



Fortune 500 Faith-Friendly Workplace Report 2025

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6th Annual Report

ABOUT THE REDI INDEX & MONITOR

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 best practices in workplace culture.

In addition, our annual Fortune 500 REDI Monitor tracks the growing movement among companies 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, and all Fortune 500 companies since 2022. We also track the FTSE 100 and India's BSE 100

CONTENTS

3	Executive Summary: Key Findings
5	About the REDI Index and REDI Monitor
6	Summary of Results on REDI Index
7	Summary of Results on Fortune 500 REDI Monitor
18	Q1. Religion is featured on company's website
22	Q2. Company sponsors faith and belief employee resource groups
23	Q3. Company shares best practices with other organizations
24	Q4. Religion is clearly addressed in HR training
25	Q5. The company provides chaplains or other spiritual care
26	Q6. The company is attentive to how religion impacts stakeholders
27	Q7. The company accommodates the religious needs of employees
28	Q8. There are clear procedures for reporting religious discrimination
29	Q9. Employees attend related professional conferences
30	Q10. The company matches employee donations to religious charities
31	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. Our approach is to build religious freedom for all by expanding the space where faith is welcome in business, society, and the world.

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<https://religiousfreedomandbusiness.org/redi>

EXECUTIVE SUMMARY

Accenture is most faith-friendly workplace among Global Fortune 500 companies in 2025, for the third year running.

Equinix takes the number two spot, with DELL, Merck and Intuit rounding out the top five spots on the Religious



Freedom & Business Foundation’s 6th annual Faith-Friendly Workplace REDI Index survey. CMS Energy, Rolls-Royce, and FirstEnergy also score highly among Fortune 500 companies for their faith-friendly policies and practices. Lexmark made its debut among Fortune 500 companies as a record number of global companies participated, including those based in the U.K., and for the first time, in the Middle East, with the entry of Future Pipes Industries.

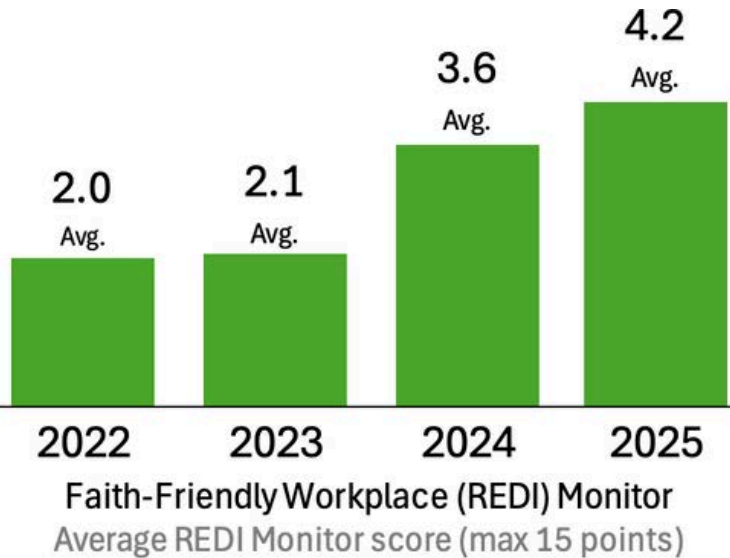
The REDI survey has 11 indicators of best practices including having faith-and-belief employee resource groups (ERGs), sharing best practices with other companies, and

honoring holy days of their employees, among other accommodations such as dress and diet.

In addition to the REDI Index, we monitor the People web pages of Fortune 500 companies. Most faith-friendly initiatives have been facilitated under corporate diversity initiatives, which are rapidly evolving in response to the current environment.

Despite this, faith-oriented inclusion and belonging initiatives have grown in intensity in Q1 2025. For example, the average REDI Monitor score increased significantly from 2024 to 2025 (3.6 to 4.2), and more than doubled since 2022, as shown in the chart.

Change in Faith-Friendly Workplaces
Fortune 500 from 2022 to 2025



May 20, 2025, content analysis of Fortune 500 websites, first quarter 2025
Faith-Friendly Workplace Report, Religious Freedom & Business Foundation

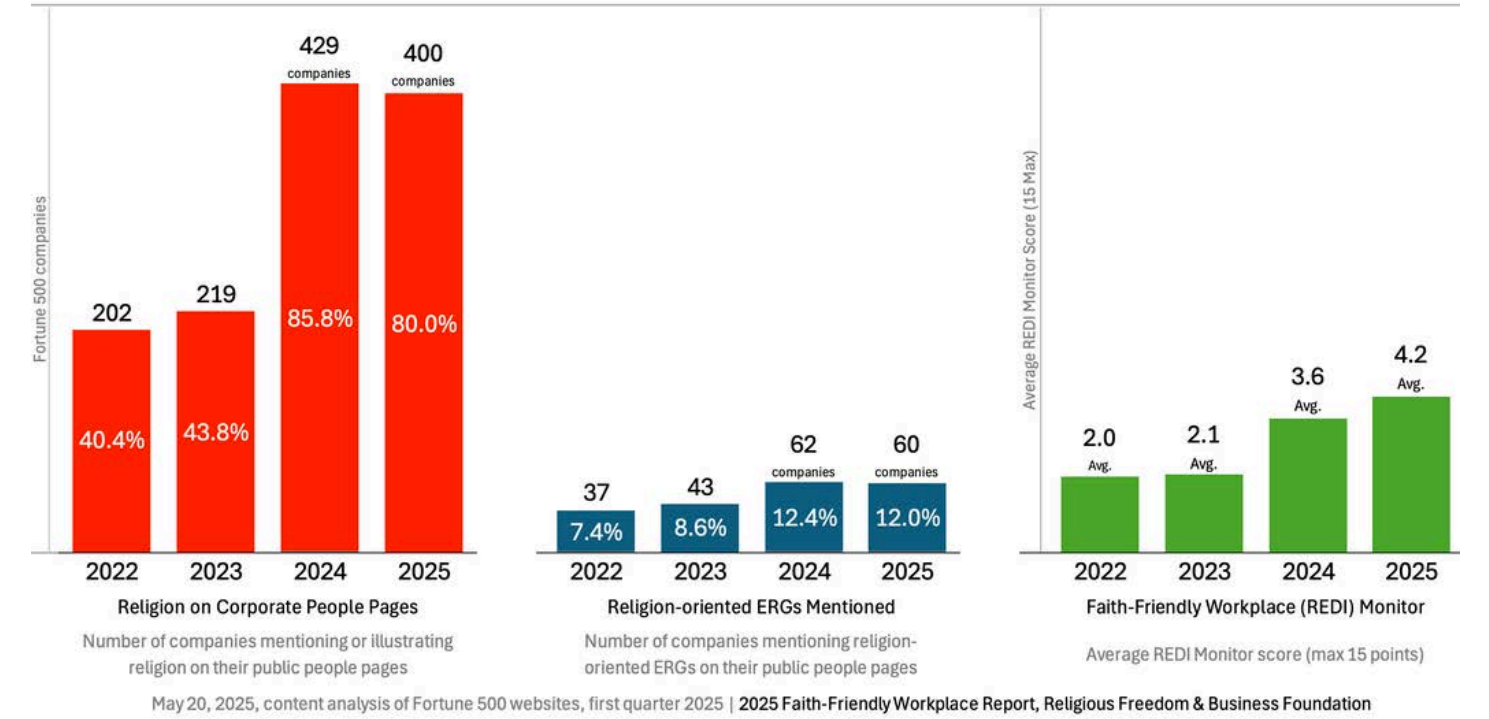
Why Religious Inclusion and Belonging May Thrive in Current Disruptive Environment

Corporations across the U.S. have scaled back their diversity programs, not only in response to the changing environment, but also in response to Supreme Court rulings finding that some affirmative action programs ran afoul of law. Because most faith-friendly initiatives have been situated within these corporate programs, have they been scaled back along with other initiatives? The empirical evidence is that this is not the case, at least not to any significant extent. In fact, there are some indications that the opposite may be true.

As mentioned, the average REDI Monitor score increased significantly from last year. This indicates an increase in the intensity with which companies are embracing faith-friendly workplaces. Another indicator is that for the first time in 2025, eight Fortune 500 companies mentioned the REDI Index on their websites.

At the same time, we saw a slight drop (from 62 to 60) in companies reporting that they have faith-based ERGs. This is probably a change in the external visibility of companies' websites, because faith ERGs continue to operate in up to eight companies whose websites did not mention faith ERGs on their websites in 2025 but did mention them in 2024. Also, coinciding with many companies decreasing the visibility of inclusion and belonging information on websites, many U.S. companies stopped participating in external benchmarking surveys this year. Indeed we saw a marked increase in U.K. and international participation even as some U.S.-based firms took a year off. Therefore, it is reasonable to suspect that the dip in the ERGs (shown in the chart below) is a result of website reorientation to the current environment rather than the elimination of faith ERGs. The same may apply to the slight dip (from 429 to 400) in the number of companies mentioning religion on their corporate people and/or inclusion and belonging web pages. By next year

Religion in the Fortune 500: Change from 2022 to 2025



we may see whether the pro-religious liberty policies of the current administration will encourage more companies to look to their faith-based belonging and inclusion initiatives to help navigate the future.

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 covers 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.

About the REDI Monitor

The public websites of Fortune 500 companies are carefully analyzed by our staff to determine if they include religion as part of their belonging and inclusion initiatives. The REDI Monitor allows us to assess the state of faith-friendly workplaces in FTSE 100 and BSE 100 companies. Not all topics from the opt-in REDI Index survey can be observed. Therefore, scores are given for those mentions of religion 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.



