



2024 UK REDI Monitor & REDI Index Report

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1st Annual Report

ABOUT THE REDI MONITOR & INDEX

The FTSE 100 Corporate Religious Equity, Diversity & Inclusion (REDI) Monitor tracks the growing movement among companies on the FTSE 100 Index that are including religion and belief as a core part of their diversity initiatives. This is the first year to monitor the FTSE 100 (the US Fortune 100 has been annually monitored since 2020).

The REDI Index Survey is an international benchmarking tool that companies use to track their progress in (and be recognized for) including religion and belief as an integral part of their overall commitment to workplace diversity, equity and inclusion.

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ABOUT US

The Religious Freedom & Business Foundation (RFBF) is the preeminent organisation dedicated to educating the global business community, policymakers, non-government organisations, and consumers about the positive role faith and freedom of religion or belief for all (including non-theistic beliefs) have on workplaces and the economy.

RFBF is a non-partisan, nonpolitical, multi-faith, non-profit organisation with work and partners worldwide. It does not take a position on current political debates. It is a Stakeholder in the UK Parliament's All Party Parliamentary Group on International Freedom of Religion or Belief (APPG FoRB). Our approach is to build freedom of religion or belief for all by expanding the space where faith is welcome in business, society, and the world. See related APPG FoRB [report](#): "Building Freedom of Religion or Belief Through Faith-and-Belief Friendly Workplaces: A CALL TO ACTION".

NB: When referring to religion, faith, and belief, we include atheism and humanism as well as non-theistic and non-Abrahamic religions, faiths, and beliefs.

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PREFACE

On 28 November 2023, DEI consulting firm Pearn Kandola released “Religion at Work”, the largest-ever survey of religion in the workplace, with over 6,000 participants in the UK and US from six different faiths: Buddhism, Christianity, Hinduism, Islam, Judaism, and Sikhism. The study concluded that while organisations may believe that they are promoting religiously inclusive workplaces, their employees do not necessarily agree.

Pearn Kandola points out that the topic of religion at work is largely overlooked not only by organisations but also within organisational research despite the importance that faith plays in the lives and identities of many people in the UK. While the religious employees surveyed report experiencing barriers to the expression of religious identity at work, the Pearn Kandola report emphasises that the research around the topic of religion at work is extremely limited and that there is still not a clear understanding of the barriers that religious employees face at work.

The 2024 UK REDI Index and this first-of-its-kind REDI Monitor study of companies on the FTSE 100 Index seek to add to the understanding of how companies are including – or not including – a focus on religion in their overall commitments to diversity. This report follows on from a 10 July 2023 meeting in Parliament sponsored by the All Party Parliamentary Group (APPG) on international Freedom of Religion or Belief (FoRB) and chaired by Baroness Verma with representatives from leading companies in the United Kingdom. Jim Shannon, MP for Strangford and APPG FoRB Chair, also participated.

The APPG FoRB meeting got the attention of the Prime Minister’s Office, and the same group were invited on 11 July 2023 to No. 10 Downing Street for a summit on faith in the workplace. The summit, chaired by John Glen, MP, then Chief Secretary to the Treasury, allowed some of the best companies operating in the UK – both national and multinational – to share how they are welcoming employees to bring their whole selves to work, faith and all, by encouraging faith-friendly policies. Top executives from American Express, Baringa, Google, NATS, NHS, OVO Energy, Salesforce, Rolls-Royce, Transform Work UK, University of Derby, among others, each shared how they are embracing faith in the workplace and how they see a person’s religious beliefs as an asset that has bottom line benefits rather than a problem to be solved or avoided.

It is important to reiterate that when referring to religion and/or belief, we include not only formal religious faiths such as Buddhism, Christianity, Hinduism, Islam, Jainism, Judaism, Sikhism, and so forth, but also non-theistic belief systems such as atheism.

Brian Grim, Ph.D.
President
Religious Freedom & Business Foundation
4th March 2024, London

EXECUTIVE SUMMARY



The two most faith-and-belief-friendly workplaces in the UK are Baringa Partners LLP and Rolls-Royce plc, as measured by the corporate Religious Equity, Diversity & Inclusion (REDI) Index and Monitor in the first UK edition. Both organisations have fully integrated religion (including non-theistic beliefs) as part of their commitments to diversity, equity and inclusion (DEI). In doing so they have created workplaces where employees of all faiths and beliefs feel a sense of belonging, which is a benefit to retention, recruitment and ultimately revenue.

This inclusive environment related to religion and belief is facilitated by organisational communications, policies and programs. These include:

1. Featuring religion on the company's main diversity pages
2. Sponsoring active faith and belief employee resource groups (ERGs)
3. Sharing best practices with other organisations
4. Addressing religion in diversity training
5. Providing access to spiritual care, including in the case of Rolls-Royce, chaplains
6. Being attentive to how religion impacts stakeholders
7. Accommodating the religious needs of employees
8. Having clear procedures for reporting discrimination
9. Encouraging employees to attend religious diversity professional conferences
10. Matching employee donations to religious organisations
11. Equitably celebrating or honoring holy days of employees

EXECUTIVE SUMMARY, continued

Joining Rolls-Royce on the top ten list of faith-friendly firms listed on the FTSE 100 are BT Group, Schroders, Whitbread, HSBC, Ocado Group, Phoenix, Anglo American, United Utilities and St. James Place, according to the REDI Monitor.

The number of UK companies opting-in to the REDI Index survey increased by 150%, from two in 2023 to five in 2024. While newcomers Baringa and Rolls-Royce took the top spots in 2024, OVO Energy and NATS, which took the top spots in 2023, both showed progress, both substantially increasing their scores over the past year, as will be discussed in Part 2 of this report. Newcomer Thames Water rounded out the top five companies on the UK REDI Index.

The 2024 UK REDI Index and this first-of-its-kind REDI Monitor study of companies on the FTSE 100 Index seek to add to the understanding of how companies are including – or not including – a focus on religion in their overall commitments to diversity.

The FTSE 100 Corporate Religious Equity, Diversity & Inclusion (REDI) **Monitor** tracks the growing movement among companies on the FTSE 100 Index that are including religion and belief as a core part of their diversity initiatives. RFBF staff analyse the main diversity pages of companies on the FTSE 100 Index, coding up the ways their diversity commitments include – or do not include – religion and belief. This is the first year to monitor the FTSE 100. The US Fortune 100 has been annually monitored since 2020.

