9: Additional Work** seeks out examples in addition to any work that the Index previous sections haven't already covered.



## EMPLOYEE FEEDBACK SURVEY (EFS)

The IWEI offers a voluntary opportunity for companies to receive feedback about their employees' journeys with LGBT+ inclusion in the workplace. This survey is completely anonymous and allows companies to gain invaluable insight from LGBT+ and ally employees. This is a scoring section and contributes 2 points for participating companies on meeting submission criteria.

## TOP EMPLOYER AWARDS

Once submissions are received and evaluated, the companies are given a score and celebrated as Top 10, Gold, Silver, or Bronze IWEI Top Employers. Not all submissions qualify for the Top Employer Award. Overall scores are kept confidential between the company and the IWEI partnership, as is the general participation of any companies that wish to remain anonymous.

Following the release of the IWEI Top Employers results, companies have the option of receiving a detailed report and a feedback meeting for a small fee. During this meeting, they receive tailored feedback on their submission and action-planning tips for the year ahead. Participation in the IWEI is otherwise free of charge.

## SPECIAL AWARDS

The IWEI program offers prestigious awards beyond the main benchmarking process. Companies participating in the IWEI study can nominate exceptional individuals and their Employee Resource Groups (ERGs) for these special recognitions. This year, we celebrated winners across 6 categories: Ally Trailblazer of the Year, LGBT+ Trailblazer of the Year, Pride ERG of the Year, DEI Champion of the Year, Pride Executive Sponsor of the Year, and Supplier Diversity Champion of the Year.

These awards celebrate individuals, initiatives, and ERGs that have gone above and beyond to create inclusive workplaces for LGBT+ colleagues in India and support their companies on their LGBT+ inclusion journey. It is free to participate, completely optional for companies to nominate, and does not affect the company's final IWEI score.

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*Together makes progress*

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# KEY STATISTICS

**100** Companies Registered

**10** Top 10 winners

**24** Gold Award winners

**22** Silver Award winners

**19** Bronze Award winners

This year, IWEI participants collectively represented **20** sectors

The highest performing Sector is **Professional Services**, and the least performing Sector is **Insurance.**

Highest Performing Section
**Policies & Benefits**
**74.4%**
Average score

**60.59%**
Average score

Least Performing Section
**Procurement**
**44.2%**
Average score

# KEY FINDINGS FROM THE 2026 STUDY

## INDUSTRY TRENDS

- 96% of companies enable allies to visibly signal their commitment to LGBT+ inclusion.
- 90.7% of companies are compliant with the Transgender Persons (Protection of Rights) Act, 2019.
- 90.7% of companies have an LGBT+ Employee Resource Group, reflecting sustained organisational commitment to structured inclusion.
- 84% of companies utilise their social media accounts and online presence to demonstrate their commitment to LGBT+ equality.

Encouragingly, several foundational aspects of LGBT+ inclusion are now firmly established across workplaces.
The growing visibility of allies, statutory compliance and the presence of Employee Resource Groups indicate that the basics are now in place and inclusion has become a baseline expectation rather than a differentiator.
The use of public channels to demonstrate commitment indicates a shift from internal practice to external accountability.

## PICKING UP MOMENTUM

- 77.3% of companies provide LGBT+ employees the opportunity to self-identify.
- 70.7% of companies provide insurance coverage for gender transition (Sex Reassignment Surgery / Gender Affirmation Surgery).
- 74.7% of companies recognise contributions to LGBT+ Employee Resource Groups during performance appraisals, in comparison to 60.9% in 2026.
- 64% of companies train procurement teams on diversity and inclusion outcomes that include LGBT+ considerations, showing strong progress from 54% in 2026.

Progress in 2026 continues to concentrate in the areas that translate policy into routine practice. We see that inclusion is increasingly built into systems rather than added alongside them.
Recognition of ERG contributions in appraisals and procurement training have both taken the largest gains in the set, placing both firmly into the operational mainstream. Where one ties inclusion to how people are rewarded and the other extends it to who a company buys from.
Gender transition coverage has held steady and self-identification continues to edge upwards. The pattern suggests that accountability mechanisms and supply-chain practice are now moving faster than the core benefits.

## INDUSTRY TRENDS

- 58.7% of companies support LGBT+ employees at all levels to become visible role models in comparison to 40.2% in 2026.
- 49.3% of companies offer targeted recruitment training to reduce bias and discrimination towards LGBT+ candidates.
- 42.7% of companies have a Supplier Diversity programme that encourages engagement with LGBT+-owned businesses, down from 43.7% last year.

While inclusion is gaining traction, representation and external engagement remain comparatively weaker areas.
Supplier diversity shows notable improvement, yet still involves less than half of all companies, highlighting the need for more inclusive procurement practices.
Recruitment bias training has seen a decline, suggesting potential fatigue or shifting priorities. Visibility continues to be limited, underscoring the importance of creating platforms and pipelines for LGBT+ employees to be seen and heard across all levels.