SUMMARY OF GLOBAL RESULTS 2025



		1. Religion on company web page		2. Has faith and belief ERGs		3. Company shares best practices		4. Religion included 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			
Company name:		Total	1a	1b	2a	2b	3a	3b	4a	4b	5a	5b	6a	6b	7a	7b	8a	8b	9a	9b	10a	10b	11a	11b	Bonus
Fortune 500	Accenture	120	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	10	
	Equinix	116	5	5	5	5	5	5	5	5	1	5	5	5	5	5	5	5	5	5	5	5	5	10	
	Dell Technologies	117	5	4	5	5	5	5	5	5	5	4	5	5	5	5	5	5	5	5	4	5	5	10	
	Merck	111	5	3	5	5	5	5	5	5	1	4	5	4	5	5	5	5	5	4	5	5	5	10	
	Intuit	99	5	5	5	5	5	5	5	4	0	0	5	5	5	5	5	5	4	5	4	3	4	5	
	CMS Energy	93	1	4	5	5	5	4	5	2	1	2	5	4	5	5	5	5	4	5	5	1	3	7	
	Rolls-Royce	84	1	2	5	4	5	5	5	1	5	4	5	5	1	5	5	5	3	0	0	5	2	0	
	FirstEnergy	60	1	2	5	3	5	3	5	3	1	1	5	3	0	0	5	5	5	3	0	0	3	2	0
	Lexmark	55	5	2	5	2	5	1	5	3	1	4	0	0	1	5	5	4	0	0	0	0	5	2	0
U.S. and Global	BMC	104	5	3	5	5	5	4	5	5	1	5	5	5	5	5	5	5	5	3	5	3	5	5	5
	AZZ	95	5	5	5	5	5	3	5	4	5	5	5	5	5	5	5	5	5	0	0	5	3	0	
	Non public	87	5	4	5	5	5	4	5	1	1	1	5	5	5	5	5	5	5	0	2	5	4	0	
	Yogi Tea	86	5	3	5	4	5	3	5	1	1	1	5	3	5	5	5	5	1	5	1	5	1	7	
	West Monroe	77	5	2	5	4	5	4	5	1	0	0	5	2	5	5	5	5	3	5	3	1	2	0	
	Kaiser Permanente	54	0	0	1	0	0	0	5	0	5	4	5	3	1	4	5	5	0	0	5	2	1	1	7
	Future Pipes Industries	48	1	0	1	0	0	0	5	2	0	0	5	1	5	3	5	5	0	0	0	0	3	4	8
U.K.	Baringa	110	5	5	5	5	5	5	5	4	1	0	5	5	5	5	5	5	5	5	5	5	5	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	8	
	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
	NATS	102	5	4	5	5	5	5	5	5	1	2	5	4	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	3	0	0	5	5	9	
	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
Non public	54	1	1	5	5	5	3	5	0	1	0	0	0	5	4	5	1	5	3	0	0	3	2	0	

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 commitments. 21% mention this on other webpages. Only 4% make no mention of religion on their websites.
- 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.
- 92% described their practices related to faith-oriented ERGs or other faith-oriented activities to other companies.
- 100% address religion (incl. faith and belief) as a topic in their internal HR training.
- 25% provide professional chaplaincy services to serve their employees, while an additional 50% provide other spiritual care opportunities.
- 92% seek to understand the faiths and beliefs of their clients and stakeholders.
- Most have procedures to request accommodations that are communicated annually.
- 88% report that their employees participated in related external professional conferences or faith-related professional events.
- 58% match employee donations to faith-based and religious organizations.
- All report celebrating or honoring holy days of their employees. 58% do this both internally and externally.

Faith-Friendly Workplace Report: 2025



Summary

	Faith on Company's People Website Page (max 10 pts.)		Company Reports Having Faith ERGs (max 5 pts.)		REDI Monitor Average 2025 (max 15 pts.)		Companies going up/down
Fortune 500 Faith-Friendly Workplace 2025	Main	Mentions	ERGs	Informal	Score	Change	+/-
Total # Companies or Average Score	400		60		4.2	0.6	+177 -136



Results

	Faith on Company's People Website Page (max 10 pts.)		Company Reports Having Faith ERGs (max 5 pts.)		REDI Monitor Scores 2025 (max 15 pts.)		Companies going up/down
Fortune 500 Faith-Friendly Workplace 2025	Main	Mentions	ERGs	Informal	Score	Change	+/-
CMS Energy	5	5	5	0	15	2	+
ServiceNow	5	5	5	0	15	2	+
American Airlines Group	5	5	5	0	15	0	0
Intel	5	5	5	0	15	0	0
FedEx	5	4	5	0	14	13	+
General Motors	5	4	5	0	14	11	+
United Airlines Holdings	5	4	5	0	14	11	+
AbbVie	5	4	5	0	14	10	+
Macy's	5	4	5	0	14	7	+
Tyson Foods	5	4	5	0	14	7	+
Apple	5	4	5	0	14	6	+
PayPal Holdings	5	4	5	0	14	6	+
Pfizer	5	4	5	0	14	6	+
Best Buy	5	4	5	0	14	5	+
Walmart	5	4	5	0	14	5	+
Johnson & Johnson	5	4	5	0	14	4	+
Merck	5	4	5	0	14	4	+
KKR	5	4	5	0	14	2	+
Salesforce	5	4	5	0	14	2	+
Warner Bros. Discovery	5	4	5	0	14	2	+
Cigna Group	5	4	5	0	14	1	+
Reinsurance Group of America	5	4	5	0	14	1	+
Texas Instruments	5	4	5	0	14	1	+
American Express	5	4	5	0	14	0	0
AT&T	5	4	5	0	14	0	0
CBRE Group	5	4	5	0	14	0	0
Cisco Systems	5	4	5	0	14	0	0
Dell Technologies	5	4	5	0	14	0	0
Ford Motor	5	4	5	0	14	0	0
Intuit	5	4	5	0	14	0	0
IQVIA Holdings	5	4	5	0	14	0	0
American International Group	5	4	5	0	14	-1	-
Equinix	5	4	5	0	14	-1	-
FirstEnergy	5	3	5	0	13	11	+
Morgan Stanley	5	3	5	0	13	10	+
BlackRock	5	3	5	0	13	7	+
Jones Financial (Edward Jones)	5	3	5	0	13	7	+
TIAA	5	3	5	0	13	7	+
Consolidated Edison	5	3	5	0	13	6	+
TD Synnex	5	3	5	0	13	6	+
Bank of America	5	3	5	0	13	5	+
General Electric	5	3	5	0	13	5	+

Faith-Friendly Workplace Report: 2025



Fortune 500 Faith-Friendly Workplace 2025	Faith on Company's People Website Page (max 10 pts.)		Company Reports Having Faith ERGs (max 5 pts.)		REDI Monitor Scores 2025 (max 15 pts.)		Companies going up/down
	Main	Mentions	ERGs	Informal	Score	Change	
American International Group	5	4	5	0	14	-1	-
Equinix	5	4	5	0	14	-1	-
FirstEnergy	5	3	5	0	13	11	+
Morgan Stanley	5	3	5	0	13	10	+
BlackRock	5	3	5	0	13	7	+
Jones Financial (Edward Jones)	5	3	5	0	13	7	+
TIAA	5	3	5	0	13	7	+
Consolidated Edison	5	3	5	0	13	6	+
TD Synnex	5	3	5	0	13	6	+
Bank of America	5	3	5	0	13	5	+
General Electric	5	3	5	0	13	5	+
Wayfair	5	3	5	0	13	2	+
Aramark	5	3	5	0	13	1	+
PNC Financial Services Group	5	3	5	0	13	1	+
Qurate Retail	5	3	5	0	13	1	+
Assurant	5	3	5	0	13	-1	-
Netflix	5	3	5	0	13	-1	-
Airbnb	5	2	5	0	12	11	+
CVS Health	5	2	5	0	12	2	+
Block	5	2	5	0	12	0	0
Ameriprise Financial	5	2	5	0	12	-1	-
United Rentals	5	1	5	0	11	10	+
Rockwell Automation	5	1	5	0	11	0	0
NextEra Energy	0	5	5	0	10	2	+
Capital One Financial	5	3	0	1	9	7	+
Pioneer Natural Resources	0	4	5	0	9	-2	-
State Street	0	4	5	0	9	-3	-
Lowe's	5	3	0	0	8	7	+
CHS	5	3	0	0	8	6	+
Home Depot	5	3	0	0	8	6	+
Phillips 66	5	3	0	0	8	6	+
Delta Air Lines	5	3	0	0	8	5	+
AmerisourceBergen / now Cencora	5	3	0	0	8	2	+
Meta Platforms	5	3	0	0	8	2	+
Oracle	5	3	0	0	8	2	+
Thermo Fisher Scientific	5	3	0	0	8	2	+
3M	5	3	0	0	8	1	+
Casey's General Stores	0	3	5	0	8	1	+
Gilead Sciences	5	3	0	0	8	1	+
Jabil	5	3	0	0	8	1	+
Travelers	5	3	0	0	8	1	+
UnitedHealth Group	5	3	0	0	8	1	+
Allstate	5	3	0	0	8	0	0
Bristol-Myers Squibb	5	3	0	0	8	0	0
Occidental Petroleum	5	3	0	0	8	0	0
Owens Corning	0	3	5	0	8	0	0
TJX	5	3	0	0	8	0	0
Target	5	3	0	0	8	-5	-

Faith-Friendly Workplace Report: 2025



Fortune 500 Faith-Friendly Workplace 2025	Faith on Company's People Website Page (max 10 pts.)		Company Reports Having Faith ERGs (max 5 pts.)		REDI Monitor Scores 2025 (max 15 pts.)		Companies going up/down
	Main	Mentions	ERGs	Informal	Score	Change	+/-
Charles Schwab	5	2	0	0	7	7	+
Reliance Steel & Aluminum	5	2	0	0	7	7	+
Arthur J. Gallagher	5	2	0	0	7	6	+
BorgWarner	5	2	0	0	7	6	+
Honeywell International	5	2	0	0	7	6	+
M&T Bank	5	2	0	0	7	6	+
McKesson	5	2	0	0	7	6	+
Molina Healthcare	5	2	0	0	7	6	+
Raymond James Financial	5	2	0	0	7	6	+
Archer Daniels Midland	5	2	0	0	7	5	+
DISH Network	5	2	0	0	7	5	+
Eversource Energy	5	2	0	0	7	5	+
Principal Financial	5	2	0	0	7	5	+
Baker Hughes	5	2	0	0	7	4	+
Progressive	5	2	0	0	7	4	+
Charter Communications	5	2	0	0	7	3	+
Citigroup	5	2	0	0	7	3	+
Automatic Data Processing	5	2	0	0	7	2	+
Continental Resources	5	2	0	0	7	2	+
Murphy USA	5	2	0	0	7	2	+
Adobe	5	2	0	0	7	1	+
Amgen	5	2	0	0	7	1	+
Citizens Financial Group	5	2	0	0	7	1	+
Enterprise Products Partners	5	2	0	0	7	1	+
Exelon	5	2	0	0	7	1	+
Kroger	5	2	0	0	7	1	+
Landstar System	5	2	0	0	7	1	+
Lincoln National	5	2	0	0	7	1	+
Moderna	5	2	0	0	7	1	+
Mondelez International	5	2	0	0	7	1	+
Paramount Global	5	2	0	0	7	1	+
Thor Industries	5	2	0	0	7	1	+
United Services Automobile Assn.	5	2	0	0	7	1	+
VF	5	2	0	0	7	1	+
Vistra	5	2	0	0	7	1	+
Avis Budget Group	5	2	0	0	7	0	0
Bath & Body Works	5	2	0	0	7	0	0
Biogen	5	2	0	0	7	0	0
Cheniere Energy	5	2	0	0	7	0	0
Estée Lauder	5	2	0	0	7	0	0
Genworth Financial	5	2	0	0	7	0	0
Humana	5	2	0	0	7	0	0
Lumen Technologies	5	2	0	0	7	0	0
McDonald's	5	2	0	0	7	0	0
Northwestern Mutual	5	2	0	0	7	0	0
Performance Food Group	5	2	0	0	7	0	0
U.S. Bancorp	5	2	0	0	7	0	0
United Parcel Service	5	2	0	0	7	0	0
Fidelity National Information Services	5	2	0	0	7	-1	-

