



UK Faith-Friendly Workplace Report 2025

2nd Annual Report

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London, 29 April 2025

ABOUT THE REDI INDEX & MONITOR

The RFBFIndex is an international benchmarking survey that companies use to track their progress in (and be recognized for) embracing religion and belief (including non-theistic beliefs) as an integral part of their overall commitment to best practices in workplace culture.

This second annual FTSE 100 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 workplace belonging initiatives. Companies on the US Fortune list have been annually monitored since 2020.

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15	Q3. Company shares best practices with other organizations
16	Q4. Religion is clearly addressed in HR training
17	Q5. The company provides chaplains or other spiritual care
18	Q6. The company is attentive to how religion impacts stakeholders
19	Q7. The company accommodates the religious needs of employees
20	Q8. There are clear procedures for reporting religious discrimination
21	Q9. Employees attend related professional conferences
22	Q10. The company matches employee donations to religious charities
23	Q11. The company celebrates or honors various holy days of employees

ABOUT US

The Religious Freedom & Business Foundation (RFBF) is the preeminent organization dedicated to educating the global business community, policymakers, non-government organizations, and consumers about the positive power that faith and religious freedom for all (including those with no religious faith) have on workplaces and the economy.

RFBF is a non-partisan, nonpolitical, multi-faith registered 501(c)3 non-profit organization in the United States with work worldwide. It does not take a position on current political debates. See our Guide to Religion in the Workplace [here](#). Our approach is to build religious freedom for all by expanding the space where faith is welcome in business, society, and the world.

Lead researchers: Brian Grim, Ph.D., Melissa Grim, J.D., M.T.S.; research assistant Hannah Harding, Religious Freedom & Human Dignity Initiative BYU–Hawaii.

<https://religiousfreedomandbusiness.org/redi>

EXECUTIVE SUMMARY

Baringa Partners is the U.K.'s most faith-friendly workplace in 2025 for the second year running.

OVO Energy and Clifford Chance tie for number two and NATS takes the third spot on the Religious Freedom & Business Foundation's 2nd annual U.K. Faith-Friendly Workplace REDI Index survey.



Based on Faith-Friendly Workplace REDI Index survey of companies with evidence provided. See report for details.

Thames Water, Direct Line Group, John Lewis Partnership, Rolls-Royce, and AWE also score highly for their faith-friendly policies and practices. The benchmarking survey has 11 indicators of best practices including having faith-and-belief employee resource groups (ERGs), sharing best practices with other organisations, and honoring holy days of their employees, among other accommodations such as dress and diet.

Baringa, OVO, NATS and Thames Water all increased their scores from 2024.

In addition to the REDI Index, the Religious Freedom & Business Foundation monitors the



websites of FTSE 100 companies. Companies shown in the chart at left score highest for: having faith-oriented ERGs; mentioning religious nondiscrimination and/or inclusion as well as the rationale for such policies; linking to additional information; and (for some) mentioning being on the REDI Index or Monitor.

Based on Q1 2025 content analysis of FTSE 100 websites. Score legend: A1=15, A2=14, A3=13, A4=12. See report for details.

Surge of FTSE 100 Companies Paying Attention to Religion

The number of companies giving attention to religion among those listed on the FTSE 100 has increased substantially. In 2025, nearly all (94) of the top 100 companies featured religion in some way on their people web pages, up from 79 in 2024, a 19% increase.

An even more telling figure is the number of FTSE 100 companies giving a formal mechanism to support people of faith in their workplaces. For most, this is through company-sponsored, faith-oriented, employee resource groups (ERGs). In 2025, more than a quarter of FTSE 100 companies (26) now have such groups. This is more than double the number in 2024 (12), a 117% increase.

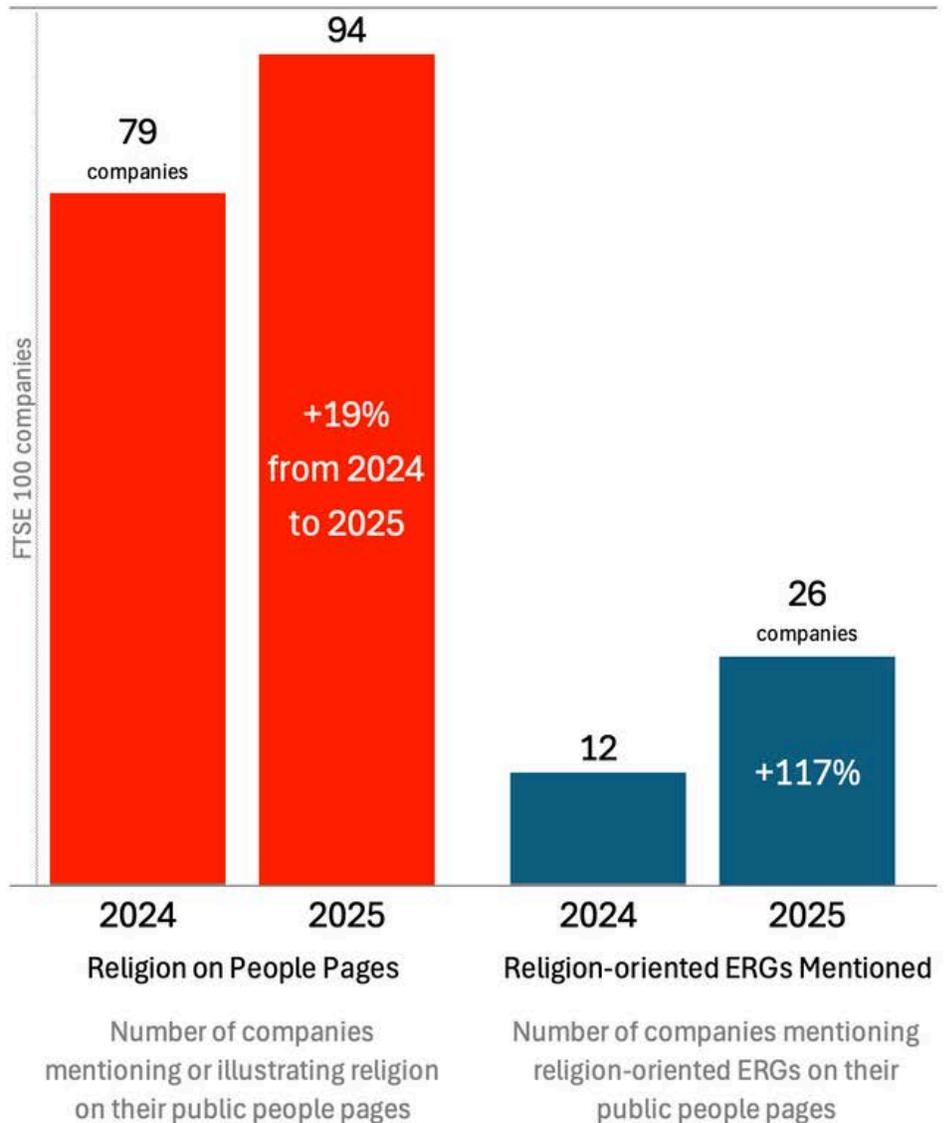
The median and average scores on the REDI Monitor both rose between 2024 and 2025. The Median rose from 2 to 4, and the average rose from 3.9 to 5.7.

The increase was also reflected in the number of companies whose score increased (54) versus decreased (16) or stayed the same (30).

These changes are particularly remarkable given the current global pushback against diversity programmes, under which most faith initiatives have traditionally been situated. It appears religion is not getting lost amidst the disruption to the general field.

Religion on the FTSE 100

Change from 2024 to 2025



2025 FTSE 100 Faith-Friendly Workplace Report

Content analysis of FTSE 100 web pages, Q1 2024 vs Q1 2025

Religious Freedom & Business Foundation, 29 April 2025, London U.K.

ABOUT THE INDEX

The Faith-Friendly Workplace REDI Index is an international benchmarking survey that companies use to track their progress in (and be recognized for) embracing religion and belief (including non-theistic beliefs) as an integral part of their overall commitment to workplace belonging and success. The 2025 REDI Index survey asks about activities occurring during the 12 months ending March 31, 2025.

The 2025 survey has the same 11 questions as in 2024, each worth 10 points, for a total of 110 points. Scoring for each point was 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 survey offers "tick" lists to provide further detail. Evidence for and/or a brief explanation of answers must be provided by companies.

As in last year's survey, the 2025 edition also has an optional 12th 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.

REDI Monitor

Companies not completing a REDI Index survey are carefully scored separately by our staff based on what is available on their public webpages. The REDI Monitor allows us to assess the state of faith-friendly workplaces in the top FTSE 100 companies. Not all topics from the opt-in REDI Index survey can be observed. Therefore, what mentions we can see, including having faith-oriented ERGs; mentioning religious nondiscrimination and/or inclusion as well as the rationale for such policies; linking to additional information; and (for some) mentioning being on the REDI Index or Monitor.