The 2026 findings reveal a year of consolidations rather than acceleration. Structural measures are now secure, with ally signalling, statutory compliance and Employee Resource Group presence all at or above nine in ten companies. The strongest gains have come from the systems that give inclusion a consequence. For example recognition of Employee Resource Group contributions in performance appraisals, training for procurement teams and LGBT+ role models visibility, which improved further than any other measure this year. Supplier diversity has held back and recruitment bias training has been flat rather than improving, an indication that early momentum in inclusive hiring has not yet been converted into routine practice. Sustained investment in hiring, role model visibility and supplier diversity engagement will be essential to counterbalance these gaps and ensure progress continues. Overall, the trends point to a consistent and growing awareness of LGBT+ inclusion as both a business and cultural priority. The next phase will require organisations to move beyond participation and visibility towards measurable, long-term impact grounded in consistency, accountability, and structural integration.


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Nothing to explain.
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With deep dedication.
Deutsche Bank

# JPMorganChase

India Workplace Equality Index (IWEI) is a valuable opportunity for organizations to reflect on their inclusion journey and understand where they can continue to make progress. Creating an environment where people feel comfortable being themselves at work requires consistent effort, listening and a willingness to learn. What I appreciate about IWEI is that it provides a practical framework for organizations to assess their efforts and learn from one another. It also helps keep the conversation around LGBTQ+ inclusion focused on meaningful action. While every organization is at a different stage of the journey, initiatives like IWEI encourage us to be intentional about building workplaces where everyone feels respected and supported.



*-Kavita Gopal*
Head, Global Banking Operations, India and Philippines,
JPMorganChase and Executive Sponsor, PRIDE India BRG



# BEST PRACTICES

In a country where traditional norms often prevail, these unique and best practices are redefining LGBT+ inclusion in India. These examples demonstrate that creating an inclusive work culture is not only possible but is already yielding transformative results across diverse sectors.

Inclusive night-commute safety. Amazon India's night-shift commute protections, previously available only to women employees as required by law, now extend to LGBTQIA+ employees as a voluntary commitment that goes beyond statute. Employees receive the following protections: safe-arrival confirmation, a travelling-alone alert, an in-app emergency button, and a security escort when they are the first pickup or last drop.

Axis Capital has adopted an integrated LGBT+ inclusion framework that combines inclusive policies, healthcare benefits, workplace infrastructure, and leadership governance. Key initiatives include Gender Affirmation Leave, insurance coverage for Gender Affirmation Surgery, domestic partner medical coverage, gender-neutral restroom facilities, and oversight by the Sustainability & Inclusion Council. Together, these initiatives create a holistic and sustainable inclusion ecosystem that supports employee wellbeing, belonging, and equal opportunity.

Transitioning Leave of 30 working days for hormone replacement therapy and sex reassignment surgery. Transitioning is the process of changing one's gender presentation to accord with one's internal sense of gender identity.

- 30 working days Transitioning leave will be paid leave.
- Transitioning leave can be available at any point of time during employment.
- Transitioning leave can be combined with any other type of leave or holiday.

Turning Pride into a year-round inclusion engine that blends culture-building with structural change. At General Mills India, the network moved Pride beyond one-off celebrations by creating visible, practical and accessible touchpoints that support LGBT+ colleagues in everyday work life. Through Pride marches, Connection Circles, Pride Book Club, ally campaigns and inclusive storytelling, BFPN built spaces for learning, belonging and psychological safety. Its interactive quiz challenging employees to rewrite binary-gendered language into inclusive language sparked immediate, high participation and became a powerful conversation starter on unconscious bias and everyday inclusion. BFPN also made allyship visible through rainbow lanyards and allyship cards that employees could use in their daily work, helping colleagues identify support more easily. Importantly, these culture-building efforts reinforced broader structural progress, including more inclusive forms with third-gender options, gender-neutral restrooms and stronger visibility of LGBT+ inclusive practices. Together, this made BFPN's work innovative, practical and impactful—linking awareness, allyship and systems change in a way that is both scalable and meaningful.

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GODREJ PROPERTIES

Over the past four years, Godrej Properties has strengthened LGBTQIA+ inclusion through representation, inclusive workplaces, livelihood opportunities and community advocacy.

LGBTQIA+ representation now stands at 2.8% of FTEs, with 215 LGBTQIA+ colleagues across FTE, contractual and intern populations. In FY26 alone, GPL added 38 LGBTQIA+ employees to its FTE workforce.

Inclusion extends to GPL's project sites through 23 All-Inclusive Model Sites, built around 40% cis-women and 10% LGBTQ+ and PwD representation, with 11 added in FY26. GPL also operates 28 Equali-Tea Cafés, run by Trans* and PwD colleagues, including 19 launched in FY26, creating livelihood opportunities alongside greater workplace visibility.