The REDI **Index** is an opt-in international benchmarking survey that companies use to benchmark their progress in (and be recognized for) including religion and belief as an integral part of their overall commitment to workplace diversity, equity and inclusion. It covers 11 topics, as shown at right.



REDI Index 2024
CORPORATE RELIGIOUS EQUITY, DIVERSITY & INCLUSION INDEX
RELIGIOUS FREEDOM & BUSINESS FOUNDATION

11-topic survey, plus bonus • ReligiousFreedomAndBusiness.org/REDI-Survey

 <p>1. Religion is featured on company's main diversity page</p>	 <p>7. Accommodates religious needs of employees</p>
 <p>2. Company sponsors faith and belief employee resource groups (ERGs)</p>	 <p>8. Clear procedures for reporting discrimination</p>
 <p>3. Company shares best practices with other companies</p>	 <p>9. Employees attend religious diversity conferences</p>
 <p>4. Religion is clearly addressed in diversity training</p>	 <p>10. Company matches employee donations to religious charities</p>
 <p>5. Company provides spiritual care and/or chaplaincy services</p>	 <p>11. Company equitably celebrates or honors holy days of employees</p>
 <p>6. Attentive to how religion impacts stakeholders</p>	<p>* Other ways company promotes religious inclusion</p> 

EXECUTIVE SUMMARY, continued

Comparison with the Fortune 100

As discussed below in Part 1 of this report, about 8-in-10 companies (79%) on the FTSE 100 make some reference to religion on their main diversity pages. Among the US Fortune 100 companies a slightly smaller share (73%) do so.

Both the FTSE 100 and the US Fortune 100 companies are much more likely than the overall US Fortune 500 companies to mention religion, with fewer than half (43.8%) of US Fortune 500 companies mentioning religion in 2023.

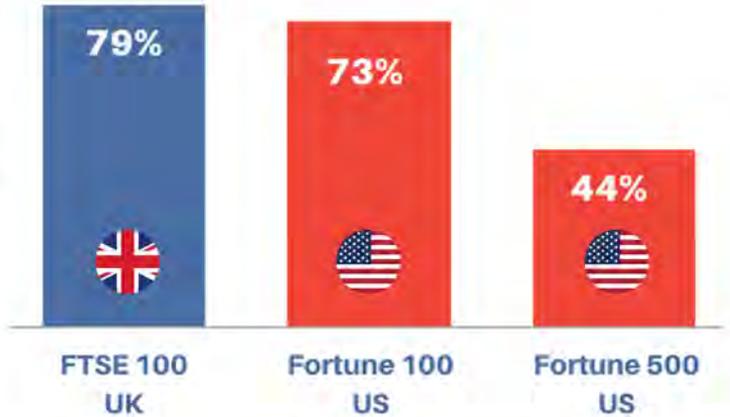
A clear indication of the degree to which religion is actively included as part of an organisation's DEI priorities is whether the company has faith-based or interfaith employee resource groups (ERGs). Indeed, while most FTSE 100 companies have one or more types of ERGs for race, abilities, gender, sexual orientation, and so forth, fewer have ERGs related to religion or belief. Among FTSE 100 companies, 12% have such ERGs. On this score, a larger share of US Fortune 100 companies (19%) have faith-related ERGs, according to our analysis of Fortune 100 diversity pages.

These data, while showing progress, indicate that much more attention needs to be placed on including religion and belief as a DEI focus not only among companies on the FTSE 100 list, but in companies on both sides of the Atlantic.

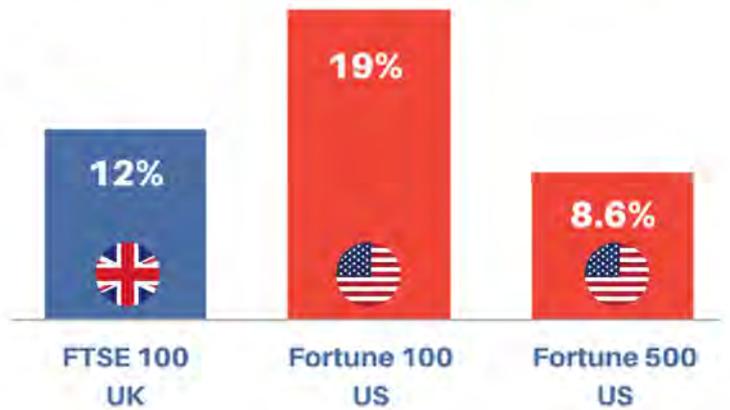
Organisations interested in participating in the US and global edition of the REDI Index have until 15th March to submit their surveys. Results will be announced on 21 May 2024 in Washington DC at the Annual Dare to Overcome Faith@Work National ERG Conference.



Religion Mentioned on Diversity Pages



Faith Employee Resource Groups (ERGs)



Notes:

- **FTSE 100:** 12 of 100 companies mention on their main diversity landing page or a related page having faith-oriented ERGs in 2024
- **Fortune 100:** 19 of 100 companies mention on their main diversity landing page or a related page having faith-oriented ERGs in 2024
- **Fortune 500:** 43 of 500 companies (8.6%) mention on their main diversity landing page or a related page having faith-oriented ERGs, according to our 2023 REDI Index Report

March 4, 2024 | Religious Freedom & Business Foundation

PART 1: FTSE 100 REDI MONITOR



Rolls-Royce plc took the top spot on the 2024 FTSE 100 Corporate Religious Equity, Diversity & Inclusion (REDI) Monitor, which tracks the growing movement among companies on the FTSE 100 Index that are including religion and belief as a core part of their diversity initiatives. This is the first year to monitor the FTSE 100 (the US Fortune 100 has been annually monitored since 2020).

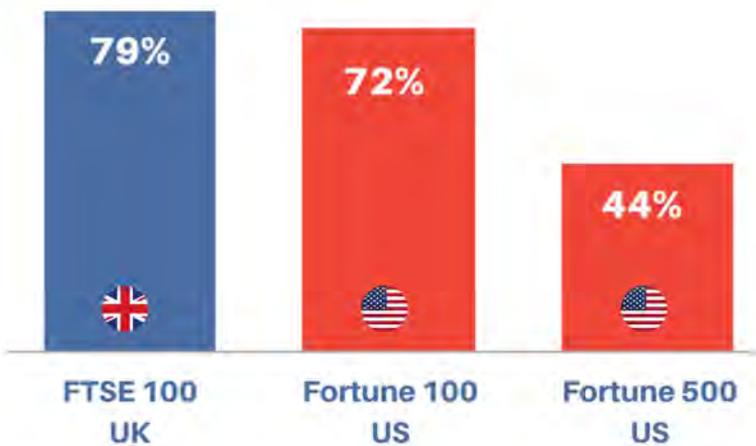
This first-of-its-kind study in the U.K. by the Religious Freedom & Business Foundation (RFBF) establishes a *minimum* annual benchmark of the state of *including religion* as an integral part of corporate diversity, equity and inclusion initiatives (DEI) among companies on the FTSE 100 list. RFBF ranked the companies' publicly visible commitment to inclusive, faith-and-belief friendly workplaces during the first two months of 2024 based on a careful analysis (double-blind coding, i.e., counting and categorization) of the main online diversity and inclusion landing pages of FTSE 100 companies.