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Fortune 500 Faith-Friendly Workplace 2025	Faith on Company's People Website Page (max 10 pts.)		Company Reports Having Faith ERGs (max 5 pts.)		REDI Monitor Scores 2025 (max 15 pts.)		Companies going up/down
	Main	Mentions	ERGs	Informal	Score	Change	
Robert Half International	5	2	0	0	7	-1	-
Starbucks	5	2	0	0	7	-1	-
Verizon Communications	5	2	0	0	7	-1	-
Ebay	5	2	0	0	7	-5	-
Uber Technologies	5	2	0	0	7	-5	-
Advanced Micro Devices	5	1	0	0	6	6	+
Boston Scientific	5	1	0	0	6	6	+
Expeditors International of Washington	5	1	0	0	6	6	+
J.B. Hunt Transport Services	5	1	0	0	6	6	+
Loews	5	1	0	0	6	6	+
Advance Auto Parts	5	1	0	0	6	5	+
Commercial Metals	5	1	0	0	6	5	+
Graybar Electric	5	1	0	0	6	5	+
Kinder Morgan	5	1	0	0	6	5	+
Leidos Holdings	5	1	0	0	6	5	+
Packaging Corp. of America	5	1	0	0	6	5	+
PBF Energy	5	1	0	0	6	5	+
Polaris	5	1	0	0	6	5	+
Southern	5	1	0	0	6	5	+
US Foods Holding	5	1	0	0	6	5	+
WEC Energy Group	5	1	0	0	6	5	+
Ball	5	1	0	0	6	4	+
Caesars Entertainment	5	1	0	0	6	4	+
CommScope Holding	5	1	0	0	6	4	+
Tesla	5	1	0	0	6	3	+
World Fuel Services	5	1	0	0	6	3	+
Blackstone	5	1	0	0	6	1	+
Devon Energy	5	1	0	0	6	1	+
Norfolk Southern	5	1	0	0	6	1	+
Thrivent Financial for Lutherans	5	1	0	0	6	1	+
Alaska Air Group	5	1	0	0	6	0	0
APA	5	1	0	0	6	0	0
Baxter International	5	1	0	0	6	0	0
Cleveland-Cliffs	5	1	0	0	6	0	0
Cummins	5	1	0	0	6	0	0
Dana	5	1	0	0	6	0	0
Dominion Energy	5	1	0	0	6	0	0
DTE Energy	5	1	0	0	6	0	0
EnLink Midstream	5	1	0	0	6	0	0
Equitable Holdings	5	1	0	0	6	0	0
Expedia Group	5	1	0	0	6	0	0
Hess	5	1	0	0	6	0	0
Hewlett Packard Enterprise	5	1	0	0	6	0	0
Huntington Bancshares	5	1	0	0	6	0	0
Marsh & McLennan	5	1	0	0	6	0	0
Old Republic International	5	1	0	0	6	0	0
Olin	5	1	0	0	6	0	0
Oneok	5	1	0	0	6	0	0
Rite Aid	5	1	0	0	6	0	0

Faith-Friendly Workplace Report: 2025



Fortune 500 Faith-Friendly Workplace 2025	Faith on Company's People Website Page (max 10 pts.)		Company Reports Having Faith ERGs (max 5 pts.)		REDI Monitor Scores 2025 (max 15 pts.)		Companies going up/down
	Main	Mentions	ERGs	Informal	Score	Change	+/-
TravelCenters of America	5	1	0	0	6	0	0
United States Steel	5	1	0	0	6	0	0
Viatis	5	1	0	0	6	0	0
Weyerhaeuser	5	1	0	0	6	0	0
Albertsons	5	1	0	0	6	-1	-
Altria Group	5	1	0	0	6	-1	-
Becton Dickinson	5	1	0	0	6	-1	-
Cognizant Technology Solutions	5	1	0	0	6	-1	-
Discover Financial Services	5	1	0	0	6	-1	-
Eli Lilly	5	1	0	0	6	-1	-
Prudential Financial	5	1	0	0	6	-1	-
Univar Solutions	5	1	0	0	6	-1	-
W.W. Grainger	5	1	0	0	6	-1	-
XPO	5	1	0	0	6	-1	-
Boeing	5	1	0	0	6	-2	-
HP	5	1	0	0	6	-2	-
Wells Fargo	5	1	0	0	6	-2	-
Fannie Mae	5	1	0	0	6	-7	-
A-Mark Precious Metals	0	0	0	0	0	5	+
Newell Brands	5	0	0	0	5	5	+
O'Reilly Automotive	5	0	0	0	5	5	+
Applied Materials	5	0	0	0	5	4	+
Carvana	5	0	0	0	5	4	+
Dick's Sporting Goods	5	0	0	0	5	4	+
Fiserv	5	0	0	0	5	4	+
Foot Locker	5	0	0	0	5	4	+
Liberty Media	5	0	0	0	5	4	+
Quanta Services	5	0	0	0	5	4	+
UFP Industries	5	0	0	0	5	4	+
UGI	5	0	0	0	5	4	+
Xcel Energy	5	0	0	0	5	4	+
Auto-Owners Insurance	5	0	0	0	5	3	+
ODP	5	0	0	0	5	3	+
Raytheon Technologies	5	0	0	0	5	3	+
Ulta Beauty	5	0	0	0	5	3	+
Newmont	5	0	0	0	5	2	+
American Family Insurance Group	5	0	0	0	5	0	0
Conagra Brands	5	0	0	0	5	0	0
Dover	5	0	0	0	5	0	0
Genuine Parts	5	0	0	0	5	0	0
Oshkosh	5	0	0	0	5	0	0
Parker-Hannifin	5	0	0	0	5	0	0
SpartanNash	5	0	0	0	5	0	0
Asbury Automotive Group	5	0	0	0	5	-1	-
Community Health Systems	5	0	0	0	5	-1	-
Constellation Energy	5	0	0	0	5	-1	-
Ross Stores	5	0	0	0	5	-1	-
Sonic Automotive	5	0	0	0	5	-1	-

Faith-Friendly Workplace Report: 2025



Fortune 500 Faith-Friendly Workplace 2025	Faith on Company's People Website Page (max 10 pts.)		Company Reports Having Faith ERGs (max 5 pts.)		REDI Monitor Scores 2025 (max 15 pts.)		Companies going up/down
	Main	Mentions	ERGs	Informal	Score	Change	+/-
Sonic Automotive	5	0	0	0	5	-1	-
Fidelity National Financial	5	0	0	0	5	-4	-
PepsiCo	5	0	0	0	5	-4	-
Costco Wholesale	0	4	0	0	4	3	+
Danaher	0	4	0	0	4	3	+
Valero Energy	0	4	0	0	4	3	+
Qualcomm	0	4	0	0	4	1	+
Microsoft	0	4	0	0	4	0	0
Broadcom	0	4	0	0	4	-3	-
General Dynamics	0	4	0	0	4	-8	-
Comcast	0	3	0	0	3	3	+
D.R. Horton	0	3	0	0	3	3	+
NRG Energy	0	3	0	0	3	3	+
CarMax	0	3	0	0	3	2	+
Dollar General	0	3	0	0	3	2	+
Hertz Global Holdings	0	3	0	0	3	2	+
JPMorgan Chase	0	3	0	0	3	2	+
Arrow Electronics	0	3	0	0	3	1	+
Berkshire Hathaway	0	3	0	0	3	1	+
Caterpillar	0	3	0	0	3	1	+
Coca-Cola	0	3	0	0	3	1	+
Deere	0	3	0	0	3	1	+
Micron Technology	0	3	0	0	3	1	+
Walgreens Boots Alliance	0	3	0	0	3	1	+
Abbott Laboratories	0	3	0	0	3	0	0
Amazon.com	0	3	0	0	3	0	0
ConocoPhillips	0	3	0	0	3	0	0
Elevance Health	0	3	0	0	3	0	0
Public Service Enterprise Group	0	3	0	0	3	0	0
S&P Global	0	3	0	0	3	0	0
Massachusetts Mutual Life Insurance	0	3	0	0	3	-4	-
Nationwide	0	3	0	0	3	-4	-
Plains GP Holdings	0	3	0	0	3	-4	-
Alphabet	0	3	0	0	3	-10	-
Hartford Financial Services Group	0	2	0	0	2	2	+
HF Sinclair	0	2	0	0	2	2	+
Nucor	0	2	0	0	2	2	+
Ally Financial	0	2	0	0	2	1	+
ARKO	0	2	0	0	2	1	+
Entergy	0	2	0	0	2	1	+
Erie Insurance Group	0	2	0	0	2	1	+
Lululemon athletica	0	2	0	0	2	1	+
Marathon Petroleum	0	2	0	0	2	1	+
Northrop Grumman	0	2	0	0	2	1	+
Publix Super Markets	0	2	0	0	2	1	+
Quest Diagnostics	0	2	0	0	2	1	+
Regeneron Pharmaceuticals	0	2	0	0	2	1	+
Regions Financial	0	2	0	0	2	1	+
StoneX Group	0	2	0	0	2	1	+