To strengthen inclusive culture, GPL conducted 100+ zonal sensitisation sessions and reached 1,800+ new joiners through inclusion sensitisation in FY26. During Pride Month, 22 Pride marches across 10 cities engaged 1,500+ employees, gaining allyship and visibility across GPL's footprint. GPL also extends LGBTQIA+ inclusion into the wider ecosystem. @QueeringWorkspaces has grown to 4,500+ organic followers with 270+ posts, creating a sustained platform for conversations on queer inclusion. Through Queer Bazaar, GPL engaged 15+ queer entrepreneurs, creating market access for queer-owned businesses while advancing supplier diversity & economic inclusion.

HSBC

At HSBC, gender transition coverage extends beyond reassignment surgery to include counselling, hormonal treatment and cosmetic procedures, ensuring that employees have access to a wider range of support throughout their gender transition. This demonstrates a commitment to providing inclusive healthcare benefits that address employees' diverse needs.

Infosys® Navigate your next

At Infosys we introduced an immersive course with microlessons on Transgender inclusion in the workplace. These are short videos that highlight various aspects of transgender persons inclusion at the workplace. Topics like 'A Transgender Manager's Struggle with Workplace Disrespect', Debunking the myth that Allies are LGBTQ+, The Harmful Reality of Trans Discrimination; Redefining Roles and Opportunities in the Workplace for a Transwoman, Challenges of Gender Expression; Supporting Transgender Employees in the Workplace and more. These micro lessons have received very good responses from our employees and they write back on how it has helped break so many myths and biases.

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Jacobs

In 2026, Jacobs, through PRISM India, partnered with the Tweet Foundation to launch **Jacobs Health on Wheels**, a CSR initiative delivering mobile, community-led, gender-affirmative healthcare to transgender persons. It tackles stigma, discrimination, and limited access to inclusive care through health camps across Delhi NCR, offering medical care, mental health support, health education, and gender-affirming care guidance.

**2026 impact:**

- 391+ transgender persons reached
- 150+ received mental health support
- 100+ received hormone and gender-affirming care guidance
- Advanced diagnostics (CBC, KFT, HbA1c, Vitamin D/B12, Testosterone)
- 230+ condoms and health kits distributed

The programme also offers employees meaningful volunteering, strengthens ties with healthcare providers, NGOs, and government, and raises awareness of transgender lived experiences, creating a scalable model for health equity & a more inclusive society.

kyndryl

LISTENING FIRST, LEADING WITH CARE – Kyndryl's Response to India's Transgender Persons (Protection of Rights) Amendment Act, 2026

When the Act received Presidential assent, it raised concern across the LGBTQ+ community over self-identification, legal recognition and documentation. Recognising its impact on employees' belonging and wellbeing, Kyndryl mobilised a team focused on listening before acting, guided by three principles:

1. **Stay informed and fact-based**: Legal, HR, benefits and inclusion stakeholders reviewed the Act's implications, and Kyndryl engaged in external forums such as Pride Circle and FICCI consultations.
2. **Communicate with clarity**: Targeted messages reinforced that while the law had changed, Kyndryl's commitment to inclusion had not.
3. **Prioritise wellbeing**: Trusted support channels and open dialogue ensured the community and allies felt heard and supported.

**Listening Sessions**: Kyndryl held community listening sessions offering a psychologically safe space for employees and allies in India to voice concerns. Rather than assuming needs, it listened directly to those most affected, building trust, demonstrating leadership support, and shaping ongoing support mechanisms.

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Driving LGBT+ Inclusion Through Policy, Partnership, and Participation

The organization launched “Pride in Practice”, a multi-pronged initiative embedding LGBT+ inclusion into its culture.

Key Highlights:

- Policy Transformation: Guided by Pride Circle, policies were revised with gender-neutral language and medical benefits extended to same-sex partners.
- Capability Building: Sensitization and unconscious bias training drove 87% DEI favorability in the Employee Engagement survey and a measurable rise in inclusive behaviors.
- Community Engagement: Participation in forums like Out & Equal APAC Forum 2024 and Pride Circle seminars enabled benchmarking against global best practices.
- Storytelling for Change: LGBT+ speaker sessions led to a 40% increase in ally sign-ups and 2 employees self-identifying.

Combining policy, education, and engagement, the initiative goes beyond compliance to build a workplace where everyone feels seen, heard, and valued.

Spectrum is a leadership and inclusion program powered by Merck in association with Nasdaq, Alcon, Siemens Healthineers, Randstad. It develops inclusive leaders through Exposure, Empathy, Engagement, and Reflection, with a focus on LGBTQ+ inclusion, psychological safety, and active allyship. Through collaborative learning, networking, and leadership development, participants gain the skills to foster belonging, advocate for equity, and create more inclusive workplace cultures.