Rolls-Royce owes its top spot on the REDI Monitor to also participating in the REDI Index Survey (see Part 2). The BT Group, Schroders, and Whitbread rounding out the top four on the REDI Monitor. HSBC, Ocado Group, Phoenix, and Anglo American tie for the next four spots, and United Utilities and St. James Place round out the top ten most faith-and-belief-friendly companies on the FTSE 100 Index. These companies are at the forefront of a growing movement among the UK's best organisations to include faith and belief as a full-fledged part of their DEI and belonging commitments.

Comparison with US Fortune 100



Religion Mentioned on Diversity Pages



Notes:

- **FTSE 100:** 79 of 100 companies mention, refer to or illustrate religion on their main diversity landing page or a related page in 2024
- **US Fortune 100:** 72 of 100 companies mention, refer to or illustrate religion on their main diversity landing page or a related page in 2024
- **US Fortune 500:** 219 companies of 100 companies (43.8%) mentioned, referred to or illustrated religion on their main diversity landing page or a related page, according to our 2023 REDI Index Report

March 4, 2024 | Religious Freedom & Business Foundation

Research staff at the Religious Freedom & Business Foundation have been monitoring the US Fortune 100 since 2020 and the US Fortune 500 since 2022. This is the first year to monitor the FTSE 100.

In 2024, nearly 8-in-10 companies (79%) on the FTSE 100 mention, refer to or illustrate religion on their main diversity landing page or a related page (see examples in “Summary of Results: Examples from the Top 10”). By comparison, a slightly smaller share of US Fortune 100 companies (73%) do so.

When viewed in a larger context, however, the FTSE 100 and Fortune 100 companies are much more likely than the overall 500 companies on the Fortune 500 list to mention religion. Less than half (43.8%) of Fortune 500 companies mentioned religion, according to data drawn from the Religious Freedom & Business Foundation’s 2023 US REDI Index Report (the 2024 US report comes out on May 21).

A clearer indication of a company’s commitment to including religion as part of DEI is whether they support faith-and-belief-related employee resource groups (ERGs).

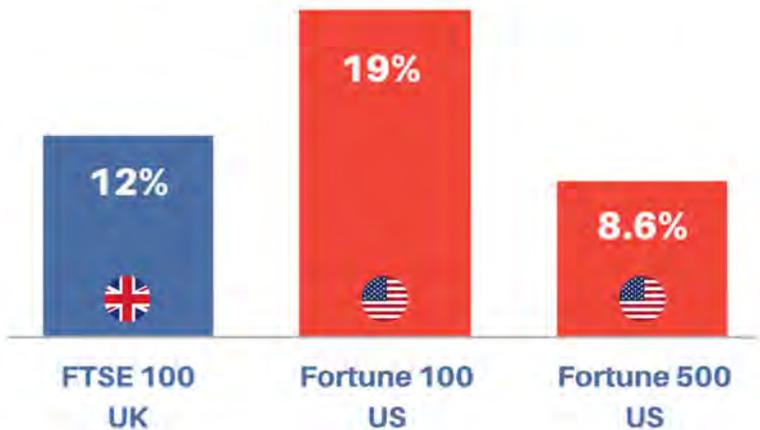
While the majority of FTSE 100 companies have one or more types of ERGs to foster employee belonging and success for people of different races, abilities, genders, sexual orientation, and so forth, a much smaller number include religion or belief.

In 2024, slightly more than one-in-ten FTSE 100 companies (12%) have such ERGs (see examples in “Summary of Results: Examples from the Top 10”). This is compared with nearly one-in-five Fortune 100 companies (19%), according to our analysis of company diversity pages.

As with mentions of religion on company diversity pages, companies on the FTSE 100 and Fortune 100 were more likely to have faith-related ERGs than the Fortune 500. Forty-three of 500 companies (8.6%) mention having faith-oriented ERGs on their main diversity landing page or a related page, according to our 2023 REDI Index Report.



Faith Employee Resource Groups (ERGs)



Notes:

- **FTSE 100:** 12 of 100 companies mention on their main diversity landing page or a related page having faith-oriented ERGs in 2024
- **Fortune 100:** 19 of 100 companies mention on their main diversity landing page or a related page having faith-oriented ERGs in 2024
- **Fortune 500:** 43 of 500 companies (8.6%) mention on their main diversity landing page or a related page having faith-oriented ERGs, according to our 2023 REDI Index Report

March 4, 2024 | Religious Freedom & Business Foundation

Results Show Much More Work is Needed

Finally, as is shown in the Summary of Results on the next page, the average REDI Monitor score for the Fortune 100 is 4.5/15, while the FTSE 100 is 3.9/15. It is therefore clear that much more attention needs to be placed on including religion and belief as integral parts of the diversity initiatives in both the FTSE 100 and Fortune 100.

SUMMARY OF RESULTS, REDI Monitor



REDI Monitor Measure	Fortune 100	FTSE 100
Main diversity & inclusion webpage includes religion	42	36
Main page doesn't, but another page includes religion	31	43
Number of companies mentioning religion on diversity pages	73	79

Company has faith employee resource groups (ERGs)	19	12
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Website mentions the business case for including religion	42	31
Website includes images or pictures related to religion	26	30
Website participation or ranking on the REDI Index	5	0
Website links to additional information on religious inclusion	19	36

Average REDI Monitor score	4.5	3.9
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As mentioned in the executive summary, nearly 8-in-10 companies (79%) on the FTSE 100 mention, refer to or illustrate religion on their main diversity landing page or a related page. By comparison, a slightly smaller share of US Fortune 100 companies (73%) do so. Also, slightly more than one-in-ten FTSE 100 companies (12%) have faith-oriented ERGs. This is compared with nearly one-in-five Fortune 100 companies (19%), according to our analysis of company diversity pages.

