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[For Immediate Release]

## 2025 Hong Kong LGBTQ+ Inclusion Index Awards Presentation Participating Employers Raise the Bar in LGBTQ+ Inclusion at Work

**Hong Kong, 23 Oct 2025 – Community Business**, a leading not-for-profit organisation dedicated to social impact and fostering inclusive workplace practices in Asia, presented the awards of [2025 Hong Kong LGBTQ+ Inclusion Index](#) on Thursday 23 October 2025. The event was sponsored by Macquarie and saw the announcement of Top 10 Employers, the recipients of Gold, Silver and Bronze Rankings as well as six special awards. A total of 25 organisations in Hong Kong participated in the 2025 iteration of the Index, for the first time, with all of them at least a Bronze Standard.

*"The 2025 Index reveals meaningful progress, For the first time, every participating organisation receives at least a Bronze Standard, it's an unequivocal sign that inclusion is gaining foothold across diverse sectors. We've seen average scores increase, with both the highest and lowest scores reaching unprecedented levels."* said **Jeiz Robles, Director of DE&I at Community Business**, *"Yet, these achievements co-exist with significant challenges. True inclusion demands more than events and policies. It requires deep, sustained commitment to equity in benefits, measurement and intersectionality that embraces the full spectrum of LGBTQ+ identities. The Index presents a nuanced picture of advancement and opportunity, reminding us that inclusion is an ongoing journey, not a destination. We look forward to advancing a culture where authentic inclusion elevates us all together with our partners and supporters."*

### History of the LGBTQ+ Inclusion Index

Launched in 2015, the [Hong Kong LGBTQ+ Inclusion Index](#) was Asia's first benchmarking tool for assessing policies and practices around creating inclusive workplaces for the LGBTQ+ 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. To meet the demand for LGBTQ+ inclusion benchmarking exercises across the region, Community Business opened participation to organisations based in Singapore since 2023. While Community Business was encouraged to see the appetite for a benchmarking tool in LGBTQ+ 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.

In this sixth iteration of Index, Community Business opened the participation for not just corporates, but also other organisations like NGOs. To make the index more inclusive, small to medium-sized enterprises (SMEs) or non-governmental organisations (NGOs) have a separate assessment than corporates.

## Results of 2025 Hong Kong LGBTQ+ Inclusion Index

### Top 10 Employers

The Top 10 Employers represent the highest scoring organisations of the 2025 LGBTQ+ Inclusion Index.

1. Linklaters
2. HSBC
3. A&O Shearman
4. Macquarie
5. Morgan Stanley
6. EY
7. Manulife
8. DLA Piper Hong Kong
9. Willis Towers Watson
10. Standard Chartered Bank (Hong Kong) Limited

### Top 3 in Financial Services

1. HSBC
2. Macquarie
3. Morgan Stanley

### **Top 3 in Legal Services**

1. Linklaters
2. A&O Shearman
3. DLA Piper Hong Kong

### **Top 3 in Risk Management, Insurance Broking & Consulting**

1. Manulife
2. Willis Towers Watson
3. Prudential Hong Kong Limited

### **Best LGBTQ+ Inclusion Newcomer**

The Best LGBTQ+ Inclusion Newcomer was given to the highest scoring organisation who participated in the Index for the first time.

This was awarded to:

**Fitch Group**

### **Most Improved LGBTQ+ Inclusion Champion**

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

This was awarded to:

**DLA Piper Hong Kong**

### **Special Recognition for NGO Commitment to LGBTQ+ Inclusion**

The Special Recognition for NGO Commitment to LGBTQ+ Inclusion was given to the participating NGO with a standard reached.

This was awarded to:

**Greenpeace**

### **Excellence in Trans Inclusion Award**

The Excellence in Trans Inclusion Award was given to the organisation who scored the highest for trans inclusion related questions.

This was awarded to:

**Macquarie**

### **Outstanding Community Engagement and Advocacy Award**

The Outstanding Community Engagement and Advocacy Award was given to the organisation who scored the highest in the category of Community and Advocacy.

This was awarded to:

**Linklaters**

### **The Trailblazer Award**

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

This was awarded to:

**HSBC**

## Organisations Which Achieved Gold, Silver and Bronze Standards

These organisations achieved a Gold, Silver or Bronze Standard in the 2025 Hong Kong LGBTQ+ Inclusion Index\* (in alphabetical order)



- A&O Shearman
- DLA Piper Hong Kong
- EY
- HSBC
- Linklaters
- Macquarie
- Manulife
- Morgan Stanley
- Willis Towers Watson



- Barclays
- Eaton HK
- Fitch Group
- Hogan Lovells
- Johnson Stokes & Master
- KPMG
- Marriott International
- Societe Generale
- Standard Chartered Bank (Hong Kong) Limited



- Greenpeace
- Prudential Hong Kong Limited
- Anonymous Organisation 1
- Anonymous Organisation 2
- Anonymous Organisation 3
- Anonymous Organisation 4
- Anonymous Organisation 5

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

## Launch of the Main Report

The main report for **2025 Hong Kong LGBTQ+ Inclusion Index** will be available for download on the [Community Business website](https://www.communitybusiness.org) in November 2025. This will present consolidated findings from the Index submissions and provides a valuable benchmark for all companies committed to creating inclusive workplaces for LGBTQ+ employees in Hong Kong.

## About Community Business

Community Business is a leading not-for-profit (Hong Kong Charity Number: 91/6560) committed to driving positive change across Asia. Community Business is dedicated to social impact and fostering inclusive workplaces and communities. Community Business works to support and empower its partners to uphold human rights and fair wages. Community Business is uniquely positioned as a bridge between the corporate world and grassroots organisations, building upon 20 years of Asia-led insights and thought-leadership in workplace inclusion to identify and implement meaningful progress.

Thought leadership is at the heart of Community Business' work. Community Business uses its research as a platform to bring together a regional network of organisations to foster meaningful collaboration with wider community stakeholders. Since its conception, Community Business has been striving to make a ripple of change through society, working to challenge attitudes among those who attend networks and events or interact with its research and thought leadership. Community Business believes that sparking a positive impact on key changemakers will extend to the way they act, feel and operate within their wider communities.

Community Business' expertise sits at the convergence of **Inclusion and Employee Wellbeing**, ensuring that a **nuanced and Asia-led understanding of the intersectional experience** of individuals fuels all their initiatives, advocacy and research. Community Business converts its Asia focused insights into tangible interventions to help corporate partners strike a balance between global conversations and top-down policies and implement the most appropriate interventions to drive social inclusion in the region. A nimble organisation with offices in Hong Kong and India as well as a network of partners across Asia, Community Business is poised to help organisations drive social sustainability and create a positive impact on their people and the wider communities in which they operate.

Community Business is committed to the **United Nations Sustainable Development Goals**, working specifically to further them in the following areas:

- **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.
- **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 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 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.

Community Business works with organisations to strengthen the **social** and **governance** elements of their larger ESG (Environmental, Social and Governance) strategies, curating market-leading networks for companies to come together and ideate, providing bespoke consultancy for organisations looking to enhance their internal approaches, developing groundbreaking research into often taboo topics and leading pioneering initiatives and campaigns to create a ripple of social change throughout the wider community.

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

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