11-topic survey, plus bonus • ReligiousFreedomAndBusiness.org

	1. Religion is featured on company's web 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 related professional conferences	
	4. Religion is clearly addressed in HR training	10. Company matches employee donations to religious charities	
	5. Company provides spiritual care and/or chaplaincy services	11. Company celebrates or honors holy days of their employees	
	6. Attentive to how religion impacts stakeholders	* Other ways company promotes religious belonging	

SUMMARY OF UK RESULTS 2025



Company name:	Total	1. Religion on company web page		2. Has faith and belief ERGs		3. Company shares best practices		4. Religion incl. in HR training		5. Provides spiritual / chaplain care		6. Attentive to religion's impacts		7. Accommodates religious needs		8. Procedures for reporting discrimination		9. Employees attend related professional conferences		10. Company matches employee donations to religious organizations		11. Company celebrates or honors holy days of employees		Bonus
		1a	1b	2a	2b	3a	3b	4a	4b	5a	5b	6a	6b	7a	7b	8a	8b	9a	9b	10a	10b	11a	11b	
Baringa	110	5	5	5	5	5	5	5	4	1	0	5	5	5	5	5	5	5	5	5	5	5	5	10
OVO Energy	104	5	5	5	5	5	5	5	5	1	1	5	4	5	5	5	4	5	5	5	3	3	3	10
Clifford Chance LLP	104	5	5	5	5	5	5	5	3	5	5	5	5	5	5	0	2	5	3	5	3	5	5	8
NATS	102	5	4	5	5	5	5	5	5	1	2	5	4	5	5	5	5	5	5	5	3	5	1	7
Thames Water	99	5	1	5	5	5	5	5	2	1	0	5	3	5	5	5	5	5	5	5	5	3	4	10
Direct Line Group	90	5	1	5	5	5	3	5	5	0	0	5	3	5	5	5	5	5	4	5	2	5	2	5
John Lewis Partnership	87	5	2	5	4	5	2	5	2	0	1	5	4	5	5	5	5	5	3	0	0	5	5	9
Rolls-Royce	84	1	2	5	4	5	5	5	1	5	4	5	5	1	5	5	5	5	3	0	0	5	2	6
AWE	72	5	1	5	4	5	2	5	1	0	0	5	1	1	5	5	4	5	5	0	0	3	2	8



Year	FTSE 100 Company (arranged alphabetically)	Website mentions religion	Faith ERGs	Mentions business rationale	Includes religious images	Mentions REDI Index or Monitor	Links to added info	REDI Monitor Score	Change
2025	3i Group PLC - III	1	0	0	0	0	0	1	1
2024	3i Group PLC - III	0	0	0	0	0	0	0	
2025	Admiral Group PLC - ADM	1	0	0	0	0	1	2	-4
2024	Admiral Group PLC - ADM	5	0	0	0	0	1	6	
2025	Airtel Africa PLC - AAF	1	0	0	0	0	0	1	0
2024	Airtel Africa PLC - AAF	1	0	0	0	0	0	1	
2025	Anglo American PLC - AAL	5	6	1	0	0	1	13	0
2024	Anglo American PLC - AAL	5	6	1	1	0	0	13	
2025	Antofagasta PLC - ANTO	1	0	0	0	0	1	2	2
2024	Antofagasta PLC - ANTO	0	0	0	0	0	0	0	
2025	Ashtead Group PLC - AHT	5	0	1	0	0	1	7	2
2024	Ashtead Group PLC - AHT	5	0	0	0	0	0	5	
2025	Associated British Foods PLC - ABF	5	0	1	1	0	1	8	1
2024	Associated British Foods PLC - ABF	5	0	0	1	0	1	7	
2025	Astrazeneca PLC - AZN	1	6	1	1	0	0	9	9
2024	Astrazeneca PLC - AZN	0	0	0	0	0	0	0	
2025	Auto Trader Group PLC - AUTO	5	0	1	1	0	1	8	0
2024	Auto Trader Group PLC - AUTO	5	0	1	1	0	1	8	
2025	Aviva PLC - AV	5	6	0	0	0	1	12	12
2024	Aviva PLC - AV	0	0	0	0	0	0	0	
2025	B&M European Value Retail S.A. - BME	5	0	0	0	0	1	6	1
2024	B&M European Value Retail S.A. - BME	5	0	0	0	0	0	5	

UK Faith-Friendly Workplace Report: 2025

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2025	Bae Systems PLC - BA	5	6	1	0	0	1	13	8
2024	Bae Systems PLC - BA	5	0	0	0	0	0	5	
2025	Barclays PLC - BARC	5	6	1	1	0	1	14	6
2024	Barclays PLC - BARC	5	0	1	1	0	1	8	
2025	Barratt Developments PLC - BDEV	5	6	1	0	0	1	13	7
2024	Barratt Developments PLC - BDEV	5	0	0	0	0	1	6	
2025	Beazley PLC - BEZ	1	0	0	0	0	0	1	-1
2024	Beazley PLC - BEZ	1	0	0	0	0	1	2	
2025	Berkeley Group Holdings (The) PLC - BKG	1	0	0	0	0	0	1	0
2024	Berkeley Group Holdings (The) PLC - BKG	1	0	0	0	0	0	1	
2025	BP PLC - BP	1	0	0	1	0	0	2	0
2024	BP PLC - BP	1	0	0	1	0	0	2	
2025	British American Tobacco PLC - BATS	0	0	0	1	0	0	1	0
2024	British American Tobacco PLC - BATS	1	0	0	0	0	0	1	
2025	Bt Group PLC - BT/A	5	6	1	1	0	1	14	0
2024	Bt Group PLC - BT/A	5	6	1	1	0	1	14	
2025	Bunzl PLC - BNZL	0	0	0	0	0	0	0	-1
2024	Bunzl PLC - BNZL	1	0	0	0	0	0	1	
2025	Burberry Group PLC - BRBY	0	0	0	0	0	0	0	0
2024	Burberry Group PLC - BRBY	0	0	0	0	0	0	0	
2025	Centrica PLC - CNA	1	0	1	1	0	1	4	2
2024	Centrica PLC - CNA	1	0	0	0	0	1	2	
2025	Coca-Cola Hbc AG - CCH	5	0	0	0	0	1	6	5
2024	Coca-Cola Hbc AG - CCH	1	0	0	0	0	0	1	
2025	Compass Group PLC - CPG	5	0	1	1	0	1	8	6
2024	Compass Group PLC - CPG	1	0	0	0	0	1	2	
2025	Convatec Group PLC - CTEC	5	0	1	1	0	1	8	0
2024	Convatec Group PLC - CTEC	5	0	1	1	0	1	8	
2025	Croda International PLC - CRDA	1	0	0	0	0	0	1	0
2024	Croda International PLC - CRDA	1	0	0	0	0	0	1	
2025	Dcc PLC - DCC	1	0	0	0	0	0	1	0
2024	Dcc PLC - DCC	1	0	0	0	0	0	1	
2025	Dechra Pharmaceuticals PLC - DPH	1	0	1	0	0	1	3	-3
2024	Dechra Pharmaceuticals PLC - DPH	5	0	0	0	0	1	6	
2025	Diageo PLC - DGE	1	0	0	1	0	0	2	1
2024	Diageo PLC - DGE	1	0	0	0	0	0	1	
2025	Diploma PLC - DPLM	1	0	0	0	0	0	1	0
2024	Diploma PLC - DPLM	1	0	0	0	0	0	1	
2025	Endeavour Mining PLC - EDV	5	0	1	1	0	1	8	2
2024	Endeavour Mining PLC - EDV	5	0	1	0	0	0	6	
2025	Entain PLC - ENT	1	0	0	0	0	1	2	1
2024	Entain PLC - ENT	1	0	0	0	0	0	1	
2025	Experian PLC - EXPN	5	0	1	1	0	1	8	6
2024	Experian PLC - EXPN	1	0	0	1	0	0	2	
2025	F&C Investment Trust PLC - FCIT	0	0	0	0	0	0	0	0
2024	F&C Investment Trust PLC - FCIT	0	0	0	0	0	0	0	
2025	Flutter Entertainment PLC - FLTR	5	6	1	1	0	0	13	6
2024	Flutter Entertainment PLC - FLTR	5	0	1	0	0	1	7	
2025	Frasers Group PLC - FRAS	1	0	0	0	0	0	1	0
2024	Frasers Group PLC - FRAS	1	0	0	0	0	0	1	
2025	Fresnillo PLC - FRES	5	0	1	0	0	1	7	6
2024	Fresnillo PLC - FRES	1	0	0	0	0	0	1	
2025	Glencore PLC - GLEN	5	0	1	1	0	1	8	1
2024	Glencore PLC - GLEN	5	0	1	0	0	1	7	

UK Faith-Friendly Workplace Report: 2025

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2025	Gsk PLC - GSK	5	6	1	1	0	0	13	11
2024	Gsk PLC - GSK	1	0	0	1	0	0	2	
2025	Haleon PLC - HLN	1	0	0	0	0	0	1	0
2024	Haleon PLC - HLN	1	0	0	0	0	0	1	
2025	Halma PLC - HLMA	1	0	0	0	0	0	1	-1
2024	Halma PLC - HLMA	1	0	0	0	0	1	2	
2025	Hikma Pharmaceuticals PLC - HIK	1	0	0	1	0	0	2	-4
2024	Hikma Pharmaceuticals PLC - HIK	5	0	0	0	0	1	6	
2025	Howden Joinery Group PLC - HWDN	1	0	0	0	0	0	1	1
2024	Howden Joinery Group PLC - HWDN	0	0	0	0	0	0	0	
2025	HSBC Holdings PLC - HSBA	5	6	1	1	0	0	13	0
2024	HSBC Holdings PLC - HSBA	5	6	1	1	0	0	13	
2025	Imi PLC - IMI	1	0	0	0	0	0	1	1
2024	Imi PLC - IMI	0	0	0	0	0	0	0	
2025	Imperial Brands PLC - IMB	1	0	0	0	0	0	1	1
2024	Imperial Brands PLC - IMB	0	0	0	0	0	0	0	
2025	Informa PLC - INF	1	0	0	1	0	0	2	-1
2024	Informa PLC - INF	1	0	0	1	0	1	3	
2025	Intercontinental Hotels Group PLC - IHG	0	0	0	1	0	1	2	-4
2024	Intercontinental Hotels Group PLC - IHG	5	0	1	0	0	0	6	
2025	Intermediate Capital Group PLC - ICP	5	0	1	1	0	1	8	1
2024	Intermediate Capital Group PLC - ICP	5	0	1	0	0	1	7	
2025	International Consolidated Airlines Group S.A. - IAG	1	0	0	1	0	1	3	2
2024	International Consolidated Airlines Group S.A. - IAG	1	0	0	0	0	0	1	
2025	Intertek Group PLC - ITRK	1	6	1	1	0	0	9	8
2024	Intertek Group PLC - ITRK	1	0	0	0	0	0	1	
2025	Jd Sports Fashion PLC - JD	1	0	1	1	0	1	4	2
2024	Jd Sports Fashion PLC - JD	1	0	0	0	0	1	2	
2025	Kingfisher PLC - KGF	1	0	0	0	0	0	1	0
2024	Kingfisher PLC - KGF	1	0	0	0	0	0	1	
2025	Land Securities Group PLC - LAND	1	0	0	0	0	0	1	-1
2024	Land Securities Group PLC - LAND	1	0	0	1	0	0	2	
2025	Legal & General Group PLC - LGEN	1	0	1	1	0	1	4	1
2024	Legal & General Group PLC - LGEN	1	0	1	1	0	0	3	
2025	Lloyds Banking Group PLC - LLOY	0	0	0	1	0	1	2	1
2024	Lloyds Banking Group PLC - LLOY	0	0	0	1	0	0	1	
2025	London Stock Exchange Group PLC - LSEG	5	6	1	1	0	1	14	13
2024	London Stock Exchange Group PLC - LSEG	0	0	0	1	0	0	1	
2025	M&G PLC - MNG	5	6	1	0	0	1	13	11
2024	M&G PLC - MNG	1	0	0	0	0	1	2	
2025	Marks And Spencer Group PLC - MKS	5	6	0	1	0	0	12	12
2024	Marks And Spencer Group PLC - MKS	0	0	0	0	0	0	0	
2025	Melrose Industries PLC - MRO	5	0	1	0	0	1	7	5
2024	Melrose Industries PLC - MRO	1	0	0	0	0	1	2	
2025	Mondi PLC - MNDI	1	0	1	1	0	1	4	2
2024	Mondi PLC - MNDI	1	0	0	0	0	1	2	
2025	National Grid PLC - NG	1	0	0	1	0	0	2	-7
2024	National Grid PLC - NG	1	6	1	1	0	0	9	
2025	Natwest Group PLC - NWG	1	6	1	1	0	1	10	1
2024	Natwest Group PLC - NWG	1	6	1	1	0	0	9	
2025	Next PLC - NXT	1	0	0	0	0	0	1	0
2024	Next PLC - NXT	1	0	0	0	0	0	1	
2025	Ocado Group PLC - OCDO	5	6	1	1	1	0	14	1
2024	Ocado Group PLC - OCDO	5	6	1	1	0	0	13	

