

METHODOLOGY

Diversity Leaders **2026**

in collaboration with



statista

LEADER IN
DIVERSITY
2026

For the seventh time, the Financial Times and Statista have awarded the Europe Diversity Leaders

Summary



Methodology

The Diversity Leaders have been identified in an independent survey from a vast sample of **more than 100,000 employees**.

Corporations from all industry sectors⁽¹⁾ employing at least 250 people in 16 countries⁽²⁾ in Europe were eligible. The survey was conducted using online access panels, providing representative samples of the workforce in the respective countries. Survey participants were first asked to what extent they think their employer promotes diversity on a scale from 0 to 10. In subsequent questions, employees were prompted to give their opinion on a series of statements surrounding the topics of **age, gender, equality, ethnicity, disability and sexual orientation (LGBTQ+)**. The rate of agreement/disagreement regarding the statements was measured on a 5-point Likert scale. In order to take the opinions of diverse groups into account, the evaluations of women, elders, and ethnic minorities were weighted significantly higher than the evaluations from non-diversity groups. Participants were also given the chance to evaluate other prominent employers in their respective industries with regard to diversity.

The survey took an average of 6-9 minutes to complete, and the field period ran from April to July 2025. In total, **over 300,000 evaluations** formed the basis to identify the Diversity Leaders.

In addition to the survey, **indicators of commitment to diversity** have been researched for all companies: the share of women in management positions (executive committees, boards of directors, supervisory boards), their communication in favour of diversity (diversity policy, diversity page on corporate website, social media, actions organized to promote diversity), as well as a Denominator⁽³⁾ score, determined on the basis of online research and public diversity data.

The **800 companies** receiving the highest total scores were awarded as the Diversity Leaders 2026.



Executive Summary

- **Title of ranking:** Diversity Leaders 2026
- **Media partner:** FT
- **Edition:** 7th
- **Number of awardees:** 800
- **Methodology:** Survey
- **Criteria used for determining rank:** Online survey assessing various evaluations of company performance. Companies were scored across multiple dimensions, with the highest scores determining the final ranking. KPIs related to corporate diversity were gathered and incorporated into the final score.

(1) Government Services and Education excluded.

(2) Austria, Belgium, Denmark, Finland, France, Germany, Ireland, Italy, Luxembourg, the Netherlands, Norway, Poland, Spain, Sweden, Switzerland and the United Kingdom.

(3) Denominator provides fact-based data and ratings on Diversity, Equity, & Inclusion (DEI) across private and public companies, industries, and countries.

The employee evaluations were collected via an independent panel survey

Score details



Online Access Panel⁽¹⁾

The survey was conducted using an online access panel, providing a representative sample of over 100,000 employees working part- or full-time for companies and institutions employing more than 250 employees in Austria, Belgium, Denmark, Finland, France, Germany, Ireland, Italy, Luxembourg, the Netherlands, Norway, Poland, Spain, Sweden, Switzerland and the United Kingdom.



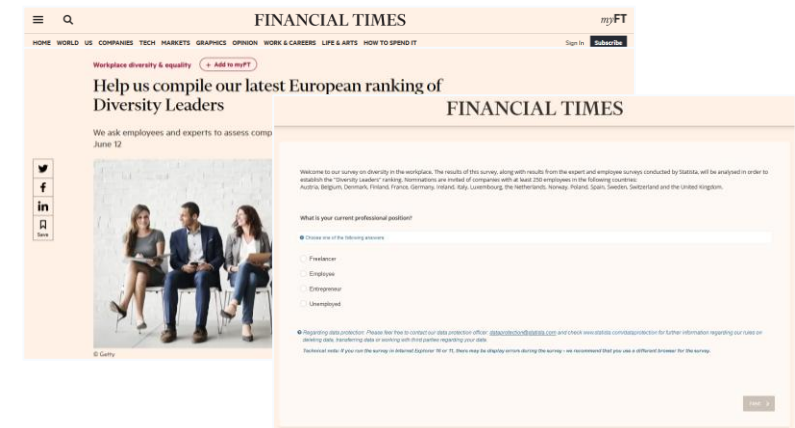
> 100,000 Participants

- ✓ **Full-Time** (> 35 hours per week)
- ✓ **Part-Time** (< 35 hours per week)
- ✗ **Unemployed**
- ✗ **Self-employed**
- ✗ **Company size** < 250 employees