Some additional differences between FTSE 100 and Fortune 100 companies include that Fortune 100 diversity pages are more likely to mention the business case for including religion as part of diversity (42) than are FTSE 100 (31). However, FTSE 100 diversity pages are significantly more likely to include links to additional information on religious inclusion (36) than are Fortune 100 diversity websites (19).

Both FTSE 100 and Fortune 100 diversity websites were roughly as likely to include images or pictures relating to religion (26 v. 30). Only Fortune 100 companies thus far have displayed their REDI Index participation (5) on their diversity websites.

SUMMARY OF RESULTS, REDI Monitor, continued

FTSE 100 Company	Diversity Page Mentions religion	Faith ERGs	Business rationale for faith	Includes religious images	Mentions REDI Index ranking	Links to added info	REDI Monitor Score
Rolls-Royce Holdings PLC - RR	5	6	1	1	0	1	14
Bt Group PLC - BT/A	5	6	1	1	0	1	14
Schroders PLC - SDR	5	6	1	1	0	1	14
Whitbread PLC - WTB	5	6	1	1	0	1	14
Anglo American PLC - AAL	5	6	1	1	0	0	13
HSBC Holdings PLC - HSBA	5	6	1	1	0	0	13
Ocado Group PLC - OCDO	5	6	1	1	0	0	13
Phoenix Group Holdings PLC - PHNX	5	6	1	1	0	0	13
St. James's Place PLC - STJ	5	6	1	0	0	0	12
United Utilities Group PLC - UU	5	6	1	0	0	0	12

See Appendices for examples from the top four companies and REDI Monitor scores of all companies on the FTSE 100 Index.

ABOUT THE FTSE 100 REDI MONITOR

As mentioned above, the 2024 FTSE 100 Corporate Religious Equity, Diversity & Inclusion (REDI) Monitor tracks the growing movement among companies on the FTSE 100 Index that are including religion and belief as a core part of their diversity initiatives. This is the first year to monitor the FTSE 100 (the US Fortune 100 has been annually monitored since 2020).

Our staff analyse the main diversity pages of companies on the FTSE 100 Index, coding up the ways their diversity commitments include – or do not include – religion and belief.

A maximum score of 15 is possible on the REDI Monitor. We specifically look at the following for each company:

Main Diversity Page (max. 5):

- Does the main diversity & inclusion webpage include religion? (5 points)
OR
- If not, does another page include religion? (1 pt.)

Faith-oriented Employee Resource Groups (ERGs) (max. 6):

- Does the company have faith-oriented employee resource groups (ERGs) (6 points)

Content of Communications About Faith on Webpages (max 4):

- Does the diversity webpage mention the business case for including religion as part of their diversity, equity, inclusion, and belonging initiatives? (1 pt.)
- Does the diversity website include images or pictures related to religion? (1 pt.)
- Does the diversity website mention participation or ranking on the REDI Index? (1 pt.)
- Does the diversity website link to additional information on religious inclusion, allowing a deeper dive into how faith and belief are part of the efforts to help all employees feel a sense of belonging? (1 pt.)
- Other not listed above (optional 1 pt., but max cannot exceed 4)

These questions mirror the first two questions on the opt-in version of the REDI Monitor, i.e., the REDI Index survey.

If a company chooses to participate in the opt-in REDI Index Survey, they will be recognised for this more active commitment to religious inclusion in the prestigious REDI Index Awards, and receive special recognition on the REDI Monitor as well.

PART 2: UK REDI INDEX



Baringa Partners LLP took the top spot on the 2024 UK Corporate Religious Equity, Diversity & Inclusion (REDI) Index, which is an international benchmarking tool that companies use to track their progress in (and be recognized for) including religion and belief as an integral part of their overall commitment to workplace diversity, equity and inclusion.

Among the five companies with REDI Index submissions, Rolls-Royce takes the second spot with OVO Energy and NATS taking the next two spots, and Thames Water rounding out the top five companies on the UK REDI Index. This is the second year that UK-based companies have participated in the REDI Index. In 2023, OVO Energy and NATS both participated, with OVO taking the top spot.

By opting in to the REDI Index survey, these companies are charting the course for other companies in the UK to also begin to seriously benchmark progress in religious inclusion.

On 21 May 2024, the full 2024 global REDI Index results will be released. In 2023, the Intel Corporation was the most faith-friendly corporate workplace on the Fortune 500, according to the 2023 REDI Index. The other top faith-and-belief friendly companies included American Airlines (#2), Equinix (#3), PayPal and Salesforce (tied for #4), Dell Technologies (#6), AIG (#7), Tyson Foods, (#8), and Google and Texas Instruments (tied for #9). Accenture took the #1 spot among the Global Fortune 500.

SUMMARY OF RESULTS, REDI Index

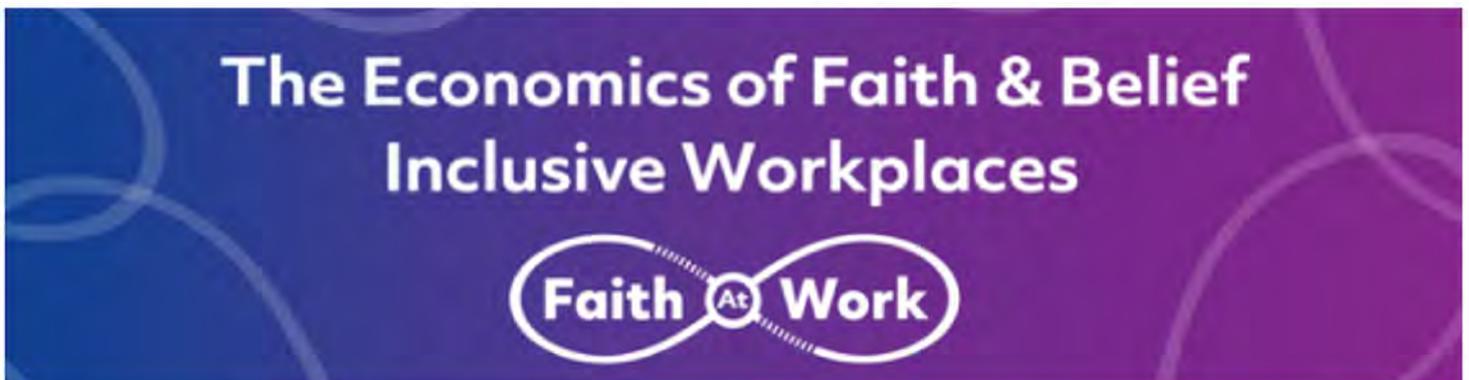
The number of UK companies opting-in to the REDI Index survey increased by 150%, from two in 2023 to five in 2024. Out of a possible 120 points, Baringa led the group scoring 105 followed by Rolls-Royce with 100.