Faith-Friendly Workplace Report: 2025



	Faith on Company's People Website Page (max 10 pts.)		Company Reports Having Faith ERGs (max 5 pts.)		REDI Monitor Scores 2025 (max 15 pts.)		Companies going up/down
Fortune 500 Faith-Friendly Workplace 2025	Main	Mentions	ERGs	Informal	Score	Change	+/-
Truist Financial	0	2	0	0	2	1	+
Air Products & Chemicals	0	2	0	0	2	0	0
Analog Devices	0	2	0	0	2	0	0
Chipotle Mexican Grill	0	2	0	0	2	0	0
Eastman Chemical	0	2	0	0	2	0	0
EMCOR Group	0	2	0	0	2	0	0
Farmers Insurance Exchange	0	2	0	0	2	0	0
Masco	0	2	0	0	2	0	0
MasTec	0	2	0	0	2	0	0
Franklin Resources	0	2	0	0	2	-1	-
Centene	0	2	0	0	2	-2	-
Andersons	0	1	0	0	1	-4	-
Kimberly-Clark	0	2	0	0	2	-4	-
Dow	0	2	0	0	2	-5	-
Nike	0	2	0	0	2	-6	-
Philip Morris International	0	2	0	0	2	-6	-
Procter & Gamble	0	2	0	0	2	-7	-
AES	0	1	0	0	1	1	+
Aflac	0	1	0	0	1	1	+
CDW	0	1	0	0	1	1	+
EQT	0	1	0	0	1	1	+
Group 1 Automotive	0	1	0	0	1	1	+
Knight-Swift Transportation Holdings	0	1	0	0	1	1	+
Lennar	0	1	0	0	1	1	+
NGL Energy Partners	0	1	0	0	1	1	+
Nordstrom	0	1	0	0	1	1	+
Peter Kiewit Sons'	0	1	0	0	1	1	+
PulteGroup	0	1	0	0	1	1	+
Alcoa	0	1	0	0	1	0	0
Altice USA	0	1	0	0	1	0	0
American Electric Power	0	1	0	0	1	0	0
Arconic	0	1	0	0	1	0	0
AutoNation	0	1	0	0	1	0	0
Avantor	0	1	0	0	1	0	0
Avnet	0	1	0	0	1	0	0
Beacon Roofing Supply	0	1	0	0	1	0	0
Bed Bath & Beyond	0	1	0	0	1	0	0
Berry Global Group	0	1	0	0	1	0	0
Boise Cascade	0	1	0	0	1	0	0
Booking Holdings	0	1	0	0	1	0	0
C.H. Robinson Worldwide	0	1	0	0	1	0	0
Cardinal Health	0	1	0	0	1	0	0
Celanese	0	1	0	0	1	0	0
Cintas	0	1	0	0	1	0	0
Constellation Brands	0	1	0	0	1	0	0
Coterra Energy	0	1	0	0	1	0	0
Darden Restaurants	0	1	0	0	1	0	0

Faith-Friendly Workplace Report: 2025



Fortune 500 Faith-Friendly Workplace 2025	Faith on Company's People Website Page (max 10 pts.)		Company Reports Having Faith ERGs (max 5 pts.)		REDI Monitor Scores 2025 (max 15 pts.)		Companies going up/down
	Main	Mentions	ERGs	Informal	Score	Change	
Darden Restaurants	0	1	0	0	1	0	0
Diamondback Energy	0	1	0	0	1	0	0
DXC Technology	0	1	0	0	1	0	0
Emerson Electric	0	1	0	0	1	0	0
EOG Resources	0	1	0	0	1	0	0
Expand Energy	0	1	0	0	1	0	0
Fifth Third Bancorp	0	1	0	0	1	0	0
Fortune Brands Innovations	0	1	0	0	1	0	0
Fox	0	1	0	0	1	0	0
Freeport-McMoRan	0	1	0	0	1	0	0
Graphic Packaging Holding	0	1	0	0	1	0	0
Halliburton	0	1	0	0	1	0	0
Henry Schein	0	1	0	0	1	0	0
Hershey	0	1	0	0	1	0	0
Illinois Tool Works	0	1	0	0	1	0	0
Interpublic Group	0	1	0	0	1	0	0
Jacobs Solutions	0	1	0	0	1	0	0
KeyCorp	5	1	0	0	6	0	0
Kyndryl Holdings	0	1	0	0	1	0	0
Laboratory Corp. of America	0	1	0	0	1	0	0
Liberty Mutual Insurance Group	0	1	0	0	1	0	0
LPL Financial Holdings	0	1	0	0	1	0	0
Mohawk Industries	0	1	0	0	1	0	0
Mosaic	0	1	0	0	1	0	0
Motorola Solutions	0	1	0	0	1	0	0
News Corp.	0	1	0	0	1	0	0
Paccar	0	1	0	0	1	0	0
Penske Automotive Group	0	1	0	0	1	0	0
PPL	0	1	0	0	1	0	0
PVH	0	1	0	0	1	0	0
Ryder System	0	1	0	0	1	0	0
Science Applications International	0	1	0	0	1	0	0
Sempra	0	1	0	0	1	0	0
Sherwin-Williams	0	1	0	0	1	0	0
Skechers U.S.A.	0	1	0	0	1	0	0
Sonoco Products	0	1	0	0	1	0	0
Southwest Airlines	0	1	0	0	1	0	0
SVB Financial Group	0	1	0	0	1	0	0
Taylor Morrison Home	0	1	0	0	1	0	0
United Natural Foods	0	1	0	0	1	0	0
Unum Group	0	1	0	0	1	0	0
Visa	0	1	0	0	1	0	0
Watsco	0	1	0	0	1	0	0
WESCO International	0	1	0	0	1	0	0
Western & Southern Financial Group	0	1	0	0	1	0	0
Westinghouse Air Brake Technologies	0	1	0	0	1	0	0
Westlake	0	1	0	0	1	0	0
WestRock	0	1	0	0	1	0	0

Faith-Friendly Workplace Report: 2025



	Faith on Company's People Website Page (max 10 pts.)		Company Reports Having Faith ERGs (max 5 pts.)		REDI Monitor Scores 2025 (max 15 pts.)		Companies going up/down
Fortune 500 Faith-Friendly Workplace 2025	Main	Mentions	ERGs	Informal	Score	Change	+/-
Yum China Holdings	0	1	0	0	1	0	0
Booz Allen Hamilton Holding	0	1	0	0	1	-1	-
Exxon Mobil	0	1	0	0	1	-1	-
Fluor	0	1	0	0	1	-1	-
Freddie Mac	0	1	0	0	1	-1	-
Goodyear Tire & Rubber	0	1	0	0	1	-1	-
GXO Logistics	0	1	0	0	1	-1	-
Hilton Worldwide Holdings	0	1	0	0	1	-1	-
LKQ	0	1	0	0	1	-1	-
New York Life Insurance	0	1	0	0	1	-1	-
ON Semiconductor	0	1	0	0	1	-1	-
PPG Industries	0	1	0	0	1	-1	-
State Farm Insurance	0	1	0	0	1	-1	-
Targa Resources	0	1	0	0	1	-1	-
Universal Health Services	0	1	0	0	1	-1	-
Energy Transfer	0	1	0	0	1	-2	-
Walt Disney	0	1	0	0	1	-2	-
Corning	0	1	0	0	1	-3	-
MetLife	0	1	0	0	1	-3	-
JetBlue Airways	0	1	0	0	1	-4	-
Ovintiv	0	1	0	0	1	-4	-
Par Pacific Holdings	0	1	0	0	1	-4	-
Burlington Stores	0	1	0	0	1	-5	-
CenterPoint Energy	0	1	0	0	1	-5	-
Huntington Ingalls Industries	0	1	0	0	1	-5	-
International Flavors & Fragrances	0	1	0	0	1	-5	-
Mastercard	0	1	0	0	1	-5	-
Global Payments	0	1	0	0	1	-6	-
Lockheed Martin	0	1	0	0	1	-6	-
PG&E	0	1	0	0	1	-6	-
Sysco	0	1	0	0	1	-7	-
Goldman Sachs Group	0	1	0	0	1	-9	-
Albemarle	0	1	0	0	1	-12	-
Activision Blizzard	0	0	0	0	0	0	0
AGCO	0	0	0	0	0	0	0
Apollo Global Management	0	0	0	0	0	0	0
AutoZone	0	0	0	0	0	0	0
Avery Dennison	0	0	0	0	0	0	0
BJ's Wholesale Club	0	0	0	0	0	0	0
Brighthouse Financial	0	0	0	0	0	0	0
Carrier Global	0	0	0	0	0	0	0
CF Industries Holdings	0	0	0	0	0	0	0
Chewy	0	0	0	0	0	0	0
Colgate-Palmolive	0	0	0	0	0	0	0
Coupang	0	0	0	0	0	0	0
Crown Holdings	0	0	0	0	0	0	0
CSX	0	0	0	0	0	0	0
Dollar Tree	0	0	0	0	0	0	0

Faith-Friendly Workplace Report: 2025



Fortune 500 Faith-Friendly Workplace 2025	Faith on Company's People Website Page (max 10 pts.)		Company Reports Having Faith ERGs (max 5 pts.)		REDI Monitor Scores 2025 (max 15 pts.)		Companies going up/down
	Main	Mentions	ERGs	Informal	Score	Change	+/-
DuPont	0	0	0	0	0	0	0
First American Financial	0	0	0	0	0	0	0
Guardian Life Ins. Co. of America	0	0	0	0	0	0	0
Huntsman	0	0	0	0	0	0	0
Icahn Enterprises	0	0	0	0	0	0	0
Intercontinental Exchange	0	0	0	0	0	0	0
International Paper	0	0	0	0	0	0	0
J.M. Smucker	0	0	0	0	0	0	0
Jackson Financial	0	0	0	0	0	0	0
Kellogg	0	0	0	0	0	0	0
Kohl's	0	0	0	0	0	0	0
Lam Research	0	1	0	0	1	0	0
Lear	0	0	0	0	0	0	0
Lithia Motors	0	0	0	0	0	0	0
Live Nation Entertainment	0	0	0	0	0	0	0
ManpowerGroup	0	0	0	0	0	0	0
Marathon Oil	0	0	0	0	0	0	0
Markel	0	0	0	0	0	0	0
Marriott International	0	0	0	0	0	0	0
Molson Coors Beverage	0	0	0	0	0	0	0
Mutual of Omaha Insurance	0	0	0	0	0	0	0
NCR	0	0	0	0	0	0	0
Sanmina	0	0	0	0	0	0	0
Seaboard	0	0	0	0	0	0	0
Stryker	0	0	0	0	0	0	0
W.R. Berkley	0	0	0	0	0	0	0
Waste Management	0	0	0	0	0	0	0
Zoetis	0	0	0	0	0	0	0
AECOM	0	0	0	0	0	-1	-
Amphenol	0	0	0	0	0	-1	-
Autoliv	0	0	0	0	0	-1	-
Builders FirstSource	0	0	0	0	0	-1	-
Campbell Soup	0	0	0	0	0	-1	-
Chesapeake Energy	0	0	0	0	0	-1	-
Chevron	0	0	0	0	0	-1	-
Corteva	0	0	0	0	0	-1	-
DaVita	0	0	0	0	0	-1	-
Ecolab	0	0	0	0	0	-1	-
Edison International	0	0	0	0	0	-1	-
Gap	0	0	0	0	0	-1	-
Global Partners	0	0	0	0	0	-1	-
Hormel Foods	0	0	0	0	0	-1	-
Ingredion	0	0	0	0	0	-1	-
L3Harris Technologies	0	0	0	0	0	-1	-
Opendoor Technologies	0	0	0	0	0	-1	-
Republic Services	0	0	0	0	0	-1	-
Stanley Black & Decker	0	0	0	0	0	-1	-