**Pride Expression Challenge - All India Offices**

As part of Pride Month celebrations, the India Pride & Allies ERG launched the “Your Story. Your Way. — Pride Expression Challenge,” a pan-India creative initiative inviting employees across India offices to engage with LGBTQ+ themes through self-expression. Employees chose a prompt from a book, film, series, article, or event that resonated with them and responded in a creative medium, such as poetry, art, a skit, photography, or an essay. Entries were featured in the Pride Month wrap-up email, with special recognition across all offices.

The initiative was designed to move beyond passive awareness by giving employees an active, personal voice during Pride Month and amplifying authentic storytelling across the organization.

# BEST PRACTICES

In a country where traditional norms often prevail, these unique and best practices are redefining LGBT+ inclusion in India. These examples demonstrate that creating an inclusive work culture is not only possible but is already yielding transformative results across diverse sectors.

**Project Kaabil** is a flagship DEI initiative by Nestlé India's Pride ERG, Beacon, empowering the transgender community through culinary upskilling and economic inclusion.

- **Culinary Empowerment**: With Our Creative Kitchen and Sahodari Foundation, Kaabil offered 30 days of hands-on culinary training to help transgender individuals build livelihoods through food entrepreneurship.
- **Pilot Success**: Two transgender women graduated, showcasing a three-course meal made with Nestlé products.

Backed by leadership and CSR teams, the programme will scale into Kaabil 2.0.

Active allyship by senior leaders including pronouns in their email signatures and LinkedIn profiles. This support from the senior leadership strengthens our commitment to true inclusion.

At Tata Steel, LGBTQIA+ inclusion is guided by progressive policies and a strong focus on emotional well-being and psychological safety:

- **Newborn Parent Leave**: Now gender-neutral, offering 10 days to LGBTQ+ parents within six months of birth or adoption.
- **Childcare Leave**: Extended to single parents, male employees, and LGBTQ+ caregivers.
- **Gender-Neutral POSH**: Protection for all genders and orientations.
- **Medical Support for Trans Employees**: Critical medicines in OPD, SPOC-led assistance with private cabins in company hospitals, trans-specific health check-ups, and a structured Gender Reaffirmation Surgery process including mental health and readiness assessments.
- **Tata Executive Holiday Plan**: 12 room nights extended to LGBTQ+ partners.
- **Take Two Program**: Open to LGBTQ+ individuals re-entering the workforce.
- **Housing & Transfers**: Same-sex partners eligible for joint house points, relocation, medical coverage, EAPs, and events.

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**ALIGN India: An year of Impact (Jul 2025 – Aug 2026)**

ALIGN India grew from a new ERG into a thriving community driving awareness, allyship, visibility, and belonging across TE Connectivity.

- 97+ members and nominations
- 4,500+ employees reached through Pride campaigns
- 200+ inclusion posters displayed
- 1,902 employees completed LGBTQIA+ e-learning
- 672 joined awareness quizzes; 378 attended webinars
- 359 joined the Allyship Workshop; 185 attended awareness training
- 97 attended leadership-focused sessions
- 1 employee felt safe enough to come out and share their story

The Trans Café is an LGBTQ+-run tuck shop initiative operated at TIAA Global Capabilities' office premises in Pune and Mumbai, India. The café is staffed and run by members of the transgender and broader LGBTQ+ community, providing them with dignified employment and economic empowerment. The initiative was born out of the Corporate Services & Pride BRG's (ERG's) commitment to building awareness and creating meaningful impact for the LGBTQ+ community — going beyond events and advocacy to create a tangible, day-to-day touchpoint of inclusion within the workplace. The Trans Café quickly became a massive success among Pune associates, associates regularly patronising the café for the good food and the friendly staff.

WTW India GDC uses experiential storytelling to turn LGBT+ inclusion into practical workplace learning. Its two-day LGBT+ Inclusion Network launch engaged more than 50 leaders in awareness training and panel discussions. Building on this model, Pride 2026's "Lights, Words & Pride," delivered with Pride Circle, combined a transgender workplace film with a fireside conversation led by Anjali Gopalan. The practice strengthens leadership accountability, empathy and visible allyship.

Global Allyship Challenge (2026)

In 2026, Pride@ZS and Pride Circle launched the Global Allyship Challenge to move allyship from awareness to everyday practice. Through expert-led sessions, micro-actions, self-reflection, and community engagement, it helped employees build inclusive behaviours supporting LGBTQIA+ colleagues.

Over 400 employees globally took part, including senior leaders, Inclusion & Belonging Council members, and Pride@ZS leaders, making visible allyship commitments and practical workplace actions.

Scalable and adaptable across regions, the model has made allyship a year-round capability, strengthening psychological safety, belonging, and ZS's commitment to LGBTQIA+ inclusion.