UK REDI Index 2024

Company	1. Religion is featured on company main diversity page		2. Company sponsors faith and belief employee resource groups (ERGs)		3. Company shares best practices with other organisations		4. Religion is clearly addressed in diversity training		5. Company provides chaplains or other spiritual care		6. Attentive to how religion impacts stakeholders		7. Accommodates religious needs of employees		8. Clear procedures for reporting discrimination		9. Employees attend religious diversity conferences		10. Company matches employee donations to religious organisations		11. Company equitably celebrates or honors holy days of employees		Sub	Bonus	Total
	1a	1b	2a	2b	3a	3b	4a	4b	5a	5b	6a	6b	7a	7b	8a	8b	9a	9b	10a	10b	11a	11b			
Baringa	5	5	5	5	5	5	5	5	1	1	5	5	5	5	5	5	5	4	5	2	5	3	96	9	105
Rolls-Royce	5	2	5	4	5	5	5	3	5	4	5	5	1	5	5	5	3	5	3	5	2	92	8	100	
OVO Energy	5	5	5	5	5	5	5	5	1	1	5	5	1	5	1	5	5	4	0	3	5	2	83	4	87
NATS	5	5	5	5	5	5	5	5	1	2	5	4	5	5	5	4	5	3	0	0	1	2	82	0	82
Thames Water	5	1	5	4	5	4	5	3	1	0	5	2	1	4	1	3	5	3	0	0	3	2	62	3	65

Baringa took the top spot not only by being religiously inclusive in its organisational communications, policies and programs, but also by the leadership it provided in organising, together with Salesforce, the inaugural UK Faith at Work conference, “The Economics of Faith & Belief Inclusive Workplaces”.

The conference is aimed at senior leaders across business and government to explore the research and best practice which links faith-and-belief-friendly workplaces with greater employee wellbeing and improved organisational performance.



Hosted by Salesforce, in partnership with Baringa



SUMMARY OF RESULTS, REDI Index, continued

While newcomers Baringa and Rolls-Royce took the top spots in 2024, OVO Energy and NATS, which were REDI Index UK pioneers in 2023, both showed progress in religious inclusion by substantially increasing their scores over the past year.

OVO Energy showed an over 25-point increase from 2023 to 2024, while NATS showed a 30-point increase across the same time period. For example, both OVO Energy and NATS indicated increased effectiveness in understanding the faiths and beliefs of their clients, customers, partners and/or stakeholders, in order to serve them better (Question 6), as shown in the second table below.

Comparison of 2023 vs. 2024

Company	1. Religion is featured on company main diversity page		2. Company sponsors faith and belief employee resource groups (ERGs)				3. Company shares best practices with other organisations				4. Religion is clearly addressed in diversity training				5. Company provides chaplains or other spiritual care		6. Attentive to how religion impacts stakeholders		7. Accommodates religious needs of employees		8. Clear procedures for reporting discrimination		9. Employees attend religious diversity conferences		10. Company matches employee donations to religious organisations		Question 11 not asked in 2023		Sub	Bonus	Total
	1a	1b	2a	2b	3a	3b	4a	4b	5a	5b	6a	6b	7a	7b	8a	8b	9a	9b	10a	10b	11a	11b									
OVO 2024	5	5	5	5	5	5	5	5	1	2	5	4	5	5	5	4	5	3	0	0			79	4	83						
OVO 2023	5	3	5	4	5	4	5	4	1	0	0	0	5	5	1	4	5	2	0	0			58	0	58						
Change	0	2	0	1	0	1	0	1	0	2	5	4	0	0	4	0	0	1	0	0			21	4	25						
NATS 2024	5	4	5	5	5	5	5	5	1	1	5	5	1	5	1	5	5	4	0	3			75	0	75						
NATS 2023	5	1	5	4	5	3	5	1	0	0	0	0	5	4	0	0	5	2	0	0			45	0	45						
Change	0	3	0	1	0	2	0	4	1	1	5	5	-4	1	1	5	0	2	0	3			30	0	30						

ABOUT UK REDI Index

The Corporate Religious Equity, Diversity & Inclusion (REDI) Index is a benchmarking tool that measures a company's progress in including religion and belief as an integral part of its overall commitment to workplace diversity, equity and inclusion.

The 2024 UK REDI Index survey asks about activities occurring during the 12 months ending March 2024.

The 2024 survey has 11 questions: the same 10 topics as in the 2023 survey — plus one new question — each worth 10 points, for a total of 110 points. Scoring for each point will be based on (a) answering in the affirmative with some evidence (5 points), and (b) demonstrating that the efforts are substantial (up to 5 additional points).

The “b” part of each question offers the same “tick” lists as in 2023, which were based on company open-ended responses from the 2022 REDI Index survey.

As in last year's survey, the 2024 edition also has an optional 11th question, which can add up to an additional 10 bonus points. This is because we recognize that companies may be doing other religiously inclusive activities that are not covered in the survey that are worthy of recognition. Evidence for and/or a brief explanation of answers was provided by companies. The deadline for completion to be included in the UK edition was 15 February 2024.

All companies on the FTSE 100 list, regardless of whether they participated in the REDI Index survey, were scored separately by our staff on the REDI Monitor based on what is available on their main diversity webpages. The REDI Monitor allows us to assess the state of religious inclusion in all FTSE 100 corporations.



11-topic survey, plus bonus • ReligiousFreedomAndBusiness.org/REDI-Survey



1. Religion is featured on company's main diversity page

7. Accommodates religious needs of employees



2. Company sponsors faith and belief employee resource groups (ERGs)

8. Clear procedures for reporting discrimination



3. Company shares best practices with other companies

9. Employees attend religious diversity conferences



4. Religion is clearly addressed in diversity training

10. Company matches employee donations to religious charities



5. Company provides spiritual care and/or chaplaincy services

11. Company equitably celebrates or honors holy days of employees



6. Attentive to how religion impacts stakeholders

* Other ways company promotes religious inclusion



APPENDIX 1: EXAMPLES FROM THE TOP 4 FTSE 100

This section has content taken directly from websites of the four highest-scoring companies on the 2024 FTSE 100 Corporate Religious, Equity, Diversity & Inclusion (REDI) Monitor.