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Year	FTSE 100 Company (arranged alphabetically)	Website mentions religion	Faith ERGs	Mentions business rationale	Includes religious images	Mentions REDI Index or Monitor	Links to added info	REDI Monitor Score	Change
2025	Pearson PLC - PSON	1	0	1	1	0	0	3	1
2024	Pearson PLC - PSON	1	0	0	1	0	0	2	
2025	Pershing Square Holdings LTD - PSH	1	0	1	0	0	0	2	1
2024	Pershing Square Holdings LTD - PSH	1	0	0	0	0	0	1	
2025	Phoenix Group Holdings PLC - PHNX	5	6	1	1	0	0	13	0
2024	Phoenix Group Holdings PLC - PHNX	5	6	1	1	0	0	13	
2025	Prudential PLC - PRU	5	0	1	0	0	1	7	2
2024	Prudential PLC - PRU	5	0	0	0	0	0	5	
2025	Reckitt Benckiser Group PLC - RKT	5	0	1	1	0	1	8	1
2024	Reckitt Benckiser Group PLC - RKT	5	0	1	0	0	1	7	
2025	Relx PLC - REL	5	0	1	0	0	1	7	4
2024	Relx PLC - REL	1	0	1	0	0	1	3	
2025	Rentokil Initial PLC - RTO	1	0	0	1	0	0	2	0
2024	Rentokil Initial PLC - RTO	1	0	0	1	0	0	2	
2025	Rightmove PLC - RMV	0	0	0	0	0	0	0	0
2024	Rightmove PLC - RMV	0	0	0	0	0	0	0	
2025	Rio Tinto PLC - RIO	5	0	1	0	0	1	7	0
2024	Rio Tinto PLC - RIO	5	0	1	0	0	1	7	
2025	Rolls-Royce Holdings PLC - RR	1	6	0	1	0	0	8	-6
2024	Rolls-Royce Holdings PLC - RR	5	6	1	1	0	1	14	
2025	Rs Group PLC - RS1	0	0	0	0	0	0	0	0
2024	Rs Group PLC - RS1	0	0	0	0	0	0	0	
2025	Sage Group PLC - SGE	0	0	0	0	0	1	1	1
2024	Sage Group PLC - SGE	0	0	0	0	0	0	0	
2025	Sainsbury (J) PLC - SBRY	1	0	0	1	0	1	3	-1
2024	Sainsbury (J) PLC - SBRY	1	0	1	1	0	1	4	
2025	Schroders PLC - SDR	5	6	1	1	0	1	14	0
2024	Schroders PLC - SDR	5	6	1	1	0	1	14	
2025	Scottish Mortgage Investment Trust PLC - SMT	0	0	0	0	0	0	0	0
2024	Scottish Mortgage Investment Trust PLC - SMT	0	0	0	0	0	0	0	
2025	Segro PLC - SGRO	1	0	1	0	0	0	2	1
2024	Segro PLC - SGRO	1	0	0	0	0	0	1	
2025	Severn Trent PLC - SVT	1	0	0	0	0	1	2	-5
2024	Severn Trent PLC - SVT	5	0	1	0	0	1	7	
2025	Shell PLC - SHEL	5	0	0	1	0	0	6	6
2024	Shell PLC - SHEL	0	0	0	0	0	0	0	
2025	Smith (Ds) PLC - SMDS	1	0	0	0	0	1	2	-4
2024	Smith (Ds) PLC - SMDS	5	0	0	0	0	1	6	
2025	Smith & Nephew PLC - SN	5	6	1	0	0	0	12	12
2024	Smith & Nephew PLC - SN	0	0	0	0	0	0	0	
2025	Smiths Group PLC - SMIN	0	0	1	1	0	1	3	2
2024	Smiths Group PLC - SMIN	0	0	0	1	0	0	1	
2025	Smurfit Kappa Group PLC - SKG	5	0	0	0	0	1	6	0
2024	Smurfit Kappa Group PLC - SKG	5	0	0	0	0	1	6	
2025	Spirax-Sarco Engineering PLC - SPX	5	6	1	1	0	1	14	10
2024	Spirax-Sarco Engineering PLC - SPX	1	0	1	1	0	1	4	
2025	Sse PLC - SSE	1	6	0	1	0	1	9	8
2024	Sse PLC - SSE	1	0	0	0	0	0	1	
2025	St. James's Place PLC - STJ	5	6	1	0	0	1	13	1
2024	St. James's Place PLC - STJ	5	6	1	0	0	0	12	
2025	Standard Chartered PLC - STAN	5	0	1	1	0	1	8	0
2024	Standard Chartered PLC - STAN	5	0	1	1	0	1	8	
2025	Taylor Wimpey PLC - TW	5	0	1	0	0	1	7	0
2024	Taylor Wimpey PLC - TW	5	0	1	0	0	1	7	

UK Faith-Friendly Workplace Report: 2025

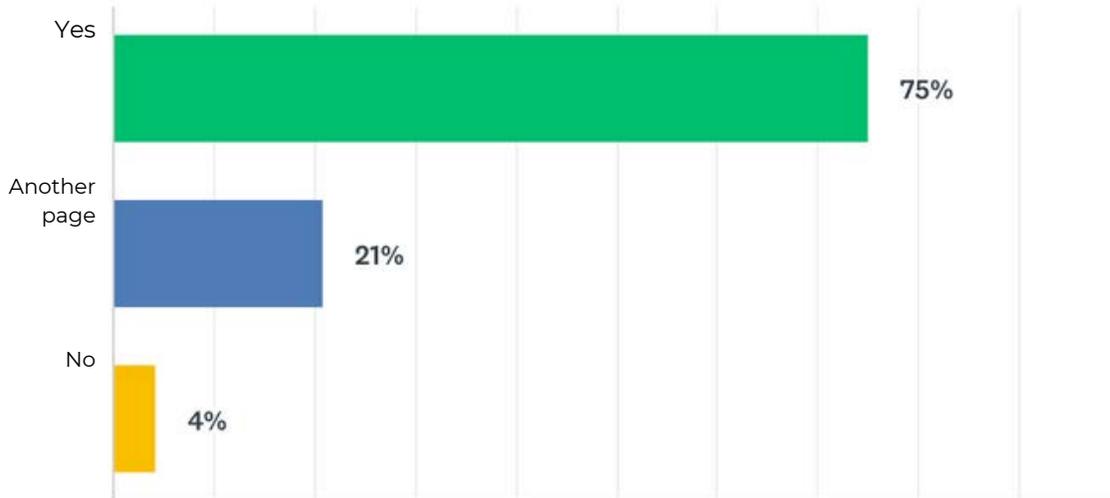
Year	FTSE 100 Company (arranged alphabetically)	Website mentions religion	Faith ERGs	Mentions business rationale	Includes religious images	Mentions REDI Index or Monitor	Links to added info	REDI Monitor Score	Change
2025	Tesco PLC - TSCO	1	0	0	1	0	0	2	1
2024	Tesco PLC - TSCO	0	0	0	1	0	0	1	
2025	Unilever PLC - ULVR	1	6	1	1	0	0	9	9
2024	Unilever PLC - ULVR	0	0	0	0	0	0	0	
2025	Unite Group PLC - UTG	1	0	1	1	0	1	4	2
2024	Unite Group PLC - UTG	1	0	0	0	0	1	2	
2025	United Utilities Group PLC - UU	5	6	1	1	1	1	15	3
2024	United Utilities Group PLC - UU	5	6	1	0	0	0	12	
2025	Vodafone Group PLC - VOD	5	0	0	1	0	1	7	0
2024	Vodafone Group PLC - VOD	5	0	0	1	0	1	7	
2025	Weir Group PLC - WEIR	1	0	0	0	0	0	1	-1
2024	Weir Group PLC - WEIR	1	0	1	0	0	0	2	
2025	Whitbread PLC - WTB	5	6	1	1	0	1	14	0
2024	Whitbread PLC - WTB	5	6	1	1	0	1	14	
2025	Wpp PLC - WPP	1	0	1	0	0	1	3	-3
2024	Wpp PLC - WPP	5	0	1	0	0	0	6	