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# THE IWEI TOP EMPLOYERS AWARDS

In recognition of their leading work in LGBT+ inclusion, the IWEI congratulates the following Top Employers






Top 10 employers have integrated LGBT+ inclusion comprehensively and serve as industry thought leaders, setting the standard with transformative initiatives to lead the change.

accenture

BCG

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Shape the future with confidence

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Bring your authentic self to work. With community groups that connect and support our people, there's space to find your community, build meaningful connections and grow.

**Our commitment to inclusion and belonging is recognized through multiple workplace awards each year.**

AVTAR & seramount EXEMPLARS MOST INCLUSIVE COMPANIES INDEX INDIA 2025

IWEI India Workplace Equality Index 2025 TOP 10 TOP EMPLOYER FOR LGBT+ INCLUSION

EQUALITY 100 2026 Leader in LGBTQ+ Workplace Inclusion

"It's all about human life and the sanctity of it. Let's stand together and fight the biases that exist in society and at least have ZS as a place where we will not entertain them."



Ali Khan, director of IT governance risk and compliance, Pune, Pride@ZS






Gold employers have successfully embedded LGBT+ inclusion in their core policies, hiring practices, and external communication, demonstrating a long-term and in-depth commitment towards LGBT+ inclusion.

ACUITY ANALYTICS
amazon
ATLASSIAN
BARCLAYS
CLARIO.
Cummins
Deutsche Bank Group
GODREJ PROPERTIES
HSBC
intuit
KPMG
KPMG in India
LTM
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## FROM AWARENESS TO ACTION: EMBEDDING EVERYDAY ALLYSHIP

At Morgan Stanley, LGBTQ+ inclusion is supported through meaningful employee engagement, leadership involvement and a culture of everyday allyship. The India Pride & Allies Network plays a key role in fostering awareness, encouraging open dialogue and strengthening a sense of belonging.

Through employee-led initiatives, educational programs and collaborations with external partners, the network promotes inclusive behaviours, respectful interactions and a deeper understanding of diverse experiences. These efforts support Morgan Stanley's commitment to moving beyond awareness and embedding inclusion into everyday workplace culture, helping employees feel respected, valued and empowered to thrive.




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Silver employers have made significant achievements in promoting LGBT+ inclusion in the workplace, demonstrating progress and impact over time.

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Silver employers have made significant achievements in promoting LGBT+ inclusion in the workplace, demonstrating progress and impact over time.

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# SPECIAL AWARDS

We also recognize the exceptional contribution made by individuals from among our Top Employers. Our Special Award Winners have gone above and beyond to create inclusive workplaces for LGBT+ employees in India and supported their companies on their LGBT+ inclusion journey.

## OUR WINNERS ARE



# ALLY TRAILBLAZER
# OF THE YEAR



*Congratulations*

## Raghul T

Software Engineering MTS & President

**Outforce India, Salesforce India Private Limited**

Raghul T is a core member of Outforce India, Salesforce's Equality Group for LGBTQ+ employees and allies, driving activations across all offices in India. A member of the team since March 2023, he served as President from May 2025 to August 2026, guiding a new leadership team to build community at scale. He has made allyship a daily practice. In June 2026, Salesforce honored him with the South Asia Award for living its core value of Equality.

Under Raghul's leadership, Outforce India grew from 1,450 to about 4,500 members. Night-shift events and cross-office outreach opened the doors wider so more people could take part. He spearheaded the LGBTQ+ Allyship 101 for People Managers series with Pride Circle, which equips leaders with the skills to build inclusive teams. As primary owner of Salesforce's India Workplace Equality Index (IWEI) 2025 submission, he helped secure the IWEI Silver Award, with a significant year-over-year score improvement.

Raghul led Pride Celebrations and Marches across the Hyderabad and Bangalore campuses and hosted Together We Thrive networking forums. He held fireside chats with parent advocate Aarti Malhotra and Supreme Court lawyer Utkarsh Saxena. He brought Pride Month programming in person to the newly integrated Informatica campus in Bangalore.

In 2025–26, he partnered with other Equality Groups on intersectional programming. He also worked with the Employee Benefits team to raise awareness of LGBTQ+ inclusive policies.

Raghul's focus on volunteerism made Bangalore and Hyderabad the top two global hubs for Outforce volunteer hours, with each contributing more than 500 VTO hours in 2025. In June 2026, he partnered with NGOs across six Indian cities to deliver 1,000 volunteer hours in a single two-day activation.

Raghul has advanced LGBTQ+ awareness, strengthened partnerships, and built a workplace where everyone feels seen, valued, and empowered to do their best work. That kind of inclusion fuels the innovation and engagement that prepare us for the agentic future.