The purpose of the Rolls-Royce Multi-Faith Network (MFN) is **“To promote inclusivity through bringing people together by celebrating various faiths and beliefs.”**

In terms of best practices, Rolls-Royce not only states MFN’s purposes, but describes its activities, and provides MFN contact information and added details including for their annual MFN conference (see bottom) and testimonies of members (see next page).

MFN activities are diverse:

- Providing guidance to the company as well support to employees on faith matters.
- Facilitating faith: introducing Quiet Rooms across our major sites so people can practice their faith at work.
- STEM: working with under-privileged faith-schools to promote STEM learning and careers.
- Visits to places of worship – mosques, gurdwaras, churches, cathedrals, mandirs, and Buddhist temples.
- Spotlight on various faiths: Lunch & Learn sessions to provide an overview of various faiths, beliefs, celebrations, food, culture, music, and their contribution to the world.
- Charitable work – for example, raising money through curry and samosa sales and various other events to support multiple projects with the community.



“The highlight of the year undoubtedly was the **MFN Annual Conference: Environmental Sustainability**. This was very well attended with a packed house of 140 people. There were fascinating and engaging presentations combining science and various faith perspectives from diverse speakers, which were very positively received.”



Rolls-Royce

Inspiring stories

Meet some of the inspiring people from our Multi-Faith Network:

See more: careers.rolls-royce.com/united-kingdom/what-we-offer/employee-networks/multi-faith-network



Shaid Karim
Project Lead



Osman Bawa
Quality Lead – Rolls-Royce
Global IT, Derby



Yousif Mohamed
Manufacturing Engineer –
Purchasing, Derby



Fatima Reynaud
Programme Controller, Civil
Programmes, Derby



Andy Smith
Technology Lead at Rolls-
Royce, Derby UK



Mark Bellis
Control Systems Safety Lead
for UltraFan and
Demonstrators, Derby

How has MFN helped you at work?

We spend so much time at work, so I think it's important to be able to bring religion into the workplace – it enables a **healthy work/life balance**. I also find that praying with other members of the network really boosts morale. I'm so proud to be able to tell people outside of Rolls-Royce that there is an MFN. - Andy Smith

BT Group

See more: jobs.bt.com/content/Diversity-and-Inclusion/

As a manifestation of the BT Group Manifesto, launched in 2021, they state that it “is our plan to accelerate growth through responsible, inclusive and sustainable technology. It is rooted in our purpose, to connect for good, and it will help us achieve our ambition – to become the world’s most trusted connector of people, devices and machines. Our Manifesto includes measurable commitments to amplify our positive impact for people and planet – combined with a clear commercial agenda.”

Our **People Networks** are essential in helping achieve our company's ambitions to celebrate differences and to improve peoples' working lives.

^ Christian Network



BT Christian Network



Connecting with God for Good

As the BT Christian Network, our purpose is to connect with God for Good, by building a culture of kindness, support and Christlikeness at BT. Through the Word of God, we are guided by faith, harmony and kindness. We bring value to BT by encouraging our members to grow in Christlikeness in the workplace, by encouraging our colleagues with acts of kindness, and by encouraging our communities through generous charitable giving and volunteering.

^ Jewish Network



BT Jewish Network

We provide a social and support network connecting individuals from Jewish backgrounds, as well as a safe space for colleagues of any (or no) religion to engage with colleagues that practice Judaism

We educate colleagues about Jewish culture, customs and festivals and ensure Jewish identity and practices aren't compromised in the workplace.

We promote interfaith relations and partake in a variety of social action and volunteering initiatives. Everyone is welcome!

BT Group



Each network is run by our people for our people, with the mission of making BT Group a brilliant place to work for everyone. Click the links to visit the BT Group Workplace pages for each network to find out more about each one and get involved! **You don't have to be from a particular group to join a network – they're open to everyone.**

^ Muslim Network



Our goal is to provide a platform to harness the talent of Muslims and our members across BT Group, by connecting to our people, business and communities. We are an inclusive and open community and welcome everyone across BT Group.

At BT, our employee networks are established groups who come together to represent the views and issues of that group. We believe a high performing employee network connects individuals with others sharing similar experiences, interests and challenges:

- it creates a communication channel between members and the business;
- creates developmental opportunities for members;
- enhances the corporate brand and works with the Inclusion team to plan and implement our diversity and inclusion strategy.

^ Sikh Network

The BT Group Sikh Network aspires to create a network that empowers and inspires everyone to share the core values of Sikhi; Equality, Inclusivity, Spirituality, Humility, and Compassion.

Schroders

See more: schroders.com/en-us/us/individual/about-us/people-and-culture/inclusion-and-diversity/

Schroders features their faith-based, employee-led inclusion networks together with all their inclusion networks on their main landing page (as shown at bottom), noting that “these create space for networking, celebrating our differences, and raising awareness of challenges that under-represented groups face.”

They also feature religion in the main video on the inclusion and diversity page (below).



“Ask a question regarding, for example, my religion. It will be easier for them to understand us.”
-- Ilham



Schroders also provides a deeper dive on faith-based networks, such as the following profile of their Hindu network:



Chair of the Hindu Network, Nina Shah

What is your objective/aim this year?

Our aim is to foster the feeling of belonging at work with a focus on inclusion.

What have you achieved?

We hosted a candid conversation with our Executive Sponsor Jamie Ovenden and Board member Rakhi Goss-Custard during Inclusion at Schroders fortnight.

While targets can be helpful, it's not always about the numbers, but also recognising the importance diversity of thought brings to the workplace. Without the inclusive environment that we foster, achieving the targets for a diverse workforce is an empty achievement. This inclusive nature of the firm is what makes a strong and happy workforce.

Celebrating our culture and festivities at Schroders always helps bring our whole selves to work. We have celebrated Holi and Diwali across the globe, bringing festive cheer to our colleagues.

How does Schroders support your group?

The support that we have is great to the point where we had breakfast with the Board to hear firsthand how important inclusion and diversity is to them.

WHITBREAD

See more: whitbreadcareers.com/about-us/diversity-inclusion/

At Whitbread, they value difference: "Whether it's our customers or our teams, our company is all about people. Diversity is all about bringing people together with different thoughts, backgrounds, perceptions and **beliefs**. Inclusion is the culture that values and encourages making a difference. Diversity & Inclusion (D&I) is a commitment under our Force for Good strategy and we are committed to being for everyone, championing inclusivity across the organisation and improving diversity."