SUMMARY OF GLOBAL REDI INDEX RESULTS 2025*

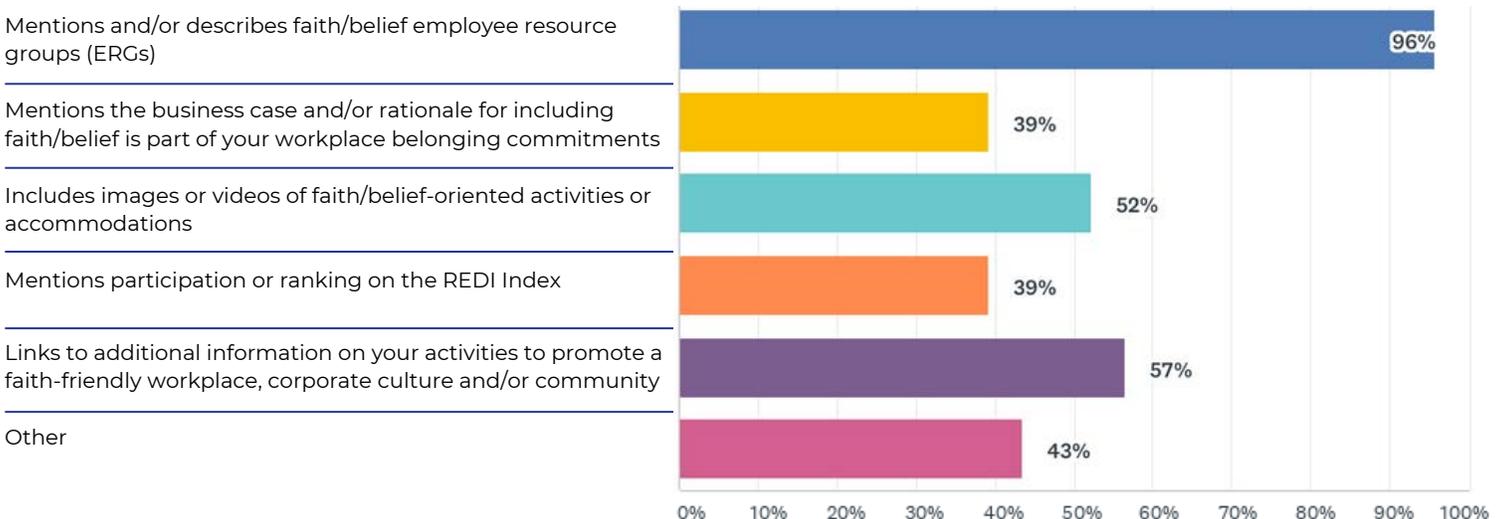


1. Religion (incl. faith and belief) is featured on company's web page

Of the companies participating in the REDI Index survey, 75% of their public-facing websites mention religion and/or describe how religion is part of their workplace belonging commitments. 21% mention this on other webpages. Only 4% make no mention of religion on their websites



Of these companies: 96% report that the main or other public company webpage mentions and/or describes faith/belief employee resource groups (ERGs), and 39% mention the business case and/or rationale for including faith/belief as part of workplace belonging. Images or videos of faith/belief-oriented activities or accommodations are on 52% of company webpages, and 39% mention participation or ranking on the REDI Index. 57% link to additional information on their activities to promote a faith-friendly workplace, culture and/or community. 43% reported other ways religion is featured.



* Full global results will be released on 20 May 2025. Results for UK companies only shown on p. 5.



1. Religion (incl. faith and belief) is featured on company's web page

Examples from U.K. company websites.

The screenshot shows the Clifford Chance website. At the top left, the logo 'CLIFFORD CHANCE' is displayed. On the right, there is a navigation menu with links: 'Client Portal', 'People & Places', 'Expertise', 'Insights', 'Briefings', 'Innovation', 'About Us', and 'Careers'. A search icon is also present. The main heading is 'Faith' with the sub-heading 'Inclusion & diversity'. Below this, there is a horizontal menu with categories: 'Inclusion & diversity', 'Disability', 'Ethnicity', 'Faith' (which is underlined), 'Gender', 'LGBT+', 'Social mobility', and 'Inclusion team'.

We recognise and cherish the values and heritages of the people who make up our firm.

in @ Follow us

For so many of our people those values and heritages are connected to their faith. Across the firm we strive to celebrate the many faiths that are followed by our people.



Christmas

GLOBAL

Many of our colleagues around the world donate to and volunteer with local charities to mark Christmas and the New Year.



Diwali

UK & INDIA

We marked Diwali in our London offices with an evening packed with traditional performances, Indian bazaars and delicious food.

Our colleagues in India also enjoyed celebrations in the office.



Lunar New Year

GLOBAL

Lunar New Year is a time of renewal and togetherness.

Colleagues in Hong Kong, Singapore, Sydney, Paris and London gathered to welcome the Year of the Rabbit with traditional Lion Dances, fantastic food and learning one of the festival rituals at a Chinese calligraphy workshop - writing blessings on red paper!





1. Religion (incl. faith and belief) is featured on company's web page

Examples from U.K. company websites.



Interfaith and Belief

At Baringa, we recognise how important faith, belief and spiritual health are to the lives of billions of people around the world.

After all, it concerns our core beliefs, values, and principles. Just as firms should think carefully about the values they wish to uphold, it is also vital that they take the time to understand the values of the people within the firm, the clients they work with on a day-to-day basis and the communities in which they operate.

At Baringa we put people first, which can only be done effectively if we first understand what is important to our people. Our Interfaith and Belief network plays a crucial role in building bridges of understanding and we work hard to help ensure we have a faith and belief inclusive workplace, where our people and clients can bring their full selves to work.

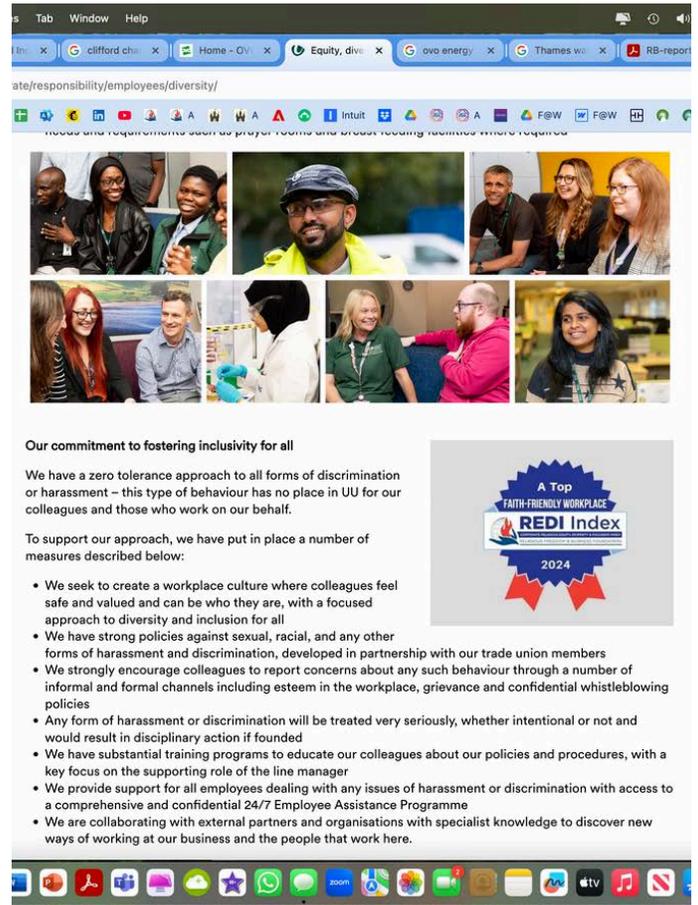
Our reflection room acts as a physical and mental space for our people and clients to take time out of their busy days for peaceful contemplation, reflection, meditation, prayer or healthy quiet time. We strongly encourage everyone to get involved in the events we hold throughout the year, to celebrate our diversity and increase our understanding of one another. We continuously strive to be more faith and belief inclusive by engaging with other organisations, conferences and events, as well as using tools such as the REDI Index.

Examples of some recent events



"My motivation for instigating this initiative was to ensure that our people of faith feel as though they can bring their full selves to work and are included within the firm. In addition, I feel that this working group will help deepen our client relationships, as empathising and relating to others is fundamental to our business and the hallmark of what it means to be a good consultant."

Yusuf Ahmet, Interfaith and Belief Lead



Our commitment to fostering inclusivity for all

We have a zero tolerance approach to all forms of discrimination or harassment – this type of behaviour has no place in UU for our colleagues and those who work on our behalf.

To support our approach, we have put in place a number of measures described below:

- We seek to create a workplace culture where colleagues feel safe and valued and can be who they are, with a focused approach to diversity and inclusion for all
- We have strong policies against sexual, racial, and any other forms of harassment and discrimination, developed in partnership with our trade union members
- We strongly encourage colleagues to report concerns about any such behaviour through a number of informal and formal channels including esteem in the workplace, grievance and confidential whistleblowing policies
- Any form of harassment or discrimination will be treated very seriously, whether intentional or not and would result in disciplinary action if founded
- We have substantial training programs to educate our colleagues about our policies and procedures, with a key focus on the supporting role of the line manager
- We provide support for all employees dealing with any issues of harassment or discrimination with access to a comprehensive and confidential 24/7 Employee Assistance Programme
- We are collaborating with external partners and organisations with specialist knowledge to discover new ways of working at our business and the people that work here.