Fortune 500 Faith-Friendly Workplace 2025	Faith on Company's People Website Page (max 10 pts.)		Company Reports Having Faith ERGs (max 5 pts.)		REDI Monitor Scores 2025 (max 15 pts.)		Companies going up/down
	Main	Mentions	ERGs	Informal	Score	Change	
Synchrony Financial	0	0	0	0	0	-1	-
Tractor Supply	0	0	0	0	0	-1	-
Vertex Pharmaceuticals	0	0	0	0	0	-1	-
VMware	0	0	0	0	0	-1	-
Western Digital	0	0	0	0	0	-1	-
Delek US Holdings	0	0	0	0	0	-2	-
International Business Machines	0	0	0	0	0	-2	-
Land O'Lakes	0	0	0	0	0	-2	-
NVR	0	0	0	0	0	-2	-
Omnicom Group	0	0	0	0	0	-2	-
Steel Dynamics	0	0	0	0	0	-2	-
Vulcan Materials	0	0	0	0	0	-2	-
Bank of New York Mellon	0	0	0	0	0	-3	-
HCA Healthcare	0	0	0	0	0	-4	-
ABM Industries	0	0	0	0	0	-5	-
Insight Enterprises	0	0	0	0	0	-5	-
KLA	0	0	0	0	0	-5	-
Pacific Life	0	0	0	0	0	-5	-
Williams-Sonoma	0	0	0	0	0	-5	-

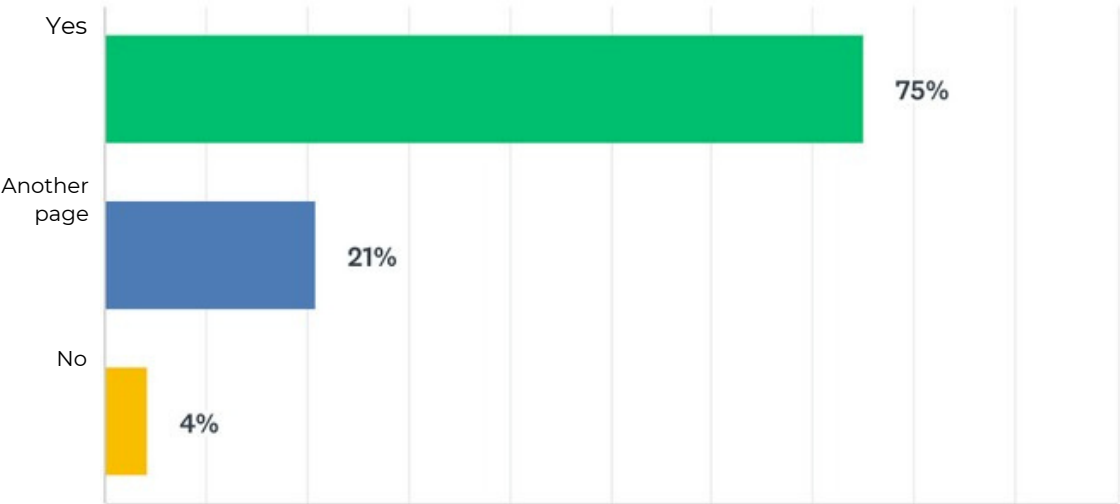
In all, among the Fortune 500, 177 companies saw an increased REDI Monitor Score, while 136 saw their score go down. 187 companies stayed the same.

SUMMARY OF GLOBAL REDI INDEX RESULTS 2025



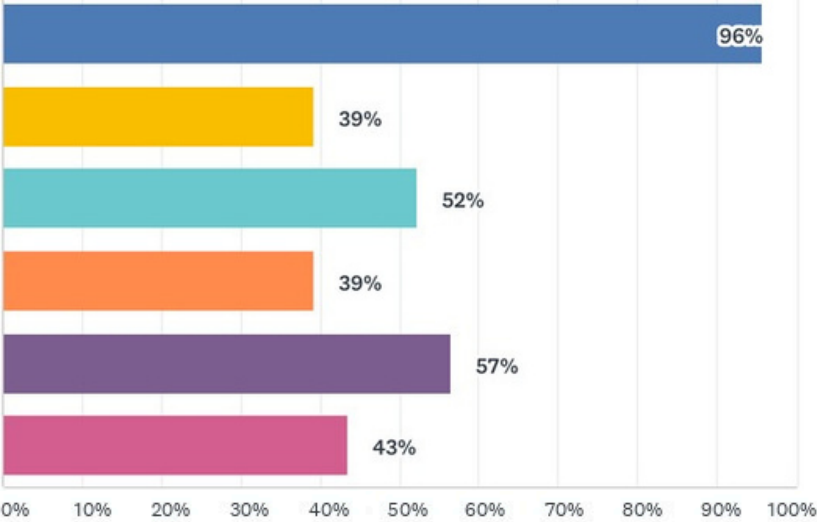
1. Religion (incl. faith and belief) is featured on company's web page

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.

- Mentions and/or describes faith/belief employee resource groups (ERGs)
- Mentions the business case and/or rationale for including faith/belief is part of your workplace belonging commitments
- Includes images or videos of faith/belief-oriented activities or accommodations
- Mentions participation or ranking on the REDI Index
- Links to additional information on your activities to promote a faith-friendly workplace, corporate culture and/or community
- Other











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

Examples

DELLTechnologies

 <p>Asians in Action</p> <p>Unite team members to drive business impact, develop careers, grow communities & enhance connections, all through an Asian perspective</p>	 <p>Black Networking Alliance</p> <p>Provide a culture and environment where black professionals can thrive and bring their full self to work</p>	 <p>Conexus</p> <p>Championing a flexible work community by creating a collaborative work environment, which enables team members to grow and thrive</p>
 <p>Family Balance</p> <p>Support team members with the competing demands of their home and work lives, while assisting with career development</p>	 <p>GenNext</p> <p>Dedicated to accelerating the growth and impact of young and early career professionals</p>	 <p>Interfaith</p> <p>Representing many, and open to all faiths, we're one interfaith family – fostering camaraderie within our workplace and communities</p>

Contact Us



EQUINIX

FaithConnect

Invite | Learn | Respect

FaithConnect's mission is to inspire a culture of learning and respect for all faiths, non-faiths and worldviews in the workplace. Through educational events and initiatives, FaithConnect strives to lay a foundation of belonging and holistic wellbeing at Equinix. By celebrating spiritual diversity, employees can bring their whole authentic self to work—faith, non-faith, worldviews and all.



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

U.K. Examples

CLIFFORD
CHANCE

TOOLKITS & CLIENT LOG-IN

Client Portal | People & Places | Expertise | Insights | Briefings | Innovation | About Us | Careers

Faith

Inclusion & diversity

Inclusion & diversity

Disability

Ethnicity

Faith

Gender

LGBT+

Social mobility

Inclusion team

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

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.

in | ig | yt

Follow us

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!

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



Interfaith and Belief

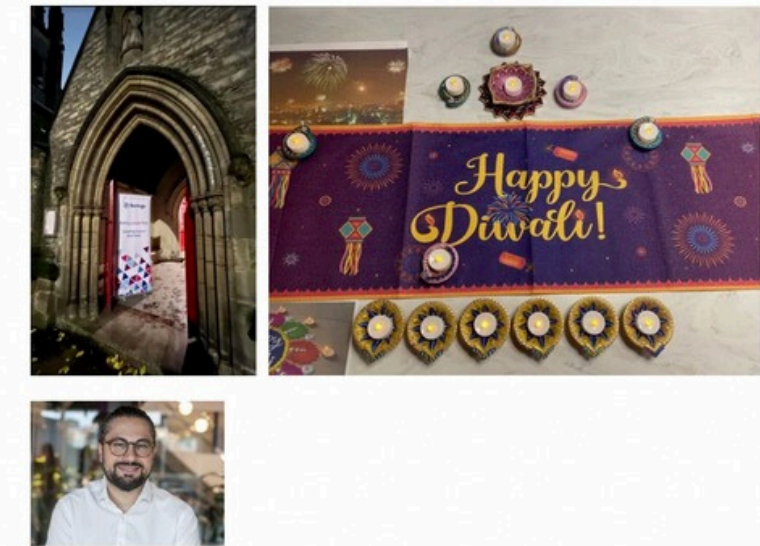
At Baringa, we recognise how important faith, belief and spiritual health are to the lives of billions of people around the world.

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

U.K. Examples



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.