Whitbread ... allows people to bring their backgrounds ... to the wider business, and that's something I can do being a Muslim and being a part of the management team. -- Sam

Of the four employee networks at Whitbread, one is Race, Religion and Cultural Heritage.

Our Networks

Safe communities for our teams to be part of, who work with the D&I Centre of Excellence to drive change:

- ENABLE
- Gender Equality
- SLOW

| Race, Religion and Cultural Heritage

Race, Religion and Cultural Heritage

Our mission is to ensure that everyone at Whitbread, regardless of their race, religion or cultural heritage feels free to be their authentic self. The network is committed to driving impactful change which is purposefully inclusive and support our workforce from diverse backgrounds. We have four areas of focus - listen, amplify, consult and celebrate

WHITBREAD

See more: whitbreadcareers.com/terms/shanna-cys/



Shanna, Hotel Manager, Premier Inn

There's always been a strong message that we're going to get through this and while it's been stop/start, my personal development has continued. I joined the steering committee of the Race, Religion and Cultural Heritage network. It's a big thing, senior leaders within the business are on it and it's a chance to be a voice for team members who are from my background. It's important to represent and show what can be achieved here.

APPENDIX 2: Full FTSE 100 REDI Monitor scores

FTSE 100 Company	Diversity Page Mentions religion	Faith ERGs	Business rationale for faith	Includes religious images	Mentions REDI Index ranking	Links to added info	REDI Monitor Score
Rolls-Royce Holdings PLC - RR	5	6	1	1	0	1	14
Bt Group PLC - BT/A	5	6	1	1	0	1	14
Schroders PLC - SDR	5	6	1	1	0	1	14
Whitbread PLC - WTB	5	6	1	1	0	1	14
Anglo American PLC - AAL	5	6	1	1	0	0	13
HSBC Holdings PLC - HSBA	5	6	1	1	0	0	13
Ocado Group PLC - OCDO	5	6	1	1	0	0	13
Phoenix Group Holdings PLC - PHNX	5	6	1	1	0	0	13
St. James's Place PLC - STJ	5	6	1	0	0	0	12
United Utilities Group PLC - UU	5	6	1	0	0	0	12
National Grid PLC - NG	1	6	1	1	0	0	9
Natwest Group PLC - NWG	1	6	1	1	0	0	9
Auto Trader Group PLC - AUTO	5	0	1	1	0	1	8
Barclays PLC - BARC	5	0	1	1	0	1	8
Convatec Group PLC - CTEC	5	0	1	1	0	1	8
Standard Chartered PLC - STAN	5	0	1	1	0	1	8
Associated British Foods PLC - ABF	5	0	0	1	0	1	7
Flutter Entertainment PLC - FLTR	5	0	1	0	0	1	7
Glencore PLC - GLEN	5	0	1	0	0	1	7
Intermediate Capital Group PLC - ICP	5	0	1	0	0	1	7
Reckitt Benckiser Group PLC - RKT	5	0	1	0	0	1	7
Rio Tinto PLC - RIO	5	0	1	0	0	1	7
Severn Trent PLC - SVT	5	0	1	0	0	1	7
Taylor Wimpey PLC - TW	5	0	1	0	0	1	7
Vodafone Group PLC - VOD	5	0	0	1	0	1	7
Admiral Group PLC - ADM	5	0	0	0	0	1	6
Barratt Developments PLC - BDEV	5	0	0	0	0	1	6
Dechra Pharmaceuticals PLC - DPH	5	0	0	0	0	1	6
Endeavour Mining PLC - EDV	5	0	1	0	0	0	6
Hikma Pharmaceuticals PLC - HIK	5	0	0	0	0	1	6
Intercontinental Hotels Group PLC - IHG	5	0	1	0	0	0	6
Smith (Ds) PLC - SMDS	5	0	0	0	0	1	6
Smurfit Kappa Group PLC - SKG	5	0	0	0	0	1	6
Wpp PLC - WPP	5	0	1	0	0	0	6
Ashtead Group PLC - AHT	5	0	0	0	0	0	5
B&M European Value Retail S.A. - BME	5	0	0	0	0	0	5
Bae Systems PLC - BA	5	0	0	0	0	0	5
Prudential PLC - PRU	5	0	0	0	0	0	5
Sainsbury (J) PLC - SBRY	1	0	1	1	0	1	4
Spirax-Sarco Engineering PLC - SPX	1	0	1	1	0	1	4
Informa PLC - INF	1	0	0	1	0	1	3
Legal & General Group PLC - LGEN	1	0	1	1	0	0	3
Relx PLC - REL	1	0	1	0	0	1	3
Beazley PLC - BEZ	1	0	0	0	0	1	2
BP PLC - BP	1	0	0	1	0	0	2
Centrica PLC - CNA	1	0	0	0	0	1	2
Compass Group PLC - CPG	1	0	0	0	0	1	2
Experian PLC - EXPN	1	0	0	1	0	0	2
Gsk PLC - GSK	1	0	0	1	0	0	2
Halma PLC - HLMA	1	0	0	0	0	1	2
Jd Sports Fashion PLC - JD	1	0	0	0	0	1	2

APPENDIX 2: Full FTSE 100 REDI Monitor Scores, cont.

