

Refinitiv Diversity & Inclusion

Thoughts from the Top 100

Refinitiv has received strong support from companies featured in the Diversity & Inclusion Index. We are pleased to share the following quotes, which emphasise the role diversity and inclusion play in developing dynamic, progressive and high performing organisations.

“To be recognized as the #1 ranked company on the Refinitiv Diversity and Inclusion Index is a great honor for Gap Inc. – one that has been 52 years in the making. We believe that inclusion isn’t optional, and this recognition truly reinforces the importance of Gap Inc.’s core belief – that we all deserve to belong. We know there’s more work to be done and we have established a path to create long-lasting systemic changes through our 2025 Equality & Belonging Commitments. With the passion and dedication of our employees, we will continue to do what’s right for our teams, customers and communities.”

[Sheila Peters, Chief People Officer, Gap Inc, Rank #1](#)

“RBC’s diversity and inclusion vision is to be among the most inclusive and successful companies, putting diversity into action to help employees, clients and communities thrive. We are honoured to be recognized by Refinitiv and proud of the progress we’ve made, but we know that the move toward equality and fundamental change in our society has much further to go. Creating a future that is inclusive and sustainable for everyone compels us to focus on the process of change as much as the outcome. That’s why RBC has undertaken action plans to better understand, identify and address key issues that impact Black, Indigenous and People of Colour (BIPOC), Women, LGBT+ individuals, Persons with Disabilities, and any groups or individuals who may be underserved or underrepresented. As a cornerstone of our values and core to our Purpose, we will continue to drive forward and speak up for inclusion.”

[Dave McKay, President & CEO, RBC, Rank #2](#)

“We believe transparency and accountability are hallmarks of good governance and essential to building trust.”

[Julie Sweet, CEO, Accenture Plc, Rank #3](#)

“We are honored to have been confirmed in the 2021 Refinitiv Diversity and Inclusion Index and to be recognized once again as the leader in our industry group. “This is yet another major acknowledgement of our ongoing commitment to the principles of equal opportunity and integrity, and is the result of our constant attention to gender diversity, workplace inclusion policies and human capital development. These sustainability drivers are embedded in our business operations as well as in the services we provide to our customers. Looking ahead, we remain dedicated to further improving our track record in these fields for the benefit of our stakeholders and with a view to contributing to the creation of a more inclusive society.”

[Francesco Starace, CEO and General Manager, Enel S.p.A., Rank #7](#)

“I am proud of our commitment to inclusion at CCH, and the efforts we’ve made behind that commitment, including our inclusive leadership programs, the development of our HR function to disrupt unconscious bias and our focus on women role models through their stories and panel discussions, as well as our #nojobhasagender campaign. We strive to ensure every person in our business feels like a valued member of the team and that their voice matters, and to be ranked in the top 10 in the Refinitiv index spurs us on to continue our journey to a more inclusive and diverse workplace that is also vital for our growth.”

[Sanda Parezanovic, Chief People and Culture Officer, Coca-Cola HBC, Rank #8](#)

"At Kering we believe that diverse voices engaging in an inclusive culture are vital to creativity and innovation - the heartbeat of Luxury. Our ranking in the top ten by Refinitiv recognizes our long-standing commitment and action plan to accelerate our policies which offer all our employees a working environment that is inclusive, open and equitable. We welcome and nurture multi-dimensional diversity (cultural background, gender, ethnic origin, generation, disability, etc.) because we know with diversity and inclusion comes collective intelligence, a fundamental concept at Kering."

[Béatrice Lazat, Chief People Officer, Kering, Rank #9](#)

"It fills us with pride that once again we were awarded such a high place in the global ranking that verifies not only the declared values of companies, but also how they implement these values in their day-to-day team management. An equal treatment policy is very important for us. In 2019 we signed the Diversity Charter coordinated by the Responsible Business Forum. ESG activities constitute an important element of our business strategy, which is consistently and effectively implemented. We are glad to see that independent experts recognize our efforts"

[Marcin Czyczerski, President of the CCC Group Management Board, Rank #11](#)

"This recognition confirms our ongoing commitment to fostering a diverse and inclusive culture. We continue to build an inclusive workplace for every future and are encouraged by our progress so far. We've set high ambitions and continue to pursue our 2025 inclusion goals and do the necessary work to sustain a culture of inclusivity across our global footprint."

[Barb Mason, Group Head and Chief Human Resources Officer, Scotiabank, Rank #14](#)

"Our commitment to Diversity & Inclusion is grounded in a belief that our future success depends on the ability and engagement of our colleagues and leaders. We take pride in creating a culture that celebrates the unique talents and contributions of each individual and I want to thank the Refinitiv Diversity and Inclusion Index on behalf of our 90,000 colleagues for recognizing what we have achieved to date and providing us with a benchmark to measure our progress. Being ranked a Top 25 company shows customers, colleagues and the communities we serve that we are delivering on our promise to be the Better Bank."

[Girish Ganesan, Global Head of Diversity & Inclusion and Head of Talent, TD Bank Group, Rank #15](#)

"Nedbank is committed to promoting diversity at every level, with diversity and gender representation being key considerations in our management, exco and board selection processes. We strive for a diverse and inclusive workplace that closely reflects the demographics of the countries we operate in. We believe in the immense benefits of a diverse workforce and that diverse skills, perspectives and thinking makes us more competitive and better able to better deliver market leading products and experiences to our clients, contribute more meaningfully to the communities we operate in, and ensure that Nedbank is a great place to work. We are honoured to be recognised in this way."

[Deb Fuller, Group Executive: Human Resources, Nedbank Group Ltd, Rank #16](#)

"The promotion of gender equality is a cross-cutting axis within the Red Eléctrica Group. We are the only company in the IBEX 35 whose board of directors is comprised of 50% women. Furthermore, we have set ourselves the goal of achieving gender parity in the management team by 2030. We have a Comprehensive Diversity Plan in place (2018-2022) that seeks to promote women's access to positions of responsibility, equal pay for both men and women, the equal-sharing of family responsibilities, the prevention of moral, sexual and gender-based harassment, and the prevention of gender-based violence. This plan includes also aspects related to diverse culture, LGBTI, people with disabilities and other vulnerable groups.

Being among the 25 most diverse and inclusive companies in 2021, according to the Refinitiv Diversity & Inclusion Index, shows us that we are on the right track and encourages us to further bolster our commitment to promoting gender equality and inclusion. Diversity of talent is a business imperative. There is no longer any doubt that diverse and inclusive companies create a more conducive working environment which, in turn, increases our productivity, fosters collaboration among our workforce, stimulates innovation and improves our business performance. We will continue along this path and encourage other companies to follow suit."

Beatriz Corredor, Chairwoman of the Red Eléctrica Group, Rank #18

“We are proud to be recognized in the Top 25 of Refinitiv’s Global Index, for our bold commitments, industry leading performance and positive social impact. Through our Zero Barriers to Inclusion strategy, we are living our Purpose-driven commitment to grow the good for an inclusive society, by providing access to opportunities and enabling growth for our colleagues, our customers, and the communities we serve.”

[Mona Malone, Chief Human Resources Officer and Head, People & Culture, Bank of Montreal, Rank #22](#)

Refinitiv is one of the world’s largest providers of financial markets data and infrastructure, serving over 40,000 institutions in approximately 190 countries. It provides leading data and insights, trading platforms, and open data and technology platforms that connect a thriving global financial markets community – driving performance in trading, investment, wealth management, regulatory compliance, market data management, enterprise risk and fighting financial crime.