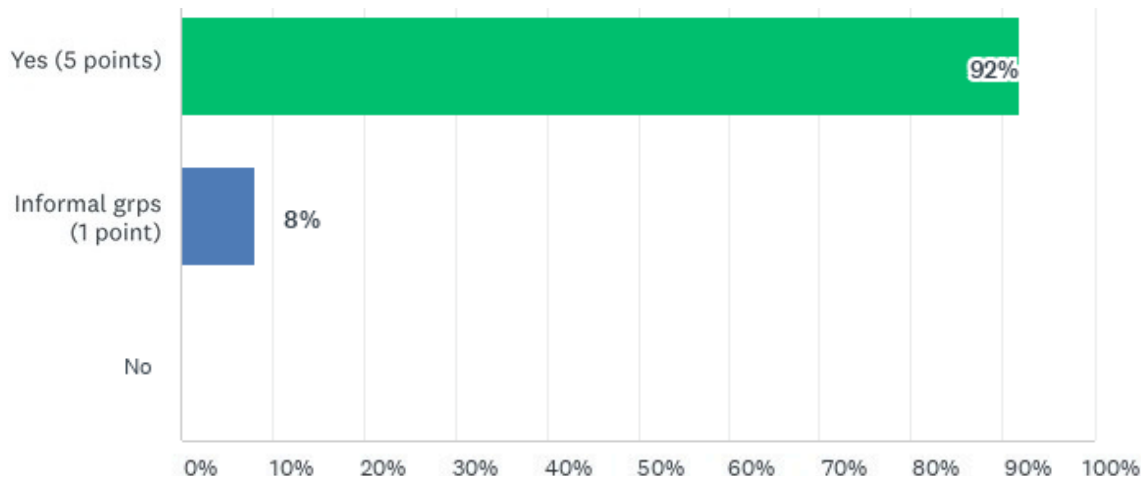


Faith Network is a group for networking, peer support, encouragement and education and provides colleagues and the organisation with advice, guidance and expertise on Faith and Inter-Faith matters and policy and accommodations like Faith Rooms. In 2024, NATS celebrated again a top Faith Friendly Company 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

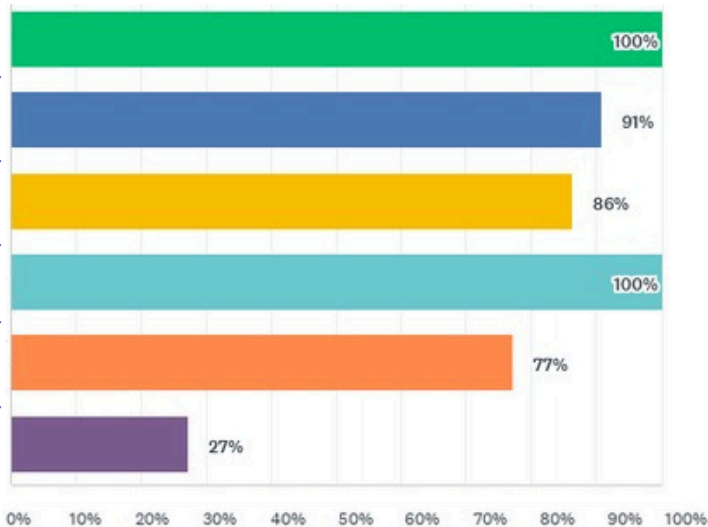
The company provides an official channel for employees' faith/belief-related workplace and policy issues to be discussed and considered

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.

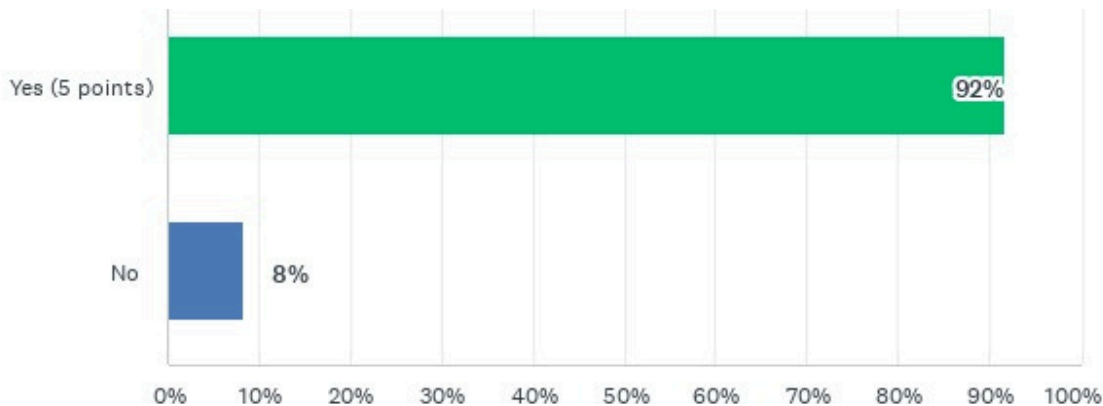
Other





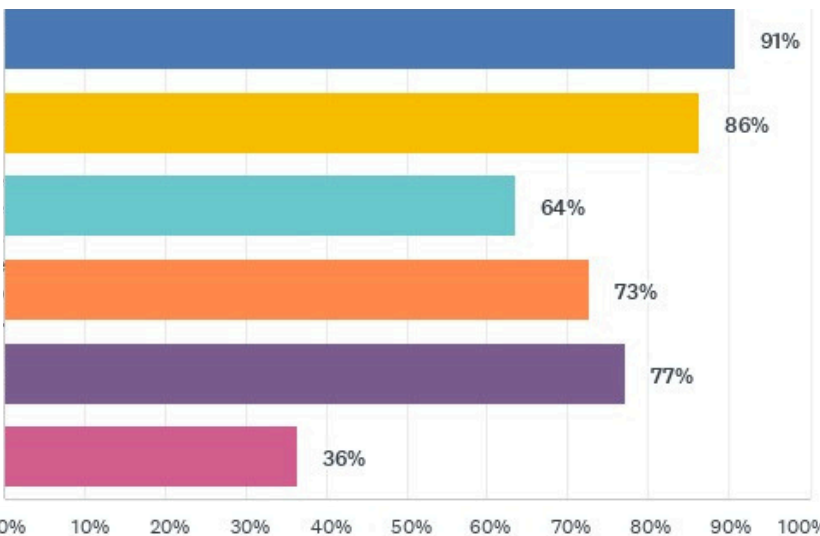
3. Company shares best practices with other organizations

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 their 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.

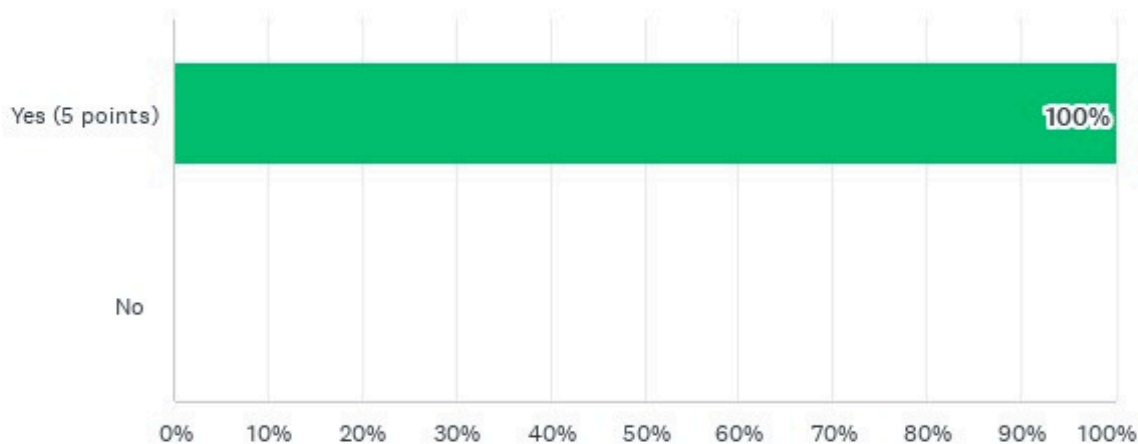
- We have had individual consultations related to faith-oriented ERGs or other faith-oriented activities with other companies
- We have described our faith-oriented work to other companies at faith-oriented conferences or conference sessions
- We have created bespoke media or other resources about our faith-related activities that other companies can access to learn from
- We have contributed to a news or business article and/or conducted an external interview or podcast about our faith-oriented work, thus making the information available to other companies
- We have (a) encouraged other companies to participate in the REDI Index, and/or (b) encouraged other companies to join a faith-led social impact initiative, and/or (c) hosted other companies to discuss faith/belief-oriented issues
- Other





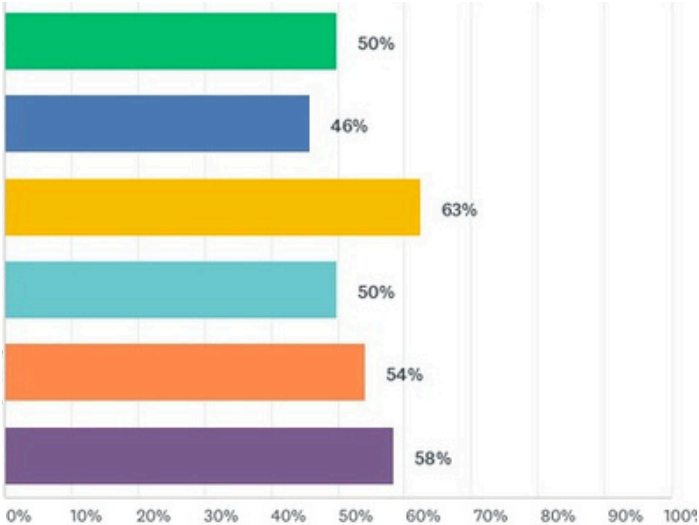
4. Religion is clearly addressed in HR training

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.



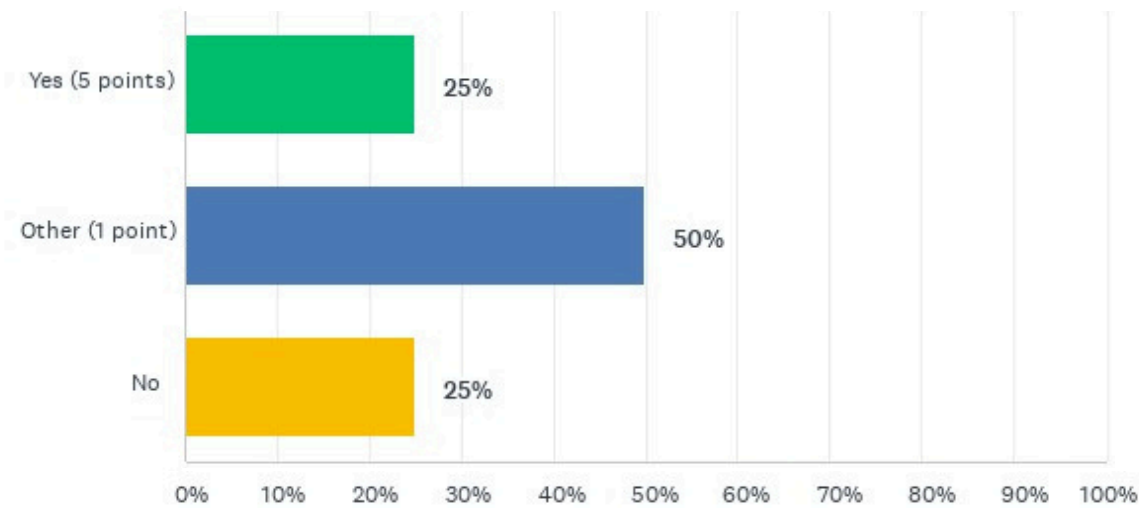
Of these companies: 50% report addressing issues faced by all faith and belief communities. 46% report that their religion-related content is (or can be) a stand-alone module, i.e., it's not just examples in the larger HR training and 63% report that their religion-related HR training covers ways to 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