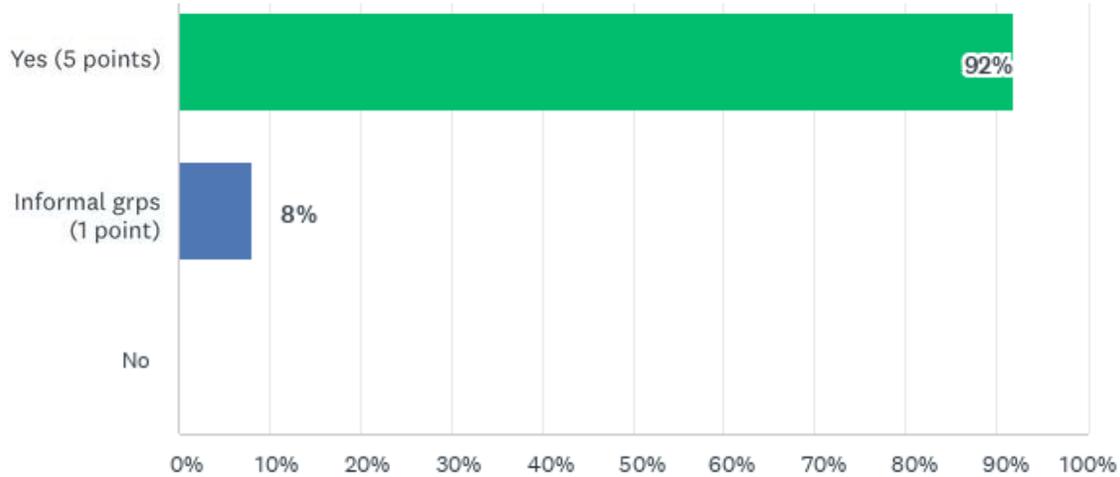


Faith Network is a group for networking, peer support, encouragement and education and provides colleagues and the organisation with advice, guidance and expertise on Faith and Inter-Faith matters and policy and accommodations like Faith Rooms. In 2024, NATS celebrated again a top Faith Friendly Company ranking by the REDI (Religious Equity Diversity & Inclusion) Index benchmark assessment.



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

Of the companies participating in the REDI Index survey, 92% have formally approved, faith-and/or-belief-oriented employee resource groups (ERGs) or other such official employee-led groups whose aim is to foster a welcoming, faith-friendly workplace aligned with the company's purpose.



Of these companies: 100% inform employees about them and also describe them in the course of its recruiting and onboarding processes, and 91% provide an official channel for employees' faith/belief-related workplace and policy issues to be discussed and considered. 86% allow faith/belief communities (e.g., atheist/agnostic, Buddhist, Christian, etc.) to have their own chapters within an interfaith/belief ERG or their own stand-alone ERGs. 100% of faith/belief ERGs collaborate with other ERGs, groups and initiatives. 77% of companies express in internal *and external* communications how their faith/belief ERG(s) contribute to the achievement of its corporate purpose and/or mission, while 27% describe other ways their ERGs have impact or are active in the company.

The company informs its existing employees of the faith/belief based ERG's existence and also describes the ERG(s) in the course of its recruiting and onboarding processes

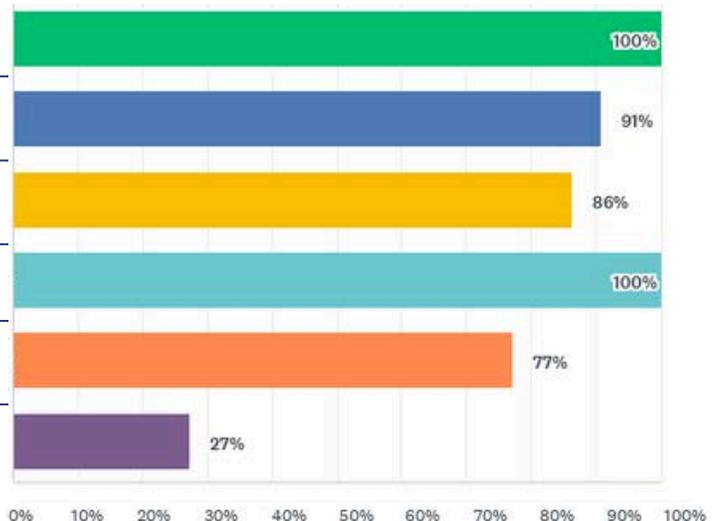
The company provides an official channel for employees' faith/belief-related workplace and policy issues to be discussed and considered

The company allows faith/belief communities (e.g., atheist/agnostic, Buddhist, Christian, etc.) to have their own chapters within an interfaith/belief ERG or their own stand-alone ERGs

The company's faith/belief ERG(s) (and chapters, if any) actively work with each other as well as collaborate with other ERGs, groups and initiatives

The company expresses in internal and external communications how its faith/belief ERG(s) contribute to the achievement of its corporate purpose and/or mission.

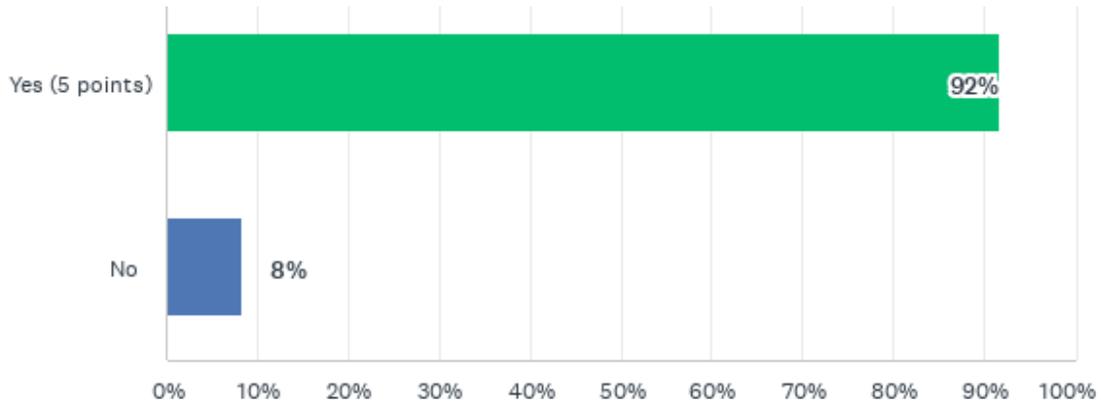
Other



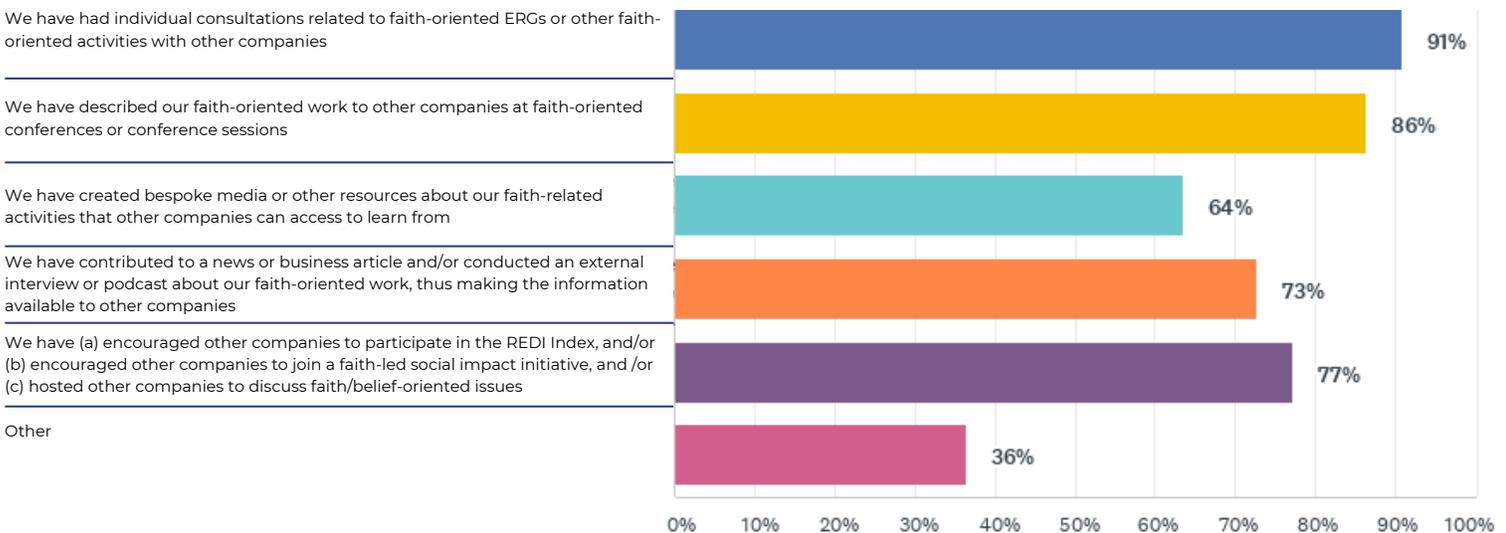


3. Company shares best practices with other organizations

Of the companies participating in the REDI Index survey, 92% described their practices related to faith-oriented ERGs or other faith-oriented activities to other companies through individual consultations, conferences or otherwise during the previous 12 months.



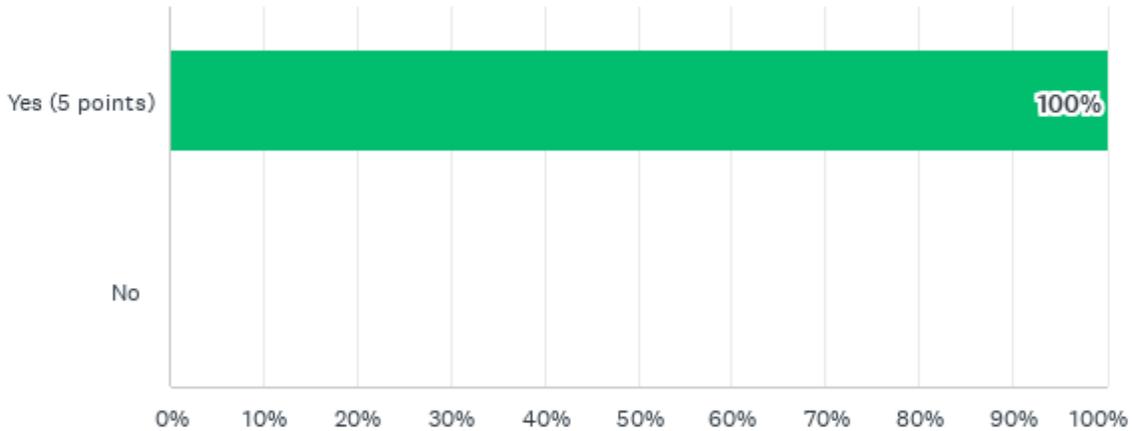
Of these companies: 91% held individual consultations related to faith-oriented ERGs or other faith-oriented activities, with 86% describing their faith-oriented work at faith-oriented conferences or conference sessions. 64% have created bespoke media or other resources about our faith-related activities that other companies can access to learn from, and 73% have contributed to a news or business article and/or conducted an external interview or podcast about their faith-oriented work. Additionally, 77% have either encouraged other companies to participate in the REDI Index, and/or encouraged other companies to join a faith-led social impact initiative, and/or hosted other companies to discuss faith/belief-oriented issues, while 36% described other ways or provided added details on how they share insights with other companies.