# LGBT+ TRAILBLAZER OF THE YEAR



*Congratulations*

## Saurabh Bajpai

Vice President

**NatWest Digital Services India Private Limited**

Saurabh Bajpai is a visible, purpose-driven LGBTQ+ inclusion leader who has helped move NatWest from participation to measurable, award-winning impact. As Global Co-Chair of the NatWest Group Rainbow Network, he shapes strategy while delivering strong India-focused outcomes across talent, allyship, visibility and community.

As an openly gay leader, Saurabh shared during LGBTQ+ History Month that NatWest was the first organisation where he felt truly comfortable being out. The campaign reached 16,579 impressions with a 4.72% engagement rate, encouraging colleagues to embrace authenticity and allyship.

Over two years, he has delivered sensitisation sessions to 10,000+ colleagues, and mentored 20+ LGBTQ+ colleagues. He has been central to advancing LGBTQ+ talent in India through Pride Pathways, NatWest's flagship LGBTQ+ talent programme, now in its 5th year. The 2025 edition attracted 529 users with 96.6% engagement from India. He also shaped Rainbow Mixers, Rainbow Bazaars and the DEI Roadshow, "Building Belonging," creating platforms for LGBTQ+ talent, queer-owned businesses and allies. He has built year-round inclusion through Bi+ The Way, a virtual support space for Bi+ colleagues, and Grow with Pride, a development journey focused on skills and career progression. NatWest's LGBTQ+ progress was highlighted in its Annual Report 2025. Beyond NatWest, he contributes to Pride Circle forums, the Out & Equal India Roundtable, KSF events, and sensitisation with educational institutions.

His recognition includes the INvolve Outstanding Role Model Lists 2023–2025 (#14 globally in 2025), Top 5 Finalist for IWEI Pride Trailblazer of the Year, the LGBTQ+ Trailblazer Award from NatWest Group CEO Paul Thwaite, and a 2026 Outstanding Network Lead shortlisting at the Employee Network Awards. The ecosystem he helps lead earned Pride ERG of the Year (IWEI 2024), Top 10 Employer for LGBTQ+ Inclusion and Supplier Diversity Champion (IWEI 2025), a FICCI D&I Award, and Best Network Group at the British LGBT Awards 2026.

Saurabh turns visibility into action, opens doors for LGBTQ+ talent, and builds spaces where colleagues feel safe, valued and proud.

# LGBT+ TRAILBLAZER OF THE YEAR



*Congratulations*

**Subh Maity**

Assistant Vice President

**Deutsche Bank Group**

SPECIAL AWARDS

Growing up and building a career as an openly LGBTQ+ professional, Subh knows true inclusion goes beyond policy. Guided by lived experience, he has dedicated his leadership to creating workplaces where people feel safe, valued, and empowered to be their authentic selves.

As Pride ERG Lead, Subh transformed LGBTQ+ inclusion from awareness activities into a strategic business priority. Starting with the Safe Zone Project's allyship and psychological safety workshops, he built a comprehensive Pride ecosystem spanning education, leadership engagement, community partnerships, and measurable outcomes. He repositioned the ERG as a business-aligned function with a site-led operating model, enabling employees and allies across divisions to champion inclusion locally. Under his leadership, Pride visibility grew from a single-city initiative to coordinated Pride Marches across all four India offices, uniting thousands of employees, allies, and leaders.

He pioneered "Rhythm of Pride," a music-based platform for self-expression, and immersive video-based Pride learning that replaced traditional awareness sessions. Alongside Safe Zone workshops, multilingual Nukkad Natak performances, and leadership conversations, these drove meaningful behavioural change. He also extended LGBTQ+ sensitisation to 500+ security and housekeeping professionals.

Advancing economic inclusion, he connected LGBTQ+ entrepreneurs with business opportunities and embedded supplier diversity into procurement, increasing utilisation by 40% while contributing to about 10% operational cost optimisation.

His impact is measurable: Pride participation rose 30%+, and nearly 10% more employees confidently shared their coming-out stories. The Pride network is now one of the organisation's most engaged communities.

Beyond the workplace, Subh contributes through executive talks, industry roundtables, and masterclasses. He rose on the INvolve Outstanding LGBT+ Future Leaders List from #70 (2023) to #30 (2024) and #21 (2025) globally, and has been named among the IWEI Top 5 LGBT+ Trailblazers for three consecutive years.

# PRIDE EMPLOYEE RESOURCE GROUP (ERG) OF THE YEAR




*Congratulations*

**Pride@BCG India**

Pride@BCG India has evolved beyond an employee network into a strategic platform that transforms the employee experience, drives organisational change, and advances LGBTQ+ inclusion through:

**1. Inclusive Policies and Benefits**: Our Gender Affirmation Program offers comprehensive transition support, gender affirmation insurance (including HRT) and workplace reintegration guidance. Other policies include gender-neutral parental leave, same-gender partner benefits, gender-neutral dress code and language policies, an LGBTQ+-affirmative EAP, pronoun guidance, and an inclusive POSH policy.