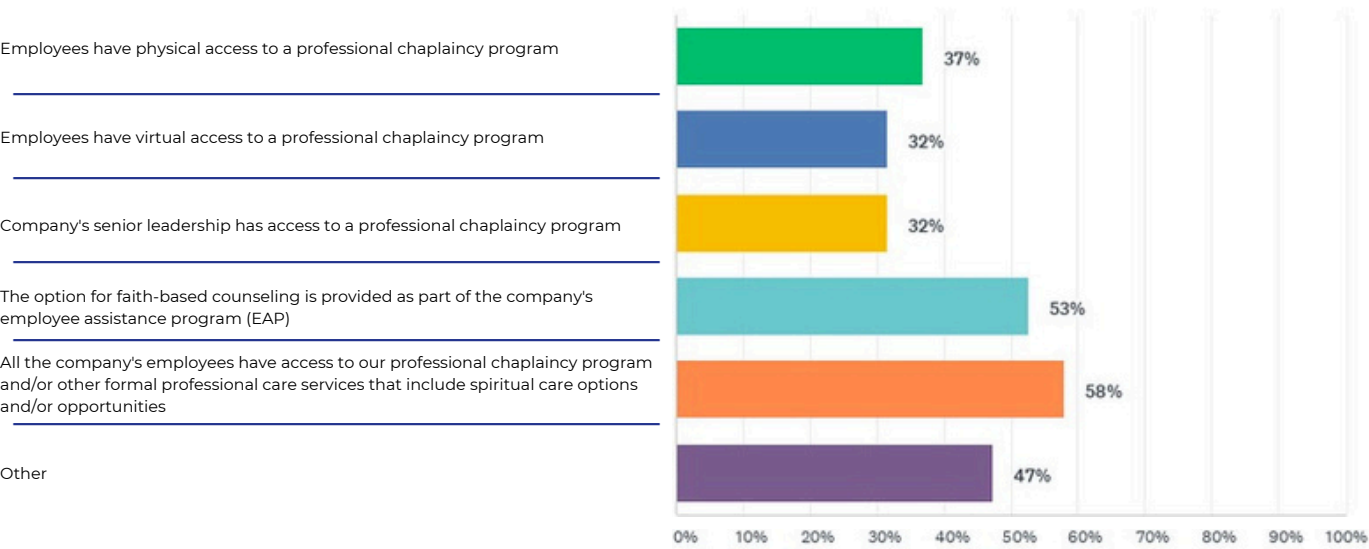




Of the companies participating in the REDI Index survey, 25% provide professional chaplaincy services to serve their employees, while an additional 50% provide other spiritual care opportunities. 25% do not provide chaplains or spiritual care options.



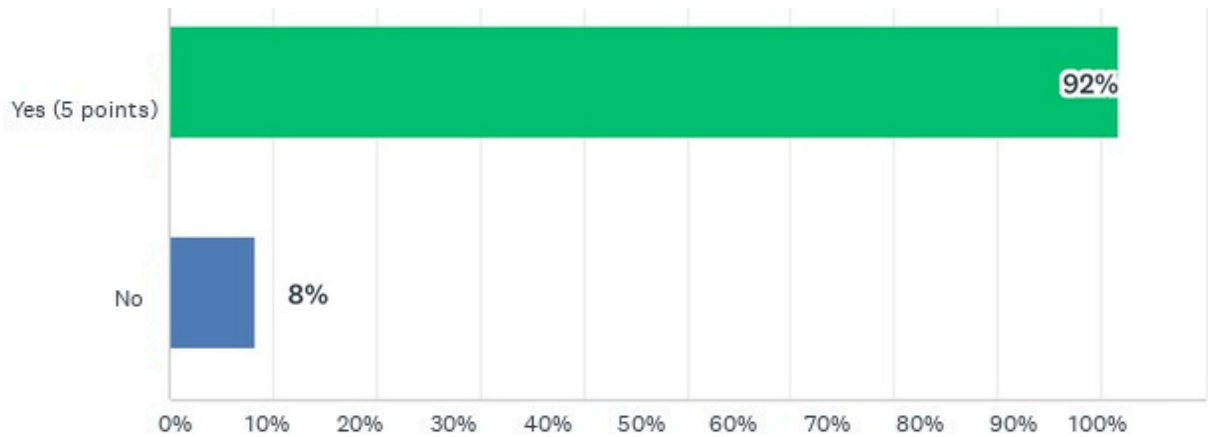
Of these companies: 37% report that employees have physical access to a professional chaplaincy program, while 32% have virtual access to a professional chaplaincy program. The same share of companies (32%) provide access to a professional chaplaincy program for their senior leadership. The option for 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

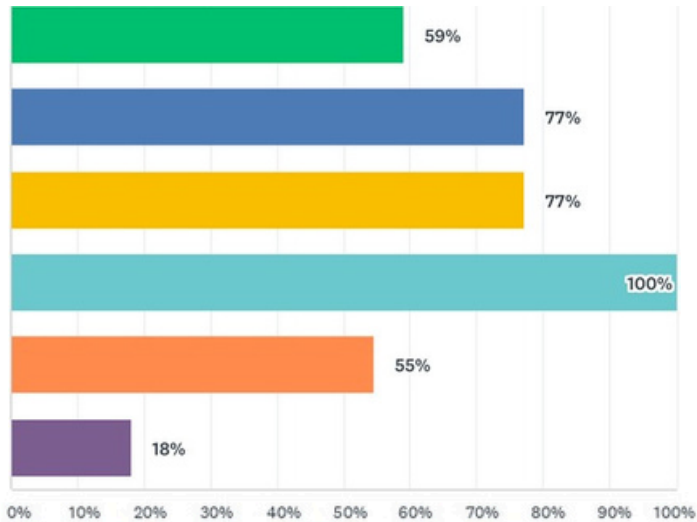


Of the companies participating in the REDI Index survey, 92% seek to understand the faiths and beliefs of its clients, customers, partners and/or stake-holders in order to serve them.



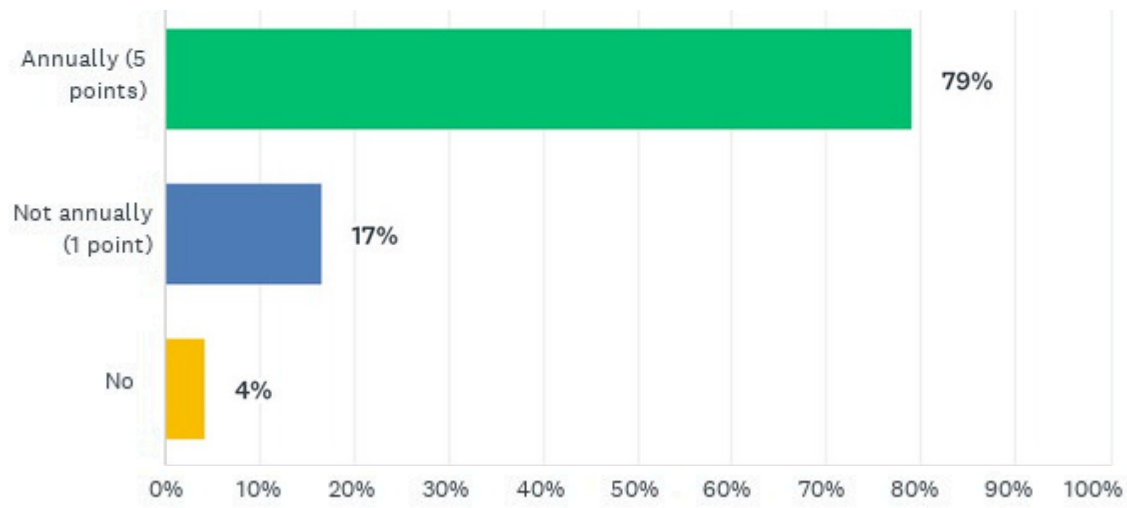
Of these companies: 59% strive to understand how to serve their CLIENTS and/or PARTNERS for whom religion is important, including understanding how religious dynamics may impact working relationships, and 77% strive to understand how to serve their CUSTOMERS, including understanding how religion impacts 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

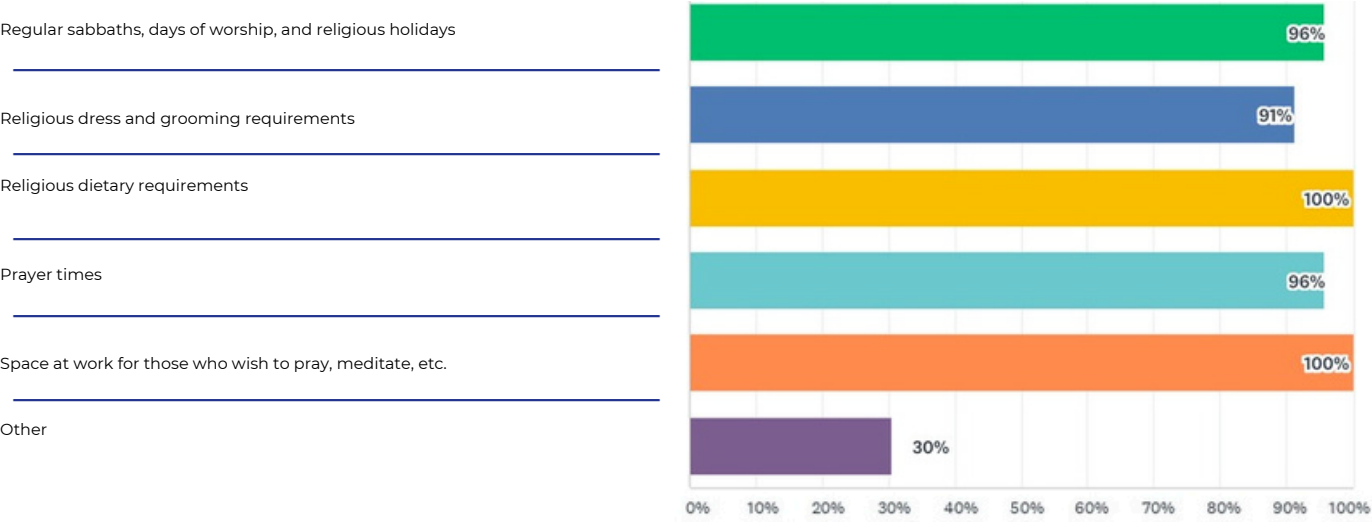


7. Accommodates religious needs of employees

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.