4. Religion is clearly addressed in HR training

Of the companies participating in the REDI Index survey, 100% specifically addressed religion (incl. faith and belief) as a topic in their internal HR training during the previous 12 months.



Of these companies: 50% report addressing issues faced by all faith and belief communities. 46% report that their religion-related content is (or can be) a stand-alone module, i.e., it's not just examples in the larger HR training and 63% report that their religion-related HR training covers ways to counter religious discrimination. In 50% of the companies the religion-related HR training was required for all employees. Additionally, 54% of companies engage expert consultants to help them better accommodate religion and avoid religious discrimination, and/or improve religious literacy, and/or improve faith-friendliness, while 58% describe other ways or provide added details on how they address religion in their diversity training.

- Our religion-related HR training addresses issues faced by all faith and belief communities

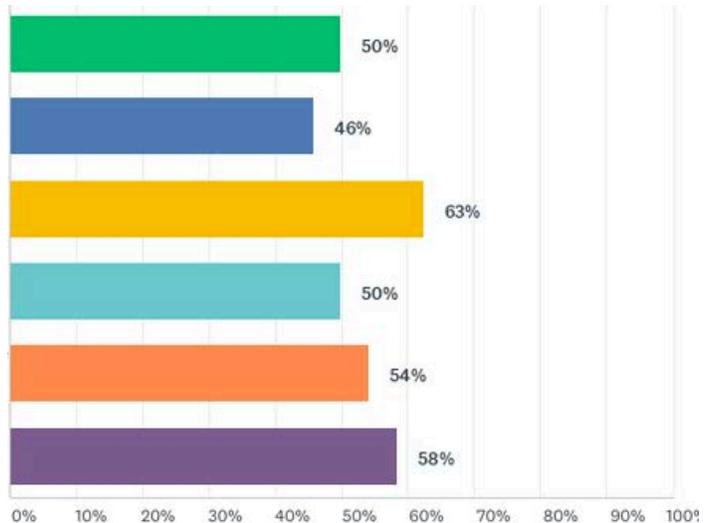
- Our religion-related content is (or can be) a stand-alone module, i.e., it's not just examples in the larger DEI training

- Our religion-related HR training covers ways to counter religious discrimination

- Our religion-related HR training was required for all employees

- We engage expert consultants to help us better accommodate religion and avoid religious discrimination, and/or improve religious literacy, and/or improve our faith-friendliness

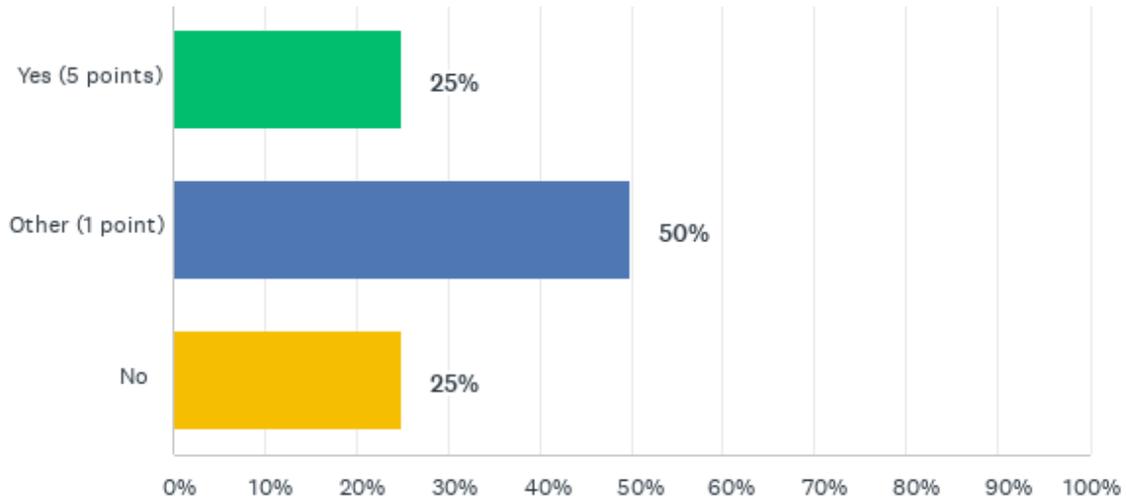
- Other



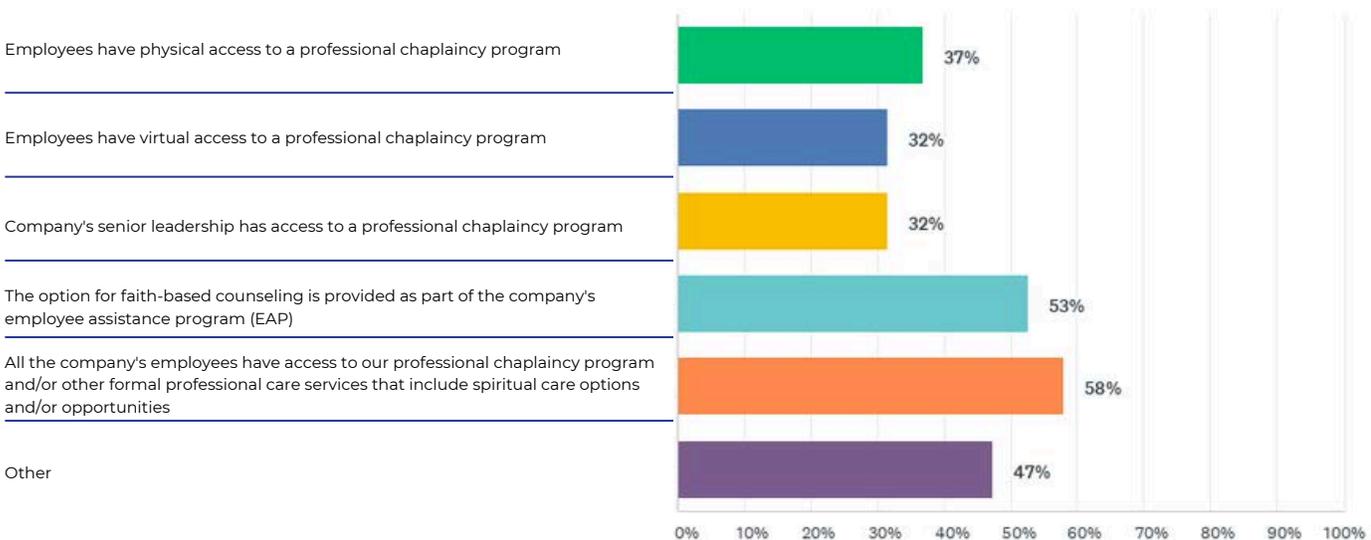


5. Company provides spiritual care and/or chaplaincy services

Of the companies participating in the REDI Index survey, 25% provide professional chaplaincy services to serve their employees, while an additional 50% provide other spiritual care opportunities. 25% do not provide chaplains or spiritual care options.



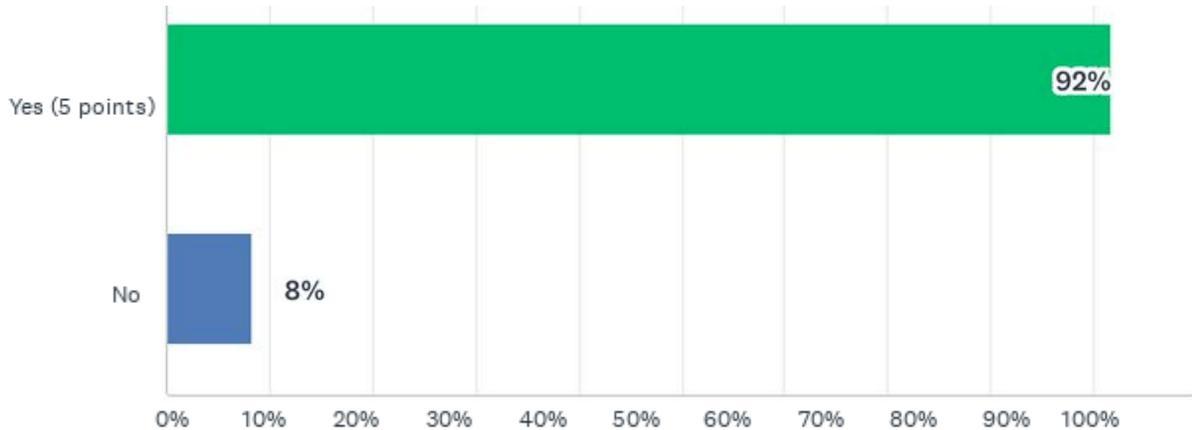
Of these companies: 37% report that employees have physical access to a professional chaplaincy program, while 32% have virtual access to a professional chaplaincy program. The same share of companies (32%) provide access to a professional chaplaincy program for their senior leadership. The option for faith-based counseling is provided as part of 53% of the companies' employee assistance programs (EAP). 58% report that all employees have access to their professional chaplaincy program and/or other formal professional care services that include spiritual care options and/or opportunities. 47% described other ways or provided added details on how they address workplace spiritual care.