**2. Member and Ally Networking**: LGBTQIA+ colleagues can join as Confidential members, whose participation stays private beyond Pride members, or as General members, who are openly associated with the network. This gives them full control over how and when they disclose their identity while still connecting with the community and accessing support. Year-round engagement includes Pride conferences, leadership connects, listening sessions, mentorship workshops, City Dinners, Ally Catch-ups and community gatherings.

**3. Innovative Year-Round Engagement**: Our pedagogical approach builds awareness through podcasts, theatre-based learning workshops, Pride knowledge zones, art-led experiences, street plays and wellbeing workshops, creating ongoing opportunities for learning, reflection and behavioural change. Our ally ecosystem includes Friends of Pride, regular ally onboarding and catch-ups, an Ally WhatsApp community, visible ally campaigns, the Pride Champions Programme and ally trailblazer awards.

**4. Recruitment Support**: End-to-end support includes, Candid Conversations, a Pride member-led webinar where candidates openly discuss inclusion and life at BCG. A Confidential Pride Buddy Programme, which pairs candidates with a tenured Pride member for personalised pre-recruitment guidance, and engagement with campus Pride clubs through recruitment talks and case competitions. Together, these build trust throughout the interviewing journey.

**5. External Community Support**: We partner with leading LGBTQ+ community organisations, educational institutions, and LGBTQ+ entrepreneurs and businesses. The work spans thought leadership, career mentoring, mental-health workshops, public-policy dialogue, entrepreneurship support, research and sponsorships, building sustained impact beyond the firm.

**6. Supplier Diversity**: We direct a significant share of our yearly Pride-related sourcing to queer-owned and queer-led enterprises, building long-term partnerships beyond Pride flea markets. Many of our empanelled queer vendors now serve multiple BCG offices year-round.

Pride@BCG helps us live our values and stand with the community at every stage of their career and growth at the firm.

# DEI CHAMPION
# OF THE YEAR



*Congratulations*

## Richika Padubidri

VP & Director of Community Engagement and Belonging - APAC

**AllianceBernstein**

Richika joined AB India in 2025. Within just six months, she launched AB Out, AB India's LGBTQ+ Employee Resource Group, establishing a platform for awareness, allyship, education, and belonging. Through courageous storytelling, thought-provoking conversations, and community engagement, she created spaces where employees could listen, learn, and connect through empathy. She also conceptualized AB Voices, a newsletter celebrating stories, achievements, and lived experiences from the LGBTQ+ community, helping normalize conversations and foster understanding across the organization.

Richika's contribution extended far beyond awareness. She championed systemic change by advocating for gender-neutral washrooms, supporting the inclusion of gender affirmation surgery coverage within the India medical insurance plan, and enabled gender-neutral language within workplace policies and the employee handbook. She also partnered closely with the People team to strengthen inclusive hiring practices and processes.

Under her leadership, inclusion came to life through leader and employee learning programs wherein 100 leaders and people mangers trained on LGBTQ inclusion, partnerships with LGBTQ+ nonprofits, volunteering initiatives at a Trans Café, opportunities for LGBTQ+ entrepreneurs to showcase and sell their products at AB, and AB India's participation in its very first Pride March in 2026. She transformed AB Out into a year-round strategic platform that drives continuous education, engagement, and meaningful change, with over 50% of employees in India participating in LGBTQ+ awareness and allyship learning initiatives.

The impact has been profound. Today, more than 14% of employees actively identify as visible allies, and members of the LGBTQ+ community have a safer and more supportive environment where they can be seen, heard, and valued. Her work has also earned external recognition for LGBTQ+ inclusion, while ERG leaders she has mentored have gone on to receive industry accolades of their own.

Richika's leadership exemplifies intentional allyship in action. Through persistence, vision, and a deep commitment to belonging, she has helped create a lasting culture shift, embedding inclusion into the fabric of the organization and leaving a legacy of trust, dignity, and hope.

# PRIDE EXECUTIVE SPONSOR OF THE YEAR



*Congratulations*

## Bharat Patel

Head, Bangalore Centre &
VP - Global Technology

**Nasdaq**

Bharat Patel has been an exceptional Executive Sponsor for The OPEN Network, consistently demonstrating visible leadership, active allyship, and an unwavering commitment to advancing LGBTQ+ inclusion at Nasdaq. As Head of the Bangalore Center, Bharat has used his influence and leadership position to champion an environment where employees feel safe, respected, and empowered to be their authentic selves.

Over the past years, he has actively supported OPEN initiatives through sponsorship, participation, mentorship, and advocacy. Bharat has backed key programs including the OPEN Bangalore launch, LGBTQ+ leadership and networking events, speed mentoring initiatives, and partnerships with Pride Circle, ensuring these efforts received the visibility, resources, and executive support needed to succeed.