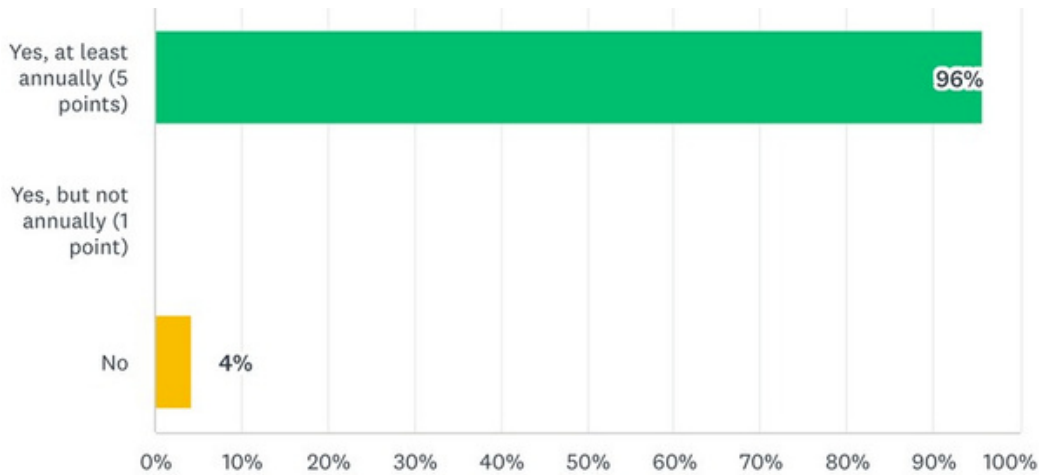
Of these companies: 96% have procedures that are communicated annually to employees about how to request a time off for regular sabbaths, days of worship, and religious holidays; 91% also have regular procedure for requesting religious dress and grooming accommodations. 100% have regular procedures for 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

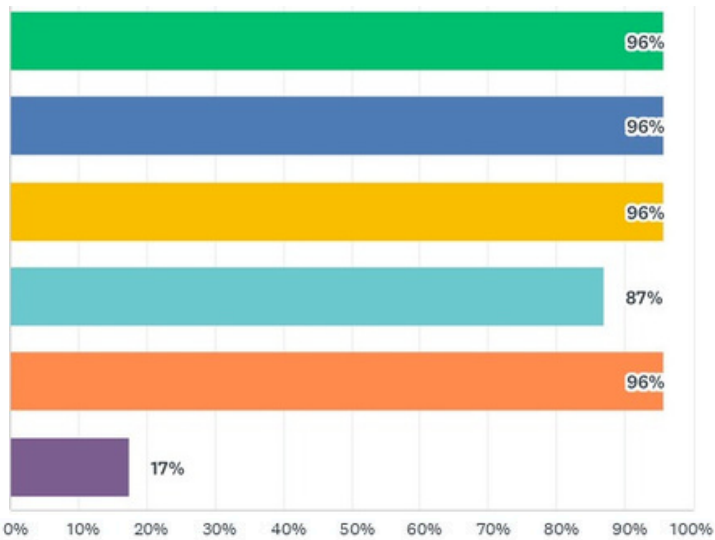
The procedure provides an alternate channel of communication if the alleged perpetrator would normally receive the complaint

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

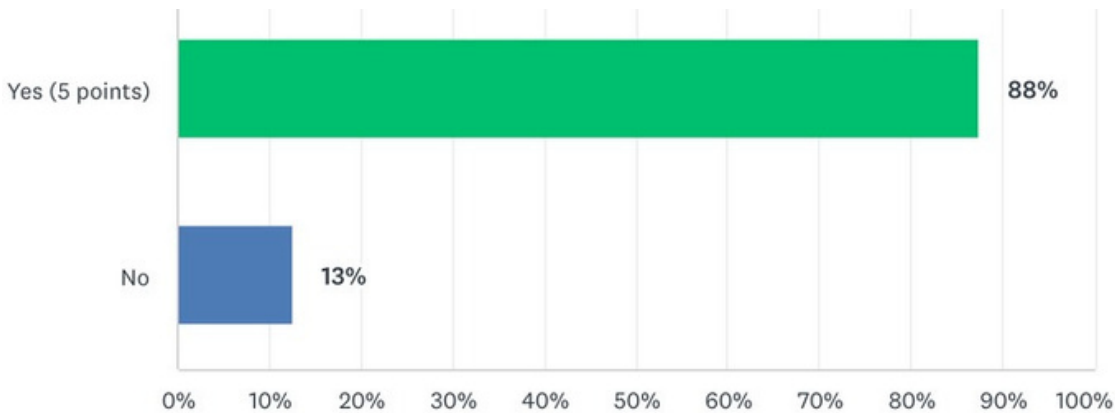
Other





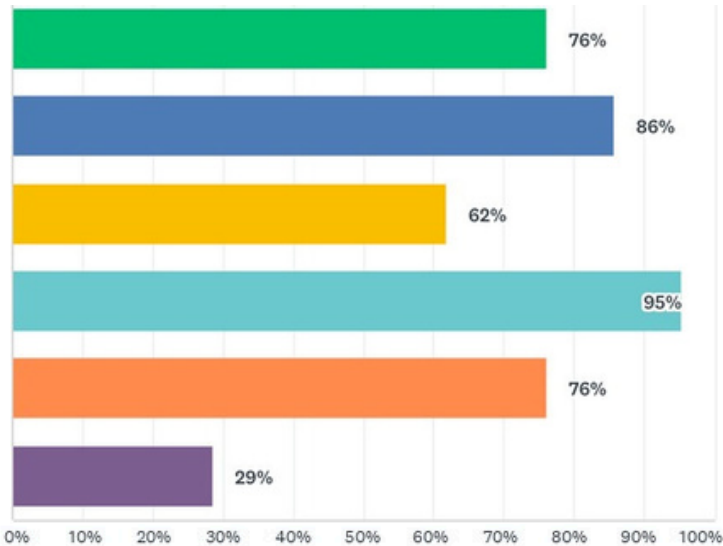
9. Employees attend related professional conferences

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.

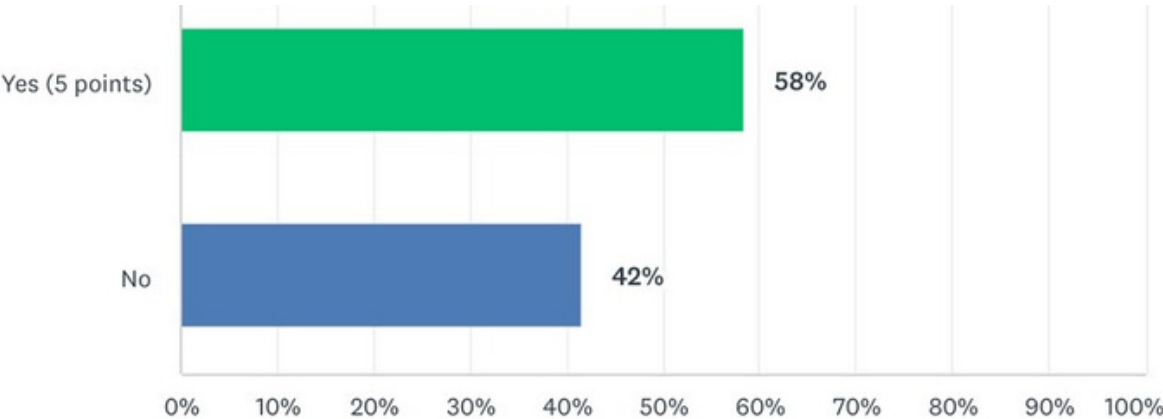
- National Faith@Work ERG "Dare to Overcome" Conference in Washington DC, London or New Delhi, India
- In-person or virtual event hosted by another company or entity
- An event at which our company hosted other companies
- An internal event
- Company-facilitated volunteer time or social outreach with 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.



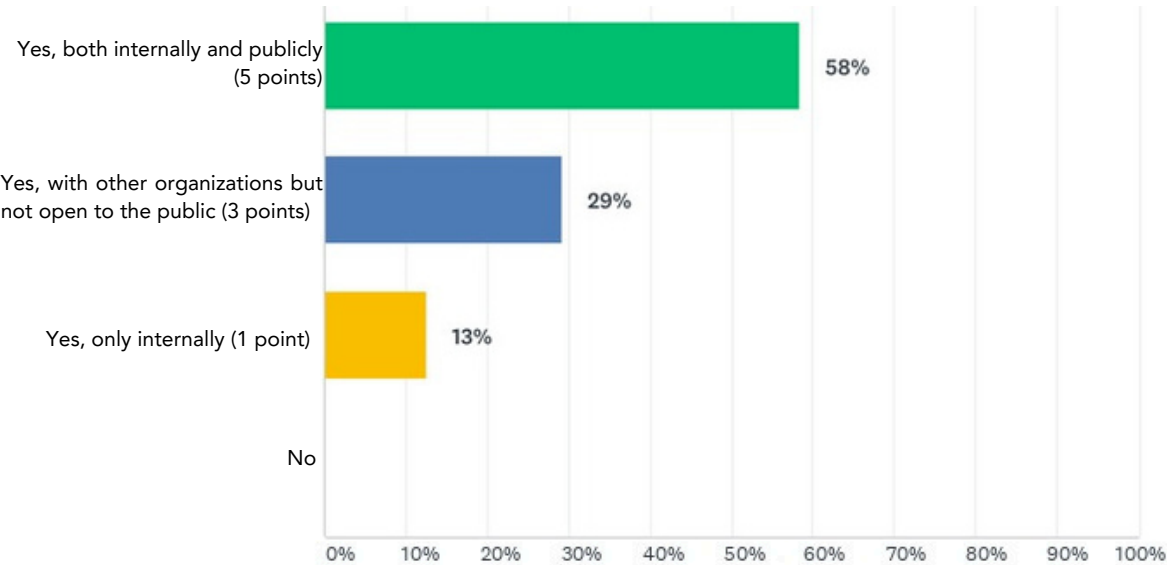
Of these companies: 71% match donations up to \$500 and 65% match donations of more than \$500. 82% have a procedure for performing due diligence checks on the organizations receiving matching donations, and 59% have innovative ways of contributing, such as converting employee volunteer time into cash 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.