6. Attentive to how religion impacts stakeholders



Of the companies participating in the REDI Index survey, 92% seek to understand the faiths and beliefs of its clients, customers, partners and/or stake-holders in order to serve them.



Of these companies: 59% strive to understand how to serve their CLIENTS and/or PARTNERS for whom religion is important, including understanding how religious dynamics may impact working relationships, and 77% strive to understand how to serve their CUSTOMERS, including understanding how religion impacts the use and/or acceptance of their products and/or services. 77% strive to understand how to serve their other STAKEHOLDERS for whom religion is important, including the communities and societies where they work. 100% strive to understand how to serve their EMPLOYEES for whom religion is important, including how corporate culture and policies may impact them, and 55% strive to understand how religious dynamics impact MARKETS and/or the ECONOMY. 18% described other ways or provided added details on how they see to understand faith's impact.

We strive to understand how to serve our CLIENTS and/or PARTNERS for whom religion is important, including understanding how religious dynamics may impact working relationships



We strive to understand how to serve our CUSTOMERS, including understanding how religion impacts the use and/or acceptance of our products and/or services



We strive to understand how to serve our other STAKEHOLDERS for whom religion is important, including the communities and societies where we work



We strive to understand how to serve our EMPLOYEES for whom religion is important, including how corporate culture and policies may impact them



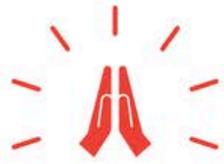
We strive to understand how religious dynamics impact MARKETS and/or the ECONOMY



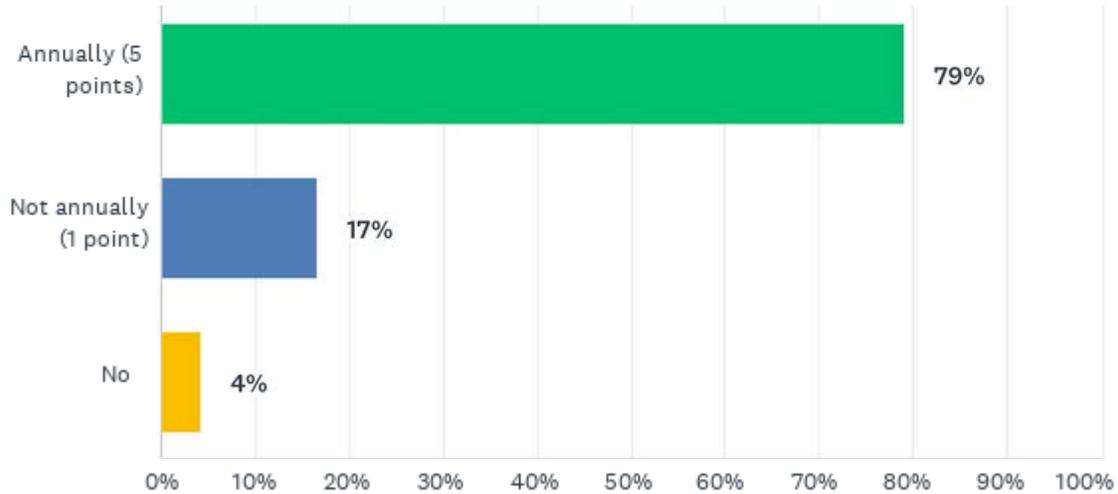
Other



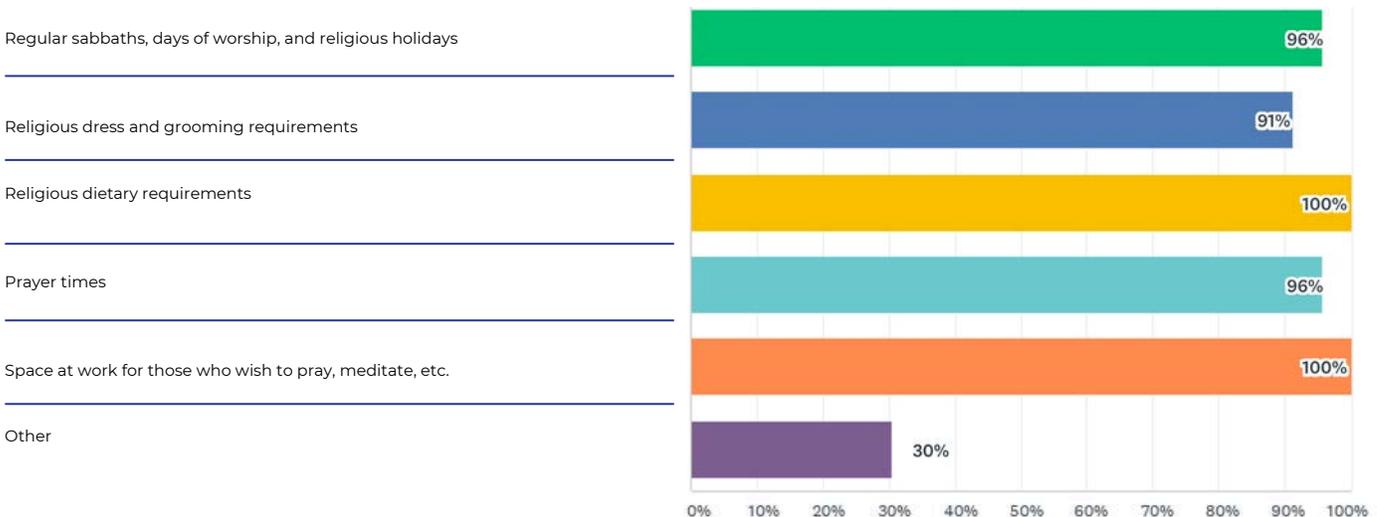
7. Accommodates religious needs of employees



Of the companies participating in the REDI Index survey, most have procedures that are communicated annually (79%) or at some point (17%) to employees about how to request a religious accommodation, such as time off for a religious sabbath, holiday or prayer time.



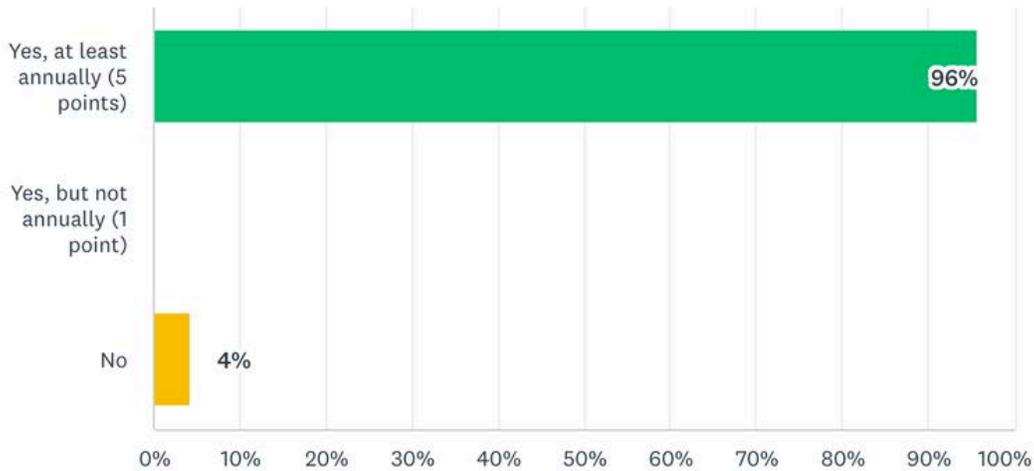
Of these companies: 96% have procedures that are communicated annually to employees about how to request a time off for regular sabbaths, days of worship, and religious holidays; 91% also have regular procedure for requesting religious dress and grooming accommodations. 100% have regular procedures for requesting religious dietary accommodation and prayer time accommodation. 96% provide space at work for those who wish to pray, meditate, etc. 100% described other ways or provided added details on accommodating the religious needs of employees. 30% added additional ways they make religious accommodations.



8. Clear procedures for reporting discrimination



Of the companies participating in the REDI Index survey, 96% have procedures that are communicated annually to employees about how to report instances of religious discrimination (including religious non-accommodation).



Of these, in 96% companies, all employees receive instructions on how to make a report and issue a complaint. Also for 96%, the procedure provides an alternate channel of communication if the alleged perpetrator would normally receive the complaint, and in 96% the procedure makes clear that retaliation for such a report will not be tolerated. For 87% the procedure prescribes a process to track reports and complaints over time, and to periodically check to assure that there is careful review and timely responses, and for 96% the procedure requires that appropriate and timely action be taken to address patterns of discrimination. 17% described other ways or provided added details on their procedures for reporting discrimination.

The procedure requires that all employees receive instructions on how to make a report and issue a complaint



The procedure provides an alternate channel of communication if the alleged perpetrator would normally receive the complaint



The procedure makes clear that retaliation for such a report will not be tolerated



The procedure prescribes a process to track reports and complaints over time, and to periodically check to assure that there is careful review and timely responses



The procedure requires that appropriate and timely action be taken to address patterns of discrimination



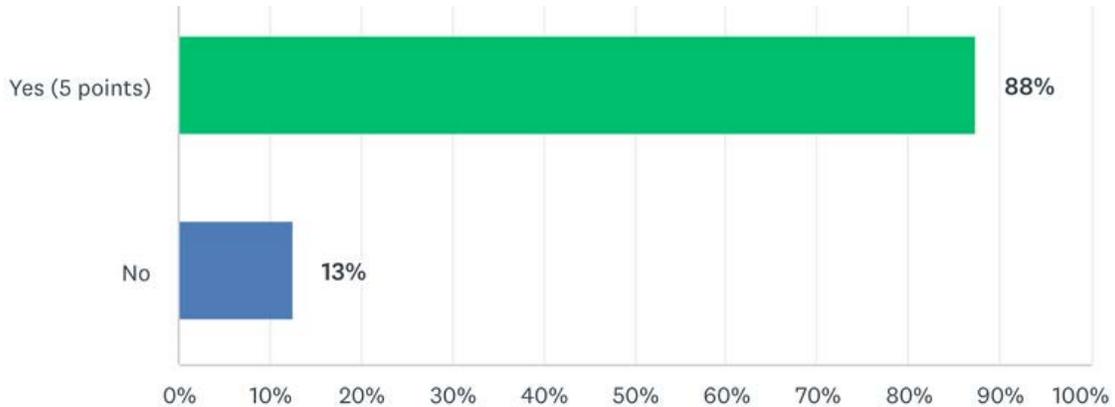
Other





9. Employees attend related professional conferences

Of the companies participating in the REDI Index survey, 88% report that their employees – in an official capacity – participated in related external professional conferences or faith-related professional events or company-sponsored/approved religious inclusion events during the previous 12 months.