FTSE 100 Company	Diversity Page Mentions religion	Faith ERGs	Business rationale for faith	Includes religious images	Mentions REDI Index ranking	Links to added info	REDI Monitor Score
Land Securities Group PLC - LAND	1	0	0	1	0	0	2
M&G PLC - MNG	1	0	0	0	0	1	2
Melrose Industries PLC - MRO	1	0	0	0	0	1	2
Mondi PLC - MNDI	1	0	0	0	0	1	2
Pearson PLC - PSON	1	0	0	1	0	0	2
Rentokil Initial PLC - RTO	1	0	0	1	0	0	2
Unite Group PLC - UTG	1	0	0	0	0	1	2
Weir Group PLC - WEIR	1	0	1	0	0	0	2
Airtel Africa PLC - AAF	1	0	0	0	0	0	1
Berkeley Group Holdings (The) PLC - BKG	1	0	0	0	0	0	1
British American Tobacco PLC - BATS	1	0	0	0	0	0	1
Bunzl PLC - BNZL	1	0	0	0	0	0	1
Coca-Cola Hbc AG - CCH	1	0	0	0	0	0	1
Croda International PLC - CRDA	1	0	0	0	0	0	1
Dcc PLC - DCC	1	0	0	0	0	0	1
Diageo PLC - DGE	1	0	0	0	0	0	1
Diploma PLC - DPLM	1	0	0	0	0	0	1
Entain PLC - ENT	1	0	0	0	0	0	1
Frasers Group PLC - FRAS	1	0	0	0	0	0	1
Fresnillo PLC - FRES	1	0	0	0	0	0	1
Haleon PLC - HLN	1	0	0	0	0	0	1
International Consolidated Airlines Group S.A. - IAG	1	0	0	0	0	0	1
Intertek Group PLC - ITRK	1	0	0	0	0	0	1
Kingfisher PLC - KGF	1	0	0	0	0	0	1
Lloyds Banking Group PLC - LLOY	0	0	0	1	0	0	1
London Stock Exchange Group PLC - LSEG	0	0	0	1	0	0	1
Next PLC - NXT	1	0	0	0	0	0	1
Pershing Square Holdings LTD - PSH	1	0	0	0	0	0	1
Segro PLC - SGRO	1	0	0	0	0	0	1
Smiths Group PLC - SMIN	0	0	0	1	0	0	1
Sse PLC - SSE	1	0	0	0	0	0	1
Tesco PLC - TSCO	0	0	0	1	0	0	1
3i Group PLC - III	0	0	0	0	0	0	0
Antofagasta PLC - ANTO	0	0	0	0	0	0	0
Astrazeneca PLC - AZN	0	0	0	0	0	0	0
Aviva PLC - AV	0	0	0	0	0	0	0
Burberry Group PLC - BRBY	0	0	0	0	0	0	0
F&C Investment Trust PLC - FCIT	0	0	0	0	0	0	0
Howden Joinery Group PLC - HWDN	0	0	0	0	0	0	0
Imi PLC - IMI	0	0	0	0	0	0	0
Imperial Brands PLC - IMB	0	0	0	0	0	0	0
Marks And Spencer Group PLC - MKS	0	0	0	0	0	0	0
Rightmove PLC - RMV	0	0	0	0	0	0	0
Rs Group PLC - RS1	0	0	0	0	0	0	0
Sage Group PLC - SGE	0	0	0	0	0	0	0
Scottish Mortgage Investment Trust PLC - SMT	0	0	0	0	0	0	0
Shell PLC - SHEL	0	0	0	0	0	0	0
Smith & Nephew PLC - SN	0	0	0	0	0	0	0
Unilever PLC - ULVR	0	0	0	0	0	0	0

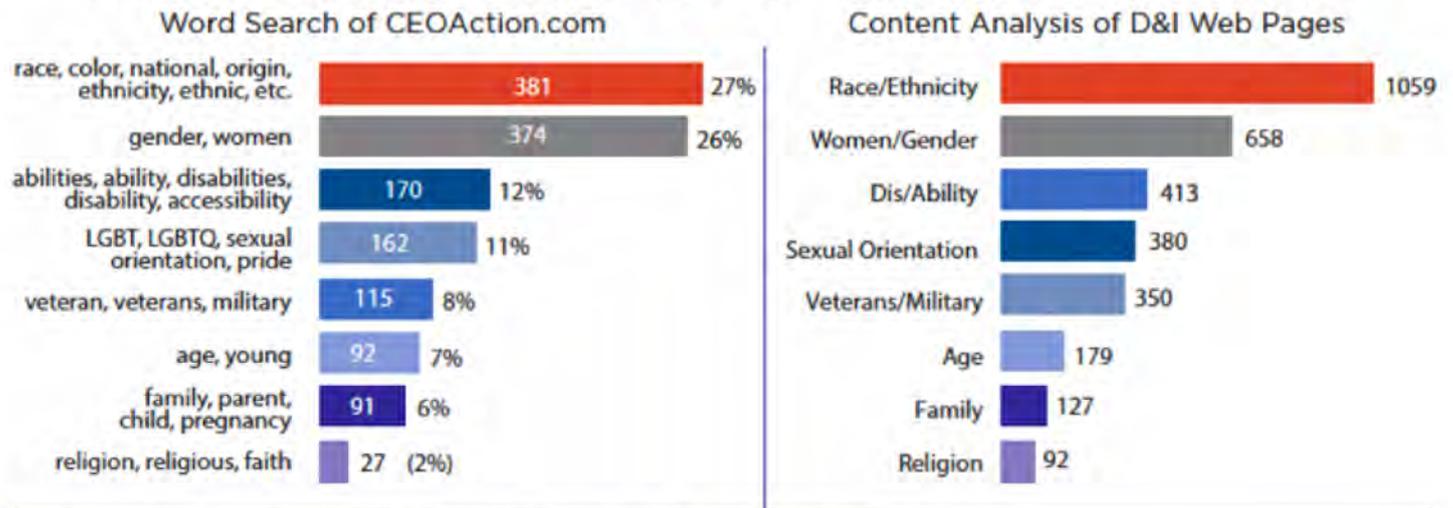
LIMITATIONS OF THE FTSE 100 REDI MONITOR STUDY

The REDI Monitor relies on publicly available information on company websites. For reliability, we double-blind coded every company with separate coders. Inter-rater reliability was high.

While the methodology ensures that the information evaluated is reliably comparable across companies, companies may be doing much more than they publicly report (which we know to be the case in at least one FTSE 100 company). At the same time, the public information on FTSE 100 diversity websites may indicate they are doing more than they actually are.

For background, we established baseline validity at the start of the REDI Monitor in 2019/2020. We compared the results of our analysis of Fortune 100 corporate religious inclusion compared with our analysis of other categories of their diversity inclusion to our separate analysis of the content of CEOAction.com, which has a repository of diversity and inclusion initiatives and ideas from companies represented by some 700 CEOs who signed (at that time) the CEO Action Pledge on diversity and inclusion. The results are almost identical (see following charts), indicating that our results are valid since they are mirrored almost exactly in a completely separate data source.

Validity Check: Word Search of CEOAction.com vs. RFBF Content Analysis



Source: Religious Freedom & Business Foundation (RFBF), 2019; comparing RFBF content analysis with word search results from CEOAction.com

Nevertheless, given these limitations, we encourage companies to participate in the REDI Index opt-in survey, which both provides a fuller picture of a company’s religious inclusion activities and policies and provides them a free benchmarking tool to help them on their journey.

In 2024, among the FTSE 100, Rolls-Royce has participated in the REDI Index Survey. We hope to see many more organisations on the FTSE 100 list participate in 2025.