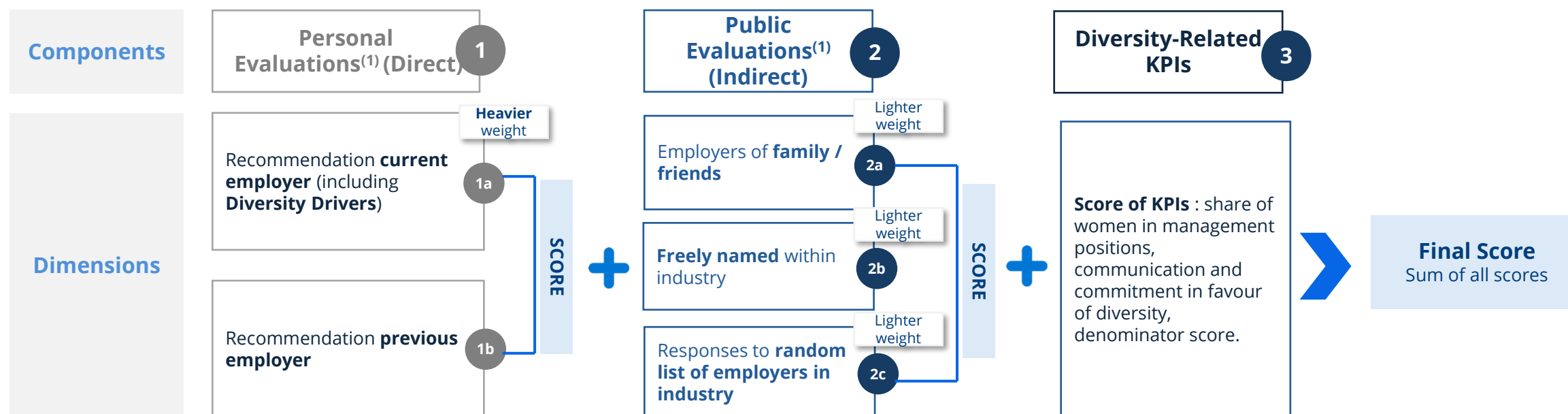
Survey

The survey also ran on ft.com



The scoring model is founded on three key components: **1) Personal Evaluations** **2) Public Evaluations** and **3) KPI Gathering**

Methodology I



Perception Correction Factor: In case the mean evaluations of diversity and non-diversity groups deviated from one another, the mean score for the respective dimension was adjusted in favour of diversity responses (max. of +/-5%). In order to ensure greater consistency from year to year, last year's score (if available) was included with a smaller weight.

Employees were asked to consider the following statements⁽¹⁾ in order to rate their own employer

Methodology II

General Diversity

- I believe the company will take appropriate action in response to incidents of discrimination
- This company respects individuals and values their differences
- This company provides an environment for the free and open expression of ideas, opinions and beliefs
- My employer uses diversity and inclusion effectively to increase workforce productivity

Ethnicity

- There is cultural diversity among the people a job candidate will meet/see on his/her first visit to the company
- I like the way my employer handles ethnic diversity
- My employer has stated initiatives for increasing ethnic diversity at senior management levels
- Succession pools (i.e. people designated to succeed managers in the organization) are diverse

Age

- Management value the experience and know-how that older employees bring to the table
- Older employees receive the same training and promotional opportunities as younger colleagues
- My employer is implementing good practices for collaboration between younger and older employees

Gender

- Male and female workers doing the same job are paid the same salary
- Men and women have the same opportunities for advancement
- My organization has practices in place to recruit a gender-diverse workforce
- The procedures for reporting sexual misconduct in my company are clear and transparent

LGBTQ+

- I would consider my workplace LGBTQ+-friendly
- My employer provides mentoring opportunities targeted to LGBTQ+ employees
- At my workplace, sexual orientation or gender identity does not adversely affect career progression

Disability

- My employer is inclusive and has an accessible environment for all people with disabilities
- My employer encourages workplace adjustments and improvements to increase accessibility for those disabled
- My organization is aware of the needs of staff with disabilities

Industries

Each employer grouped by industry⁽¹⁾



Manufacturing and Heavy Industry

- Aerospace, Defense, Manufacture of Transport Equipment
- Automotive (Producers and Suppliers)
- Construction
- Engineering, Manufacturing
- Manufacture and Processing of Materials, Metals and Paper
- Oil and Gas Operations, Mining, and Chemicals



Consumer Goods and Retail

- Clothing and Accessories, Sports Equipment (Manufacturing and Retail)
- Food, Soft Beverages, Alcohol and Tobacco
- Packaged Goods
- Retail
- Wholesale



Finance and Professional Services

- Banking and Financial Services
- Business Services and Supplies
- Insurance
- Consulting and Accounting



Healthcare and Biotechnology

- Drugs and Biotechnology
- Health Care Equipment and Services
- Healthcare (Social)



Media, Advertising, and Leisure

- Media and Advertising
- Restaurants
- Travel and Leisure



Technology and Telecommunication

- Telecommunications Services, Cable Supplier
- IT, Internet, Software and Services
- Semiconductors, Electronics, Electrical Engineering, Hardware



Others

- Utilities
- Transportation and Logistics