Of these companies: 76% participated in National Faith@Work ERG "Dare to Overcome" Conferences in Washington DC, London or New Delhi. 86% participated in an in-person or virtual event hosted by another company or entity. More than half (62%) participated in an event at which their company hosted other companies, and 95% participated in an internal event. In 76% of the companies, employees participated in company-facilitated volunteer time or social outreach with faith-based initiatives. 29% described other ways or provided added details on their religious diversity conference participation.

National Faith@Work ERG "Dare to Overcome" Conference in Washington DC, London or New Delhi, India

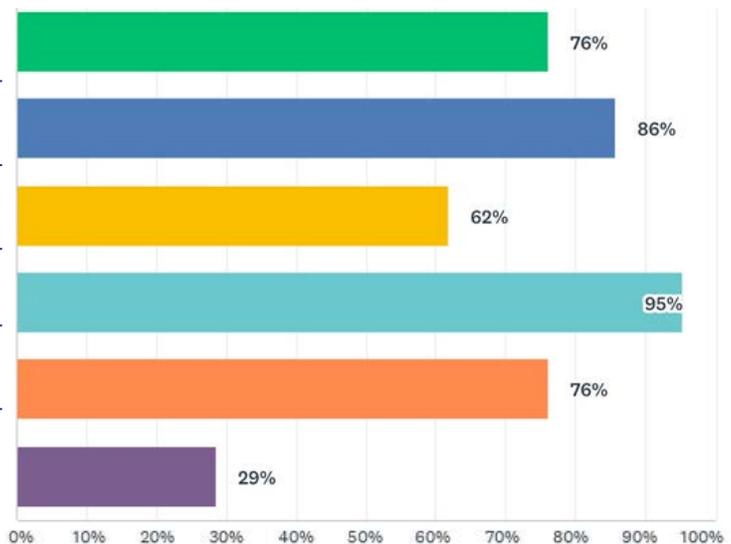
In-person or virtual event hosted by another company or entity

An event at which our company hosted other companies

An internal event

Company-facilitated volunteer time or social outreach with faith-based initiatives

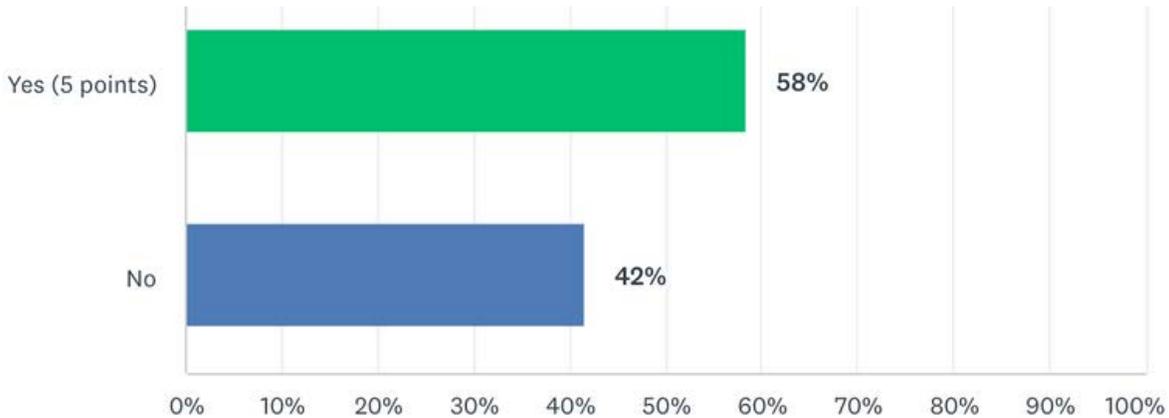
Other



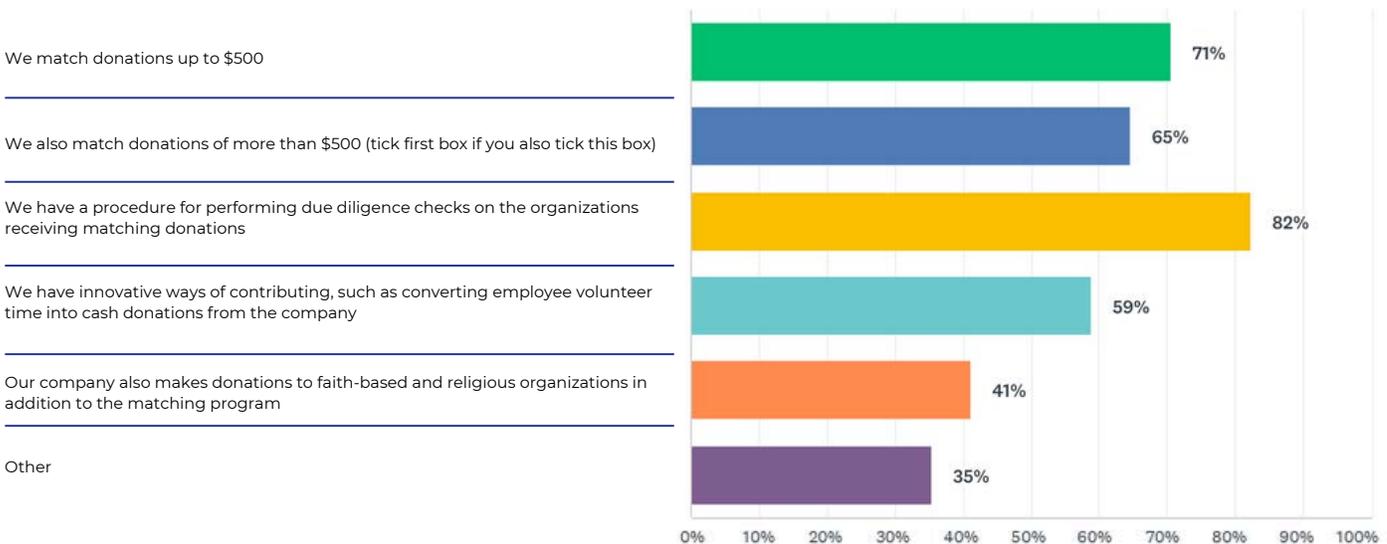
10. Company matches employee donations to religious charities



Of the companies participating in the REDI Index survey, 58% match employee donations to faith-based and religious organizations.



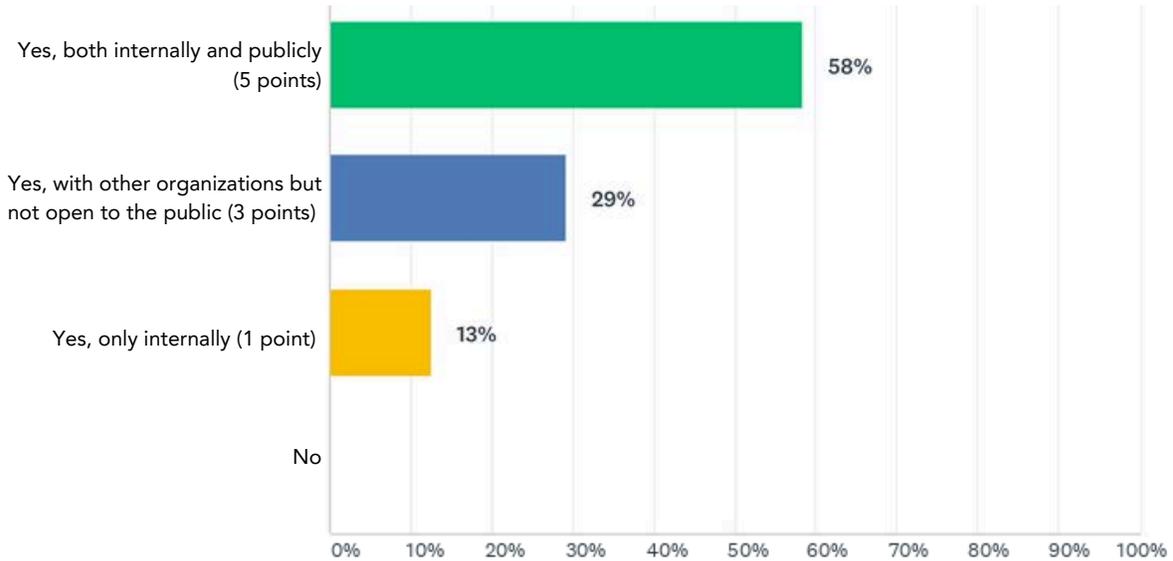
Of these companies: 71% match donations up to \$500 and 65% match donations of more than \$500. 82% have a procedure for performing due diligence checks on the organizations receiving matching donations, and 59% have innovative ways of contributing, such as converting employee volunteer time into cash donations from the company. 41% of the companies also make donations to faith-based and religious organizations in addition to the matching program, and 35% described other ways or provided added details on their matching of donations to religious charities.





11. Company celebrates or honors holy days of their employees

Of the companies participating in the REDI Index survey, all report celebrating or honoring holy days of their employees. 58% do this both internally and externally, 29% do this with other organizations, but it is not open to the public, while 13% hold such events only internally.



Of these companies: 29% report that these events included more than 2,000 people; 17% included between 1,000 and 1,999 people; 13% included between 500-999 people, another 29% involved between 100-499 people and 13% had events that totalled fewer than 100 people throughout the course of the year.