His commitment extends beyond internal programs. Bharat has been a strong advocate for external LGBTQ+ engagement and employer-brand initiatives, recognizing the importance of openly demonstrating Nasdaq's commitment to inclusion and belonging. He has consistently supported participation in forums and initiatives that strengthen Nasdaq's reputation as an inclusive employer and create opportunities for learning, networking, and community impact.

What sets Bharat apart is his willingness to lead by example. He not only sponsors initiatives but actively participates, amplifies employee voices, encourages allyship, and creates opportunities for meaningful dialogue and growth. Through his authentic leadership and visible support, he has helped strengthen OPEN's impact, foster a culture of belonging, and inspire others to become advocates for inclusion. For his outstanding commitment and transformative influence, Bharat Patel is a truly deserving recipient of the Executive Sponsor of the Year Award.

# SUPPLIER DIVERSITY CHAMPION
## OF THE YEAR

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SPECIAL AWARDS

*Congratulations*

**ZS**

ZS is committed to building a supply chain that reflects our values of inclusion, belonging, and sustainable impact. Through our Supplier Inclusion Program, we work to increase opportunities for diverse businesses, including businesses owned by LGBTQ+ individuals, while promoting accountability, transparency, and supplier development.

We support inclusive sourcing by providing equitable access to procurement opportunities through our public Supplier Hub and by leveraging tools such as Tealbook to identify and engage diverse suppliers. Supplier inclusion is embedded into our Sustainable Procurement Policy, procurement training, supplier reviews, codes of conduct, and contractual expectations.

Beyond sourcing, ZS focuses on supplier engagement and capability building. In 2026, we partnered with Pride Circle to convene a Supplier Diversity Roundtable, bringing together procurement leaders, industry peers, and businesses owned by LGBTQ+ individuals to discuss inclusive sourcing practices and supplier diversity. The event also highlighted India's first LGBTQ+ business certification initiative and created visibility for LGBTQ+ entrepreneurs and businesses.

Through partnerships with organizations such as Pride Circle and BeUnic, ZS also supports initiatives that advance economic empowerment and workforce development for LGBTQIA+ communities. We track spend with certified diverse suppliers, publicly report supplier diversity metrics, and define diverse suppliers to include businesses that are at least 51% owned, operated, and controlled by LGBTQ+ individuals.

Through inclusive sourcing, supplier education, external partnerships, and ongoing measurement, ZS is helping create a more inclusive supplier ecosystem that enables businesses owned by LGBTQ+ individuals to participate, grow, and thrive. Our efforts contributed to ZS being recognized as a Supplier Diversity Champion within the India Workplace Equality Index.



# IWEI 2027 CALENDAR

| | |
|---|---|
| DEC 2026 - MAR 2027 | Customised Feedback Report & Consultation |
| ARP 2027 | Announcement of 8th Edition & Launch Webinars |
| MAY 2027 | Submission Opens for Survey |
| JUL 2027 | Submission Closes for Employer Survey & Awards Nomination |
| AUG 2027 | Submission Closes for Employee Feedback Survey |
| NOV 2027 | 8th Edition of Annual Summit and Awards (in-person) |

To become a sponsor for IWEI 2027, please write to **nikita@thepridecircle.com**

**Calendar updates for Webinars & Roundtables will be published in March 2027.*

# IWEI PARTNERS

The Keshav Suri Foundation has made strides with its various initiatives and programs, focusing on the marginal intersections of society, including the LGBTQAI+ communities, people with disabilities, and acid attack survivors. The foundation is working towards queer livelihood building, access to education through scholarships and fellowships, making mental health services available for the communities, and creating workspaces diverse & inclusive. The foundation is on a mission to Embrace, Empower, and Mainstream various communities across the country.

Pride Circle is a Diversity & Inclusion company with a mission to enable & empower the LGBTQ+ community, Allies, Educational Institutions, organisations, & Society in fostering a culture of belonging for all. Founded in India, now operating in the UK. We partner with over 500 companies worldwide offering a comprehensive, best-in-class consulting & advocacy programs that enables them to foster safe, inclusive and welcoming work environments. We are also invested in building Generational Inclusion, Mental Wellbeing, and Psychological Safety for all through an intersectional lens, enabling everyone to thrive at work.

Founded in London in 1989, Stonewall now works in each nation of the UK and has established partnerships across the globe. We help create transformative change in the lives of LGBTQ+ people through our campaigns, research and change and empowerment programmes. We continue to fight for a world where LGBTQ+ people everywhere can live their lives to the fullest.

# CONTACT US

For more information about the Index or to sign up for IWEI 2027,

Write at: **iwei@thepridecircle.com**

Call us on: **+91 9840177228**

Learn more: **workplaceequalityindex.in**

“As algorithms begin to decide who gets hired, promoted and heard, every person behind the data matters. Inclusion must move from our policies into our code, because the companies that design for every identity today will shape a fairer future for all.”

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